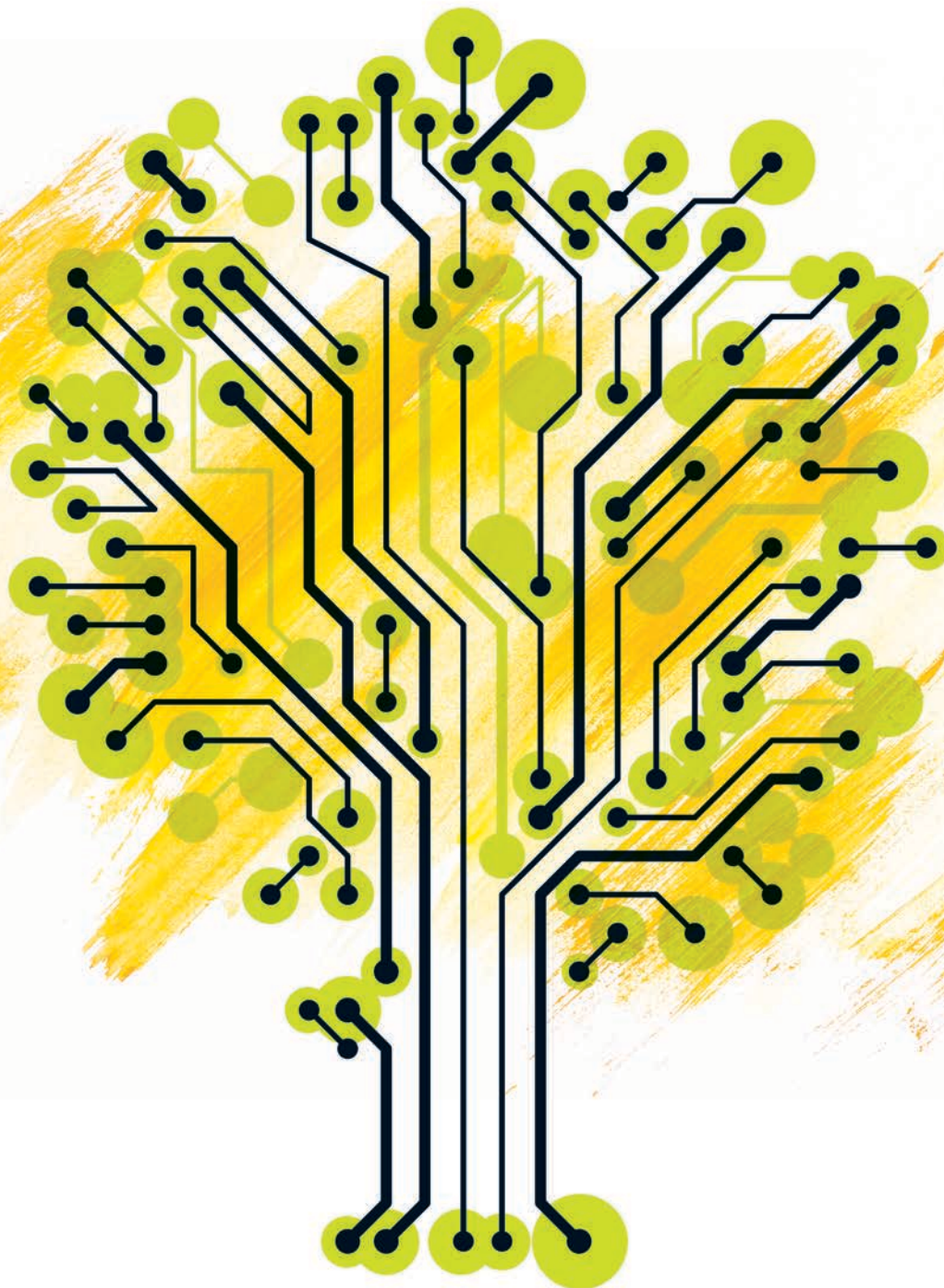
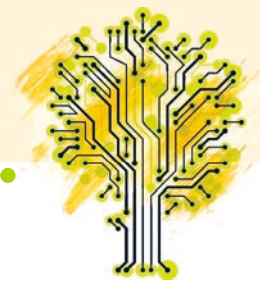


