

SANDHAR Connect

Growth. Motivation. Better Life

January 2018

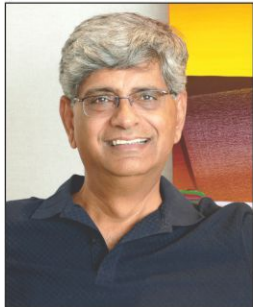


Republic Day Special

Index

From the desk of Jayant Davar	03
Know your units	04
Training @Sandhar	08
Celebrations @Sandhar	12
Visits@Sandhar	14
Reward & Recognitions	20
Highlights@Sandhar	22

From the desk of Jayant Davar



My Dear Friends,

Greetings on the occasion of the 69th Republic day of India. May our country continue to grow and may all of us prosper.

The quarter October to December has been very important for us. I am extremely pleased to share that we have recently added a new member to the Sandhar family- Daeshin. On 18th December 2017, we signed a joint venture agreement with Daeshin Machinery Ind. Co. Ltd. South Korea to manufacture and supply Gear Shifters and Parking Brake Levers to the Indian automotive OEM's. In another major development we have filed the IPO papers with SEBI for approval and we are very hopeful of getting the same. The construction of Sandhar Daewha and Sandhar Amkin manufacturing facilities in Manesar, Gurugram is going on in full swing. The trial productions are likely to start by the end of first quarter of next financial year.

The last three quarters have been good for us and I request all of you to continue the good work in the last quarter as well. Your sincere efforts ensured that we won appreciation from our customers and professional bodies. I take this opportunity to congratulate Sandhar Automotives Gurgaon for successfully completing the 1st CII ACMA ZED cluster journey and also bagging the Best Performing Cluster company award from ACMA during the 3rd ACT Summit held at Pune.

I would like to reiterate the fact that Sandhar connect is a communication platform that allows you to share the unique developments and achievements with the entire Sandhar family. So it is my request that all of you should proactively share the news from your units along with good quality pictures with the editorial team in time every time. Some units are just not there. I hope to see their contribution as well in the forthcoming issues.

Wish you all the best! Happy Reading

**Warm Regards,
Jayant Davar**

Know your units

Sandhar Automotives, Haridwar

Sandhar Automotives, Haridwar was established in 2010 & is spread over 19,448 sq. mt. area. It is also known as Mini Sandhar as this plant houses all the production processes of Sandhar under one roof.

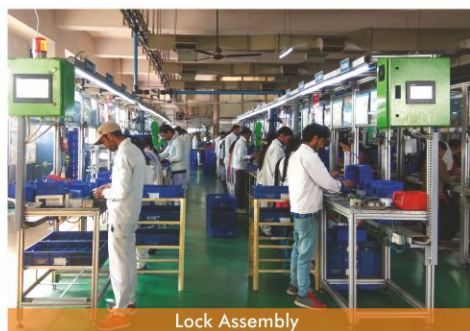


It has a 500 strong work force and manufactures & supplies Locking System, Vision System, Press & Fabricated Parts, Sheet Metal Parts & its assemblies & Plastic Parts to some of the leading names in the industry.



It has ISO: TS 16949 Certification with the target of achieving IATF 16949:2016 by Q1 (2018-19), ISO14001:2015 by Q2 (2018-19) & ISO 45001:2018 by Q2 (2018-19).

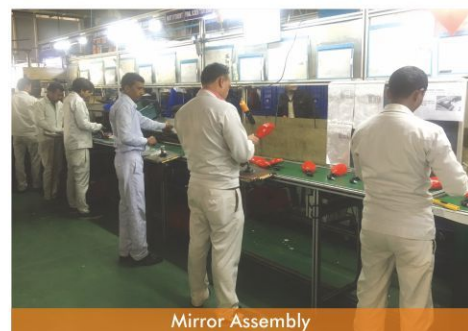
The manufacturing facility is equipped with aluminum die casting, zinc die casting, powder coating, paint shop, mirror plate manufacturing, injection molding, CNC Bending, key biting & key milling and has an installed capacity of 15,000 locksets, 12000 Fuel Cock Assy., 30000 Mirror Assy., 25000 Fabricated Parts & Bracket Assy., & 12000 Metal Fuel Filler per day.



