

SANDHAR Connect

Growth. Motivation. Better Life

March 2016



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Message

My Dear Friends,

The first quarter of 2016, has witnessed some very interesting developments which I would like to share with you.

SEBI has given us the approval to move forward with our IPO. This takes us a step closer to the big event.

Sandhar Automach, Vallam has moved to its own plant at Oragadam, from where it continues to support Royal Enfield plant at Oragadam. This is in line with our philosophy of being near our customers to ensure better overall efficiency.

After a gap of 4 years, we participated in the Auto Expo components show at Pragati Maidan. It was an honour to have the Hon'ble Union Minister for Heavy Industries & Public Enterprises Mr. Anant Geete, at the stall and lighting the ceremonial lamp. I thank our esteemed customers who visited the stall and spent time with us exploring the new products that were displayed. They appreciated the stall design and concept and were especially impressed by the Innovative offerings from Sandhar Centre for Innovation and Development.

There is an increased awareness of the need to control pollution, take care of the environment and adopt sustainable technologies in manufacturing. We at Sandhar strongly believe in this, and that is why we have always walked the talk. An initiative has been taken at Sandhar Automotives, Gurgaon in the form of ZED CLUSTER. This program aims at training employees to work on Zero Effect Zero Defect. Some of our units have already installed the rooftop solar plants to harness the green and cheaper energy. This will not only help the environment but also enable us to reduce energy costs. In an interaction with our Key Suppliers, I had the opportunity to convey this concern to them as well. It was heartening to note that they share it and have assured to move ahead with us on this.

You will be happy to note that we have entered into a Joint Venture with ECCO Green Energy Pvt. Limited, to foray into solar business. The JV Sandhar ECCO Green Energy Pvt. Limited will supply rooftop solar plants to commercial and industrial establishments in the first phase.

I take this opportunity to thank all the customers who visited the various Sandhar units and shared valuable information regarding their requirements, expectations from us and suggestions on how we can improve further.

We at Sandhar not only work hard as a team but also celebrate festivals and special moments together with great zeal and motivation. It is this team spirit and passion that enables team Sandhar to win laurels from customers and other professional bodies. I would like to congratulate the members of the Sandhar family for ensuring that the Sandhar flag is always flying high.

I do hope that you will enjoy reading this issue of Sandhar connect and keep sending your contributions for the future issues.

Best Wishes



The Hon'ble Minister Lighting the Lamp

We participated in the Auto Expo 2016 Components held at Pragati Maidan, New Delhi from 4th to the 7th February. The show which was put together by ACMA, CII and SIAM was inaugurated by Mr. Anant Geete the Hon'ble Union Minister of Heavy Industries & Public Enterprises.

The Auto Expo Components Show 2016 was developed around the theme of "mobility for all", with a specific focus on technologies, safety and production efficiency. For the first time, there was a dedicated pavilion for bearings manufacturers and ACMA's Asli - Naqli Pavilion that aimed to generate public awareness of the harms of using spurious spare parts and how to identify the genuine parts.

The Hon'ble Minister, Mr. Anant Geete, visited our stall and lit the ceremonial lamp. He spent some time at the stall interacting with the MD. We thank the Hon'ble Minister for taking out time from his very busy schedule to spend with us.



The Hon'ble Minister with the MD, Mr. CHO of HanSung & other Senior Members of the Sandhar Family

It was a pleasure to welcome our customers who visited the stall and showed a keen interest in the new offerings - Relays, Fuel Senders and High Precision Press Parts; Insert Moulded Contact Plates, etc. from Sandhar HanSung. For the first time, we had showcased the product concepts developed by Sandhar Centre for Innovation and Development (SCID). The SCID offerings attracted not only the visitors and Media but also the competition.