# SANDHAR Connect

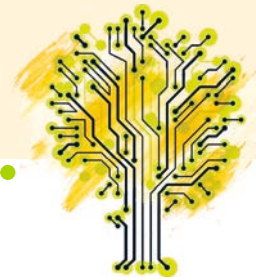
Growth. Motivation. Better Life

July 2018





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My Dear Friends,

The Indian Automotive Industry is looking upbeat. It seems to have successfully overcome the hiccup of GST that was visible last year. It is now looking at gearing up to meet the challenges and opportunities that the upcoming adherence to emission and safety regulations are likely to throw. As we are in the election year we also need to be prepared for some unexpected challenges that may arise.

There is an increasing concern for passenger and driver safety and demand for comfort and convenience. Technology is likely to play a huge role in meeting these twin demands. In my view Auto electronics offers a huge potential and in the future upto 40% of the vehicle cost could be on account of Auto Electronics. We at Sandhar are very optimistic and looking forward to becoming a leading player in this segment. Our new relationship with Whetron Electronics Co., Ltd., in form of a Joint venture is a step in this direction. The Joint venture will supply future technology products to the Indian automotive OEM's. We hope to be ready well in time to supply the safety products when the mandated regulations come into effect in 2019.

The investments that we made over the past few years are now fructifying. The operations of our Joint Venture company Jinyoung Sandhar Mechatronics that supplies AVN panels have stabilised and production is happening on full swing.

The aluminium die casting project at Hosur has started rolling. The office has been inaugurated and production has commenced.

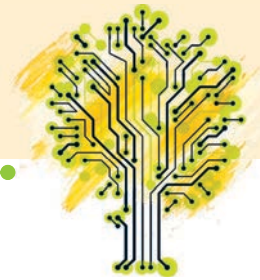
The Jaipur manufacturing facility has started mass production of Shovels and Buckets for JCB. They are now aiming to change gears and achieve higher production targets over the next few months.

The monsoon is here. I urge all of you to take adequate precautions and look after your health.

Happy Reading!

Warm Regards,  
**Jayant Davar**





## Sandhar Automotives, Gurgaon – JEM Division.

Sandhar Automotives, Gurgaon – JEM Division began its journey on 3rd Apr, 2015 to cater to the needs of Automotive sector for Relays, Flashers & other electric and electronics products.

It is situated in HSIIDC Industrial Area, Sector-18 Gurgaon and shares the premises with Sandhar Automotives, Gurgaon and Sandhar Centre for Innovation & Development.

The division was set up as a result of a Technical Collaboration with Jinyoung Electro- Mechanics Co. Ltd., South Korea. It was inaugurated by Mr. Doo-Yung Kim, President of JEM Techno, South Korea and Mr. Jayant Davar, Co-Chairman and Managing Director of Sandhar Technologies Limited on 22nd Feb, 2013.

As on date the facility has two automotive relay manufacturing lines for Micro ISO Relay and Starter relays.

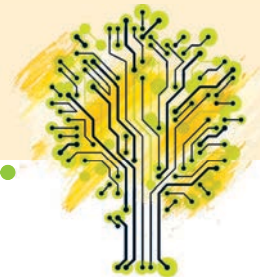


It supplies automotive relays, flashers and horns to the leading players of the industry such as Mahindra & Mahindra, Aptiv and Interface. It is also pursuing for achieving IATF 16949:2016 by the end of July, 2018.