Lock Assembly



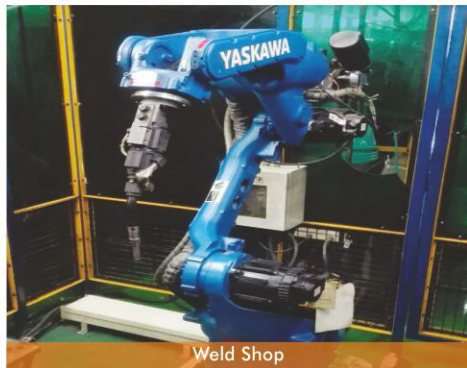
Fuel Cock Assembly



Mirror Assembly



Injection Molding



Weld Shop



Mirror Plant



Machine Shop



Braze Shop



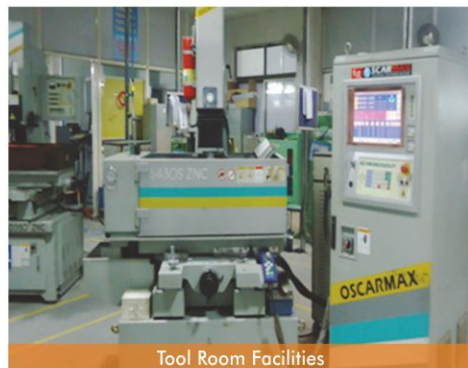
Powder Coating



Key Biting & Key Milling



Die Casting



Tool Room Facilities



QA Lab Facilities



Paint Shop

Know your units

In order to meet and exceed the customer needs , the unit has started some key initiatives like ZED, VSME , SCOPE and implemented PLC in the lock assembly line

The ZED cluster members focus is on producing a zero defect product with zero effect on the environment. The VSME members are working towards a smooth flow of material from their suppliers. As an endeavor under SCOPE (Supplier Certification on Part Excellence) the whole unit is aiming to deliver self validated quality parts to HMCL .

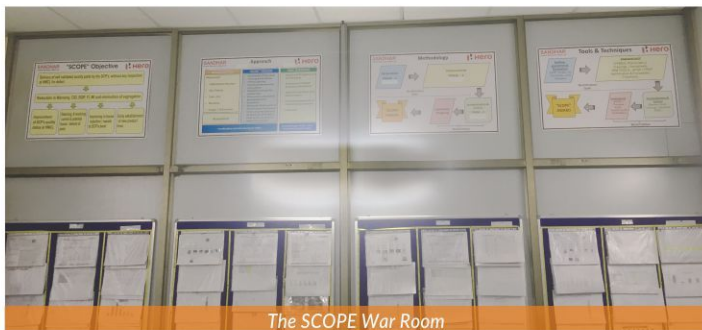


ZED training in progress



VSME training session

A model line for Lock assembly with PLC through online sensors has been established to monitor the poka yoke used and hourly production achieved. This system ensures optimum utilisation of resources and timely action in case of any fault detected in the assembly line at any stage. The monitoring is done through systems installed in the beginning of the assembly line and in office of the Unit head. The unit gradually plans to implement this system across all its production lines.



The SCOPE War Room



Inauguration of PLC in lock assembly line

The Employee Engagement and extra curricular activities are high on agenda to ensure low burn outs and high motivation. For this they organize sports competitions, celebrate various festivals & occasions, organise Health Check Up Camps and recognise the good work done by employees through Kaizen , 5S and long service awards..



Chess Competition



Yoga Day Celebrations



Long Service Award



Health Check Up Camp



Badminton Competition



Blood Donation Camp

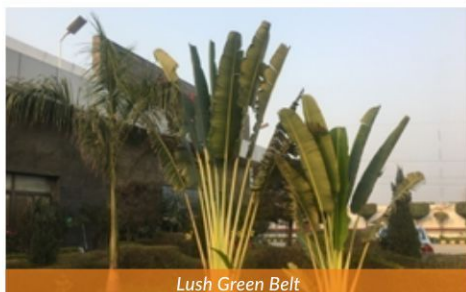


Kawad Bhandara



Tree Plantation

Sandhar Automotives Haridwar strongly believes in making its contribution towards the improvement in our environment. For this they regularly undertake tree plantation and maintain a lush green belt of 4400 sq. meter which is watered using treated STP water. They have also installed clean air emission system to reduce the particulate matter originating from the paint shop & powder coating plant. The plant has also installed the solar plant to reduce its burden on the grid and contribute towards the national solar mission initiative.



