



Edition - 3

PRIDE

Spreading smiles



“The best way to find yourself is to lose yourself in the service of others”.
– Mahatma Gandhi

MD's message

Dear Friends,

For the past one year, we have been focused on our 4 pillar strategy of Sustainability, Traceability, Innovation and giving back to the society. We have been concentrating on adopting more precise and sustainable methods of working. Our aim is to improve the health and safety standards within the organisation and ensure that Society which is our most important stakeholder, benefits from our success as well.

We are efficiently working in areas of 'Health, Safety and Environment' and hope to achieve better results with effective planning. As a responsible corporate citizen, we would like to increasingly focus on innovative ways of introducing sustainable approach in all our process and practices.

“Responsibility is the Price of Greatness” – this quote from Winston Churchill, has always inspired me to work responsibly for the betterment of the society. On the CSR front, a lot of work is happening in the area of 'Agriculture and Animal Husbandry'. Our efforts are concentrated towards providing nutritional kits to the farmers in addition to regular exposure visits on best management techniques that can enhance learning for them.

Healthcare initiatives have been directed towards Cancer detection and next level of assessment through focused camps. Under Education and Training, we have increased our focus on improving the effectiveness of our Anganwadi workers and organising exposure visits for students enrolled in our VTC for better practical insights.

There are also specific initiatives which have been rolled out to promote sensitivity and increased awareness among our employee and contractors for better HSE practices and performance with an aim of delivering 'Zero Harm.'

In the third quarter we have delivered a result better than expectations. PAT for the Quarter has grown by 44%, with highest ever EBITDA in a quarter. I congratulate my team at GHCL, for this achievement, without whom this would not have been possible.

It gives me immense pleasure to inform you that we have embarked on our journey for developing an Integrated Report from the current financial year onwards. This will be a big leap in promoting transparency in our public disclosures using best in class internationally recognised framework for reporting financial and non-financial performance of the business.

I would also like to thank all our partners and stakeholders who have always supported us in all our endeavours and helped us live up to our commitments. I hope to continue our relationship for many more years to come.

**Yours Sincerely,
R S Jalan**



Agriculture and Animal Husbandry

Agriculture

GHCL Foundation Trust is working with farmers to make them aware of better techniques of farming that will help them achieve higher productivity at a lower cost.



- ◆ Introduced agricultural program in the areas near Salt Marine and Chemical Division (SMCD).
- ◆ Approx 150 farmers participated in the meeting conducted in three villages of the region.

Agriculture and Animal Husbandry

- 2509 kits of Vegetable seeds and 1130 kits for Biocontrol measures were distributed.
- Agricultural demonstration were given at Karambela village for Bio products, 1 farmer have also started Honey Bee Cultivation.
- ◆ Approximately 40 farmers benefitted from the exposure visit to Shri Shri Ravishankar's seminar on organic farming and Zero budget agriculture.
- ◆ GHCL Foundation Trust initiated soil and water testing in the region in order to access the potential for organic farming.
 - 250 water and soil samples were collected for analysis from 99 villages.
- ◆ GHCL Foundation Trust is helping farmers who have been practicing organic farming for more than three years to achieve certificate of authenticity.



Agriculture and Animal Husbandry

Animal Husbandry



GHCL Foundation Trust provides nutrition kits to supplement cattle feeds that helps to enhance milk yield in cattles.

A kit includes:

1. Calcium – 2 liters
2. Mineral-mixture powder - 2 kg
3. Fenlyfe Bolus – 3 tablets
4. Prolyfe Bolus – 12 tablets

In the last quarter, approximately 1600 kits were distributed to:

- 1200 farmers from 45 villages in Sutrapada.
- 58 farmers from 8 villages in Port Victor.
- 338 farmers from 18 villages in Khambha.

Healthcare



GHCL Foundation Trust in a joint venture with Rita Radia Foundation have started a special project *"Timely Detection, Secure Life"*.

This initiative focuses on detection of 'Breast and Cervical Cancer' within women in the age group of 35+ years and provides facilities of preliminary tests in their village.

- In the third quarter, 165 women from 16 villages were examined.

Camp was organised at GHCL - Sutrapada, for 200 suspected cases:

- (a) 163 women have been checked by MS Gaynae – Cancer from Salbi Hospital, Ahmedabad along with her team.
- (b) 43 women were identified for second level tests.

Education and Vocational Training

GHCL Foundation Trust is taking various initiatives that aims at improving the quality of education for children at Pre-Primary, Primary and Higher Secondary levels.



- ◆ 168 Anganwadi workers have been trained in Sutrapada for giving quality education to pre-primary kids.
- ◆ 1067 parents participated in training sessions that were conducted to build their capacity in childcare.
- ◆ 204 students benefitted from career counselling program organised for 10th and 12th students. Total 3 Govt. High School in Kadiyali, Lothpur and Vadhera village were covered.

