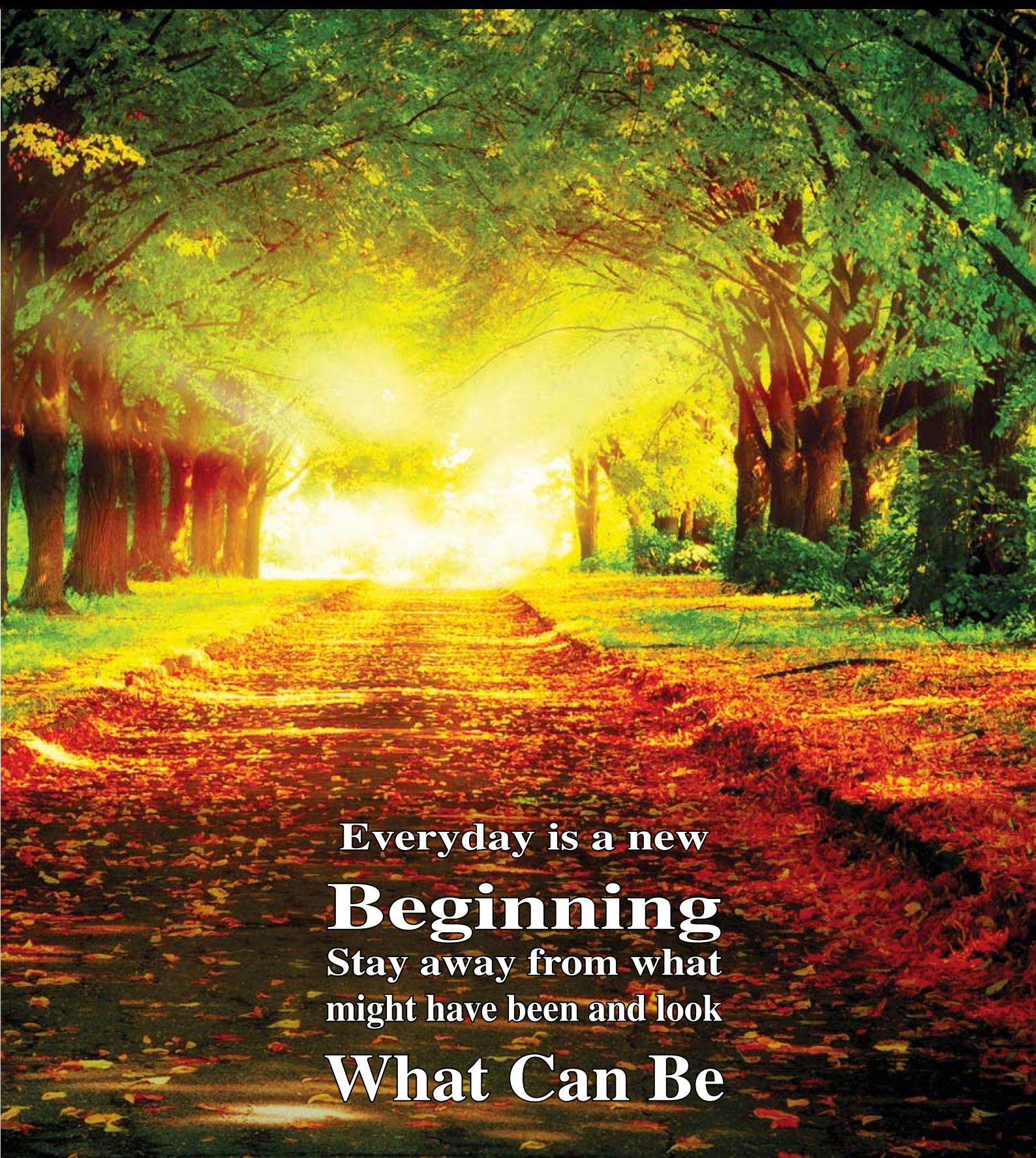




Volume No. 10

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Issue No. 1



Everyday is a new
Beginning
Stay away from what
might have been and look
What Can Be

From the Editor's desk...

The year that was – 2018, is the focus of this issue of Scribbles.

For me 2018 was a true definition of a 'mixed bag'.

Personally it was a very special year and I had some wonderful moments. However, January 2018 started with me down with a very severe infection in the leg which restricted my movement for over six weeks and took more than four months to heal. It was such a bad patch of health, that I wondered if the wounds would heal at all! The scars will remain forever. But it taught me lessons. Many close family members felt that the course of treatment adopted was incorrect. A leading physician felt that I had made a wrong choice of the doctor and he was confident that it would not heal and therefore said that I could come to him when it is messed up!

I had a choice to become despondent or to believe in myself, in my choice of the doctor, treatment etc., and pursue the course that I had chosen. I chose to stick to my choice. It was not easy – results were slow and so more people to tell 'I told you so'. But my faith in my God and myself, and the fantastic support of my daughter and husband is what saw me through this.

A learning – when you choose or decide on something after deliberating the pros and cons, have faith in the choice/ decision and pursue the course.

There are times in life when the lows and the highs co-exist. That's what happened to me in 2018. Many challenges on several fronts. One big high was Sanmartini 2018. We had new teams giving tough competition, there was good display of team work and team spirit, new talent was spotted, and in all events work product was of a high quality.

From June onwards there were many lows. Particularly with several unethical practices/ process violations/ transgressions that were discovered, it left me quite drained and dejected. Again a choice to make – what lessons can I learn? And move forward.

In that was born the Ethically Ours branding of the work that we did this year. We did a lot of work on researching for methodologies that would drive home the point, in letter and spirit. The sessions were impactful. I'm happy that we could use the creative work that many teams did in the calendar for 2019.