Lush Green Belt



Clean Air Emission System



Solar Plant

Since its inception Sandhar Automotives Haridwar has won many recognitions from professional bodies like QCFI & CII.

IATF-16949

Training Session on IATF-16949 was organized by Sandhar Automotives, Bommasandra and Sandhar Automotives, Pune. Participants had to appear for an examination in the end to get the certificate of Internal Auditor.



VSME Training review for Suppliers

On 9th Nov, 2017 Sandhar Automotives, Gurgaon organized a Visionary Small and Medium Enterprise (VSME) Training review for Suppliers. Review was done by Mr. Deep Chandra Pandey.

Assessment By ASDC

ASDC Officials Mr. Anil Tondon & Mr. Banerjee conducted an Initial assessment in Sandhar Automotives, Gurgaon on 11th Nov, 2017 for establishment of Sandhar Skill Development Center affiliated to ASDC (Automotives Skill Development Council). This center will train the Operators for Assembly Operations and certify them.



VLCI

VLCI (Visionary Learning Community of India) Teachers Training program was conducted in Sandhar Automotives, Gurgaon from 18th Dec, 2017 to 23rd Dec, 2017. A total of 14 teachers participated, out of which 4 were from Sandhar Automotives. They have been certified by JICA/CII as qualified teachers for teaching VSME subjects in India.



VSME

Awareness session on VSME Map & 3S Map was conducted by Mr. J.H Appadurai (General Manager-Commercial & Business Planning-SAG) for two days at Sandhar Automotives, Haridwar. A total of 15 people participated in it.



ZED

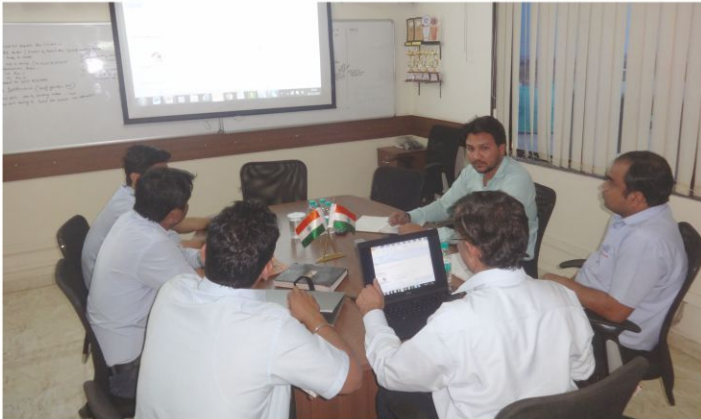
Training session on ZED (Zero Defect Zero Effect) was conducted at Sandhar Automotives, Gurgaon in the month of January.



Training@Sandhar

APQP

The APQP / NPIP training session was conducted in Sandhar Cabins and Fabrication Division, Pune on 20th Dec, 2017 by Mr. Rajendra Patil (BSI Group India Pvt. Ltd).



Industrial Safety

The HR Team and Safety Committee members of Sandhar Cabins & Fabrication Division, Pune conducted a session on Industrial safety for the Company Associates and Contractual Associates.



Team Building

Training on Team work comprising of team building exercises and sessions was conducted at MAG Engineering for shop floor employees.



First Aid & Safety

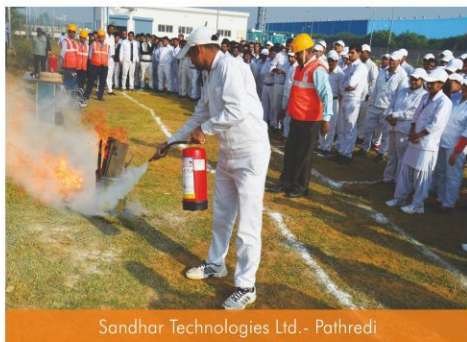
First Aid and safety training was organized at MAG Engineering for the shop floor Employees.

