

SANDHAR Connect

Growth. Motivation. Better Life

October 2017



Celebrating the spirit of Festivals

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From the desk of Jayant Davar



My Dear Friends,

We all live in a great country that certainly knows how to celebrate its Unity in Diversity. We are perhaps unique in the sense that we have lots of occasions to celebrate round the year, but it is the last quarter of the calendar year that we celebrate to the fullest. These celebratory moments are an assimilation of various cultures and beliefs over centuries, that are now an inseparable part of our culture and heritage. I hope that all of you celebrate them and enjoy each and every moment. I wish each and every one of you for the occasions of Vinayak Chaturthi, Diwali, Dhanteras, Chatth pooja, KarwaChauth, Guru Nanak Jayanti, Gandhi Jayanti, Children's day, Vishwakarma pooja, Bhai Dooj, Christmas, Miladun-Nabi, New year eve etc.

The GST implementation came with lots of challenges, inspite of which there is much to cheer about. The government is learning with practical adoption and making changes in the GST that raises hope for a brighter future. We at Sandhar were able to successfully negotiate these challenges and implement GST. On the ease of doing business, India has broken into the top 100 countries list as per world bank for the first time. Moody's has raised the rating from the lowest investment grade of Baa3 to Baa2, and changed the outlook from stable to positive.

There is a lot of talk about the impending disruption in the automotive Industry worldwide. Electric Vehicles, SharedMobility, Alternate Fuel Technologies are likely to change the industry sooner than we expect and we all need to be prepared for this disruption as and when it happens. We at Sandhar are preparing for this with future plans revolving around Skill upgradation in the traditional non powertrain business and expansion in the area of Automotive Electronics.

The last quarter witnessed growth in sales as compared to the same period during last financial year. We also added three new plants one each for our JV's with Hansung and Jinyoung in Chennai which are operational and one for the Cabins and Fabrication division in Jaipur, which has started trial productions. This takes our overall strength to 33 Manufacturing plants worldwide. We also welcomed a new family member Sandhar Amkin which is a joint venture with the Amkin group for making Helmets for Two wheelers.

The Sandhar flag continues to fly high, with our teams winning awards and appreciation from professional bodies and customers alike. Congratulations to all the mentors and team members who work very hard and bring such laurels.

Let me take this opportunity to wish you all a very happy and a prosperous new year!

Warm Regards,
Jayant Davar

Reward & Recognitions@Sandhar

The Chapter Convention on Quality Concept (CCQC) was held by the Quality Circle Forum of India in various regions- Southern, Western, Northern & Haridwar Region. A Total of 53 teams participated from Sandhar and won 32 Gold, 17 Silver and 4 Bronze. Congratulations to all the Teams and their Mentors



MAG Engineering



Sandhar Automotives, Bommasandra



Sandhar Components, Attibele



HSCI Division



Sandhar Automotives, Haridwar



Corporate Office

ACMA had organized the QC Awards on 31st July 2017 at PHD House. A total of 89 teams participated in it. Sandhar was represented by 3 teams from Sandhar Components, Manesar, Sandhar Automotives, Gurgaon and Sandhar Components, Bawal. The 1st Runner up Award was bagged by Sandhar Components, Bawal. Congratulations to the team



Sandhar Automotives, Haridwar team won Consolation Prize in Quality Circle Competition organized by CII in Rudrapur on 18th Aug'17. A total of 20 teams participated in the competition. Congrats Team Haridwar!



Sandhar Automotive Gurgaon was awarded with special recognition award in 2nd CII 5S Excellence Award in manufacturing category on 27th Oct'17. Congratulations!



Visits@Sandhar



On October 11th 2017, Mr. Vipin Sondhi- MD & CEO JCB India with Mr. Subir Kumar Chowdhury – EVP, JCB India, Mr. Bagavathy Appan- VP & Head -India Purchasing, Mr. Parvesh Yadav, GM Purchasing, Jaipur and other Senior Team members visited the site to review the new facility at Jaipur. JCB Team was very happy and satisfied on the progress and congratulated the entire team of Sandhar and JCB who are associated with the project and working hard together. JCB Team was welcomed by Sandhar's Senior Team- Mr. Rajeev Bhattacharya, Sr. VP CPD, Mr. Chandan Sengupta, Sr. VP -Corp HR, Mr. Ramesh Chauhan, AVP CMD, Mr. R. M. Shrivastva, UH-CFD Pune, Mr. Pawan Jain, UH- CFD Jaipur.



Mr. G J Singh , Business Head – CFD, took the JCB Team for the plant tour and explained the status and future Plan.