Mr. B. S Jolly & Mr. Pankaj Aggarwal- Hero MotoCorp



Mr. Piyush Tiwari & Mr. Parag Sharma- Daimler



It was an honour to welcome Padam Shri Prof. Shoji Shiba an international expert in Total Quality Management; Breakthrough Management and the Chief Advisor to the Visionary Leaders for Manufacturing Programme (VLFM) in India, at our stall. He went around all the displays and showed keen interest on SCID, relays and Sandhar HanSung products.



Prof. Shoji Shiba & Dr. Sarita Nagpal

Our stall was built around our products and had the Make in India Lion as a star attraction. The Lion was also designed using the Sandhar products. Lots of visitors to the exhibition posed with the lion to freeze the memories of their visit to this magnificent show.

The stall through the eyes of the camera:



Team Sandhar with our Chairman Shri D.N. Davar Ji



Team Sandhar with Mr. Jayant Davar



Mr. K.R. Radhakrishnan - President TVS



Coffee Table with our Products



Sandhar Tree



View from a Corner



Another view of Stall



A Display Area



Coffee Table with our Products

Long Service Award Function

The Award Function was held on 2nd January 2016, at the corporate office for Sandhar Technologies Limited, Sandhar Centre for Innovation and Development, Sandhar Technologies Limited- Distribution Division and Sandhar Technologies Limited- Lyssen Division employees. The Award is our way of recognizing the employee loyalty and contribution towards the organization for a long period of time.

The Sandhar family formally honoured Mr. Jayant Davar with PEARL AWARD for his 30 years of Mentoring and Guidance. Thank you for being there Sir, and may you continue to guide us for many more years to achieve greater heights.



Long Service Award Winners



On the occasion, 26 employees were awarded for completing 5 years with a 40 gms. Silver Coin, 2 employees for completing 10 years with a 4 gms. Gold coin, 3 employees for completing 15 years with 8 gms. Gold coin. There were 9 employees who had completed 20 years. They were given a 12 gms. Gold coin. We would like to especially applaud Mr. Mathews V Abraham, Mr. Manoj Kumar and Mr. Ram Prasad on completing 25 years with us. They were rewarded with a 16 gms. Gold coin. Congratulations to all.



Mr. Arvind Joshi & Mr. Chandan Sengupta presenting the long service award to Mr. Manoj Kumar, Mr. Mathews V. Abraham and Mr. Ram Prasad (for completing 25 years with Sandhar)

HSCI and Sandhar Automotives, Dhumaspur



Mr. R. K. Malik and Mr. Yoshiro Inoue giving away the Long Service Award to Mr. Prempal Singh and Mr. Sunder Singh (for completing 20 years)

Kaizen Award Distribution at STL-Cabins & Fabrication Division



Kaizen Award Distribution at the STL Cabins & Fabrication Division

Award of Excellence

Mr. Chandan Sengupta (Sr. Vice President - Human Resource) received the Award of Excellence for his immense contribution to the corporate world. The award was given by Sri Shekhar Dutt, IAS (Retd.), Former Hon'ble Governor of Chhattisgarh & Defence Secretary, Govt. of India; and Shri G.K. Pillai, IAS (Retd.), Chairman Tata International Ltd and Former Home Secretary, Govt of India on 6th February, 2016. This event was jointly organized by University of Engineering & Management (UEM) and WEBCON, Govt. of West Bengal.

CONGRATULATIONS!



Mr. Chandan Sengupta, receiving the Award of Excellence

NCQC

Quality Circle Forum of India organized the 29th National Convention on Quality Circle (NCQC), at Eshwari Engineering College, Chennai from 6th to 8th February 2016. 1396 teams had participated from across the country. Sandhar participated with the 33 Teams and won 18 EXCELLENCE, 13 DISTINGUISHED and 2 MERITORIOUS Awards.

We heartily congratulate the Facilitators, Guide, Leaders and Team Members for this success.



The Victorious Team Members of Sandhar.