Education and Vocational Training

The team at GHCL Foundation trust is diligently working for developing skills among youth population.

In the third quarter, many such programs were implemented.

♦ Jafrabad Vocational Training Centre (VTC)

- Approx 50 parent participated in the meet for electrician, BPO and nursing trade focusing on creating a mind set to support their children after placement.
- 16 students participated in the exposure visit organised for electric trade to Shri Shantiben Haribhai Gujar Engineering College, Amreli.
- 7 students participated in exposure visit organised for Fitter Trade student to Rajkot's Jyoti CNC Automation Limited.
- 18 Nursing trade trainees were taken to Hemkunt Hospital, Mahuwa for exposure visit.



Education and Vocational Training

- 3 villages were surveyed for student mobilization and approx 550 unemployes youths were identified for VTC enrollment.
- 7 students also received Rs. 1500/- as stipend for practical training session organised for nursing trade students in Talaja's Nice General Hospital and Surat's Nice Hospital.

♦ Bhilad Vocational Training Center (VTC)

138 students benefitted from the exposure visit to Bhilad Vocational Institute, PG Garments, Umargam, GHCL Limited, Bhilad, VKM Industry-Umargam and Welspun India Limited. The objective of visit was to give exposure of manufacturing process.



Women Empowerment

Various initiatives are being under taken for development of women residing near the areas GHCL Operation.

- Anganwadi workers were taken for exposure visit to Daxinamurti Vidyalaya - Bhavnagar to train them on methods of teaching children.
- Visit was organised for Anganwadi women to Saurashtra Rural Development Institute at Bhavnagar to show them successful SHG model.
- SHG Women were taken to KVK Bhavnagar where they were given training to make mosquito repellent coil by using cow urine as an effective ingredient.
- GHCL Foundation trust provides revolving funds for supporting the identified entrepreneurs who are capable of running their own start-ups based on the training received for skill development.



Others

Cyclone relief camp was arranged for supporting residents of 7 villages near Vedaranyam, Tamil Nadu by Veda Salt Works during 'Cyclone Gaja'.

- The camp gave support for a month where 3000 people were provided with essentials like Grocery, Drinking Water, fuel, transportation etc.

Health Safety and Environment

- ◆ 77 members participated in safety awareness training session organised in Yarn Division on 'Safety Rules and Causes of Accident' on 30th November 2018 in joint venture with joint venture with department of Industrial Safety and Health, Government of Tamil Nadu.
- ◆ Session on Hand Injury Prevention was organised on 20th November 2018 by Mr. Mukesh Kumar Singh (AGM -Safety) at at Yarn Division.
- ◆ 52 employees were trained on Incident Investigation Methodology organised by Mr. Mukesh Kumar Singh (AGM - Safety) at all locations (Chennai / Vapi / Sutrapada / Madurai).



Health Safety and Environment

- ◆ Training programme on 'Safety and Awareness' was organised in Sutrapada for contractor, supervisors and company technicians. The session was sponsored by Govt. of Gujarat.

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- ◆ Contractor supervisor meet was organised in Sutrapada on 31st October 2018 and 5th December 2018 to discuss contractor evaluation system and minimising unsafe practices inside the Plant Premises



Health Safety and Environment

- ◆ 25 security members participated in training on 'Fire safety' organised in Home Textiles Division on 12th November 2018.



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- ◆ Awareness session on Diabetes was organised in Home Textiles Division 14th November 2018 with theme on "the Family and Diabetes."



Health Safety and Environment

- ◆ 350 employees participated in 'Awareness Session on Aids' in Home Textiles Division on 1st December 2018.
- ◆ 61 first aiders benefitted from the First aid training conducted in Home Textiles Division that addressed various first aid issues in the plant. The session was conducted by M/s Lifeline.

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Quality Management System

34 executives participated in 'Internal Auditor Training' was organised in Sutrapada on new ISO 45001:2018 on 4th December 2018. The session was taken by M/s GK Engineers



Events

GHCL Incarnation

One of the most awaited events of the HR department, 'GHCL Incarnation' was organised on 3rd – 4th October 2018 at Sutrapada. 5

Incarnation is an event that gives an open platform to the employees where they can share their ideas and strategic plans that can be implemented within various areas of operations within the plant and administration.

Incarnation is organised each year on the concept known as 'TEA' (Think-Experiment-Adopt). Best presented ideas during GHCL TEA are sent for participation in Incarnation. This year total 21 ideas were presented by 33 participants.

Mr. R S Jalan, MD GHCL Limited in his speech stated the importance of Innovation and the introduction of the new improved system in the business. He further stated how we at GHCL are working towards this by organising the events like Incarnation where we get new ideas from our colleagues which can be implemented within the organisation and can help improve the productivity level. The presentations selected are mainly in three categories - Strategy, Innovation & Research.