Fire Safety

Knowledge & Preparation are the key to effective response in case of workplace fires. Fire drills help prepare employees to respond quickly, calmly, and safely in case of fires. The Fire safety training and Mock Drills which are a regular feature in sandhar were conducted at various units.



Sandhar Automotives, Pune



Sandhar Technologies Ltd. - Pathredj



Sandhar Components, Behrampur

Money Management

A wealth app Help desk was organized at Sandhar Components, Attibele on 24th Nov, 2017 and at MAG Engineering on 25th Nov, 2017. The objective was to help employees understand the benefits of effective money management and how to practice money management



Sandhar Components, Attibele



MAG Engineering

Celebration@Sandhar

Quality Month Celebration

The month of November is recognized internationally as the World quality month. It is believed that this phenomenon emerged in Japan which has been celebrating the Quality month since the 1960's. The purpose of World Quality Month is to promote the use of quality tools in businesses and communities with the aim of reducing mistakes and producing quality products. Some units of Sandhar celebrated this month by initiating discussions on quality, organizing trainings and competitions and recognizing efforts that were directed towards producing better quality products. Some glimpses:



Sandhar Automotives, Haridwar

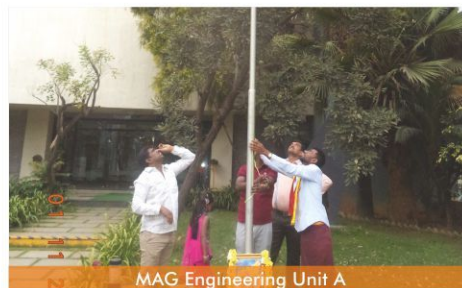


Sandhar Automotives, Pune

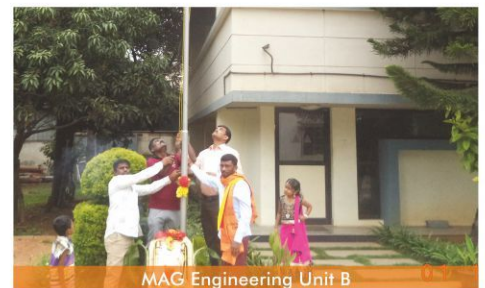


Kannada Rajyotsava

Kannada Rajyotsava was celebrated at both the units of MAG Engineering. This day is celebrated to commemorate the birth of state of Karnataka.



MAG Engineering Unit A



MAG Engineering Unit B

Makar Sankranti

Sandhar Components Pune Celebrated the festival by distributing Sweets and organizing some fun events.



Republic Day Celebration

Different units of Sandhar celebrated the Republic day by Hoisting the Tricolour in the factory premises. Some glimpses of the event:



Sandhar Automotives, Dhumaspur



MAG Engineering Unit A



MAG Engineering Unit B



Sandhar Automotives, Haridwar



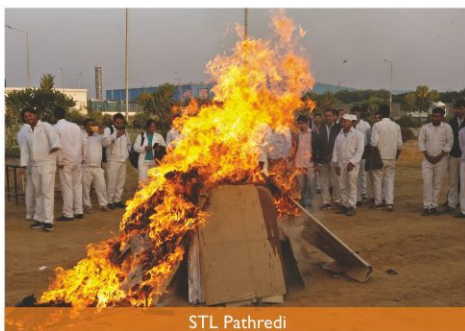
Cabins and Fabrication Division, Pune



Sandhar Automotives, Gurgaon

Lohri Celebration

Like most other festivals in India, Lohri is also related to the agricultural activities of the farmers. It marks the harvesting season in Punjab and the end of the winter season. On the day of the festival, with the setting of the sun, the bonfire is lit with people singing and dancing to the tune of Lohri songs. The munching of seasonal goodies like popcorn, reori, peanuts and sugar cane forms an integral part of the celebration. Fistfuls of these goodies also find their way into the fire, as an offering to the Sun God, the giver of all life. Some of our units celebrated this festival.



STL Pathredi



Corporate office



Sandhar Automotives, Gurgaon.