What surprises me is that as professionals many people do not have clarity on what matters most – many are confused that it is title, compensation, the power/ authority that one wields etc. I believe that what matters most is OUR REPUTATION. Reputation on our competency – technical, behavioural, managerial; reputation on our values and ethics; and reputation we bring to our family. The impact that it has on our spouse and children.

This reputation takes many years to build – requires a very conscious effort. But crash in a day, with one action of ours. We have seen many cases published in the media about people who were held in a very high pedestal and whose reputation crashed in a day.

In my opinion, if our reputation goes – it's like a broken glass. If the glass breaks to pieces, we can't do anything with it after that. If it breaks in a manner that you stick the pieces together, it is still a broken glass! You cannot use it like before.

A thought for the year - Let's think of the impact of our actions and how others perceive us! Does our action add to our reputation or does it detract? Rome was not built in a day, nor was reputation.

A point to reflect – we make many choices in a day. All actions of ours are choices we make and therefore we are accountable. The buck stops with us!

God bless each of you and your families. Wishing you all a healthy and cheerful 2019.

Aravinda Jayan

A special year

2018 was a special year for me and also for BS&B. Many changes were welcomed both personally and officially; it made 2018 a fantastic year. The milestone, reaching the 50 crore target, was achieved this year which was a happy start. Taking up a new role in the firm was the first change that happened to me in 2018. New challenges and the new role helped me look at things in a different perspective. Though there were many struggles, I was able to learn from them.

As it is said, picture says better than words, bringing every one in BS&B under a single picture was a moment to cherish for lifetime.

This was captured on the day of Sathya's retirement when everyone came up with a short note about him and about his commitment to work, which was over-whelming. Winning the Sanmartini trophy was another memorable event in 2018.

Today's events are tomorrow's sweet memories, so make memories by participating in today's events. Looking forward to bigger challenges and learning in 2019.

Wishing everyone a very HAPPY NEW YEAR!!

G Arjun, Product Engineering, BS&B Safety Systems (India), Karapakkam



The year that was

Not different from the last, yet another year,
The clock ticks on, but have no fear,
Of things incomplete,
And arrears replete,
Tread softly 'bout glory and heroism,
And be wary of stepping on toe-ism,
Of unkept promise, be not in sorrow,
There will always be a bright new tomorrow.

Capt S Krishnamurthi, Operations, Sanmar Shipping, HO

New Year Resolution

I hope that
In this year to come,
You make mistakes.
Because
If you are making mistakes, then you are
Making new things,
Trying new things
Learning,
Living.
Pushing yourself,
Changing yourself,
Changing your world, you're doing things,
You've never done before,
And more importantly,
You're doing something.
MV Nethra d/o J Murugesan, Mechanical Maintenance, SSCL, Berigai

New year celebrations at Mettur

New Year get together! Employees voluntarily participated in the programme along with their families.



Herbal Garden

SSN colony recreation club inaugurated a herbal garden. More than 60 families planted 147 species of herbal saplings and 44 families volunteered to take care of the Herbal Garden.



Resolutions for a Happy New Year and Healthy Life

The new year can be an exciting time, brimming with the promise of fresh starts and new beginnings. It's also an opportunity to recommit to your health and well-being: Eat better. Exercise at least three times a week. Drink plenty of water. Creating these resolutions is easy enough. Sticking to them beyond the month of January, however, is another story.

Whether the new year makes you feel totally inspired or a tad overwhelmed, I have some advice to help you make healthy resolutions for the New Year.

1. Practise mindful eating
2. Chill out and rest
3. Adopt an attitude of gratitude
4. Find 30 minutes a day to walk
5. Take the stairs
6. Commit to a 30-day fitness challenge

Amit Gupta, Sales, BS&B Safety Systems (India), Delhi

All the way to a new life

Coming to Mettur was like a fairytale, a dream come true.

When I was a young girl, our family lived in Nagercoil. I enjoyed mountains, chill breeze, village life, living with grandparents' love, pets, visit to farms, rivers and agricultural lands.

But all these lasted only for five years, then for better and good education we had to shift to Chennai for the next ten years. It was a sophisticated place, new livelihood with pollution, cars, buildings or in a word concrete jungle. This meant there was less family time and rare monthly outings, either to the movies or some restaurants. We immediately adapted to this environment and it turned out to be good as we could enjoy ourselves and be happy in this new atmosphere. The last three years were spent with my dad shuttling between Gujarat and Chennai. Seeing our dad only once a month had its own displeasure which, we had to overcome due to his professional compulsions.

Finally, the day came when we could all be together in a village with mountains, pollution free environment, good spacious home, a satisfying and happy job for my dad, happy neighbourhood and living with nature in a lush green environment like a fairy tale land with birds and animals.

The dream of living in a fairytale land came true when we shifted to Chemplast Sanmar Mettur. High hills wearing green shirts of nature with blue water traces at its foot, hi-speed and swift sister Kaveri (river) on its banks, big basket of water with plenty of fish. Oh God, of course, the dream came true. 2018 granted our wish as we began to live together as a small family at Chemplast SSN colony.

We wake up early morning listening to the humming voice of lovely birds. Small pets like monkeys, mongoose, squirrels and cats, all kinds of birds like parrots, varieties of sparrows, wood peckers and even peacocks are our friends. They share our breakfast, lunch and dinner. They always express their sincere thanks and we reciprocate by having their presence every day.

