

Scribbles

Bringing colour to your lives

Volume No. 9

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Issue No. 4

From the Editor's desk...

Dear colleagues,

All of us have been told that change is the only constant thing in our lives. We also experience changes all the time, in our lives and around us. Therefore, since we experience it, we believe that we adapt to change fast and well. But, do we really?

When a change is announced or we experience a change, there is a reaction in us. If we perceive that as good for us, we are happy. If not, we are not happy. If it does not concern us, we could be even indifferent.

So what happens when we are given an opportunity to change something? Very often, it is an opportunity to display/showcase our capability. So we want to do it differently. But, is that what was expected? Don't we need to understand why the change at all? So what are the objectives of the change? Does what we suggest meet those objectives? Does it meet certain standards that have been set?

In our management philosophy, under decision making, there is a comment on seeking a second view. Many of us still believe that this is done to get a contra view. NO. The second view is one independent of the first and could after consideration of the facts, give the same view.

Similarly, after examining why the change is required, we may decide that what is needed are improvements and not change at all! Sometimes, a deep rooted change may be required. Thus, it all depends on the objective of the change.

If one is clear on the objectives, then there is clarity on what alternatives are available and therefore, the change that would best meet the objectives. In this process of thinking, we have also internalised the need for the change and are therefore, better prepared to meet the change.

If readers are wondering about why I'm writing about this, it's because change is a way of life now – be it small changes or big ones! In recent times, I have been seeing several people struggling coping with change. Hence sharing my thoughts and I hope this throws some light to help us with the struggles.

This issue of Scribbles demonstrates a change from the usual content. We have started with reporting on Safety and Environment Day. Given the time we are spending on Safety, we stuck to Safety and have given you a perspective on different aspects of Safety that could impact our day-to-day lives. The results of the Contests announced in the Summer Special are reported and new contests have been announced for all categories of readers. Don't miss them! We have brought in a Values Corner – in keeping with the Ethics communication that we have launched this month.

Happy reading and hope you enjoy this issue.

Aravinda Jayan



Sanmar Exclusive

The Sanmar way of doing things can be seen in all our businesses and functions. Be it our focus on ethics, putting safety first or never compromising on quality, there is a distinct Sanmar way to us. This section is an insider view on our work and practices across locations.

Viralimalai



Environment Day Celebrations across Locations

The World Environment Day is celebrated every year for encouraging awareness and action for the protection of our environment. We had a week-long celebration with the theme 'Beat Plastic Pollution'. Employees in the plants were involved in planting saplings, cleaning the coast, various other contests related to the theme and a sincere oath-taking to protect our environment. The banners and the posters displayed at the locations helped in re-enforcing the spirit of the occasion. We present you a few pictures from the activities.



Cuddalore



Mettur



Berigai



Karapakkam



Berigai



Mettur



Karaikal

Safety Day Celebrations across Locations



Cuddalore



National Safety Day

Sanmar's commitment to safety can be seen in the oft-repeated slogans - 'Safety First', 'Safer Work', 'Better Lives' and more. This was emphasised in the way we celebrated the 47th National Safety Day for a month across locations with the theme 'Reinforce Positive Behaviour at Workplace to Achieve Safety and Health Goals.' The event was dotted with various contests and demonstrations, which kindled the safety spirit and an oath-taking which delivered the message that the onus of safety is on all of us. We present you glimpses from the celebrations across locations.



Viralimalai

Home Fire Safety

Home fire can prove to be very dangerous to you and your loved ones. You'll need to know how to protect your home against fire accidents that can put your family at risk. Here are few tips to keep your home safe from fire accidents.

► **Never leave candles or other open flame burning unattended**

There should always be an adult present when candles or any open flame is in use. Teach children about the dangers of handling fire carelessly.

► **Use fire resistant building materials**

Ensure to use fire resistant materials when buying, building or renovating your home. Pay special attention to electrical wirings, roofing and siding materials which wrap your entire home. There are many affordable options that are fire resistant, so choose materials wisely.

► **Never leave the stove or other dangerous equipment unattended**

Don't leave iron box, or burning stovetops, Induction stove, Microwave and OTG unattended while in use. Double-check that you've turned them off after use. Having added protection like Carbon Monoxide detectors or smoke and heat sensors can help you protect your home and loved ones from fire.

► **Clear and dispose dry or dead vegetation**

Be sure to regularly clean up and properly dispose wood, paper, waste and other dry or dead vegetation that may pose a risk of fire accidents.

► **Keep fire hazards stored away**

Store combustibles away from your home, in addition, keep the lid on your trashcan secured at all times to avoid accidents. Things like paper waste and other types of trash can easily catch fire.

► **Don't install deadbolts that lock with an inside key**

You need to evacuate fast in the event of a fire accident. A missing key could trap you inside and put you at risk. Don't nail windows shut and ensure they open easily.



► **Make a fire escape plan for your family**

Pick a meeting place outside your house. Practice makes perfection; hold a family fire drill at least twice a year. Make sure your entire family is aware of your fire escape plan.

Kitchen Safety

► Make sure all wires, cords and plugs on your appliances are not frayed.

► Don't leave the kitchen when the stove is in use. Make sure to turn off burners as soon as you take the vessel off.

► Avoid wearing loose sleeves, sweaters or nylon clothing while cooking.

► Keep dish towels and vessel holders away from the stove when in use.

► Keep match box and lighters in high places where curious little hands can't reach them.

► If using candles in the kitchen, don't leave the room (or home) while they're burning.