# Know Your Units



*Horn 110 DIA 12V/24V*



*Horn 76 DIA/82 DIA 12V*



*Horn 95 DIA 12V*



*Horn 82 DIA 12V*

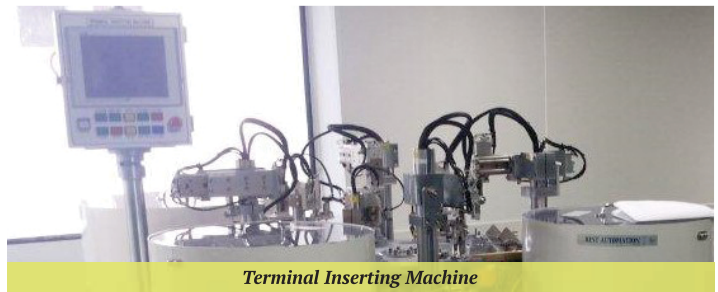


*Trumpet Horn  
90 DIA 12V*

It has installed capacity of 60 lakh Micro ISO Relays per annum and 30 lakh Starter Relays per annum. The manufacturing facility is equipped with state of art fully automatic assembly line with Poka-Yoke for each operation backed by 16 spindle Automatic Coil Winding Machine “Nittoku” Japan make and Terminal Inserting Machine.



*Fully Automatic Coil Winding Machine*



*Terminal Inserting Machine*

The whole assembly line is developed and imported from JEM Techno, South Korea. It was installed and commissioned by JEM Techno Experts in Gurgaon. Key staff employees were trained in South Korea for understanding its operation and maintenance.

The facility is equipped with a dedicated lab for carrying out all the performance, endurance and reliability tests and validations for automotive relays.

Relays are produced at a clean Room Facility with ISO class 7, class 10000. This implies that the number of particles is not to exceed 10000 numbers with particle size of 0.5  $\mu\text{m}$  per cubic foot. As the oil carry over is not acceptable with the compressed air, oil free reciprocating compressor is installed. The unit is also ESD compliant. The work area is maintained at 24 degrees maximum with relative humidity of 55%.

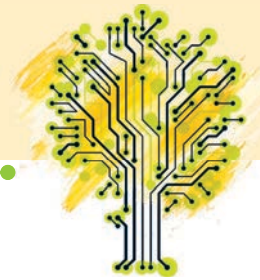


*Lab Facility*

*The JEM division aims to achieve customer delight by offering world class products and prompt services.*

*- Contributed by Mr. J H Appadurai*





## Fire Safety Mock Drills & Training

Fire drills are important part of fire safety procedures for many reasons. It checks the fire safety awareness and preparedness of the employees, the condition of firefighting equipment and working of fire alarms. The drills prepare employees to respond calmly and swiftly in case of fire.

Fire safety mock drills are thus a regular feature of our units.



HSCI Division



Sandhar Automotives, Haridwar



Sandhar Components, Behrampur



Sandhar Automotives, Gurgaon



Sandhar Technologies Limited- Pathredi



MAG Engineering

## ZED Training

ZED cluster member training was conducted by Confederation of Indian Industry at Sandhar Automotives, Gurgaon on 19-20th June, 2018 in which Luminous Group, Minda Group, Cummins, Forbes Marshall and JBM Group participated. Mr. Sachin Rastogi, Deputy General Manager from Sandhar Components, Manesar gave the training. Topics like DMRVE, PERT, TTT, 3S were covered.



ZED MRM Cluster



Sandhar Technologies Limited, Corporate Office

## Microsoft Excel Training

Excellence is not an act but a habit. Sandhar emphasizes on constant learning through varied e-learning modules and trainings. To update its employees with latest trends, training on the Microsoft Excel and Power Point was conducted in the month of May and June in Corporate Office by Mr. Mohit Verma, Vice President, Technoberater.



## Training on New Industrial Initiatives

An in-house training on new industrial initiatives i.e. Industry 4.0, IOT (Internet of Things), VSME, ZED, PMS was conducted on 9th April by Mr. Sunil Kumar Pipil, Unit Head of Sandhar Automotives, Gurgaon, for all staff members of the unit.



## Simulation Software Training

Training on Simulation Software Usage was given by Mr. Ashok Kumar, Marketing Manager, Tata Consultancy Services on 13th April, 2018 to all Design and Engineering staff at Sandhar Automotives, Gurgaon.