Events

Airtel Delhi Half Marathon

GHCL participated in the Airtel Delhi Half Marathon that was held on 21st Oct 2018. 21 participants from GHCL participated in two categories of race - 6 K.M. and 10 K.M.

Airtel Delhi Half Marathon (ADHM) is an annual half marathon foot-race held in New Delhi each year since it first started in the year 2005. The race invites participation of both the elite runners and mass participation.

The participants from GHCL were present with great spirits for the race. This year GHCL's motto was Reuse, Recycle, Beat Plastic Pollution and Save the environment.



Events

Workshop on Spinning to Winning at Yarn Division, Madurai

A workshop was organised in the Yarn Division on the topic 'Spinning to Winning' on 26th and 27th October 2018. This workshop was mainly organised for 56 Second and Third line executives at Madurai location that was divided into two batches.

The main faculty for the workshop was Mr. Satheesh Krishnamurthy who is a renowned Brand Consultant of the region.

The topics covered during the workshop were:

- Consumer orientation
- Marketing overview
- Brand & Branding
- Integrated teamwork for building innovative practices



HR/IR Meet at Sutrapada

The HR/IR Meet was organised at Sutrapada on 29th & 30th Nov'18 where all the HR & IR representative from all the locations were present. Various initiatives being taken were shared and the challenges discussed.



Events

World Quality Day: Quality a question of Trust

World Quality Day is celebrated to acknowledge the importance of quality-related measures contributing towards organisational growth, national growth, and prosperity. GHCL celebrates this day each year with a theme that is focussed on current scenario within the organisation. The events for World Quality Day were planned on 13 and 14th November 2018. This year the theme was 'Quality a Question of Trust'.



313 colleagues participated in the talk session.

- ◆ Awareness Session on 'Quality Tools (7QC Tools + Benchmarking + COPQ)' was organised on 14th November 2018.
- ◆ Poster competition (5S + Kaizen + improvement ideas) was also organised.



Awards

GHCL Yarn Division, Madurai wins 'Gold Award'

Success is a Journey, not a destiny.

We are glad to share that GHCL Limited, Yarn Division, Madurai team won “Gold Award” in 43rd International Level Quality Control Convention held at Resort World Sentosa, Singapore from 22nd to 25th October 2018. The theme selected this year was “Future-proof, Future-ready Organisations through Innovation and Quality Circles and business Excellence”.

In this context, 1 QC Team – “HIT” from GHCL Yarn division, Madurai participated in the competition. The objective of the project was on “Reduction of Spinning Pneumafil waste from 0.79% to 0.25%. The team had 4 participants with 3 Women Apprentices- Ms. Jeyanthi, Ms.Gowsalya, Ms. Hemalatha and Jr. Executive – QAD – Mr.Subramani Sekar .

We take it as a great team achievement as we emerged as winners out of 460+ teams who had participated in the event from various countries like Bangladesh, China, Hong Kong, India, Indonesia, Japan, Korea, Singapore, Malaysia, Philippines, Sri Lanka, Taiwan and Thailand.



The jury member appreciated the efforts of GHCL team for our performance, energy level and the way presentation was given to the jury members. Team GHCL was the only team with youngest team members who had education only upto the school level.

ICQCC 2018 showcased cutting-edge trends, projects and practices embraced by teams across the globe, spanning a wide variety of business improvement applications in today's age of digitization and economic disruption.

Awards

GHCL receives IME Award

GHCL received 'IME (Indian Manufacturing Excellence) Award on 6th December 2018 at the award ceremony held at Mumbai.

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IME awards is organised each year for recognizing companies that set industry benchmarks and have achieved world-class performance within their industries. On behalf of GHCL Mr. K K Parekh (Vice President - Process) received the award.



Awards

Sima Award for Yarn Division

SIMA (The Southern India Mills Association) Techno-facts Survey is an annual survey conducted by SIMA by collecting key performance indicators from the spinning mills through a monthly Benchmarking Survey.

SIMA has been concluding this survey for more than a decade and around 100 mills participates in this survey which is conducted at the national level. Top ten performers are selected by SIMA among all the participants and based on the key performance indicators, top 3 performers are awarded.

For survey conducted for the year 2017-2018, Yarn Division Paravai Unit was ranked second and Vaigai unit ranked sixth.

The award ceremony for the same was held in September 2018, where the award was presented by Mr. A. Vellayan, Former Chairman, Murugappa Group. On behalf of Paravai Unit Mr. M Arunachalam (DGM –Production) received the award and Mr. M.N.S.K. Nagarajan (Sr. Manager –Production) received the certificate on behalf of Vaigai Unit.