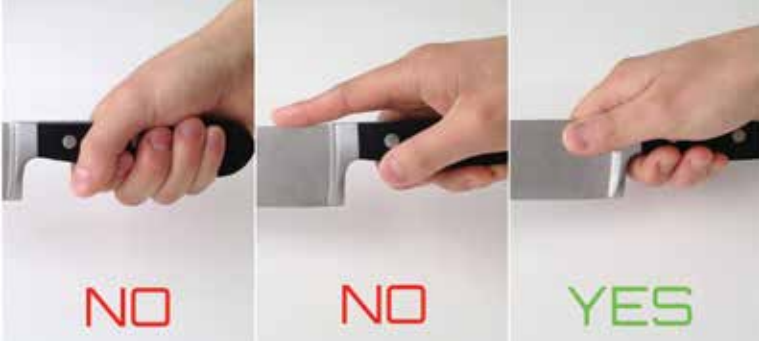
► Keep a fire extinguisher in or near the kitchen, but not near the stove.

► In case of a grease fire and absence of a fire extinguisher, you could use salt and/or baking soda to put off the fire.

► Keep emergency numbers handy.

► Scalding is one of the most common injuries in the kitchen. Make sure to turn vessel handles away from the





front of the stove and away from little curious hands.

- ▶ Scalding can occur from hot steam as well. Be careful when lifting lids from hot food.
- ▶ Handling knives
 - (a) Always cut away from your body
 - (b) Always use a cutting board
 - (c) Keep blades sharp
 - (d) Keep knives clean (including handle)
 - slippery handles can cause injuries
 - (e) Don't put knives in a sink of soapy water
 - they may not be seen and accidents can occur
 - (f) Wash and dry carefully keeping sharp edge away from your hands
 - (g) Always lay them flat, never on the back or edge
 - (h) Don't attempt to catch a knife as it falls – better it hits the floor than cut your hand.
- ▶ Be sure that appliances are unplugged before touching sharp edges (eg. Blender).
- ▶ Casualness causes casualties – don't answer or talk on the phone while cooking – you can be distracted and injuries can result.
- ▶ Clean up spills immediately – wet floors are slippery.
- ▶ Be certain that walking areas are always clear of toys and other items.
- ▶ Keep children out of the kitchen while cooking.
- ▶ Always use a step-stool to reach high places.
- ▶ Store cleaning supplies and all chemicals in a safe place. Use safety latches.
- ▶ Ensure to keep hot oil or other hot liquids away from kids.



Road Safety

- ▶ Ensure to wear your seat belt before driving.
- ▶ Never drive when you are tired. If you are nodding off, do not get behind the wheel.
- ▶ Do not get distracted. Keep your cell phone out of your reach or in the dashboard trunk.
- ▶ If it's a long journey, take your time and plan for rest breaks every couple of hours. Get out of your vehicle and take a short walk or do some other exercise to get your blood flowing and improve alertness.
- ▶ Obey all traffic signals and signs.
- ▶ Follow all protocols when driving at night or in bad weather – be sure all your lights and windshield wipers are in working condition.



▶ When taking a long drive, it's better to share driving.

▶ Don't drink and drive and maintain speed limits.

▶ Use air conditioning if your vehicle has it.

Cool air will keep you more alert and will help avoid frustration and stress, which is a major cause of fatigue.

- ▶ Be courteous – let others merge into traffic and use your indicators before turning or changing lanes.
- ▶ Keep left unless passing. If you're a slower driver, pull over when you can let others pass by.
- ▶ Be patient and don't be provoked by other drivers' aggressive behaviour.



Workplace Safety

► Be aware of your surroundings

It is important to know the particular hazards of your job or workplace. Once you've learned these risks, you are able to keep clear of potential hazardous areas, and potential hazardous situations. Also, always be alert of machinery.

► Take regular breaks

Many work-related injuries and illnesses occur when a worker is tired, burned out and not alert to his surroundings. Take regular breaks to stay fresh.

► Use tools and machines properly

Take proper precautions when using tools, and never take shortcuts. Taking shortcuts is one of the leading cause of workplace injury. Using tools the right way greatly reduces the chance of workplace injury.

► Keep emergency exits easily accessible

All emergency exits should be easily accessible. Always keep clear access to equipment shutoffs in case you need to quickly stop them from functioning.

► Report unsafe conditions to your supervisor

Report any workplace safety hazards or risks to your supervisor. Your supervisor is legally obligated to ensure that all employees have a safe working environment.

► Use mechanical aids whenever possible

Instead of attempting to carry or lift something that's really heavy, take the extra minute to use a wheelbarrow, conveyor belt, crank or forklift. Too many injury risks are involved with trying to lift something that weighs heavy.

► Keep correct posture to protect your back

If you work at a desk, keep your shoulders in line with your hips to avoid back problems. When you lift heavy objects, use

correct form so your back doesn't get hurt. Avoid stooping and twisting.

► Stay sober

Around three percent of workplace fatalities occur due to alcohol and drugs. When a worker's ability to exercise judgement, coordination, motor control, concentration or alertness is compromised, it leads to many workplace injury and fatalities.

► Reduce workplace stress

Stress can lead to depression and concentration problems. Common causes of workplace stress include long hours, heavy workload, job insecurity and conflicts with co-workers or managers. Take your concerns about workplace stress to your supervisor to help you address them.



► Wear the correct safety equipment

If you're not wearing the correct safety equipment for a task, you may get injured. Depending on the job requirement, equipment like earplugs, earmuffs, hard hats, safety goggles, gloves or a full-face mask can help you to greatly reduce the risk of workplace injury.

1 Keep top of screen at or near eye level

2 Use a document holder while typing

3 Place mouse next to keyboard, within a comfortable reach

4 Relax your shoulders and sit with your back supported against the back rest

5 Keep elbows at 90-degree angles at your sides and wrists straight

6 Rest your feet firmly on floor or footrest

Correct Sitting Posture



Child Safety

As a parent, you may want to always be present near your child. But this is not practically possible. You have to let your child venture out without you. There are places where your kid will meet others in your absence, for example, at school. It is very important to prepare your child for basic safety steps in the event of an emergency.

Here are few child safety rules that will help in ensuring safety at school and home:

► Know your name, number and address

Teach young children the importance of knowing the basic contact details. Your child should be able to share your contact number with someone in case of an emergency. Also, knowing where home is and any nearby landmark is important. Help your kid memorise these with regular practice at home. Also, help your kid memorise a backup number to call, like a grandparent, uncle or aunt.