Visits@Sandhar



The Innolux Team comprising of Mr. Henry Chen, Mr. Nasa Lin, Mr. Joshi & Mr. Terence visited Sandhar Components, Pune.



The Whirlpool Team at Sandhar Components, Pune



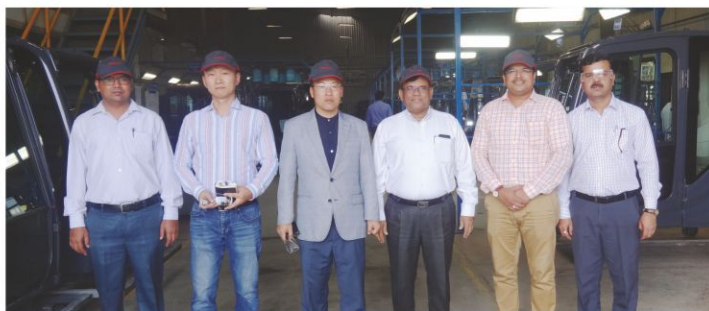
Mr. Yoshihiko Uesugi & Mr. Akira Goto from Honda locks, Japan visited Sandhar Technologies Limited, Pathredi



Mr. Sungjoon Kim (DGM Operation – Doosan), Mr. Inderjit Dulloo (Doosan) from S. Korea and India visited Cabins and Fabrication Division, Pune



B. Tech 3rd Year students from Amity University, Gurgaon, and MBA Students from Amity Education Valley, Punchgaon visited Sandhar Technologies limited, Pathredi as part of their industrial visit.



VOLVO team of Mr. Bang Jangoon (Engineer), Mr. Hagsin Kim (Manager) & Mr. Anil Kumar visited Cabins and Fabrication Division, Pune.



Mr. Mahesh Chakorkar (Mgr – MAGNA Steyr), Mr. Sunil Mule (DGM- Cooper), Mr. Pratul Dixit (Mgr. – MAGNA Steyr) visited Cabins and Fabrication Division, Pune.



Mr. Krishna Chopra (DGM – Material Planning) & Mr. Girish Kesu (AM- Material Planning) from JCB at Cabins and Fabrication Division, Pune.



Mr. Takaishi San visited Sandhar Automotives, Bommasandra for reviewing the initiation of TPM implementation



Mr. Periasamy (Sr. V. P. Quality) from TVSM visited Sandhar Automotives, Bommasandra and congratulated the team for achieving high scores in the TVSM quality audit.



Mr. SAM visited Sandhar Automotives, Bommasandra for Chinese Homologation Certification Audit (CCC)



Mr. Jayant Davar, during his visit to R & D Center of Daewha Fuel Systems at Incheon, South Korea Seen in this picture with him (from Daewha L to R) - Mr. K. R. Kim Director, Mr. Sung Jin Kwang President, Mr. Hyun Bok Kim President and Mr. Dong Ok You CEO & Chairman



Mr. Jayant Kulkarni and Mr. Dilip Huddar from Hinduja Tech Ltd. at the Corporate office.



Mr. Ikehira Hiromichi – GM Honda Lock, Japan and his team with our Co-Chairman and Managing Director Mr. Jayant Davar at the Corporate Office.



Komatsu Team of Mr. Jeevaraja (Sr. Engg. Purchase), Mr. C Sundararajan (Advisor To GM Purchase), Mr. Yoshiaki Horio (Sr. GM and Head Procurement), Mr. Yasuhiro Kawashima (Mgr. Purchase) visited the Cabins and Fabrication Division, Oragadam to review the progress of the plant.

Visits@Sandhar



Mr. Jayant Davar, visited Sandhar Technologies Limited, Pathredi. He inspected the production line and robotic paint shop.



Mr Mark Vukecevic from ASTON MARTIN visited Sandhar Technologies limited, Pathredi to audit the "Manufacturing System" for new business.



Mr. Rahul Kulkarni (DGM-Purchase) & Mr. Bharat Bhushan (Manager-Purchase) from Godrej visited Sandhar Automotives, Haridwar.