## Training on Rejection Entry Through Oracle

Training on Rejection Entry through Oracle was organized in Sandhar Automotives, Gurgaon on 9th May, 2018 with the help of Corporate IT team for all Quality & Stores department employees of the unit.



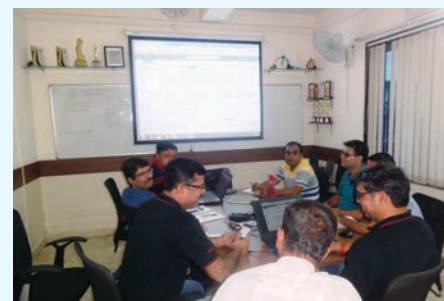
## Visitor Management System Training

To keep up with fast moving automated world, Sandhar Technologies Limited- Corporate Office, conducted a training on Visitor Management System on 26th June 2018 to make employees understand the latest technology and how to operate the Visitor Management application. Mr. Pawan, Manager from V19 Softech facilitated the training.



## Safety Training & Quiz

In order to emphasize the importance of safe practices on the shop floor, a regular daily training is conducted at MAG Engineering. The routine involves talking about select topics like importance of PPE, safety regulations, response etc. To maintain continuity a small quiz is organized covering topics from the recently concluded sessions and the winner is recognized.



## Product Lifecycle Management Training

Training on online module of Product Lifecycle Management was conducted by Mr. Rajesh Kumar Pal, Deputy General Manager in Cabins and Fabrications Division for the staff of different departments.





## Summer Training For Class Xth, XIth & College Freshers

Young, bright minds visited Sandhar Technologies Limited- Corporate Office for a 10 day Summer Training Program inaugurated by Whole Time Director, Chief Financial Officer and Company Secretary, Mr. Arvind Joshi and Chief Human Resource Officer, Mr. Chandan Sengupta.

The purpose of program was to bridge the gap between academics and industry. It aimed at rendering hands on experience of corporate culture and manufacturing processes.

Students were given training on 5S, 3M, Kaizen, Quality Circle, Microsoft Excel and Microsoft Power Point. They were also briefed about departments like Information Technology, Central Procurement Department, Central Maintenance Department, Finance & Accounts, Human Resources and Supply Chain Management.

Team building games were played to break the initial inhibitions. They also visited Sandhar Plants located in and around Delhi NCR region.

At the end of the session, students presented their learning. Three best presentations were awarded. Founder, Co-Chairman and Managing Director, Mr. Jayant Davar interacted with the students and told them to follow their passion and to be good human beings.



### Aids Awareness Session

To debunk the myths and make employees aware about AIDS, an awareness session in association with ESIC was organized in Sandhar Components, Manesar on 12 June, 2018. All the queries of staff and associates were taken care of.



### Zed Training

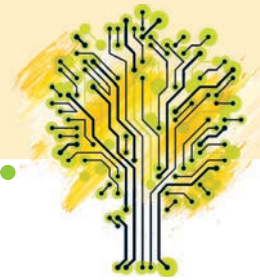
Weekly ZED training is conducted in Sandhar Automotives, Dhumaspur by Mr. Samarthya Bhatia, Manager to make employees aware of the process and its benefits.



### Project Completion on APQP

JCB India Ltd. organized Advance Product Quality Planning (APQP) training session for its suppliers on New Product Development and improvement in which Cabins and Fabrications Division, Pune successfully completed the training session.





## World Environment Day

*I don't want to protect the environment; I want to create a world where environment doesn't need protection. ! ~ Anonymous.*

Mother Earth has bestowed the mankind, ever since the evolution took place, with endless 'goodies' from her 'within, on & over' wholeheartedly & seamlessly. Perhaps that's why we trust it as 'mother-child' relationship being shared together.

Though Mother Earth has always stood by this relationship, we the mankind have been very unfair on our part. The way we have lead the rampant depletion of forests, fertile lands, pastures, minerals, flora and fauna, polluting air & water, all in the name of progress, distinctly shows how ungrateful we have been. This deterioration has been done aggressively, steadily & to an extent of almost irreversible conditions.

Young generations will repeatedly seek answers from all of us for bringing them to a world teeming with pollution, drought, famine, disease, poverty & scarcity.