We restarted our hobby of gardening and cycling which was long lost in the city with the rush, trash and dusty life. Chemplast Sanmar welcomes us with new roads, refurbished houses with uninterrupted water and power supply, recreation club and get-togethers in the colony. Feather on the hats is our herbal garden with 127 species of herbs, Vinayak temple and round seated umbrella in the colony where like-minded people sit together and make life healthier and mindsets positive. There is a perennial sense of belonging and togetherness among all the residents of Chemplast Sanmar, Mettur.

S Gayathri Thangam d/o S Sivananthan, HR, Chemplast Sanmar, Mettur



Live life extra large

2018, a year gone by, and it's that time of the year to welcome one more year with so many resolutions to make and break as soon as possible. I am no exception; I make as many resolutions as possible and before Pongal forget all about it. But 2018 was a different year for me, a year which made me realise a truth which struck me like the Gaja cyclone.

As a mother of twin boys, like most of the working women, I was also worried about my appearance. Being on the heavier side, my worry increased as I met younger women who were married and still had a good figure. Well other than cursing Kareena Kapoor for getting back to shape soon after her pregnancy, I thought I have to also do something about my 2012 to 2018 resolution, reduce weight. Of course! It was long forgotten till the mid year. After researching a lot on weight reduction and listening to boring YouTube suggestions and advice, I decided on the Keto diet. Actually my secret is I can't seriously diet, eating only lettuce and soup for dinner and lunch is not my thing. So I started with the Keto diet, because only in this diet you are allowed to eat anything fatty and greasy and still lose weight.

As days passed by it got more exciting, when those long stocked dresses, which stayed deep down my closet, like Jayalalitha's death mystery, came out. Finally those were fitting me and I could buy dresses from a readymade garments shop. Well yeah! For those men who are reading this article might think what big deal, all the lady folks would understand my ordeal. People started noticing me, and enquiring on how I reduced weight. Of course few even asked me if I was not keeping well and if that's the reason for my weight loss, other than those mishaps, I was enjoying my new found identity.

Until one day when I met my old friend, a school friend of mine. She used to be the model super figure back in our school days. Now she was similar to Yokozuna the wrestler. Seriously my jaws dropped down when I first saw her. Like a good soul I picked up some Keto friendly food to have with her, while she chose a burger with extra cheese and ate. I wondered what was wrong with her, though secretly I drooled and longed to snatch that burger away from her and eat. After some nice talks, I enquired if she is unhappy being obese. She answered in the negative to my surprise. She said I am happy the way I am. I love my body and my family loves me the way I am. I eat what I want to, I live my life extra large and she winked. These words and the missed juicy cheese burger made me think.

I went home and asked my husband if he loves me the way I am or he would love me if I reduce further and look like a runway model. There came the Gaja cyclone, he said, "I love you the way you are, actress Kushboo has to be plump then only she will look good, my wife has to be hale, healthy and plump, that's the way I like her. For Kareena Kapoor maintaining her figure is her career, it's not the same for you, she hardly has time for her family. You care for our children and take care of our family in spite of working, that's more important. Be yourself and feel proud of the way you are. In fact, being beautiful has nothing to do with physical appearance, it's your character as a person, as a wife, as a daughter, as a mother, as a friend, which makes you. I know you are very beautiful." Gaja missed Chennai but tears didn't miss me.

From that day being healthy is my target and is my 2019 resolution too. So for all those men and women brooding over your obese appearance, exercise and eat what you want. Live life extra large for you get only once to live. Happy New Year.

Leena Bose, *Corporate Communications, Corporate, HO*

“Starting over can be challenging, but also it can be a great opportunity to do things differently.”

- Catherine Pulsifer

From 5 to 25 and counting...

In today's context, many of us follow a sedentary lifestyle. Few of my friends and dear ones had to shell out a huge sum of money in 2018 due to medical exigencies. This has not only created a slump in their wallet, but also brought down their morale significantly. Hence, I personally wanted to spread awareness on fitness!!

We decided to form a running club #kpkrunners during October and run every Sunday at 5:30 am from Sholinganallur. When we invited people for the run, we got different responses on why not at 7:00 am, why on a Sunday and so on.

We managed to start our first run with five enthusiasts. We ensure that all enthusiasts start the run together at dawn and run 3-10 miles based on their interest and while we close our run, we make sure that we congratulate each other, have a cup of lemon tea and depart. The tagline of our group is "run for chai with joy."

As we started burning calories, our group started growing and we are now 25 runners strong. We completed our 10th run on 23rd December crossing over 70 days of running. Apart from our Sunday run, enthusiastic runners cover distances every day and post the activities which they do individually on the Runtastic app where we follow each other. We have enthusiasts from the age of 21 to the age of 45 running 3 miles non-stop. This activity has created a positive vibe in all of us and helps us



stay motivated. Our group has completed over 500 km by feet collectively.

We, #kpkrunners look forward to 2019 for a great start at the Skechers Performance Marathon 2019 at Chennai.

If one feels that running is not their cup of tea or they can't run, they can ask our runners and I am sure that they will be motivated to run. Our advice to all the new enthusiasts is, run a mile every day and you would finish 365 miles in a year. Let the fitness fever spread! Eat Healthy, Stay Fit, Live Well!

Look forward to more activities in 2019.

A Antlin Joe Vinoj, HR, Flowserve Sanmar, Karapakkam

What the caterpillar calls the end, the rest of the world calls a butterfly.

- Lao Tzu

Every day starts with expectation and ends with experience

New Year Resolutions: We all make resolutions and during the course of the year, they get diluted. My resolution this year is to achieve at least 40% of my existing resolutions.

Learning: Need for continuous improvement was felt on seeing the impact of the Gaja cyclone. Routines were disrupted in many ways and it took time to come back to normalcy. Ethics training session gave us a clear understanding of the dos and donts. Visit to neighbouring units enriched us by giving an idea about their practices.