JCB ENGINEERING & DEVELOPMENT team visited Cabins and Fabrication Division, Pune on 18.08.2017



JCB UK NXG ENGINEERING AND PURCHASE Team visited Cabins and Fabrication Division, Pune on 12.09.2017
L-R : Mr. Sachin Nagpure (JCB), Mr. Vijaya Kumar (JCB), Mr. Ranjeet More (JCB), Mr. Carl Denovan (JCB), Mr. Mark Lumley (JCB), Mr. Mark Prince (JCB), Mr. Rushabh Gopani (JCB), Mr. B. Kanchan Koti (JCB), Mr. Laxmi Narayan Bhat (JCB), Mr. Suchit Chipkar (JCB)



Mr. Heijne Hans-Otto, Mr. Lundqvist P-O, Mr. E Shanmuganathan, Mr. Satish Kakade and Mr. Manoj Jagannath from Scania Visited Sandhar Automotives, Bommasandra on 26 Sep-2017 for latches Development.



On 22nd Sep, 2017 Mr. Chander K (Quality Head) along with his team from REML visited Sandhar Automotives, Bommasandra.



Mr. Hirohito Nishiura (MD – DAIKI Industries JAPAN), Mr. Sarun Siwasatsanapong (AGM Cost reduction – Komatsu), Mr. Horio (GM Purchase – KIPL), Mr. Kawashima (Mgr. Purchase – KIPL), Mr. Hisashi Fujii (Mgr – Global procurement – Komatsu), Kittima Somchuen (Chief cost reduction – Komatsu), Mr. Mohan R (Purchase – KIPL) visited MAG ENGINEERING on 01.09.2017



Mr. Vaibhav (Engg. SCM – THCM), Mr. Anand Horiharan (Mgr- Marketing / Sales- THCM), Mr. Prasad V (Head Marketing and Sales- THCM), Mr. Vinay (Mgr. Spl. Project – THCM) at MAG ENGINEERING on 05.09.2017



NMIT Bangalore engineering students visited MAG ENGINEERING on Engineers Day on 15.09.2017

Visits@Sandhar



Mr. Sunil Singh (ADM) and Mr. Amit Biswas (SCM Head) visited Cabins and Fabrication Division, Pune on 17.08.2017



Mr. Gaurav Kumar (Purchase), and Mr. Massimo Sattovia (Manager Purchase) CARRARO DRIVETECH visited Cabins and Fabrication Division, Pune on 14.09.2017



Mr. MN Varadharajan Head of TVS procurement along with, Mr. Aniket Mahajan, Mr. V.Sugavanam visited Sandhar Automotives, Bommasandra on 13th July -2017.



A Team consisting of 39 delegates from CII Visited Sandhar Automotives, Gurgaon on 23rd Aug'17, to understand the Best Practices and see the Manufacturing Process.



On 18th Sep, 2017, Mr. Arvind Joshi (Whole Time Director-Sandhar) along with KPMG Team & Partner Mr. Shashank Aggrawal visited Sandhar Automotives, Haridwar to understand the processes of the Unit. The visit was later followed by Trees Plantation in the garden area of the Unit.



On 3rd Jul'17, Mr. S.W Hong (Managing Director) & Mr. S.H Ban (General Manager) from ITOPS visited Sandhar Automotives, Gurgaon and Jinyoung Electro-Mechanics Company Limited (JEM) to understand the Best Practices at SANDHAR. They also visited the WAR Room, New Entrant Training Cell, Obeya Room & Shop Floor.



Delegates from Legrand France Mr. Christophe Delhiat (looking after Legrand India Purchasing Operations) and Mr. Arvind Jain (VP - Purchase Legrand India) visited Sandhar Automotives, Gurgaon on 11th July'17 to explore business opportunities.



Mr. Natraj (Design Engineer-Caterpillar BCP Div.), Mr. Matt Harrenstein (Sr Eng Project Team Leader -Caterpillar Inc, US), Richard Heald (Operator Station Team Lead -Caterpillar UK Ltd ,England), Mr. Marudasalam (Process Control Engineer-Caterpillar BCP Div.), Mr. Bhuvanesh (Design Engineer-Caterpillar BCP Div.)



Mr. Li Song (Engg Supplier Devl.) and Mr. Jie Zhang- (Regional Marketing Director) XCMG visited MAG ENGINEERING on 24.08.2017



Mr. Iwasawa from Murakami, Japan visited Sandhar Components, Manesar on 18th July-2017 to have an overview of the entire manufacturing process.