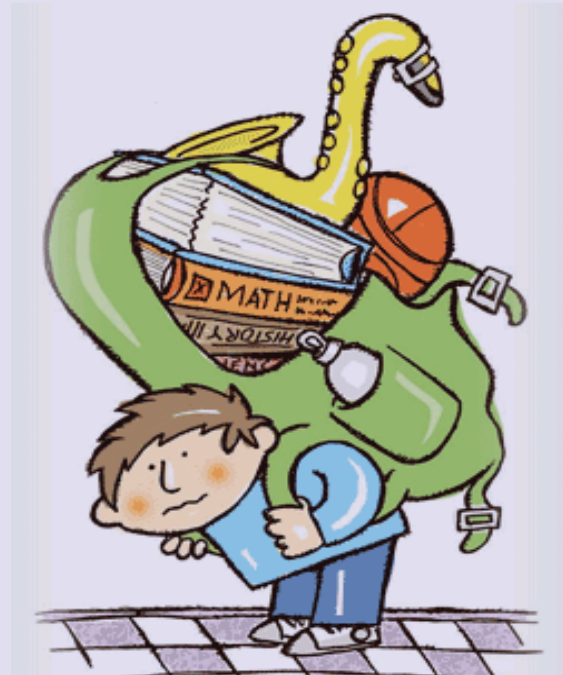


► Do not eat anything given by a stranger

You need to teach your child about the dangers of eating food that is given by a stranger. No matter how tempting the treat is, if it comes from a stranger, your kid should not eat it. Teach your kid that it is dangerous to accept food from anyone. Ask them to politely refuse in case someone is offering food without your consent or in your absence.

► No one is allowed to touch your kid's body

This is a very important safety rule for kids. Parents should teach about this as soon as your child can understand the basics. Teach about good touch and bad touch. Tell your child that no one is allowed to touch them except their parents. Teach the child that if anyone else touches them inappropriately,



then they have to shout immediately for help and alert people around.

► Do not walk off the house alone

The child should know that it is not permissible to walk out of your house or lonely areas alone. If your child needs to go out for anything, you or some known adult should be accompanying your kid at all times.

► Playing or experimenting with fire is not allowed

Whether or not you are at home, your kid should know that it is absolutely not allowed to play with fire. Only if you are around and have given your permission can your kid be near fire. Make sure all fire outlets are safely out of your child's reach.



“My Salem - My Pride”

Chemplast Supports Park Renovation at Mettur



S Venkatesan handing over the cheque on behalf of Chemplast Sanmar to the District Collector of Salem, Rohini R Bhajibhakare, IAS, in the presence of other government officials and Chemplast staff.

Beyond Business

Sanmar’s initiatives beyond business extend over the areas of Community Development, Education, Healthcare and Sports. We hope to instill pride and fervour about the organisation in the minds of every one of us by spreading the news of these activities and initiatives.

Chemplast Mettur contributed a sum of Rs 10 lakh towards the development of “Chinna Poonga” (Kamath Park) at Mettur in support of the “My Salem-My Pride” campaign, initiated by the District Collector of Salem, Rohini R Bhajibhakare, IAS, who appreciated the efforts of Chemplast. The contribution was made in the presence of Arul Jothi Arasan, Project Director, Salem District and Mettur Municipal Commissioner and Project Engineer.

Health for the Rural Populace

Mega Medical Camp Organised by Chemplast Mettur

A mega medical camp was organised at Chemplast’s Vaidheeswara Higher Secondary School, Mettur, on 18 February 2018, in collaboration with Sri Gokulam Hospital, Salem.

Inaugurated by Meghanatha Reddy, IAS, Sub-Collector, Mettur, the camp had a team of six specialists and fifty paramedical staff. Sixty-five volunteers from Chemplast assisted in conducting the camp. Dr K Arthanari, Chairman, Sri Gokulam Hospital, supervised the proceedings. In all, 544 benefitted from the camp. Blood glucose and Blood pressure were checked for 544, ECG for 441, and Echo Cardiogram was conducted on 115 beneficiaries. Those detected with heart ailment were referred to Gokulam Speciality Hospitals for further free treatment. Medicines were also distributed free of cost to the needy rural populace.



Desilting, a Boon to Farmers

Chemplast Sanmar Supports Government Initiative at Mettur and Cuddalore

Based on the request from the District Administration, Chemplast Sanmar sponsored one JCB excavator for a period of 55 days for desilting of the Stanley reservoir, the lifeline of the Cauvery delta farmers at a cost of Rs 2.11 lakhs. Initiated by the Government of Tamil Nadu, this desilting scheme engages farmers in lifting the silt from the water spread area of the Mettur dam, free of cost. This desilting would increase the storage capacity of the reservoir as well. Desilting of Nallathur Periyar Lake at Cuddalore was also undertaken and completed during June 2018 at a cost of Rs 6.22 lakhs.



CSR Programmes at Chemplast Sanmar Cuddalore

Drinking Water Facility for Primary School

Chemplast Sanmar has funded to provide drinking water infrastructure facilities at Cuddalore Poondiyanuppam Union Primary School. The programme was inaugurated on 19 April 2018 in the presence of the school's Headmistress Kalaiarasi. This is one instance of a school without adequate drinking water facility for many years and the Headmistress thanked Chemplast for arranging the much-needed facility for the school.



Blood Donation Camp

A blood donation camp was conducted at Chemplast Sanmar Cuddalore on 4 April 2018 by Chief Medical Officer G Sai Leela, and her team from the Government General Hospital, Cuddalore. Thirty-one employees of Chemplast Cuddalore volunteered to donate blood.