Challenge for 2019: To consistently meet manpower requirements as production gets revamped in the foundry.

R Sukumar, Personnel, Sanmar Matrix Metals, Viralimalai



Highlights of 2018

Probably the best and happiest moment in every individual's life is getting married. Yes, I got married in December 2018 and it was a special moment for me.

Achievements of 2018

Winning the Sanmartini championship and lifting the trophy from VS sir in GAD.

Learning from 2018

1. Smart work

"If I had six hours to cut down a tree, I'd spend the first four sharpening the saw." - Abraham Lincoln

Adhering to the quote, I don't believe in luck or in hard work, but believe in 'working smart'. It's not all about how you work hard but it's about how you manage your time, resources and mind to work together for a better output. I apply this concept in my regular work and manage to complete my task. I am also taking up more responsibility in my regular work and this can probably inspire the young.

2. Perseverance

"I have not failed, I've just found 10,000 ways that won't work" - Thomas A. Edison

Without perseverance we would not have won the Sanmartini Championship. This is a classic example. Using this learning, I will push myself to the next level within the organisation with consistency and team work to achieve greater heights.

Challenges faced in 2018

Delegation of task

One of the huge challenges today is delegation of tasks. Enhancing employee morale, developing their skills, communicating the organisation's goals, earning their loyalty and getting the job done with employee's greater commitment is a major challenge. 2018 has been a year where we (FSL) had done many exercises as a team where delegation of task was my major challenge and I believe I performed well in delegating the tasks to my team.

Challenges ahead in 2019

1. Taking up more responsibility - both in professional and personal life.
2. To become an all rounder - looking forward to gain expertise in other functions such as marketing and operations, to take up more and more challenges in the coming years.
3. It is over 5 years of service at Sanmar, my first job. I have not bagged the performance award yet, looking forward to grabbing one in the coming year with my consistent performance. 2018 - was indeed a memorable year with lots of memories both in professional and personal life. I look forward to a similar kind of a year with much more challenges, fun and memories.

R Sreekanth, Product Engineering, Flowserve Sanmar, Karapakkam

What we call the beginning is often the end. And to make an end is to make a beginning. The end is where we start from.

- T.S. Eliot

In Retrospect...

Mulling over what to write,
 I decided not to pen a trite,
 Wishing for that spark to ignite,
 I decided to stay awake that night;
 I nestled by the fireplace,
 Feeling warm and cozy,
 Cloaked by the memories,
 A medley of smiles and worries;
 As the embers burned in their space,
 Events flashed inside my head's carapace,
 So vivid and nostalgic,
 Every moment a magic;
 Weighing the good and the bad,
 I decided not to regret a tad,
 For the roller coaster past,
 Made me feel so glad;
 The past taught me a lesson,
 Etched with indelible ink,
 "Even during the worst of times,
 Life seems rife with possibilities;"
 Buoyed at the hope of a new year coming,
 A new found energy filled my veins,
 With every Joule rejuvenating the cells,
 I felt renewed and reviving;
 With a refreshed spirit,
 I decided what to write,
 "Everyday devoid of fright,
 I'll be bold, I'll be courageous;
 I may struggle,
 But you won't see me fall,
 I'll reach out for opportunities,
 Far and beyond;
 I won't let the tomorrow,
 To eat me through,
 For I'll live in the present,
 To see it through;"
 Life is so beautiful,
 With moments so precious and few,
 Wishing you joy and felicity,
 A VERY HAPPY NEW YEAR, from me to you!!!
Kausikaraajan Varatharaajan, Application Engineering,
AGC Sanmar, Viralimalai

2018 - A year to cherish

Sometimes things which you never dreamt of happens. I am fortunate to have achieved certain things in 2018, in both personal and professional life.

I joined Sanmar in June 2016 as GET in SETL - products division, as Engineer - Sales, Chennai branch, in Pentair Sanmar Limited (Now, Anderson Greenwood Crosby Sanmar Limited) immediately after completion of 4 months of training. I was given performance award for my work in FY 2017-18. It was my first award in my career and it's special because I got it in my first year of work. It will always stay close to my heart.

2018 was the year when we brought the most coveted Sanmartini trophy, back to where it belonged. Team Midas, Karapakkam was determined to do one thing and one thing only, WIN. We strategised and executed our plans well. We had few slips but we capitalised on our strength, improvisation. The nail biting finish made our win special. I was happy to participate in 3 events and win prizes in all.

For me, 2018 was a year when I began my pursuit for excellence.

R Santosh Raja, Sales, AGC Sanmar, Chennai

A New Leaf

The dawn of January 1st opened a new leaf in my career. It was on that day I was told to shoulder the responsibility of heading the Quality control Department. A dream come true. I was given an opportunity to learn from my predecessor. Thanks to the management for the trust they had on me.

My experience helped me a lot to learn the analytical techniques at a faster pace.

I assumed the charge of HOD of QC on 1st April 2018 after the incumbent's retirement. On the very first day itself, I had to close the QC department due to manpower issues in the plant. This upsets me. Initially I thought it was a bad omen. But soon I came out of that mindset, and developed a positive attitude and consoled myself.

This period gave me a chance to learn about the art of handling manpower and how to act under pressure. It invigorated my decision-making skill. Though the period was a sojourn, the impact of this was felt at the customer end. Attending to customer complaints, gave me practical knowledge about resin processing and customer's expectation.

This new role has given me an insight about the vendors, suppliers and working style of marketing people. I learnt some of the aspects like principles of management. I learnt the nitty-gritty of the department administration. In a nutshell, 2018 was a prosperous year for me and I also expect the same for the forthcoming years.