Awards

Quality Circle Award for Yarn Division

GHCL's Yarn Division won Quality Circle Award at 32nd National level convention on Quality Concepts at ABV-IITM Gwalior, Madhya Pradesh from 21- 25th December 2018. The convention was organised by Quality Circle Forum of India and the theme selected was "Igniting Minds for Innovation through Quality Concepts". Over 1000 teams from various industries participated from all over India.

On behalf of Yarn Division Madurai, 2 teams – "Team Shiners" and "Team Do Well" participated in the competition. Team "Shiners" won the Par Excellence award and "Do Well" won the Excellent awards. Both the teams qualified to attend the International quality convention scheduled to be held at Tokyo, Japan in 2019.



The teams were trained by Mr.V.Sridharan, Dy. Manager (Production) and Mr. M. Balamurugan, Jr. Exe (Production). The event was coordinated by Mr. P. Janakisankar (AGM - HR) and supported by Mr. P. Rajangam (Dy. Manager - Production).

Excellence Award for GHCL Soda Ash Division

GHCL S.A. Division won the Excellence Award at NCQC National Convention, Gwalior for the presentation on 'Building Organisational Culture' presented by Mr. Anil Singh.



Know Our Core Value – “Ownership”

Ownership implies that every individual continues to take responsibility for his/her own decisions & actions taken and accepts personal accountabilities to lead business.

Each and every employee of GHCL is expected to strive, to have the conviction and self-restraint to follow & practice the core values in principle and in their true spirit as they can be the guiding factors for everyone to conduct within the defined meaning of these core values.

Ownership stimulates and causes enthusiasm among the team members. Ownership is a feeling that urges us to think of new ways of adding value to the team and sharing responsibilities effectively.

One such example of 'Ownership' was experienced by us during one of our outing sessions organised by the 'Celebration Committee- Noida'. The committee members took the ownership of the entire trip and made all required arrangements for the comfort of their colleagues who went for the trip.

In the month of October, for the purpose of team bonding, celebration committee at GHCL Noida organised a trip to 'Vaishno Devi Shrine'. Making the plan was very easy but the main challenge lay in making all the essential arrangements right from booking, darshan at the temple, meals and return back to Noida in a way that no one should feel the discomfort.



Know Our Core Value – “Ownership”

Along with the employees, some members of our senior management team were also travelling. The celebration committee took the ownership and demonstrated great coordination amongst themselves, completing all the required formalities without any hassle.

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The trip was a great success and it gave an opportunity to all to unite and bond well with each other.

If sense of ownership is nurtured within the employees from the start, it can help bring great results and help perform the responsibilities efficiently.



Integrated Reporting (IR)

GHCL embracing the new evolution of Corporate Reporting: Integrated Reporting (IR)

What is Integrated Reporting?

Important financial information

+

Important non-financial information

=

Single and concise report

A description of how a company creates value in the long term for all its stakeholders.

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Why is Integrated Reporting required?

- Purpose of integrated reporting is to provide shareholders and interested stakeholders (employees, customers, vendors, communities, regulators, etc.) with relevant information that is useful for making investment decisions.
- Integrated reporting is mandatory in few countries like South Africa and has been introduced on voluntary basis from FY18 in India, 2017-18 onwards.

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Greater focus on long-term sustainability of the business and improved business processes and reporting



Allows us to anticipate and prepare for major changes to the reporting environment



Creates a foundation for monitoring the social, economic and environmental impacts of business activities

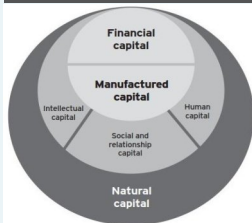


Leads to enhanced corporate communication both internally and externally

Elements of Integrated Reporting

Integrated Reporting uses 'six capitals' to show how a company creates value over time.

The six capitals



1. **Financial capital:** The funds available to a company for use in the production of goods and obtained through financing or generated through operations or investments.
2. **Manufactured capital:** Manufactured physical assets that are available to an organisation for use in the production of goods or the provision of services.
3. **Intellectual capital:** Organisational, knowledge-based intangibles, such as, patents, R&D knowledge, software etc.
4. **Human capital:** People's competencies, capabilities and experience, and their motivations to innovate.
5. **Social and relationship capital:** The relationships established with the surrounding communities, customers, employees and other stakeholders.
6. **Natural capital:** All renewable and non-renewable environmental resources that provide goods and services that support the company.

Proposed IR journey of GHCL

- GHCL is proactively embarking on its IR journey this year
- The IR effort is being led by a Steering Committee comprising business and functional heads, and coordinated by the Company Secretarial and the Corporate Sustainability
- All four businesses are involved in this initiative and support of employees at all levels is required to make this a success!