Mr. Rajeev Das (Mgr SCM), Mr. V. Ramesh (VP operation excellence), Mr. D Mahendran (Mgr Product Support) from TATA HITACHI at MAG ENGINEERING on 04.08.2017. They also planted saplings at the factory.

Visits@Sandhar



Mr. Yoshiaki Horio (GM Purchase – KOMATSU) and Mr. R. Thirumurugan (Sr. Mgr Purchase – KOMATSU) visited the Cabins and Fabrication Division, Pune on 27.07.2017.



VLFM Batch-11 (CII) Visit: Mr. TAKEYUKI FURUHASHI FROM CII with VLFM Team visited Sandhar Automotives, Gurgaon on 11th Sep'17 to study the flow of manufacturing process.



Mr. Amit Biswas, Head - SCM- Tata Hitachi and Mr. Sandeep Singh, MD, Tata Hitachi with Mr. Jayant Davar – Co-Chairman & Managing Director – Sandhar Technologies Limited during their visit at Sandhar Corporate office.



Mr. Ankit Jain & Mr. Manish Sangwan from Le Grand visited Sandhar Automotives, Haridwar on 6th July, 2017 to have an overview of the entire manufacturing process & explore new business opportunity.



Team from L&T visited Sandhar Automotives, Bommasandra on 04-Oct-2017 to explore possibilities for New Product Development.



Mr. Eric Wo (Purchasing Supervisor), Mr. Pratap Kashyap (Sr. Mgr) and Mr. Frank MA (Material Planning) from JCB CHINA at Cabins and Fabrication Division, Pune on 20.09.2017

Celebrations @Sandhar

Celebrations

Ganesh Chaturthi

Ganesh Chaturthi is celebrated all over the country with full devotion and joy. It was celebrated at various units such as Cabins and Fabrication Division, Pune and MAG Engineering.



Cabin & Fabrication Division, Pune



Mag Engineering

Independence Day

India celebrated its 71st Independence day in 2017 with much fanfare. We at Sandhar also celebrated it across our units. Some glimpses are as under:



Sandhar Technologies Limited- Pathredi



Cabins and Fabrication Division, Pune



HSCI Division, Dhumaspur



Mag Engineering



Sandhar Components, Attibele



Sandhar Components, Manesar

Celebrations @Sandhar

Harela Utsav

Harela Utsav is one of the main festival of the mountain associated with nature. It starts from 16th July and runs till August 17. During this month programs on subjects like nature, folk culture, folk language, folk dances, folk songs of Hariyali and Khushali, theater's are conducted This festival was celebrated in Sandhar Automotives, Haridwar by planting saplings in the garden area at the company premises on 16th July, 2017.



Monthly Celebrations

As a part of monthly celebration at various units across Sandhar such as MAG Engineering, Sandhar Automotives, Bommasandra, Sandhar Components, Manesar, Sandhar Cabins and Fabrication Division, Pune and Sandhar Technologies Limited-Pathredi activities such as Employee Birthdays and Anniversaries celebrations, Group Discussion on current issues , Lemon Race and poster making competition were conducted.



MAG Engineering



Sandhar Components, Manesar



Sandhar Automotives, Bommasandra



Cabins and Fabrication Division, Pune



STL-Pathredi

Annual Day & Sports Day

MAG Engineering celebrated its Annual Sports Day-FY-2016-17 from 15th Sep'17 - 20th Sep'17. The games played were Carrom, cricket, Volley Ball and Badminton. Employees participated with great enthusiasm and high team Spirit.



Annual Day-FY-2016-17 was celebrated at Sandhar Components, Behrampur and MAG ENGINEERING on 17th Sep'2017 and 24th Sep'2017 respectively, celebrations commenced with the lighting of the lamp ceremony followed by the long service awards and various activities such as one act play, Ramp Walks by Employees, Awards to the academically brilliant wards of Employees and various cultural items.



MAG Engineering



MAG Engineering



MAG Engineering



Sandhar Components, Behrampur



Celebrations @Sandhar

Ayudha Pooja

Ayudha Pooja festival in India is celebrated on the Navami (ninth day) of Navratri which usually falls in the month of September or October. Ayudha Pooja is a day of 'Worship of tools'. It is a gesture symbolizing work as worship. The Festival was celebrated at MAG Engineering, Sandhar Automotives, Bommasandra. Along with this Dussehra, also known as Vijaydashmi was celebrated at Cabins and Fabrication Division, Pune and Sandhar Components, Attibele.