Some Sandhar Teams Receiving the Award

JCB INDIA ANNUAL SUPPLIER CONFERENCE Jaipur -10th December 2015

SANDHAR - CFD-PUNE BEING AWARDED BEST SUPPLIER ON QCRPM (QUALITY, COST, RISK, PEOPLE & MANAGEMENT)



L-R: Mr. Bagavathy Appan-JCB India Sourcing head, Mr. Tom Rae - JCB Global Sourcing Head, Mr. Vipin Sondhi -MD & CEO - JCB India, Mr. Jayant Davar -Co.-Chairman & MD - Sandhar, Mr. C. Banerjee - DG-CII, Mr. G.J. Singh-Business Head -Sandhar Cabins & Fab Business, Mr. Sanjeev Arora - JCB India Product Development Head

Gold Award by Honda Motors



Sandhar Automotives, Dhumaspur (HSCI Div.) has been conferred with Gold Award in Spare Parts, by Honda Motor India Pvt. Ltd for excellence in Quality, Cost & Delivery during the Annual Supplier Convention which was held on 5th March, 2016.

Komatsu Recognition



Mr. Isao Oya- Plant Head (Komatsu India) Mr. G.J. Singh - BH;
Mr. Chandan Roy - UH

Komatsu India recognized MAG Engineering - a unit of Sandhar Technologies Limited with an award for Significant Support.

Volvo Award



L-R: Mr. G. Gnanam -(Head SCM - Volvo)
Mr. Rajanna, Mr. Chandan Roy, Mr. Praveen V, Mr. Jeeshan

MAG Engineering - a unit of Sandhar Technologies Limited got the supplier of the month award from Volvo.



Team from BMW at Sandhar Automotives, Bommasandra



Representatives from Royal Enfield Mr. Ben Hine, Mr. Lewis, Mr. Owen and Mr. Chezhiyan visited Sandhar Automotives, Bommasandra, to inspect the production process of their product.



Hino Motors MD Mr. Ichickawa San at Sandhar Automotives, Gurgaon



PSA team with Tata Technologies Team at Sandhar Automotives, Gurgaon



Suzuki 2 Wheeler VP Mr. Rajeev Budhiraja at Sandhar Automotives, Gurgaon



Mr. Naresh Tuli, Vice President - Purchase & Vendor Development - Piaggio Vehicles.



VOLVO Team in MAG - Left to Right - Mr. Prabhakar Naidu; Mr. Srikanth Naik; Mr. B.M.S. Gowda (Mgr.- Materials - Volvo); Mr. G.J Singh; Mr.B. Indushekar (VP Operations-Volvo), Mr. Dharmendra Pandey (DGM- Materials -Volvo); Mr. Chandan Roy; Mr. Praveen V



ELGI Team in MAG - Left to Right - Mr. Chandan Roy; Mr. C. Ramachandra Murthy (Director -Operation-ELGI); Mr. G.J Singh; Mr. Mohanraj (GM - Global Sourcing-ELGI); Mr. Praveen V



Hyundai Team in MAG - Left to Right - Mr. Rajesh Pal; Mr. R.M. Shrivastva; Mr. Ajeet Pathak (Dy. Mgr. Purchase- Hyundai Construction); Mr. Chandan Roy; Mr. G.J Singh



JCB Team In MAG - Left to Right - Mr. G.J. Singh; Mr. Chirag Shah (DGM Purchase -JCB Pune); Mr. Chandan Roy



JCB Team In MAG- Left to right - Mr. R.M. Shrivastva ; Mr. Ankush Passi (GM, Purchase- JCB Pune) ; Mr. G.J Singh ; Mr. Gunjan Malhotra (BH, JCB Pune) ; Mr. Chandan Roy ; Mr. Rajesh Pal ; Mr. Prabhakar Naidu



Caterpillar Team In MAG - Left to Right - Mr. Arun Hedwig (Category Manager-Caterpillar); Mr. Praveen V; Mr. Senthil (Engg. QA-Caterpillar); Mr. Narshiman; Mr. Marudhasalam Velusamy (Process control Engg-Caterpillar); Mr. Chandan Roy; Mr. Madhavan Srirangam (Category buyer-Caterpillar)