R N Srinivasan, *Quality Control, Chemplast Sanmar, Mettur*

Son's Achievement

I am proud of my son, Monish who is a school topper and he participated in many school cultural programmes like dance, slogan, fancy dress, cooking as well as the club competitions. He participated in a local TV channel programme too. My son's achievements are the best moments for this year gone by.

S Manivannan, *Plant Services, Chemplast Sanmar, Mettur*



A year of learning to move forward

Moving from college to corporate life is like a roller coaster ride. You prepare your mind to experience leaps and bounds of life. You get to meet new people and become way more responsible with yourself to set your career for the next 10 years. My first job at Sanmar - it all started in the month of June. Six months working here passed in the blink of an eye. Initially, I heard from people that office work is going to be monotonous and mundane. But the 1st week in Sanmar debunked all my beliefs. The 3 months of training was not only a mere learning of the product but a culmination of different ideas put forth by experienced people in the field. It gave me an opportunity to work with people from different parts of the country. The core learning was not just about the products but a refreshment of my undergraduate studies. Seminars and quizzes were a regular part of the training. Having these activities encouraged everyone to participate - even those who feared stage in their school and college days. Then came Sanmartini. I doubt whether any other company would have such a well organised event. Right from business quiz to debate, the events were not only stress relievers from employees work but a fruitful learning to take home. It is a tool which unfolds the hidden talents people have. To me, it gave a chance to participate in the "Talk it through" event. It was an opportunity to explore my strength and weakness which finally lead me bag 3rd place in that event. With the end of product training after 3 months, came the on-the-job training. Each day in sales office wouldn't pass without learning something new from employee communication to work ethics. On behalf of all Sanmar employees, I would like to thank the company for giving us an exciting 2018 which shaped not only our career but our overall personality. I am also looking forward to a better but challenging 2019 and life ahead.

Krishna M, Sales, Flowserve Sanmar, Chennai

My Resolution for 2019

I have seen one full year go by,
Three hundred and sixty five days,
For it is here,
The last day of the year,
Dec – thirty-first
I am going to Burst!
To this year, I say good bye,
For next year, I see in my eyes,
A year full fun and joy
I will certainly be older, oh boy!
So many days to be all mine.
I know for sure the Sun will always shine!
I place myself in a fresh, new time,
Where I make resolution that are
Just fine...

Roopa Dharshini MV d/o J Murugesan,
Mechanical Maintenance, SSCL, Berigai

Just for Fun

Lady : Is this my train?

Station Master: No, it belongs to the Railway Company

Lady: Don't try to be funny. I mean to ask if I can take this train to New Delhi

Station Master: No Madam, I am afraid it's too heavy.

Teacher: Peter, why are you late for school again?

Peter: Well, Miss, I dreamed that I was playing football and the game went in to extra time.

Customer: Waiter, do you serve crabs?

Waiter: Please sit down sir, we serve everyone.

R Sukumar, Personnel, Sanmar Matrix Metals, Viralmalai

Fun with Emoticons

We use emoticons in our day to day messages. But how many of us are familiar with what emotion each one represents. Match the emoticons with their description.

- | | | | | | | | |
|----|---|----|---|----|--|----|---|
| 1 |  | 2 |  | 3 |  | 4 |  |
| 5 |  | 6 |  | 7 |  | 8 |  |
| 9 |  | 10 |  | 11 |  | 12 |  |
| 13 |  | 14 |  | 15 |  | 16 |  |
| 17 |  | 18 |  | 19 |  | 20 |  |
| 21 |  | 22 |  | 23 |  | 24 |  |

Disinterested, disapproving	Crying loudly	Bored and annoyed
Worried and uncomfortable	Shocked with disbelief	Sleeping
Struggling and suffering	Screaming in fear	Yawning and about to sleep
Exhausted, tired and broken down	Lost in thought	Angry
Positive, cheerful	Neutral face	Waiting for my food
Can't say a word	Rolling on the floor, laughing	Silly and crazy
Sweaty smile with a hint of relief	Sweet, innocent, angelic	Suspicion, doubting
Tears of joy	Joking, Not to be taken seriously	Slight smile

Fun with emoticons - Answers

1. Positive, cheerful
2. Sweaty smile with a hint of relief
3. Tears of joy
4. Silly and crazy
5. Joking, not to be taken seriously.
6. Angry
7. Rolling on the floor, laughing
8. Crying loudly

9. Shocked with disbelief
10. Sleeping
11. Disinterested, Disapproving
12. Slight smile
13. Lost in thought
14. Waiting for my food
15. Suspicion, doubting
16. Exhausted, tired and broken down

17. Yawning and about to sleep
18. Screaming in fear
19. Can't say a word
20. Neutral face
21. Sweet, innocent, angelic
22. Struggling and suffering
23. Bored and annoyed
24. Worried and uncomfortable

Reflections - 2018

This time of the year, we naturally reflect on the previous year and look forward to the next one. First, it's important that we be honest about our successes and failures. We can all learn from each other.

The year 2018 has been a roller coaster as I would call it. Initially, it was really difficult for me to pick up as it seemed like I was thrown into an ocean and was asked to swim across with huge waves attacking me from all directions. But, as the months progressed it became normal and it gradually slowed down.

The entire branch was like coast guard for me, they helped out in every way possible as I was totally new and early to get placed. They guided me enough that I learnt certain things quickly, though I need to learn a lot more, it has become quite easy now than it was before.

Coming to the fun part of the year, there were 2 things that happened here that made me feel really good about this place, first is factory day and second Sanmartini. I felt really great as it was the first time that I participated in these events, irrespective of winning or losing there were a lot of things that I learned from these events. From being yourself i.e., individuality to team work, it had everything in it.