MAG Engineering (Unit A)



MAG Engineering (Unit B)



Sandhar Automotives, Bommasandra



Cabins and Fabrication Division, Pune



Sandhar Components, Attibele

TVS Motors Audit

Sandhar Automotives, Bommasandra celebrated the successful completion of the TVS Motors audit with highest scores on 11th July, 2017. Mr. RSS Murthy Sandhar Automotives, Bommasandra Unit Head and Mr. Venkatasudhakar Sandhar Automotives, Bommasandra Sr. Manager Quality congratulated and motivated the employees.



Kawad Bhandara

On 15th July, 2017 Sandhar Automotives, Haridwar organized Kawad Bhandara with other companies situated in IP-IV Begumpur for the devotees of Lord Shiva.



Vishwakarma Day

Vishwakarma Day is a day of celebration for Vishwakarma, the divine architect. The festival is observed primarily in factories and industrial areas, often on the shop floor. On this day the workers, worship their instrument and tools.



Sandhar Automotives, Gurgaon



Sandhar Components, Manesar



Sandhar Components, Behrampur

Diwali

Diwali, the festival of lights is one of the most awaited and widely celebrated festivals of India. At Sandhar we celebrated it by decorating our office's with Rangoli and Garlands, worshipped the Laxmi Ganesha to summon health and wealth for Sandhar Family as well as distributed sweets and gifts to the employees.



Sandhar Technologies Limited- Pathredi



Sandhar Automotives, Pune



HSCI Division



Sandhar Automotives, Haridwar

Know your units

Sandhar Automotives, Gurgaon

Sandhar Automotives, Gurgaon began its journey in 1988, to cater to the needs of automotive sector (two wheelers and four wheelers) for ignition & steering locks, ignition switches, door handles, fuel filler caps, latches, Hinges etc. Spread over 1.8 Acres it is a JIT supplier with in-house design, R&D and testing facilities available for all components produced in the plant.

It has ISO/TS 16949: 2009, ISO 14001:2004 & OHSAS 18001:2007 certifications. The commitment for producing quality goods along with a team of nearly 415 dedicated employees has resulted in rise in the OEM share for Ignition locks. Today, it is the major supplier of its products to **M/s Hero Moto Corp. Ltd., Escorts, TATA, MAHINDRA, TVS, Stanley Black & Decker, International Tractors Ltd., SML ISUZU etc.**



Sandhar Automotives, Gurgaon has capacity of making 40,000 lock sets/day. The plant is equipped with Key Manufacturing Facilities (Key Milling, Key Biting & Key Moulding), Assembly Lines, R&D Centre, Testing Facilities in lab (Endurance test Rig,

Vibration Machine, Salt Spray Chamber, Environment Chamber, Hot & Cold Chamber etc.) and experienced & qualified engineers for manufacturing and supplying dependable and reliable products at competitive prices.



Assy Line



Excellence Centre



Key Section



Lab 1



Lab 2

Continuous innovations and product up-gradation have given Sandhar Automotives, Gurgaon an advantage to meet the ever-changing needs of customer. In order to meet the increasing demands from the esteemed customers, company has included online conveyor, Vision based camera, Tumbler Disc Assy. Machine Indexing Type (Semi Auto) in the manufacturing activities to ensure product consistency. The company is also in the process of expanding its

Assy. Lines to include additional production capability.

Total employee engagement and skill development is a routine with activities such as Fun at Work, On Job Trainings, Kaizen competitions, Quality Circle, festival celebrations, Health Checkup Camp, Internal Sports Competition, Women's Day Celebration, Birthday Celebrations, Mock Drill, Tree Plantation, monthly meets, Attendance awards, International Yoga Day Celebration

etc. It has ZED Cluster Activities, VSME, and ACMA Advance Cluster etc.

In ZED cluster currently 30 members are working actively to implement the structured approach of ZED i.e. to prevent the occurrence of Defects in products at every stage & to eliminate the impact on the environment through the adequate planning. During its long journey they have won various laurels from customers and professional bodies one of them being the Golden Peacock National Quality Award.



VLFM



Tree Plantation



Health Check-up



Vishwakarma Pooja



ZED Training

Sandhar Automotives Pride in Perfection

Training @Sandhar

First Aid Training

FIRST AID Training and Awareness session was provided to the employees at MAG Engineering on 5th Aug,2017. The training will enable the employees to tackle the situation during emergency and help their co workers in need.



Induction Training

Induction was organized for new Contractual Associates at Sandhar Automotives, Haridwar and Cabins & Fabrication Division, Pune. In this programme, trainings on different topics like-5S, Kaizen, Safety etc. were given to the employees. In addition to these topics Welder Skill up-gradation training was also conducted at Cabins Fabrication Division, Pune.