KIPL team in MAG- Left to Right - Mr. Naveen BN; Mr. Ravichandra (Sr. Engg. - Purchase- Komatsu); Mr. G.J Singh; Mr. Y. Maekawa (GM- Purchase-Komatsu); Mr. Chandan Roy; Mr. Vinoth (Engg. -QA-Komatsu); Mr. Praveen V



Mahindra Team in MAG- Left to Right - Mr. Chandan Roy; Mr. Ashutosh (Sr. Mgr. Purchase-Mahindra Construction); Mr. V. Pherwani (GM -Operation-Mahindra Construction); Mr. G.J Singh



L & T-Team In MAG - Left to Right - Mr. Anu Prakash (Asst. Mgr. - Purchase- L&T); Mr. G.J Singh; Mr. Ravishankar KS (Mgr. -Purchase-L&T); Mr. Chandan Roy



The team from Hyundai at STL-Cabins & Fabrication Division, Pune



The Kobelco Team at STL-Cabins & Fabrication Division, Pune



The team from Kai Industries Corporation Ltd (Japan), at Sandhar Tooling Pvt. Ltd.



Mr. Sethuramlingam, SQA-Divisional Manager and Mr. Anandakumar, Sr. Manager - Materials from TAFE at STL- Lyssen Division.



Mr. V R Rao, General Manager - Materials, TVS at STL- Lyssen Division.

Zed Cluster Contributed by Mr. Niraj Hans

As Excellence is just about setting high standards, following them without exceptions while continuously looking for new ways to improve & for a globally competitive auto component industry, the entire value chain has to match up to the global standards. We have to compete in terms of QCDDM tier to tier and end to end. After walking miles of VSME journey for last 2 years & learning LEAN concepts of product flow, Sandhar Automotives team has now initiated another journey of 'ZED' Cluster (Zero Defect Zero Effect). This Cluster is a joint effort of CII & ACMA to counsel & mentor Indian Industry to achieve new milestones in the field of Quality & Environment Protection. It is basically a structured approach that trains us for non-occurrence of defects in the products at every stage & Zero effect on Environment due to no-waste generation during manufacturing. Sandhar Automotives along with 9 other companies (Automotives & Non – Automotives) is taking another step in the direction of CUSTOMER DELIGHT through process optimization, Poka-Yoke, and low-cost automation. Our able team of 27 Engineers & Managers is actively participating in the learning sessions of this Cluster to make this cluster a big success story.

Teams will undergo rigorous two years program which will be covered with various workshops and review meetings for the actual & effective implementation. We have identified one of our high volume production model lines for implementing this concept to start with and after successful execution of this line; horizontal deployment will take place across the whole plant & other units.



Mr. Niraj Hans Lighting the Lamp



Monthly Review Meet in Progress



Sandhar Team with Mr. Jayant Davar

So far the team has learnt 5 Senses Audit, which is much more exhaustive than the normal audits for housekeeping. In this audit, assessor uses 5 senses and not only eyes to identify the abnormality in the workplace & highlights it with a TAG & only after correction of the same nonconformity is closed the tag is removed. Similarly, teams are now learning about 'Panch Tattvas' mapping in the plant which is again a nice concept at the plant level.

We are confident that these new ideas will undoubtedly help our teams to move one step closer towards achieving Customer Delight.



Participants with the M.D. Mr. Jayant Davar

Awareness Session on CPCB Amendments

An Awareness Session on Central Pollution Control Board amendments was conducted by Mr. Anil Gulati, on 22nd Jan'16. He dealt with "how to maintain and run Sewage Treatment Plant & Effluent Treatment Plant" and discussed the procedure of storing, handling and disposing of hazardous waste. The employees from Northern region participated in this session.