However, all is not lost until & unless the will to do has gone. With the empowered wisdom & motivation to bring a change, people all over globe have started taking steps to prevent further degradation so as to redeem the blessings of nature.

We at Sandhar took an active participation and celebrated World Environment Day with great fervor on 5th June to raise global awareness regarding the environment. The celebration was marked by plantation drives at various units, poster making, tee-shirt signing, distribution of gifts and oath taking ceremony



HSCI Division



Sandhar Automotives, Bommasandra



Sandhar Automotives, Haridwar



Sandhar Components, Attibele



Sandhar Components, Behrampur



Sandhar Components, Pune



Sandhar Automach, Nalagarh



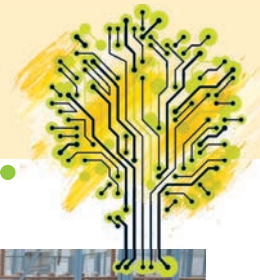
Sandhar Technologies Limited, Hosur (Wheel Assembly)



Sandhar Technologies Limited, Hosur (ADC Division)



# Celebrations@ Sandhar



*Sandhar Automotives, Gurgaon*



*Sandhar Components, Manesar*



*Sandhar Technologies Limited- Pathredi*



*Sandhar Components, Bawal-I*



*MAG Engineering*



*Sandhar Automotives, Pune*



*Sandhar Technologies Limited- Corporate Office*

- Contributed by: Mr. Ravneet Singh Sehmbi

## Yoga Day Celebration

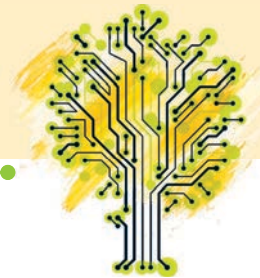
Yoga is a way of life. It brings change in multiple dimensions. It has come a long way from its ancient roots into today's life. On 21st June 2018, our units enthusiastically celebrated the International Yoga Day. The employees were seen doing yoga asanas and chanting to pull and push positive energy in the environment.



*Sandhar Automotives, Haridwar*



# Celebrations@ Sandhar



HSCI Division



Sandhar Components, Attibele



Sandhar Automotives, Pune



Sandhar Components, Behrampur



Sandhar Components, Pune



Sandhar Automotives, Bommasandra



Sandhar Components, Manesar



Cabins & Fabrications- Jaipur



Sandhar Technologies Limited- Pathredi



Sandhar Automotives, Dhumaspur



Sandhar Components, Bawal



Cabins & Fabrications Division- Pune



MAG Engineering



STL-Corporate





## Meetha Pani Day Celebration

The Meetha Pani Day was celebrated at Sandhar Automotives, Gurgaon; Sandhar Components, Manesar and Sandhar Automotives, Dhumaspur on the occasion of Nirjala Ekadashi. On this day, Meetha Pani was served to all the staff, company associates, contractual associates and people outside the premises.



Sandhar Automotives, Dhumaspur



Sandhar Automotives, Gurgaon



Sandhar Components, Manesar

## Long Service Award

To honor the services of employees who have put in 5 years to 25 years at Sandhar, the Long Service Award Ceremony was conducted at Sandhar Automotives, Dhumaspur; Sandhar Automach, Hosur (Wheel Assembly); Sandhar Automach, Attibele and Sandhar Technologies Limited- Corporate Office



Sandhar Automotives, Dhumaspur



Sandhar Technologies Limited- Corporate Office



Sandhar Automach, Attibele



STL-Hosur





## Sports Day

To build sportsmanship and team spirit, the Humane Relations Department organized the Annual Southern Sports Day on 3rd May, 2018 at Sandhar Components, Attibele. Sandhar Automach, Attibele; Sandhar Automotives, Bommasandra; Sandhar Technologies Limited- Hosur (ADC Division and Wheel Assembly Division) participated in the same. As a part of this, indoor games like chess, carom and outdoor games like volley ball, cricket amongst others were played.