I would like to take it forward in a positive note and hope that the next year gets even better with a lot of happiness and positivity. Looking forward to the surprises that 2019 has in store me.

V Abhilash, Sales, Flowserve Sanmar, Chennai

Departing 2018 and Arriving 2019

Stepping out of 2018 and
Dropping into 2019 with
Scars of thoughts and
Adornments of passion.
Negative tendency and
Positive prospects.
Old correlations and
New tie-ups.
Disgraceful moments and
Determined decisions.
Bitter experiences and
Sweet turning points.
Lost few and
Gained more.
Skipped ignorances and
Admired practices.
This time-coach
Exercised life
A Revered track.

Vanaja Mathan Raj w/o T Mathan Raj, Production, Sanmar
Matrix Metals, Viralimalai

Experiencing Nature

The Western Ghats of India has always been a fascination for men and women throughout the nation and the choice to trek the Ghats is not a tour, it is a tale. Only few intrepid adventurers, unmindful of the hardship and risk, have ventured Vellingiri, a major range of Western Ghats that is rich in biodiversity and largely untouched by development because of its cultural and religious importance.

A gang of seven men, including myself decided to spend the Christmas eve with a trek to the Vellingiri hills, without realising how arduous it is. Our only motivation was that the trek would keep us away from technology for a while.

Our trekking to explore the Ghats started at 11 pm and it took almost seven hours to reach the apex, seeing elephants and hearing the jackal's howl made the trip more interesting and memorable. The ferocious force of the wind and the reflection of incoming radiation at an altitude of 5000 feet above sea level brought down the temperature to 5 degrees at the peak of the seventh hill.

One could really test their self-endurance, while coming down the ghats. If you thought gravity would help you while coming down; this is indeed a place to redefine science.

The trek taught us a lot about nature. The thought that we had made the wrong decision of climbing this turbulent hill, which arose during the trek, had vanished and we were filled with peace, joy and satisfaction. Of course, we had to forget our morning walk for at least a week as an aftermath.

Hari Sudhan S, Sales, Flowserve Sanmar, Chennai

2019: Open Doors To Dreams

Keep the doors of your mind always open,
To welcome something new, something unspoken
Every day brings a new scene,
Whether you are a kid or teen.
A dream is a place where you are free,
You can read a book or plant a tree.
You can explore something new,
And never hope to catch a flu.
Dreams visit us almost every day,
This is entertainment for which you don't have to pay.
Sometimes happy, sometimes sorrow,
Who knows what it brings tomorrow.

Architha d/o Shilpa Senthilkumar, HR, Corporate, HO



Together in 2018

One of the achievements in the year 2018 is the new employee get-together. It is an initiative at Chemplast Mettur initiated by the HR in 2016 and continues since then. In this programme, the new joiners at Chemplast, Mettur meet for an informal get-together evening. A group of 20 new joiners are selected and invited for the event.

The new joiners include the lateral hires as well as trainees (GETS and MSc Trainees). The get together is presided by the Chemplast Mettur Leadership Team which includes all common functional and plant heads.

The new joiners get to interact amongst themselves as well as with the leadership team at Mettur. This gives them an opportunity to introduce themselves to others and get to understand each other and build a rapport with one another. It is also a forum to showcase each other's interests, discuss about how they are settling at the location, workplace and about their family. The employees also get to suggest new good practices or ways to improve existing practices. This programme enables the leadership team to understand the young new comers and bridge the gap between them.

It is an overall fun-filled get together, where employees get to spend time casually out of office and get an opportunity to discuss things other than work. The event is organised in coordination with admin team at plant I MD Bungalow. Along with these fun activities, delicious high tea and dinner is also arranged for the participants.

This year, location HR in coordination with the admin team successfully completed three such get togethers. We engaged more than 60 new employees in them and expect to achieve more in the coming years.

Lakhan Periwal S, HR, Chemplast Sanmar, Mettur



S Nandini d/o V Seenivasan, Safety, Chemplast Sanmar, Karaikal

What a moment!

11th June 2018 was a remarkable day for me. I take great pride in working towards customer satisfaction.

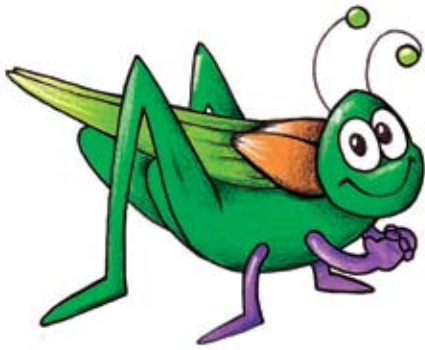
Our valuable customer - Crane-Flow Tech- Taiwan sent me an appreciation email for on-time delivery of Test Certificates which satisfied their end customers.

They rated me as #1 vendor.

Since I will be retiring on 31.5.2019, I will not forget this appreciation from our customer.

S Sankaran, Quality Control, Xomox Sanmar, Viralmalai

A Cricket Carol



“What’s that noise mummy?” asked the baby cricket, peering through the thick foliage that surrounded their home. She is an inquisitive child, with boundless energy and never ending questions as baby crickets normally are and thus giving her mother a hard time.

“It’s the humans. They are celebrating their new year” replied her mother. She was making their bed since it was nightfall and time for dinner and bed as cricket families retire early during winter. “Why do they celebrate mummy? What’s the significance?” asked the curious child.

“Well” her mother said smiling at her appreciatively. “That’s how humans mark the passage of time. Their year generally consists of 365 days and at the end of it, a new year begins for them. Most of them mark it with celebrations”.