Training on Asset Management System

A training program was organized on Asset Management System from 6th to 8th January 2016 by the National Productivity Council. The agenda of the training was to make employees aware about the Asset Management Standard ISO 55001, as well as how to control the inventory in the units. The training was delivered by Mr. Shailesh Shrivastva (Technical Director of NPC) for the employees from Central Procurement & Maintenance Department of Sandhar.



PFMEA Training



PROCESS FAILURE MODE EFFECTS ANALYSIS training was held at Sandhar Automotives, Haridwar; facilitated by Mr. Bhupesh Upadhaya. Training was provided to all employees about the working process of PFMEA and its implementation in the organization.

Training on industrial Safety & 5'S' – at STL-Cabins & Fabrication Division, Pune

A training session on Industrial safety and 5'S' was conducted to improve Efficiency and Safety. The stress was on how a clean and organized work place, appropriately identified and organized storage can lead to greater efficiency, better customer focus, greater safety and faster deliveries.



Training programme on Soft Skills

Mr. Ram K Navaratna conducted training on 4th Feb 2016, for 30 Manager level participants from all units of Sandhar Automach, Attibele; Sandhar Automach, Bommasandra; Sandhar Components, Attibele and Sandhar Mag.

The training was conducted to improve the Efficiency & Effectiveness of the employees by aligning their objectives and goals to those of the organization. The participants were trained in leadership, interpersonal relations, communication, counselling and motivational skills.



Fire Mock Drill & First Aid Training at Corporate office and Sandhar Tooling

The purpose of conducting a Fire Mock Drill was to provide an opportunity for the employees to assess their knowledge of the Fire Evacuation Plan as well as their ability to evacuate the facility as quickly and safely as possible.

During this briefing the following topics were covered:

- Goals and objectives of the drill.
- The timeframe for starting and completing the drill.
- Drill Evaluation.
- Safety

The Mock Fire Drill training included training on usage of Fire Extinguishers and various types of Fire Extinguisher that need to be used in accordance with different types of Fires. A live demo was given on how to use Fire Extinguishers and Fire Hose in the case of fire.



Fire Mock Drill training at Corporate Office & Sandhar Tooling Pvt. Ltd.

Key Supplier Meet- Contributed by Mr. Rajeev Bhattacharya

The Central Procurement Division organized the Key Sandhar supplier's meet on 20th January 2016. This was part of the initiative to engage, update and upgrade our vendor's to achieve zero defect zero effect production in a time bound manner. The meet was attended by about 20 Key suppliers and senior management of Sandhar in addition to the CPD team. This will be an ongoing process.

The MD in his address gave the perspective of the meet. To begin with he referred to the vendors as not merely partners but a part of Sandhar family which he said is a better term to describe the relationship.

He stressed upon the ever increasing need to become a conscious corporate citizen by way of demonstrating strong commitments towards environment protection and assured to provide necessary know-how to support the vendors to become fully compliant with pollution norms.



Participants at Key Supplier Meet



Key Supplier Meet in Progress

He informed about the Sandhar Validation Centre that is being set-up for final product and parts quality validation with an objective to achieve robust quality regime and needs to progress to "zero PPM" in days ahead. He suggested that the suppliers need to remain updated with technology so as to sustain delivery of quality products with highly competitive pricing. He also mentioned the need to embark on digital procurement program and advantages of being equipped with Barcode Scan System/Automated Transaction Processes.

Mr. Davar informed about the initiative of introducing product lifecycle management software as part of our endeavour to shorten the new product development lead time, ensuring latest revision of drawings and documents availability at every point of use and secure our intellectual property.

In the end, CPD-Head summed up the salient proceedings with a lucid presentation on vendor performance analytics, the best-in-class practices and shared a short film on excellence in customer experience.

The meet ended on a positive note with both sides pledging to partner each other for mutual growth and progress.

Other Visits



Students from Florida International University visited Sandhar Automotives, Gurgaon on 21st Dec, 2015.