The Needle Tree

There were two brothers who lived on the edge of a forest. The elder brother was very mean to his younger brother and ate up all the food and took all his good clothes. One day, the elder brother went into the forest to find some firewood to sell in the market. As he went around chopping the branches of trees, he came upon a magical tree. The tree said to him, 'Oh kind sir, please do not cut my branches. If you spare me, I will give you my golden apples'. The elder brother agreed but was disappointed with the number of apples the tree gave him. Greed overcame him, and he threatened to cut the entire trunk if the tree didn't give him more apples. The magical tree instead showered upon the elder brother hundreds of tiny needles. The elder brother lay on the ground crying in pain.

It was sunset. The younger brother grew worried and went in search of his elder brother. He found him with hundreds of needles on his body. He rushed to his brother and removed each needle with painstaking love. After he finished, the elder brother apologised for treating him badly and promised to be better. The tree saw the change in the elder brother's heart and gave them all the golden apples they could ever need.

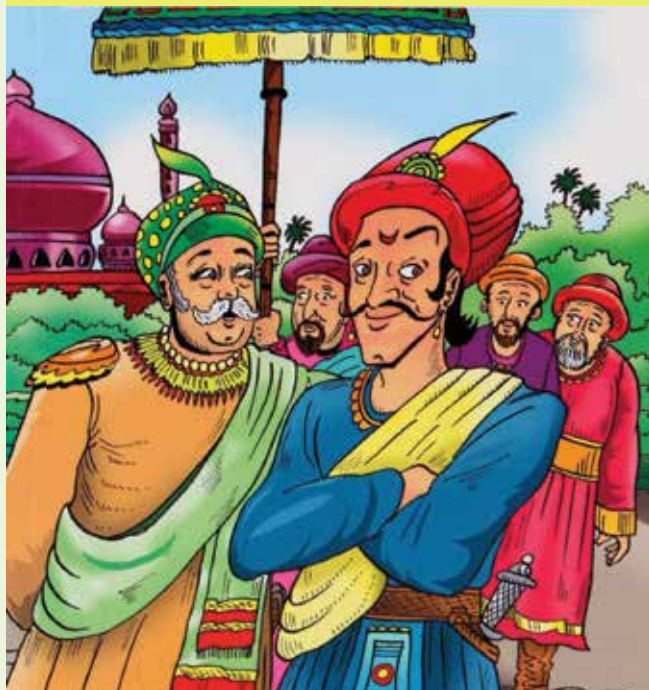
Moral of The Story

It is important to be respectful and kind to all humans.



Values Unlimited

There is no age or time to learn values. A reminder only helps us internalise the values better. This section is about those simple values that we have always heard. Reading them as stories with pictures helps us understand the relevance of such simple truths in our everyday context.



Counting Wisely

Akbar once asked a question to his court that left everyone puzzled. As they all tried to figure out the answer, Birbal walked and asked what the matter was. And so they told him the question.

'How many crows are there in the city?'

Birbal immediately smiled, went up to Akbar and announced that the answer to his question was twenty-one thousand five hundred and twenty-three. When asked how he knew the answer, Birbal replied, 'Ask your men to count the number of crows. If there are more, then the crows' relatives from outside the city are visiting them. If there are fewer, then the crows are visiting their relatives outside the city.' Pleased with the answer, Akbar presented Birbal with a ruby and pearl chain.

Moral of The Story

Having an explanation for your answer is just as important as having an answer.



When Adversity Knocks

This is a story explaining how adversity is met differently by different people. Asha's father placed an egg, a potato, and some tea leaves in three separate vessels with boiling water. He asked Asha to keep an eye on the vessels for ten minutes. Once these ten minutes were over, he asked Asha to peel the potato, peel the egg and strain the tea leaves. Asha was left puzzled.

Her father explained, 'Each of these items was but in the same circumstance of being in a pot of boiling water. See how they've responded differently. The potato is now soft, the egg is now hard, and the tea has changed the water itself. We are all like these items. When adversity calls we respond in exactly the way they have. Now are you a potato, an egg or are you tea leaves?'

Moral of The Story

How we react in difficult /challenging situations is a choice we make.



The Proud Rose

Once upon a time there was a rose who was very proud of her beautiful looks. Her only disappointment was that she grew next to an ugly cactus. Every day, the rose would insult the cactus on his looks



while the cactus stayed quiet. All the other plants in the garden tried to make the rose see sense, but she was too swayed by her own good looks.

One summer, the well present in the garden grew dry and there was no water for the plants. The rose began to wilt. She saw a sparrow dip her beak into the cactus for some water. Though ashamed, she asked the cactus if she too could have some water. The kind cactus readily agreed and they both got through the tough summer as friends.

Moral of The Story

Never judge someone by the way they look.

The Tale of The Pencil

Raj was upset because he had done poorly in his English test. His grandmother sat with him and gave him a pencil. A puzzled Raj looked at his grandma and said he didn't deserve a pencil after his performance in the test. His grandma explained, 'You can learn a great many things from this pencil because it is just like you. It experiences a painful sharpening, just the way you have experienced the pain of not doing well on your test. However, it will help you be a better student. Just as all the good that comes from the pencil is from within itself, you will also find the strength to overcome this hurdle. And finally, just as this pencil will make its mark on any surface, you too shall leave your mark on anything you choose to'. Raj was immediately consoled and promised himself that he would do better.



Moral of The Story

We all have the strength to be who we wish to be.

A Glass of Milk

As Hari walked home after school one day, he suddenly fainted with hunger and knew his mother would not have any food ready for him at home. He grew desperate and went from house to house asking for food. Finally, a girl gave him a tall glass of milk. When he tried to pay her she refused and sent him on his way. Years later, the girl, now a woman, fell very sick and could not find anyone who could cure her. Finally, she went to a large hospital with the city's greatest doctor. The doctor spent months treating the woman until she was finally cured. The woman was happy but was also afraid she could not pay the bill. When the hospital handed the bill to her, she opened it to read, 'Paid in full, with a glass of milk'.



Moral of The Story

A good deed never goes unrewarded.