Kobelco Team comprising of Mr. Hiraoka (Manager), Mr. Morinaga (Manager Purchase), Mr. Sugimoto (Manager Purchase), Mr. Deepak Kacker (VP), Mr. Akira Kinoshita (Director- Senior Managing Executive Officer Kobelco Japan), Mr. Okumoto (AM), Mr. P. Balaji (DGM), Mr. Rakesh Rosan (Dy Manager) visited the Cabins and Fabrication Division, Oragadam plant which is being setup to review the progress.



Mr. Nigle Padley (Global Supplier Development Head-JCB) visited Cabins and Fabrication Division, Jaipur along with Mr. Paul King.



Mr. Vinoth - Sr. Engg. Supplier QA, Mr. Jeevaraja- Sr. Engg. Purchase, Mr. Regin - PDI QA from Komatsu India visited MAG ENGINEERING for regular review.



Mr. Sungjoon Kim (DGM Operation Strategy) and Mr. Inderjit Dulloo (Sr. Advisor Strategy) from Doosan BOBCAT visited MAG ENGINEERING to discuss New Cabin Business opportunities.



Mr. P. Paari Sridattan (Advisor to GM Purchase), Mr. Yoshiaki Horio (Sr. GM and Head Procurement), Mr. Poorna Kumar (Purchase Dept.) from Komatsu India and Mr. Takimoto Masahiro (Director- Uchimura India - Japan) visited MAG ENGINEERING.



Komatsu Team comprising of Mr. Vinoth (Sr. Engg. Supplier QA), Mr. A.E Jagannath (Sr. Engg. Mfg.), Mr. Jeevaraja (Sr. Engg. Purchase) , Mr. T Vignesh (Engg. Logistics Dept.), Mr. Toshiaki Okazawa (Master Technical Support – KOMATSU Japan), Mr. Yozo Ishihara (CAM Group – MFG- KOMATSU Japan) visited MAG ENGINEERING.



Mr. M S Hiremat (AGM – Supply Chain) Kobelco visited MAG ENGINEERING.



Mr. Vijay Patil, GM- Sourcing –Mahindra Construction Equipment visited MAG ENGINEERING.



Mr. Tom Rae (Global Sourcing Head-JCB-UK) visited Cabins and Fabrication Division- Jaipur Plant along with Mr. Paul King, Mr. Bagavathy Appan, Mr. Parvesh Yadav and Mr. Naveen Kumar.

Visits@Sandhar



From Komatsu Mr. Vinoth, Sr. Engg. Supplier QA, Mr. Jeevaraja- Sr. Engg. Purchase, Mr. Yoshitomo Maekawa, Global Procurement Head, Mr. A. E. Jagannath, Sr. Engg. Mfg. visited MAG ENGINEERING



The Volvo Team of Mr. Dharmendra Pandey (Head M & M), Mr. Praneshachar (SQ and MM) visited MAG ENGINEERING.



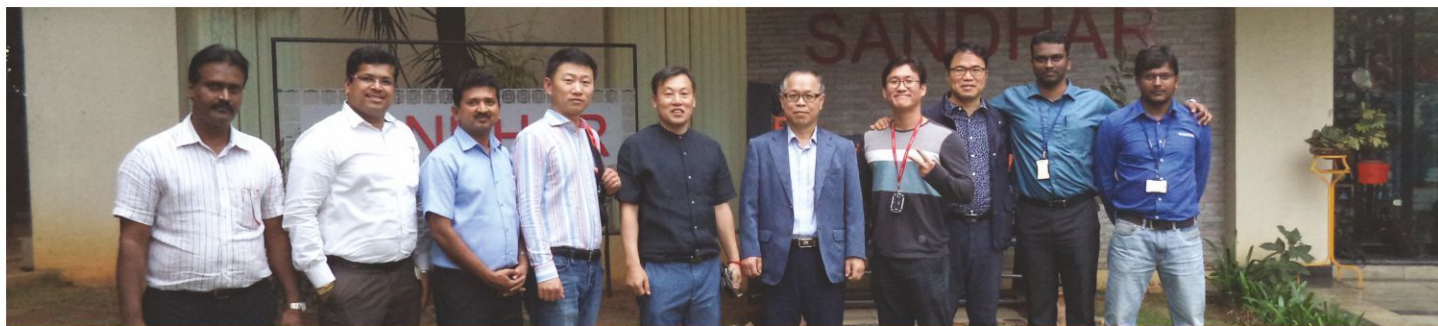
DOOSAN BOBCAT Team comprising of Mr. Sungjoon Kim, DGM Operation Strategy ; Mr. Byung Sun Ahn, VP – BHL TFT, Mr Sangho Kim, General Manager HQ Strategy visited MAG ENGINEERING



Mr. B. Srinivasan – DGM Materials from ELGI visited MAG ENGINEERING in connection with future business.