“Oh” said the child while trying to absorb this new information. For you see, in the world of crickets there is no new year. The concept of date and time is alien to them. “How do they go about it mummy?” persisted the child, “They certainly make quite a noise about it”. “Yes” said her mother. “The dawn of new year has a curious effect on humans. Most of them tend to be reflective and philosophical. Some ponder about goals achieved, goals to be set. Some want to eschew their (apparently) bad habits while making up their mind to cultivate a better one. Some ponder about opportunities lost and gained. They share these emotions with their friends and neighbours. In a few days’ time some of them forget their vows and continue in their old way. Very curious lot, these humans”. “Well, I certainly like the singing and dancing. Can I go out and join them?” “Certainly not!” admonished her mother. “Have you forgotten the creed of the crickets?” “No I haven’t” said the child in a low voice. You have drummed it so often, I will recite it in my sleep, she told herself. She did not say this aloud because she loved her mother dearly. “If I can’t join them, can I go and have a look?” “NO!” exclaimed her mother. “I don’t want you to get hurt. Why, even a tiny human can squash you to a pulp”. “This is not cricket!” the upset child protested angrily stamping on her feet. “I want to — “ Then she noticed her father entering home with armful of delicious things to eat (like most of little crickets, her attention time-span is short lived) and forgot everything else. Thus the end of this tale was lost to annals of cricket history forever.

R Ramesh, Operations, Sanmar Shipping, HO

Special issue on WATER

The theme for the next issue of *Scribbles* is the quintessential elixir of life - Water.

Only 0.01% of the total water on Earth is usable. Even this would be enough to support the world’s population three times over, if used with care.

In this issue, we will focus on the role of each individual and what we can do from our homes to make a difference. You can also write about the issues relating to water conservation at home and/ or work and the nation with a macro perspective.

Contributions are welcome from employees and their family members in the form of articles, poems, photos, drawing, tit-bits and jokes.

Send your contributions by email to scribbles@sanmargroup.com or hs11@sanmargroup.com or to your location HR department by 31-Jan-2019

Occupational health - Tips for 2019

This new year, to have good occupational health, let us follow these tips in 2019.

It is a well known fact that every human being has an occupation, and every occupation has a hazard and there's no effective cure for most of them. However, if we look at the brighter side, most of the occupational diseases can be prevented.

With new and sophisticated technology, newer work method systems and processes present many hazards to the health of the employees, ecology and environment. A healthy economy, high quality products or services and long-term productivity are difficult to achieve in poor working conditions where workers are exposed to health and safety hazards. The most successful economies have demonstrated that workplaces designed according to good principles of occupational health, safety and ergonomics are also the most sustainable and productive.

What is occupational health?

- Health promotion: Promoting physical, mental and social well-being of workers through health education and awareness
- Specific protection: Protecting the health of workers from hazards at work through effective control methods
- Early diagnosis and treatment: Screening employees for early clinical, functional, biochemical, physiological or morphological changes which, when detected early enough, are reversible or curable.
- Disability limitation and rehabilitation: Early identification and cessation of hazard exposure and work replacement for persons with disability according to their capabilities.

What is occupational disease?

Occupational diseases are adverse health conditions in the human being, the occurrence or severity of which is related to exposure, to factors on the job or in the work environment. Such factors can be:

- Physical: e.g. heat, noise, radiation.
- Chemical: e.g. solvents, pesticides, heavy metals, dust

- Biological: e.g. tuberculosis, hepatitis B virus, influenza, typhoid.
- Ergonomic: e.g. improperly designed tools or work areas, repetitive motions
- Psychosocial stressors: e.g. lack of control over work, inadequate personal support
- Mechanical: these mainly cause work accidents and injuries rather than occupational diseases.

Prevent occupational health hazard and diseases, through:

a) Medical Approach:

- Pre-employment medical examination: Purpose is to place the right person in right job
- Periodic medical examination: for early diagnosis in reversible stage of the disease and mitigate future occurrences
- Pre-placement medical examination: performed during internal job transfer within the organisation
- Pre-retirement medical examination: to know the overall health status of worker leaving the organisation
- Special medical examination: required for special processes

b) Occupational ergonomics intervention

c) Education in occupational health

d) Integration of technology in record keeping

e) Occupational bio-statistics

f) Research

- Engineering approach towards safer processes with integrated systems approach
- Evaluation of occupational environment for health hazards in regular frequency by occupational health specialists and hygienists.

Dr Raghunanda C, Medical Services, Chemplast Sanmar, Mettur

A look back at the year gone by...

1. *India's national blind cricket team won the 2018 Blind Cricket World Cup.*

In January, the Indian National Blind Cricket team went up against Pakistan at UAE's Sharjah Cricket Stadium. India chased a target of 308 runs, and, in a thrilling final over, India beat Pakistan to become the World Champions. By doing so, they retained their title that they had previously brought home in 2014.

2. *Maharashtra government puts the plastic ban to full effect.*

From June 23 onwards, Maharashtra government enforced a ban on the manufacture, usage, sale, transport, handling and storage of all plastic and thermocol products. First and second time violators are now fined between 5,000 and 10,000 and third time offenders face a fine of 25,000 and up to three months in prison.

3. *Mithali Raj became the first Indian cricketer to score 2000 T20 runs.*

During India's Women's T20 Asia Cup tournament held in June this year, Indian women's cricket team captain, Mithali Raj, became the first Indian cricketer to score 2,000 runs in T20, a feat not matched yet by captain Kohli.

4. *Dipa Karmakar became the first Indian gymnast to clinch a Gold at a global event.*

At the FIG Artistic Gymnastics World Challenge Cup held in Turkey in July, Dipa Karmakar created history by becoming the first Indian gymnast to win a gold medal.