The Wet Pants

Ajay was a small boy who loved his school and his schoolmates. One day, as he sat at his desk, he suddenly felt damp and realised he had wet his pants! Mortified, Ajay did not know what to do or say as he knew everyone in class would make fun of him for wetting his pants. He sat at his desk praying for any kind of help. Diksha was carrying water in a jug to water the class plants. As she approached Ajay's desk, she suddenly tripped and dumped the whole contents of the jug onto his lap. Everyone rushed to help Ajay. The teacher reprimanded

Diksha and gave Ajay a spare set of shorts. At the end of the day, Ajay met Diksha on the bus.

He asked, 'You did that on purpose didn't you?'

Diksha replied, 'I've wet my pants before too.'



Moral of The Story

Help others in need.

Accolades for Sanmar employee from his Alma Mater



Raghav Ravichandran from Chemplast Sanmar, Mettur was awarded a gold medal by Anna University for his performance in the Engineering final examinations.

Few words from Raghav...

It was indeed an emotional moment in getting shortlisted for receiving the gold medal from the Governor alongside 64 undergraduates from entire Tamil Nadu. I dedicate this success to my parents and all my well wishers. Being an Electrochemical graduate engineer in a chemical manufacturing unit, the quantum of knowledge and onsite experience gained in the training period was monumental. Apart from hardcore chemical engineering, the inputs received on corrosion types, losses and identification of compatible coatings are some of the notable ones to mention.

A small message to cherish - Dream big, Aim big, and Achieve big.

Photo Expo - Mettur

Through forums and discussions, it was understood that photography was one of the prominent interests of the employees. Hence the location head, S Venkatesan asked the people to conduct a "Photography Expo." Entries were called for from the employees and their family members. It was also focused to attract the younger minds in the houses in order to introduce them to a new hobby.

- Sports
- Conservation/ Awareness

A total of 254 entries were received.

The photos were arranged theme-wise at the Recreational club in Pant II.

Most of these photos were taken in and around the Chemplast Sanmar campus at Mettur.

It's Fun Time

We know what happens to Jack when it is all work and no play. This section is for you to get a flavour of the fun that people had during the various events of the previous months. We offer you a channel to know how your colleagues in the other locations have celebrated and participated in various events during the year.

Due to the overwhelming participation, the expo was extended for two more days. One of the most encouraging aspects was the sight of our employees and their families, watching the photo exhibition with inquisitiveness, and joy.

More than 550 pairs of eyes viewed the creativity of 60 pairs of eyes.



Central Accounting - Head Office - Family Day Out

We at Sanmar, believe that family is not just an important thing, it's everything. The most cherished moments happen when friends and family get together. We are not a team, because we work together, we are a team because we come together with respect, trust and care for each other.

This year's Central Accounts Family Day Out was organised on Sunday 25 February 2018, at Greenfield Resort. As in the past, the family meet was to celebrate events like birthdays, wedding anniversaries (Cake cutting and special gifts for those who are celebrating Silver Anniversary), long service (special gifts for over

20 years of service), exceptional performers and new joiners to the team. Sanmar is a flat organisation and has no boss-subordinate relationship. In our team every year we make note of all the important events from January to December and celebrate the events that had gone by in the month of February.

This year we had 42 participants. Many fun events were organised for the team members and their family. This was our 12th family meet and we hope to keep going with new ideas at a different location, but with the same enthusiasm and spirit.



Central Accounting - Family Day Out.

Chemicals Division - Head Office - Family Outing

A family outing was organised for the Chemicals Division Staff including Chemplast and Speciality Chemicals who are based at Head Office.

After a series of discussion with the employees, the event was conducted on 4th March 2018 at Shelter Beach Resort, ECR, Chennai. Different committees were formed for planning the games, food, music and purchase of prizes. The one-day outing comprised fun-filled activities, games at the lawn and sea shore

for children and adults, a wide spread buffet lunch, bonding time between the employees and family members and prize distribution for the winners of all the activities. Finally the day ended with a chilling time at the swimming pool.

Children, spouse and staff had a fun packed day and every single person returned home with good memories and worthy prizes.



A Ride for Self Insight

by **S Dominic Felix**, HR, Sanmar Matrix Metals, Viralmalai.

I had nothing to prove to anybody. I was eager to taste the freedom of riding, face and overcome challenges of my own grit.

North to South, I consider myself fortunate enough to have had a glimpse of the mystic and Incredible India and I still remain hungry to explore many more unknown lands and meet the most colourful people on my trails. It is this zeal that triggered me to accomplish the toughest ride which my nation has to offer - "The Mighty Mountain passes"- a part that is also known as the world's most dangerous road.

"Gorgeous" is possibly the most apt adjective for the snow capped mountains. For me, this ride meant liberty to be one with nature and rest on her lap. This was my opportunity to break free from the shackles of the earthly disordered life. Further, I was always



curious about the cultural diversity among the states. Thus began an epic ride - a tale of over 10,163 kms across 12 states, the infamous K2K ride - Kashmir to Kanyakumari.

The journey enroute Sach Pass was something that cannot be put either in words or be recalled to live it again, something that will go down as the most unforgettable experience of my lifetime, something that I can hardly believe. I made it through numerous water crossings, endless waterfalls, snow walls as high as 30 feet, roads as if the pathway to hell, picking up a sports bike to cross the landslide, driving through the ever violent gushing streams and waterfalls, running through the live landslides, getting stuck in no man's land and reaching atop 14,500 feet which was priceless.

Then followed the ride on the world's most dangerous road the "Cliffhanger", Killar to Kishtwar, the pass connecting Himachal and Kashmir.

It's incredibly disorienting to look over the edge, or even just to see the valleys a couple thousand feet below. The surface of the road is gravel, stones and sand and it's carved into the side of a cliff. The one lane path had no guard rail and the overhanging cliff is so low. It took me 8 hours to cover a stretch of 115kms. It's one of the most dangerous, scary, and exciting roads of the world and a true test for my vehicle and my stamina. Taking this toughest route to reach the tip of Kashmir, crossing the highest motorable road in the world, sand dunes, the mesmerising lake gives immense pleasure and a sense of happiness.