***We congratulate all the participants and winners !***



## World Health Day

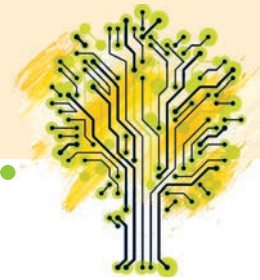
Sandhar Automotives, Haridwar celebrated World Health Day on 7th April, 2018 by spreading awareness among all its employees. The employees were briefed about the importance of Health and Safety.

## Earth Day

On the occasion of Earth Day on 22 April, 2018, employees of Sandhar Technologies Limited-Pathredi celebrated Earth Day with zeal and enthusiasm by cleaning the surroundings. They also pledged to save Mother Nature to the best of their abilities.







Mr. R.G. Periaswamy, Vice President, TVS Motors; Mr. Alok Kumar, General Manager Quality Head and Mr. Ashok Shekar, General Manager Quality Head, Mysore plant visited Sandhar Automotives, Gurgaon on 11th April, 2018 and were briefed about Best Practices i.e. VSME, ZED, SSDC etc. by Chief Operating officer, Mr. Niraj Hans.



Delegates from Hella Germany, Mr. Michael Wiggen and Mr. Uwe Rummel visited Sandhar Components, Manesar on 7th June, 2018.



Officials of Honda Cars India Limited, Mr. Kasai San, Research & Development Head; Mr. Miyauchi San, Research & Development Manager & Ms. Noopur San, Research & Development Assistant visited Sandhar Automotives, Gurgaon-JEM (Relay Division). They were shown around the premises and briefed about the best practices i.e., VSME, ZED, SSDC.



Mr. Gyongsup Youn and team from TAFE visited Sandhar Automotives, Bommasandra on 31st May, 2018 to discuss the quality processes.



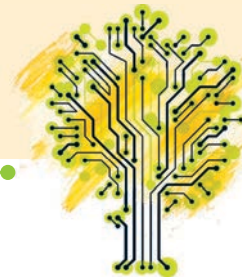
Mr. Loncin and Mr. Tianchang from BMW India visited Sandhar Automotives, Bommasandra on 8th June, 2018 to discuss the BMW K09 project.



Students of Roorkee College of Engineering and University of Petroleum and Energy Studies visited Sandhar Automotives, Haridwar on 23rd April, 2018 and Sandhar Automotives, Gurgaon on 6th April, 2018 respectively to understand the manufacturing process of the company.







Mr. Horio, General Manager Purchase and Mr. Nivas, Purchase Engineer from Komatsu visited Cabins and Fabrications Division-Oragadam on 8th June, 2018 to review the facility.



JCB BALLABHGARH Team visited Cabins & Fabrications Division, Jaipur on 28th June, 2018 to review plant facility. (L-R : Mr. Abhey Saxena(AGM-SIJ), Mr. Ranjeet Singh(Senior Manager-SIJ), Mr. Naveen Thakur(Manager-JCB), Mr. Ross Walker (DGM-JCB), Mr. Ravi Targotra(AGM-JCB) and Mr. Pawan Kumar Jain(Unit Head-SIJ))



Mr. Marudhasalam Velusamy, Supplier Developing Engineer from Caterpillar Inc. visited MAG Engineering to celebrate the Zero Defect cabin supply on 30th May, 2018



JCB UK Team visited Cabins & Fabrications Division, Pune on 8th May, 2018 to discuss about NXG excavator cabin business. (L-R : Mr. CK Karhadkar, AGM-CFD; Mr. B. Kanchan Koti, DGM-JCB; Mrs. Ceri Bestwick, Programme Manager JCB UK; Mr. R M Shrivastva, Operations Head -CFD; Mr. Rajesh Pal, DGM- CFD



Case New Holland Construction Team visited Cabins & Fabrications Division, Pune on 14th May, 2018 to review excavator cabin business. (L-R : Mr. Rajesh Pal, DGM- CFD; Mr. GJ Singh, COO - CFD; Mr. Gaurav Joshi, APAC PDP CE & India PDP CE CNH; Mr. Parivallal Natesan, AGM - CNH; Mr. R M Shrivastva, Operations Head -CFD)