Members from Honda Lock, Japan visited Sandhar Technologies limited, Pathredi to explore new business opportunities.



Members from Volvo India & S. Korea visited MAG Engineering to explore new business opportunities. Seen in this picture: Mr. G.Anil Kumar, Mr. Janghoon Bang (Lead Engineer, CnOE), Mr. Hagsin Kim (Manager EXC CnOE), Mr. Jongmoon Cho (Director PP EXC-Product Maintenance), Mr. YoungJin Choi (R & D Engineer), Mr. Hakyong Yang (Manager Medium Product Platform, Excavator), Mr. Immanuel (After-market buyer), Mr. Ashish Telang (SD Engineer)



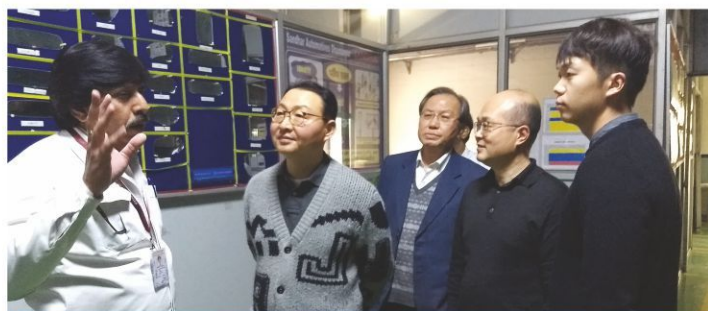
Delegates Visit from Honda Lock: – Delegates visit from HONDA LOCK JAPAN visited Sandhar Automotives, Dhumaspur.



Mr. Jayant Davar, Co- Chairman and Managing Director visited the Cabins and Fabrication Division, Pune to review the progress.



Mr. C Sundararajan (Advisor to GM Purchase) and Mr. Venkatesh (Asst. Mgr. Purchase) from Komatsu India visited MAG ENGINEERING.



Mr. Jay Hyun Lee from Daeshin Visited Sandhar Automotives, Dhumaspur plant to see the processes in Paint shop, Mirror plant & Mirror assembly



Left to Right: Mr. Vinay (Engineering-JCB), Mr. Vijay (Purchase-JCB), and Mr. Vijay (Engineering-JCB) visited Mag Engineering on 24th Jan, 2018.



Mr. Pankaj Aggrawal (AVP-Vendor Development & Leap) along with his team visited Sandhar Automotives, Haridwar. He also planted saplings during his visit.

Reward & Recognitions@Sandhar

CII National 5S Excellence Awards

Sandhar Automotives, Gurgaon was given a special recognition award during the 2nd CII 5S excellence award function in the manufacturing category on 27th Oct'17



CII National HR Circle Competition

The first CII National HR Circle Competition was held from 9 - 10 November 2017, at India Habitat Center, New Delhi for Best Practices in Human Resource Management. Presentations were made by 64 teams in three categories i.e. Management of Change & Excellence in HRM, Most Effective Recruitment, Engagement & Innovative Retention Strategy and Performance Management Training & Development. The competition was further categorized under Large Manufacturing, SME and Service sector. Sandhar Technologies Limited Corporate HR Team participated under Large Manufacturing and was awarded Appreciation Award for Management of Change & Excellence in HRM and 2nd Runner-up award for Most Effective Recruitment, Engagement & Innovative Retention Strategy.



ISUZU Award

Sandhar Automotives, Gurgaon and Sandhar Automotives, Dhumaspur received a gold award in the category of Quality Excellence from SML ISUZU.

Komatsu Award

MAG ENGINEERING was awarded with "Significant Contribution in FY 2016-17" by Komatsu during their Annual Business Partner meet. Komatsu has 153 suppliers and MAG ENGINEERING was chosen as one of the best among them.