I truly believe that travel is the best educator. It has given me immense learning that four walls can never do. During my trip I always reminisced what I learned. They are the pearls that have made me a better human being.

- I never turned back, life always moves forward.
- Most obstacles look worse from a distance.
- Riding singly doesn't mean I am lonely.
- The easiest way is not always the best.
- Wherever I went 100%, I found a helping hand.
- It's never too late to learn.
- A little bit of anxiety can be a good thing.
- Self belief took me beyond mountains.
- Taking time to live life inspires my work.

With loads and loads of life lessons, I started my return ride all the way back to the tip of the south. It was not easy; all my focus was just to achieve my goal inspite of all the difficult conditions which I had to face. The minute I entered Kanyakumari, the moment I cherished, cannot be explained in words. I experienced the joy when tears welled my eyes and when the sea breeze swept along my skin, a moment of jubilation and I realised, "I HAD DONE IT."



MY DREAM IS TO BECOME AN ARCHITECT



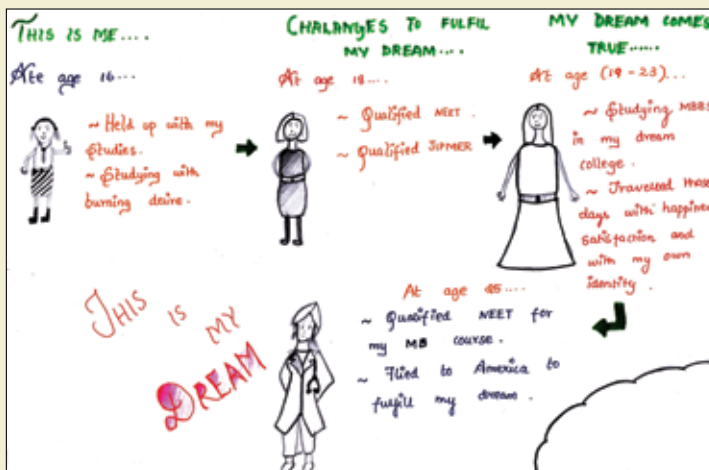
S Rithi, D/o K S Sampathkumar, Production, Chemplast Sanmar, Mettur.

Contest 1-If Dreams come true

Draw a picture of yourself in your dream profession. This is a contest to display your creativity at its best.

Best Shot

Nothing makes us happier than when we see the employees and their families reading and contributing to Scribbles. This section is for you to get involved with Scribbles and send us your best shot on the contests that we have created for you. We take pride in featuring your contributions for the rest of us to admire and get inspired.



P V Hemapriya, D/o P Prabakaran, Production, SSCL, Berigai.

Contest 2-Story Writing

Develop a story from the picture.

The Family

Family is as important as your work. Nowadays, most people do not concentrate on their family and just focus on work. They want that promotion or the 'Best Employee' tag. We only focus on our professional success and it is good, but what about our family? As I have told you before, family is as important as work and you should know how to balance both. Let me tell you the story of the Chadhas. Mr Jayant Chadha and his wife Sharda Chadha had two sons, Prakash Chadha and Pradeep Chadha. Both the sons were married and had kids. Roshni was the eldest daughter-in-law and wife of Mr Prakash Chadha. Prathibha was the youngest daughter-in-law and wife of Mr Pradeep Chadha. Prakash Chadha had three children; Rupal, Roshan and Pari. Rupal was married and had two kids; Parth who was 1 year old and a newborn baby Suraj. Roshan went to college and Pari was in the 5th grade. Coming to the 2nd son's children, they were four. These kids



were Nivya, Rishi, Disha, and Ankit. All of them were in school. Even though the family looks happy by their description, reality was different. The eldest son had his own business while the youngest son worked in a large company. Both the sons moved out of the house and bought their own homes. Now only the old couple stays in such a big house.

Both the sons have become so busy that they don't have time for their parents. Then Mr Jayant Chadha told his wife one night that they should move to an old age home by selling their house and they would have a reunion for the last time in their house before moving. After a few days, Prakask and Pradeep got the invitation card about the party and they were shocked. The reason they were shocked was that if their father sold the house then what would their share be and how they would get it as the house was under their father's name. Soon the day came and everyone gathered.

After they cut the small red velvet cake and had dinner, they asked their father about the house sale. Mr Jayant replied with a smile, "If I hadn't told that, then my sons wouldn't have come to see us." When they heard that, they felt ashamed and realised the importance of family. I hope you also understood the importance of family by reading this story. It can be your old parents who want to see you and who knows when will be the last time.

R Shreya Naidu, D/o R Muralidharan,
IT, Corporate, Karapakkam.

Thoughts, Conversations, Camera, Click!!

The Krishnamurthys were ready for their family photo-shoot in the city's best photography studio. (This was while everyone was going through their own thoughts and exchanges.) Tanya had some major issues about which she was complaining to her friend on phone. "Hey! You do not even know what I am going through. Here am I sitting in a stupid pink dress when I would rather be at Tina's party. Huh!" Meanwhile Madhuri butted in, "Didi! You don't even complain! I had to come in my school uniform." "Shush!" Scolded their mother, who was standing in a gorgeous blue saree. She was blabbering about how her sister-in-law was looking underdressed in a green saree." While Anand argued for his wife, "Aree bhabhiji! She is wearing green because I decided to wear olive green." Suraj who was playing a game on his PSP got infuriated when little Arjun asked, "Dadi, can I sit on your lap?" (Suraj always thought dadi favored Arjun). However, Dadi politely refused to his little request by saying that her knees were too weak to take any pressure. Ananya and Aryan

were standing together like loving siblings but the truth was that they had just had a fight which had left Aryan with a blue and black eye. If Krishnan babu (who was standing there wearing sunglasses, thinking how girls would swoon if they saw him) had not been there to stop the fight, Aryan would have had to be hospitalised due to Ananya's brutal attack on him. Kareena was standing in her best blue dress thinking about how she was going to outshine everyone in the photograph (disregarding her sister Tanya's comments). Meanwhile, businessman Prakashji was bargaining on the phone in loud tones, which made the baby cry. Amidst all the chaos was dadaji sitting quietly, trying to pacify the baby, when he received a call from the photographer. He said that it was going to take him another 2 hours to reach there. Until then dadaji had to wait patiently with his dysfunctional family.