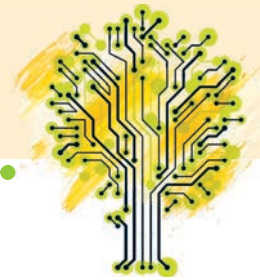


General Electric Infrastructure Transportation Team visited Cabins & Fabrications Division, Pune on 24th April, 2018 to discuss about new fabrication business. (Mr. Bharat Kumar, GM Operations along with his team)



Mr. Balavijayan Nagrajan (V.P. & Head India Purchasing - JCB India) along with his Team visited Cabins & Fabrications Division, Pune on 18 May, 2018.





JCB Brazil Team visited Cabins & Fabrications Division, Pune on 30th May, 2018 to discuss about wheel loader cabin business. (L-R: Mr. Rajesh Pal, DGM Engineering – CFD; Mr. Fabio Alves, Purchase – JCB Brazil, Mr. Vishal Kharge, Dy. Manager – JCB Pune)



JCB China Team visited Cabins & Fabrications Division, Pune on 14th June, 2018 to review the excavator cabins export business process. (L-R: Mr. Rajesh Pal, DGM- CFD; Mr. R M Shrivastva, Operations Head –CFD; Mr. Andrew C Yu, DGM Purchase – JCB China; Mr. Vijay, Sr. Manager – JCB Pune; Mr. Vishal Kharge, Dy. Manager – JCB Pune; Mr. Rajat Sharma, Sr. Manager- CFD)



Tata Hitachi Construction Machinery Company Pvt. Ltd. Team visited Cabins & Fabrications Division, Pune on 23rd June, 2018 to review Backhoe cabin development progress. (L-R: Mr. Rajesh Pal, DGM- CFD; Mr. Anirudh Singh, Head Procurement – Tata Hitachi Dharwad; Mr. Amit Biswas, SCM Head – Tata Hitachi Dharwad; Mr. R M Shrivastva, Operations Head –CFD; Mr. Karan Chhawchharia, Sr. Manager Purchase – Tata Hitachi Dharwad; Mr. Sujit Chaskar, Asst. Manager- CFD)



Hyundai Construction Equipment India Pvt. Ltd Team visited Cabins & Fabrications Division, Pune on 27th June, 2018 to review new excavator cabin business (L-R: Mr. Rajesh Pal, DGM- CFD; Mr. Saurabh Varist, HOD Fabrication Div. Hyundai; Mr. Dong Yeol Im, GM Manufacturing & QA- Hyundai; Mr. Cho Seung-hwan, VP – Hyundai; Mr. Han Soo Jang, GM Prod. – Hyundai; Mr. R M Shrivastva, Operations Head –CFD, Mr. Mahadev Kore, Manager Purchase – Hyundai)



Kobelco Team visited Cabins & Fabrication Division-Oragadam on 28th June, 2018 to review the plant facility. (L-R: Mr. Pradeep Rohela, Deputy General Manager, Cabins & Fabrication Division- Oragadam; Mr. Hiramath, Assistant General Manager, Kobelco India; Mr. Deepak Kacker, Vice President – Kobelco India; Mr. GJ Singh, COO – Cabins & Fabrication Division-Oragadam; Mr. Kinoshita, Director- Senior Managing Executive Officer, Kobelco Japan; Mr. Nishida, Director – KCEI; Mr. Sugimoto Yuji, Kobelco Japan; Mr. P. Balaji, Deputy General Manager – Kobelco India; Mr. R M Shrivastva, Operations Head – Cabins & Fabrication Division; Mr. CK Karhadkar, Assistant General Manager Cabins & Fabrication Division-Pune)

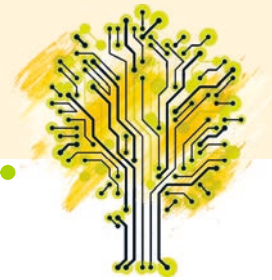


Mr. Joseph Abraham, Head, Quality Department from TVS Motors visited Sandhar Technologies Limited, Hosur Unit (ADC Division) on 11th April, 2018 to discuss future business plans.