5. *Sonam Wangchuk and Bharat Vaswani won the Ramon Magsaysay Award.*

Two out of the six winners of Ramon Magsaysay Award, famously dubbed the Nobel Prize of Asia, this year were from India. Bharat Vaswani, a psychiatrist, was given this prestigious award for his work towards mentally-ill street people. Whereas Sonam Wangchuk, the

inspiration behind Aamir Khan's character in 3 Idiots, was awarded for using science to help improve the lives of the youth of Ladakh.

6. *Sunil Chhetri became the third highest scorer in the world.*

During the Intercontinental cup that was held in India this year, Indian football team captain Sunil Chhetri's total tally of goals was 67. The only football player in the world to score higher than him is Cristiano Ronaldo (85).

7. *India gets its first ever all-female SWAT team.*

In August, India's first all-female commando team was formally inducted into the Delhi Police by Union Minister Rajnath Singh. The 36 women went through 15-months of rigorous training where they were taught to handle weapons, counter terrorism and learnt Krav Maga. This team made a mark in India's history because they were the first ones to break the male hold on the Special Weapons and Tactics (SWAT) team in the country.

8. *Indian Air Force gets its first woman fighter pilot.*

In February, 24-year-old Avani Chaturvedi became the first woman in India to fly a fighter jet alone. The flying officer flew a MiG-21 Bison, which possesses the highest take off and landing speed in the world. Her maiden solo training lasted 30 minutes and put India on a global list of countries like the USA, Israel and the UK where women play an active combat role.

9. *World's first thermal battery plant was built in Andhra Pradesh.*

And finally, in August, the world's first-ever thermal battery plant was unveiled in Andhra Pradesh. It is Bharat Energy Storage Technology (BEST) Private Limited, and it aims at increasing energy production by means of renewable resources. This thermal battery will use the energy created by temperature difference.

L John Anand Antony, Production, Chemplast Sanmar, Karaikal

Guess Who?!



Vikas Sathaye, a Pune-born embedded systems engineer, was honoured with the Scientific and Engineering Academy Award at the Oscars Scientific and Technical Awards 2018 at Beverly Hills in Los Angeles. Vikas Sathaye was one of the team members, who received the award for his contribution towards conceptualisation, designing, engineering, and the implementation of the 'Shotover K1 Camera System' during his stint at Shotover Camera Systems in Queenstown, New Zealand.

2019 - The Year Ahead *Sun signs by Rishiraja*

A year of growth, abundance and progress.



Aries (20 March - 20 April)

Focus on relationships. As your creativity is on the high, you can forge partnerships and successfully take on a project. Keep an eye on your finances and take charge of it. Be alert and conscious of activities around you. An increase in your mental and physical energies will give you a sense of optimism.

Taurus (20 April - 21 May)



A relatively easy year for you. Let not laziness overtake you; pay attention to keeping fit and follow a balanced diet. A spirit of camaraderie will help you in your career and business. Promotion and profit could come your way. Follow your instincts, work on your hobbies and spend time with family and friends. Do not neglect your health.



Gemini (21 May - 21 June)

Stay focused on your goals in the professional front. A good time to work with others and show off your skills. Explore new avenues. Alterations and variations on the anvil. Think positive, be less impulsive and more relaxed. Pay attention to your physical and mental health.

Cancer (21 June - 22 July)



A good time to work on improving yourself and your environment. Pick up the threads of your old hobbies. Involve yourself in matters which give you joy. Be more organised in your work. A new career could be on the cards. Secure your home, your health and ensure financial stability. A successful year ahead.



Leo (22 July -23 August)

Work towards your goals, but stick to your values. A time to strengthen current relationships, to visit new places and meet interesting people. You will be energised to work more, so improve your social skills. Spend time on your hobbies and also with your family and friends.

Virgo (23 August - 23 September)



Time for a new beginning. Play to your strengths and continue to work towards your goals. Love is in the air. Improve your relationship with your friends and family. Strike a balance between work and social life. Avoid taking financial risks. Try to lower your stress levels.



Libra (23 September - 23 October)

A year of opportunities lie ahead. Take challenges in your stride in a relaxed manner. Relationships in love and business take on importance. Rely on your natural skills to succeed. Work on improving your finances. Do not neglect your health.

Scorpio (23 October -22 November)



New vistas open for you in your work. Be cautious as your relationships depend on how you handle them. Be creative. A time to bond with family and friends. Monetarily stable period. Travel may be on the cards.



Sagittarius (22 November - 22 December)

A year for change. Many opportunities will come your way. Your natural skills will bring you to the forefront, but work on improving your skills. Find good friends. Smooth sailing on the financial front. Exercise well, maintain a healthy diet, relax and refrain from being oversensitive.

Capricorn (22 December - 20 January)



A year of progress and advancement. You will be full of energy and enthusiasm to handle the busy year that lies ahead of you. Keep track of your good friends. Be optimistic at work. Offers a steady flow of income. Take care of your mental and physical health. Unexpected gains around the corner. A good time to plan for the future.



Aquarius (20 January - 18 February)

The first few months may usher in a change. Learn and grow this year. Social skills could help you in your workplace. Hold a tight rein on your finances. Be optimistic as your energy levels will change with your moods. You may find new friends and new opportunities, but decide wisely.

Pisces (18 February - 20 March)



Time to be practical and down-to-earth. Revive old friendships. Hard work and self discipline will pay dividends. A quiet period in your business and work. Follow your intuition but do not be impulsive. Maintain good health. Progress ahead.

This is a compilation from Internet sources for the interest of the reader. It need not necessarily convey an exact reading of the future.