We at Sandhar firmly believe that we should give back to the society. As such we always encourage young minds to interact with us and witness the manufacturing processes. This we believe gives them an opportunity to witness reality, correlate it with what they have been taught and how it is done in the real world and be prepared for it when they step into this world.



Students of Sri Venkateswara College, Delhi University, visited the Lyssen Division to understand the production process of Fuel Level Senders.



The students from Swami Keshvanand Institute of Technology visited Sandhar Automotives, Gurgaon and Sandhar Automotives, Haridwar on 25th and 29th Jan, 2016 respectively.



Geeta Engineering College students visited the HSCI division and witnessed the production process of Honda Car Locks and Mirrors.

Manufacturing Technology Study Mission

As part of an initiative by CII Chandigarh, a Manufacturing Technology Study Mission comprising its members was constituted. The mission visited - Sandhar Technologies Ltd., Subros Ltd. and Maruti Suzuki India Ltd. to get deep insights of technological strengths of the global market leaders. The agenda for this study mission was to:

- Learn best practices in manufacturing & automation, beat the competition, enhance brand value and improve quality.
- Sharing the views/expertise of the company for achieving its technological excellence.



The Delegates at HSCI and Lyssen Division

The Chairman at MAG Engineering



Our Chairman Shri D.N. Davar Ji, visited Sandhar MAG to inspect the new product line. Mr. G.J. Singh and Mr. Chandan Roy gave him the tour

Celebrations



Christmas Celebration at Corporate Office



New Year at Sandhar Automotives, Gurgaon



New Year Celebration at Sandhar Components, Manesar



New Year at Sandhar Automotives, HSCI Division



Karnataka Flag hoisting at Mag Engineering Unit A



Lohri - Sandhar Components, Manesar



Lohri - Sandhar Tooling Pvt. Ltd.



Lohri - at Sandhar Automotives, HSCI Division



Makar Sankranti Celebration at STL-Cabins & Fabrication Division, Pune

Sandhar Technologies Barcelona Consolidating Safety Seat-belts Market Share

Sandhar Technologies Barcelona, Spain is aiming at consolidating their market share in the aluminium high-pressure die-casting of reel axles for the seat-belts retractors. This aluminium roller axle is the biggest component in the assembly of the safety belt retractor. It is tough to produce this owing to matching 600 dimensions for a perfect produce. Our team which is highly experienced and committed; strict quality checks and a streamlined production process help us in producing this.

Since 1992, they have been regularly supplying this family of products to Autoliv. Two years later they started supplying to TRW same type of products. Recently, in 2015, they have added to their customer base the important Tier 1 supplier Takata, to whom they also supply spools.



Spools being supplied to TAKATA

Product Promotion

Product promotion campaign for Fuel Level Senders was done at Amba Motorcycles, Karol Bagh along with the Distribution Division Team in Nov., Dec. 2015 and Feb. 2016.

The Campaigning Team also promoted other new products of Sandhar like Relays and Flashers. The campaign was done on weekends and both at the retailer and mechanic level to get maximum coverage.



Sandhar Automach, Oragadam

Sandhar Automach, Vallam has shifted to its new premises in Oragadam. The Plant has been built on a 5 Acre plot and has a built up area of 10,900 square feet. It caters to the Royal Enfield, Oragadam unit. The production at the new plant has started w.e.f. 20th January 2016.



Side View of The Plant at Oragadam



Rain Water Harvesting Bed at The Oragadam Plant

Sandhar ECCO Green Energy Pvt. Ltd.

This is a joint venture with ECCO Green Energy Pvt. Ltd, one of the leaders in Rooftop Solar Power Plants. With this Sandhar has forayed into the field of Green and Renewable Energy. The JV will be an independent company and work on the EPC model (engineering, procurement and commissioning). In the initial phase, it will target Industrial establishments. It has got cumulative commissioned projects worth 2MW under its belt.



SANDHAR
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Corporate Office

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