Alas!.....

Shreya Lakhera, D/o Neerav Lakhera,
Regional Sales, BS&B Safety Systems, Vadodara.

My Family

A family is the first school in which a child receives the basic values learnt in the family. The morals and values learnt in family become our guiding force. They make our character. They lay the foundation of our thinking. I feel fortunate to be born in a family where values are inculcated in early childhood.

I belong to a middle class family. There are six members in my family. They are my parents, grand parents, sister and I. Our grandfather is the head of the family. He enjoys a commanding position. His decision is final and nobody dares to go against him. Everybody respects him. He is the guardian of the

family. He is cool, just, fair and not influenced by others.

Our family is like a heaven. There is peace, prosperity, love and care. The younger members have regard and respect for the elders while the elders shower them with love and affection. If any one gets into trouble, the whole family stands beside them.

I am proud of my family.

M Guruprasanna, S/o C Maruthachalam
Accounts, Chemplast Sanmar, Mettur.

Contest 3-Millet Delights

Introduce us to a recipe with millets.

Foxtail Millet Biryani

Ingredients

1 cup foxtail, 1 cup chopped mixed vegetables, 1 cup chopped tomato and onion, 1 tsp curd, 2 tsp oil, 2 tsp ghee (not essential but could, be added for taste), 2 tsp ginger-garlic paste, 1 tsp chilli powder, 1 tsp garam masala, 1 tsp chopped mint leaves, ½ tsp cumin powder, ½ tsp poppy seeds and ¼ tsp coriander powder, 2 numbers of cloves, 1 stick cinnamon, 1 number marathi mog & star anise, Salt to taste, 4 cups of water.

Method

- Heat the pan and pour ghee and oil. Add cinnamon, cloves, marathi mog, star anise, jeera and poppy seeds to it.
- To this mixture, add tomato, onion, mint leaves, garlic paste and curd.
- Stir at high flame.
- Add chilli powder, cumin powder, coriander powder and garam masala and stir.
- Add carrot, beans and potato to the mixture.
- Stir well for few seconds and add foxtail and salt and mix properly.
- Add 4 cups of water to the pan and keep the flame at low for the next 10 minutes.
- Foxtail vegetable biryani is ready.



P Vidhyalakshmi, W/o P Prabakaran
Production, SSCL, Berigai.

Finger Millet or Ragi flour

Ingredients, Ragi flour - 1 cup, Jaggery - 200 g Ghee - 1/4 cup, Cashews - 1/4 cup, Cardamom powder - 1/2 tsp, Water - 2 cups.

Method

- Make jaggery syrup with a little hot water and filter it.
- Sauté the cashew nuts in ghee and keep aside. Mix ragi flour and water into a paste.
- Heat the mixture in a thick-bottomed vessel on medium heat, stirring constantly.
- After 3 minutes, add the jaggery syrup and cardamom powder into the mixture.
- Start adding the ghee into the mixture and continue this process until all the ghee is used.
- Lower the heat and keep stirring for another 3-4 minutes. The mixture will start coming together from a pasty consistency to a ball.
- Add cashews. Cook for another 2-3 minutes.
- As the mixture cooks, ghee will start to separate from the ragi ball.
- Drain excess ghee and transfer the halwa to a glass bowl.
- 100 g of ragi halwa contains 328 calories.



Ragini EK, W/o K R Muraleedharan
Support Services, Flowserve Sanmar, Vadodara.

Millet Pongal



Ingredients

150 grams Pearl millet,
Moong Dal - 100 grams,
Ginger - 15 grams,
Pepper - 1 spoon,
Cumin seeds - 20 grams,
Asafoetida - 1/2 spoon,
Curry leaves - 20 leaves,
Salt to taste

Method

- Fry millet in a pan to golden red for about 3-5 minutes.

- Boil both the millet and moong dal in a cooker along with chopped ginger, salt and asafoetida. Allow the dish to boil for about 4 whistles in a cooker.
- Fry pepper, cumin seeds and curry leaves in ghee and mix the ingredient in the cooker containing boiled millet and moong dal.
- Your Pearl millet pongal is ready.

Sasikala Rajan, W/o R Sreekanth
Product Engineering, Flowserve Sanmar, Karapakkam.

Contest 4-That's a good one

Share a humorous moment at workplace in the form of a short article/ story/ dialogue.

Humour at work

Our plant-4 team is a wonderful and funny team. I'm Kathirvel S and my seniors are Murugesan, Velmurugan and Shahul Hameed. Among them, Velmurugan's words are full of humour. Five months ago, during shift changing, Shahul (A shift) handed over the shift activities to Murugesan (B shift). Both of them are roommates. After the shift handover, Shahul asked him the keys to his bike to go home. Murugesan gave the keys to Shahul. Shahul went to the parking area and looked for the bike. He was shocked that the bike wasn't there. He called Murugesan over phone and conveyed his disappointment. Murugesan told that he had forgotten that he didn't come by bike that day. His bike was at home. The great disappointment of Shahul was funny to us. Recently, Murugesan's roommate asked for his key at the end of the shift and



asked if there was petrol in the bike. Velmurugan said, "Don't ask about petrol. First ask where the bike is," and explained the whole incident with humour. This is one of the happiest moments in our plant which we all enjoyed.

Kathirvel S, Production, SSCL, Berigai.

Contest 5-Colouring



S Vaibhav, S/o J Sridharan
IT, Corporate, Karapakkam.



S Neha, D/o K S Sampathkumar,
Production, Chemplast Sanmar,
Mettur.



R Monish S/o K Ramkumar
Production, Chemplast Sanmar, Karaikal.

We appreciate your overwhelming response to this contest. We received a total of 46 entries making it our absolute pleasure to go through each of them.