ACMA - Act Summit

Sandhar Automotives, Gurgaon has been awarded with 'Best Performing Cluster Company' by ACMA during its 3rd "ACT Summit" held at Pune on 9th Dec'17.

Best CEO drive & Participation Award

Sandhar Automotives, Gurgaon added another feather in its cap by successfully completing the 1st CII-ACMA ZED cluster journey of two years. This was appreciated and recognized by CII & ACMA in the ZED Culmination Ceremony held on 5th Dec'17 at Indian Habitat Centre, New Delhi. ZED is an integrated and holistic certification system that accounts for quality, productivity, energy efficiency, pollution mitigation, financial status, human resource and technological depth in both products and processes.

This program has not only helped the team to think differently about Zero PPM but also about Environment safety.



10th CII National Competitiveness & Cluster Summit 2017

CII organized its 10th National Competitiveness & Cluster Summit 2017 on 5th & 6th Dec'17 at Indian Habitat Centre, Lodi Road, New Delhi. Various competitions such as Productivity across value chain, Zero Defect Mfg., Zero Effect Mfg., TEI, QCD Improvement through digitization, New Product Development, Supplier Development were held. Sandhar Automotives, Gurgaon won 3rd Prize under QCD Improvement through digitization for its project on Product Quality Improvement in Key Mfg. Cell.



31st NCQC

Quality Circle Forum of India conducted the 31st NCQC at JSS Science and Technology University JSS IT Campus, Mysuru from 30th Nov, 2017 to 4th Dec, 2017. A total of 1758 teams from across India competed in the event. Sandhar was represented by 24 Teams and won 5 Par Excellence, 11 Excellence, and 8 Distinguished Awards! Well done Team Sandhar!



"Exclusive Joint Venture" With Daeshin Machinery Ind. Co. Ltd., Korea

Sandhar Technologies Limited, signed a joint venture with Daeshin Machinery Ind. Co. Ltd., Korea, to manufacture and supply parking brake lever and gear shifters- both manual and automatic to OEMs in India, on the 18th of December 2017.

According to the agreement, both Sandhar and Daeshin shall respectively hold 50% of the equity shares in the newly formed joint venture. In the first stage, Daeshin will send products or sub-parts to the joint-venture to facilitate the joint-venture's production and supply to the OEMs. In the second stage, the joint-venture will localize the

parts which are agreed by both parties and produce and supply to OEMs in India.

Commenting on the new development, Mr. Jayant Davar, Co-Chairman & Managing Director, Sandhar Technologies Limited said, "We are delighted to announce the signing of the JV Agreement with Daeshin Machinery Ind. Co. Ltd. which will enable us to further strengthen our presence in the auto ancillary industry in India. By expanding our product portfolio, the Joint Venture will enable us to support a bigger market. We are sure this will mean technological

advancements in the auto component industry, supporting the market with latest technology and innovation."

Mr. Jae Hyun Lee, President, Daeshin Machinery Ind. Co. Ltd. said, "We are happy to be collaborating with Sandhar Technologies Limited in India to bring our products and technology to the Indian market. The auto industry is on a growth trajectory with the entire sector, along with the auto components segment, expected to see positive advancements in the coming years. We look forward to being a part of this growth story with our partner Sandhar Technologies."



H.E Hai Kwang Lee- The Acting Ambassador Embassy of Republic of Korea with Mr. Jae Hyun Lee- CEO & President- Daeshin Machinery Ind. Co., Ltd. and Mr. Jayant Davar- Co-Chairman and Managing Director Sandhar Technologies Limited.





Tree Plantation by the members of Honda Lock team during their visit to Sandhar Technologies limited- Pathredi.

Sandhar Technologies Ltd. (Cabins & Fabrication Division – Pune) has started Direct Export of Excavator Cabins to JCB China.



Sandhar Technologies Ltd. (Cabins & Fabrication Division – Pune) has started Export of Next Generation Excavator Cabins to JCB UK .

A New CNC Laser -4 kw (Make Amada) was Installed in Cabins And Fabrication Division Pune on 04.01.2018