Sandhar Automotives, Haridwar



Cabins & Fabrication Division, Pune

Occupational Health and Safety Assessment Series (OHSAS) Training was conducted at MAG Engineering by Intertek on 16.08.2017



Yoga Sessions

Yoga is not just about working out, it's about a healthy lifestyle. The practice of yoga allows employees to find stillness in a world consumed with chaos. Peace achieved through focused training appeals to everyone. Keeping in mind the same, On every Saturday yoga classes are being conducted for the employees at Sandhar Automotives, Bommasandra in coordination with Samthvam Yoga Center.



HCM Oracle

On 24th Aug, 2017 Ms. Harpreet Kaur along with Mrs. Rachna Kapoor from Humane Relations department conducted training on HCM Oracle Performance Management System at Sandhar Automotives, Haridwar. The employees were briefed on the new appraisal process.



Fire Fighting Training & Mock Drill

Training on Fire Fighting Equipment & mock drill was organized at Sandhar Automotives, Gurgaon and HSCI Division- Dhumaspur. All the employees participated & learn about the different types of fires & how to tackle the situation in case of emergency.



Sandhar Automotives, Gurgaon



HSCI Division- Dhumaspur

Training @Sandhar

Zero Defect Zero Effect (ZED) review meet

On 25th Aug, 2017, Mr. Amarpal Singh Chief Manager- NPD Sandhar Automotives, Gurgaon visited Sandhar Automotives, Haridwar to review ZED Progress & to train employees about the further process of ZED.



Visionary Small and Medium Enterprise (VSME)

On 22nd & 23rd Sep, 2017, VSME Training was organized at Sandhar Automotives, Haridwar under the guidance of Mr. J.H Appadurai from Sandhar Automotives, Gurgaon who briefed the employees about the meaning of VSME, its benefits & process.



Dengue Awareness Program

Awareness program on “Dengue fever treatment, symptoms and transmission” was organized on 23rd Aug 2017 at Sandhar Components, Attibele. The program was conducted by Dr. Chandra Mouli from Sri Chandra Shekar Hospital, Hosur.



Training on Income Tax Return

Mr. Subodh Kumar (Senior Manager) and Mr. Shekhar Gupta (Senior Officer) Finance & Accounts team organized an Awareness Session on “Filing of Annual Income Tax Return for FY 2016-17” at Takshila (Corporate Office) on 18th July'17.



Self Defense Training

The recent spate of attacks against women in India has increased the need for women to be aware of basic self-defense techniques that they can use in a potential hostile situation. A good self-defense class focuses on awareness around potential dangerous situations as well as focuses on basic techniques that women can use in case such situation arises. Self Defense Training for the women staff was conducted at Takshila (Corporate Office) in coordination with Faculty from Karate Sports of India. Women Staff from northern region units of Sandhar participated in the training.



Highlights@Sandhar

Cabins and Fabrication Division- Jaipur site.

The 4th Manufacturing plant of Cabins and Fabrication Division became operational at Mahindra world city Jaipur. The Trial production for PPAP has commenced. It will be supplying various fabricated parts for JCB's Backhoe loader, Skid Steer, Load All, Compaction and Wheel loading machines.

Congratulations Team CFD!



Jinyoung Sandhar Mechatronics manufacturing plant gets operational.

Jinyoung Sandhar Mechatronics Pvt. Ltd, the JV company of Jinyoung and Sandhar has become operational. It has commenced supplies of AVN panels to Hyundai Mobis with effect from October 2017.

Congratulations team JSM!



Dispatch of Cabin Prototype



The prototype of cabin for TATA HITACHI was dispatched on 26th July, 2017 from Cabins and Fabrication Division, Pune

A New CNC Installation



A new CNC Pressbrake 100 Ton. (Make-Bystronic) was installed in Cabins and Fabrication Division-Pune on 24.08.2017

ISO/TS 16949 audit

On 6th Sep'17 ISO/TS 16949 audit was conducted at Corporate Office. This certification is for development of a quality management system that provides for continual improvement, emphasizing defect prevention and the reduction of variation and waste in the automotive industry supply chain. Mr. Bhavya Mangla (M/s. DNV) conducted the Audit in Humane Relations Department and Central Procurement Division.



Certification of Carbon Canister from CARB

Sandhar's Carbon Canister has passed all the necessary test standards and is certified by Air Resources Board (ARB), California vide Executive Order (EO) Q-17-044 dated 23rd Aug. '17. It is therefore suitable to be used in Small Off-Road Engines & equipment. Usually all the Carbon Canister suppliers get their Canister certified from Air Resources Board, California.





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