Contest 6-Painting



RV Rampriya,
D/o S R Venkatesan,
Mechanical Maintenance
Chemplast Sanmar, Mettur.



S Vignesh, S/o S Selvaganesh,
Stores, Chemplast Sanmar,
Karaikal.



Raksha MV D/o V Muralidharan,
Purchase, SSCL, HO.

Colouring Contest (Age 5-8)



Quiz (Age 9-12)

1. Which institution's symbol features "Children of Tamil Nadu, Karnataka, Kerala, Andhra Pradesh with a "Tulu Mother"?
2. During which President's office was emergency declared in India?
3. Who has got the most number of red cards in the La Liga History of Football?
4. Which eastern Himalayan sub-range in the Tai Ahom language means 'to cut chicken'?
5. What is the epithet given to the three cities of Bengaluru, Hyderabad and Pune based on the industry present there?
6. Which endangered fish-eating reptile is endemic to India whose name means 'pot' in Hindi?
7. The Three Laws of Robotics are found in which novel of Isaac Asimov?
8. Which civil engineer is fondly called 'The Metro Man of India'?
9. Which disease is called Madhu Mena Rogam in Sanskrit as mentioned in the Ayurveda?
10. Who captained the U-19 Indian National Cricket Team which won the U-19 world cup?
11. Which Indian origin scientist was awarded the Nobel Prize for the artificial synthesis of genes?
12. Which company's tagline is "The Ultimate Driving Experience"?
13. Which country is called "Land of the Golden Fleece"?
14. Who is the CEO of Netflix?
15. Complete this proverb: "Imitation is the sincerest form of _____."



Keep the creative energy flowing and enthrall us with your contributions in the 'Best Shot' pages specially created for people of all ages.

Drop them at your Location HR's office or send us an email at scribbles@sanmargroup.com on or before **16 August 2018**.

Cook n click (Age 18+)

There is nothing quite like warm, fresh, out-of-the-oven, home-baked bread. Bread is a staple food prepared from dough of flour and water, usually by baking. It is popular around the world and is one of the oldest artificial foods having been of importance since the dawn of agriculture. Bread is served in various forms and there are a lot of varieties of bread ranging from brown bread to multigrain bread to serve the modern man's health needs.

Write a recipe with bread as the main ingredient with a twist. Send in your recipes with pictures to scribbles@sanmargroup.com



Puzzle (Age 13-18)

Shape Equations!

The sum of the symbols of each row in the square are given. Can you find the value of each shape?

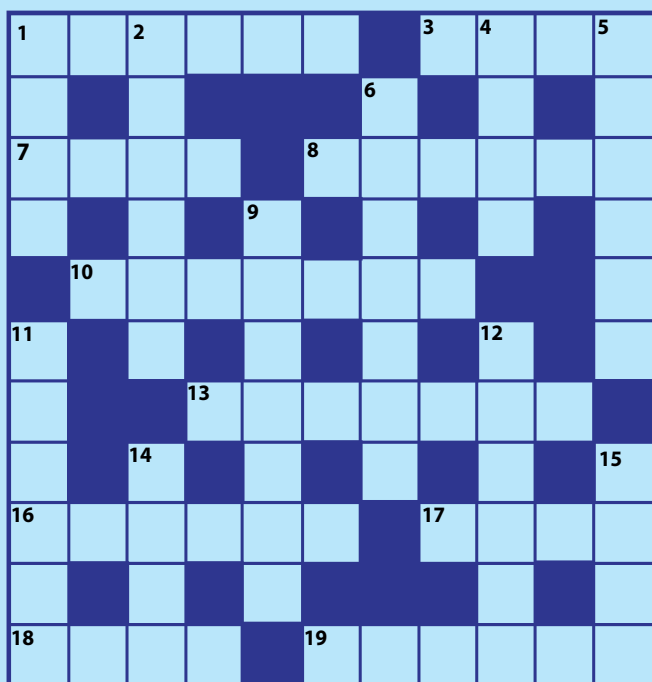
●	▲	▲	★	16
★	●	●	●	14
▲	●	★	▲	16
★	★	★	★	20
17	15	17	17	

● =
★ =
▲ =

Eureka

This section is for you to unwind with your favourite Sudoku or a Crossword. Give those grey cells a little bit of exercise, help someone solve a tough one and relax over a cup of coffee and some Scribbles.

Crossword (Easy)



Across

1. The number in a dozen (6)
3. The body's covering (4)
7. Do exactly the same as someone else (4)
8. A glass container (6)
10. Very, very old (7)
13. Clothes washing room (7)
16. Hard safety hat (6)
17. Expensive (4)
18. Lie down (4)
19. A small river (6)

Down

1. Small carpet nail (4)
2. Make larger (6)
4. A thing on a string flown in the wind (4)
5. A sewing tool (6)
6. The first half of the day (7)
9. Bandits at sea who attack and rob other ships (7)
11. Female parent (6)
12. A light wind (6)
14. Three _____ four equals seven (4)
15. A band instrument played with sticks (4)

Sudoku

5				1		3	8	
3					4			1
	8							7
		5	3	8		6		
	3						9	5
		6		7	1	4		
2							7	
6			9					
	9	4		5				3

Guess Who?!



Pichai Sundararajan, also known as Sundar Pichai, is the Chief Executive Officer (CEO) of Google Inc. Formerly the Product Chief of Google, Pichai assumed the position on

2 October 2015. Pichai is well-liked by his colleagues and is dubbed as the man behind Google's most important products.

3	9	2	8	5	1	4	7	6	4
4	5	8	7	2	6	3	1	9	6
6	7	1	3	9	4	8	5	2	7
8	3	4	1	7	5	9	2	6	8
5	6	7	9	4	2	1	3	8	5
2	1	9	6	8	3	5	7	4	2
7	4	6	5	3	9	2	8	1	7
1	2	5	4	6	8	7	9	3	4
9	8	3	2	1	7	6	4	5	9

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