Mahindra & Mahindra Ltd. (construction equipment) Team visited Cabins and Fabrications Division, Pune to discuss about new business related to Motor Grader (L-R : Mr. CK Karhadkar, AGM-CFD; Mr. Parab Mandar, DGM – Mahindra; Mr. R M Shrivastva, Operations Head –CFD; Mr. Parag Naik, Sr. Manager Purchase – Mahindra)





## Joint Venture with Whetron Electronics Co. Ltd.

On 21st June, 2018, Sandhar Technologies Limited entered into a Joint Venture agreement with Whetron Electronics Co., Ltd., based out of Taiwan. Whetron is a leading supplier in automotive electronics and a global supplier to Honda, Renault, Suzuki, Toyota, Hyundai, Mitsubishi, Yamaha, Piaggio, PSA amongst others.

The JV Company will manufacture futuristic products like Rear Parking Assist System, Auto Parking Cameras, Around View System, Driver Monitoring System, Digital Video Recorder, Blind Spot Detection, Door Open Alert, Lane Departure Alert, Rear Cross Traffic Alert, Tyre Pressure Monitoring System and Head Up Display for Indian Automotive industry.

His Excellency, Mr. C. K. Tien, the honorable Ambassador of Taipei Economic and Cultural Center in India blessed the signing of joint venture and addressed the eminent gathering. He emphasized on long term relationship and strategic working between the two companies to produce a promising product.





## New Office Opening

Sandhar Technologies Limited, Hosur performed a pooja on account of new office opening on 25th April, 2018. Mr. Chandan Sengupta, Chief Human Resource Officer and Mr. Ajay Raghav, Assistant Vice President congratulated everyone on the occasion.



## Shanti Pooja

With the onset of monsoon, Sandhar Components, Behrampur, on 26th June, 2018, worshipped Lord Shiva and performed Shanti Pooja to spread positivity in their unit and to control accidents with Lord's blessings.



## Pooja

A Pooja for newly installed tower furnace at Sandhar Technologies Limited, Hosur was performed on 16th April, 2018.

## Medical Camps

A healthy employee not only benefits himself/herself but also brings positivity to the working environment. Keeping the same in mind, Sandhar Automotives, Gurgaon; Sandhar Components, Manesar; Sandhar Technologies Limited-Pathredi, MAG Engineering and Sandhar Components, Behrampur organized medical camps for their employees.



Sandhar Automotives, Gurgaon



Sandhar Components, Behrampur



Sandhar Components, Manesar



Sandhar Technologies Limited- Pathredi



Mag Engineering





## Mass Production

Mass Production of Shovel and Bucket started in Cabins and Fabrications Division- Jaipur in April 2018 with state of art facilities comprising of advanced tacking fixture, robots and manipulators. Current production is 16 sets per day which is in ramp up stage and would go up to 35 sets per day in upcoming months.



## Corporate Social Responsibility

Common Drinking Water Facility for company associates, contractual associates and public was commissioned by Sandhar Automotives, Haridwar as a part of Corporate Social Responsibility on 8th June, 2018.



*The drinking water facility @Sandhar Automotives, Haridwar*

## Best Performance in Green Vendor Development Programme

Sandhar Automotives, Haridwar won the Green Vendor Development Program Phase-IX organized by Hero MotoCorp on 5th June, 2018. A total of 30 suppliers participated in the event in which Sandhar Automotives, Haridwar won the Best Performance Award. The award was presented by Mr. Neeraj Mathur, Vice President, Strategic Sourcing & Supply Chain in the presence of Mr. V S Kasbekar, Executive Director - Operations and Mr. Vijay Sethi, Chief Information Officer & Head Corporate Social Responsibility.



*Mr. Niraj Hans, Chief Operating Officer, Ms. Muskan Singh, Engineer and Mr. Kavendra Singh, Assistant General Manager received the award. Congratulations!*



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