

We@HO
SPCL Way...

Happening
SP at the Race Courses

CSR
SP Centre Goes Green



It's once again that part of the year when you have made a resolute will to go all out to achieve your targets, both in your projects and KRAs; when you have assessed yourself and your subordinates and are making plans for the year ahead; when the days are getting longer and warmer; and when children are studying hard, preparing for new semesters ahead and their careers in general.

Yes, even the government and men in power are looking ahead and preparing for the elections this year! This would indicate a significant jump in construction and infrastructure related activities in the coming year. We have just emerged from our worst year in a decade, when the annual growth dipped to just 5%! But from now on, experts feel, things will improve. We can be optimistic. But let us not forget that growth brings its own challenges—primarily in the areas of availability of resources like skilled labour, as also natural resources like sand and aggregates.

By now, most of you would be aware of 'SPCL Way...' and its functions. The 12th Process has just been rolled out. Catch the update in this issue. Our 'Happenings' section covers celebration of the Annual Day in several regions. We have updated you on our training initiatives, while our corporate CSR head, Ms. Zarine, has detailed the CSR and green initiatives being carried out in the company. Eureka Forbes continues to win laurels in every sphere, especially 'Knowledge Management'.

Finally, we have a request to make. "We@SP" is your magazine—a forum for your views. Please do send in your articles, be it on your holiday trip, or your passion for bikes or cooking or poetry, or a travelogue. We would be happy to publish it and let the rest of our company know you through these pages. You could write to us at we@shapoorji.com

Wish you a splendid summer!

— The Editorial Team



- 1) Civil works of Internet Data Centre, for Reliance Industries Ltd., at Jamnagar, Gujarat.
- 2) General builders works for proposed paint manufacturing and storage block for British Paints, at Hindupur, Andhra Pradesh.
- 3) Construction of first phase of warehouses, other buildings and road work for Seaward Packaging Pvt. Ltd., in Hindupur, Andhra Pradesh.
- 4) Residential development of Pashmina Serene for Pashmina Realty, at Dadar, Mumbai.
- 5) Civil and finishing works of ASF Housing Project for ASF Insignia SEZ Pvt. Ltd., in Gurgaon, Haryana.
- 6) Civil, structural and plumbing works of Integrated Vaccine Complex (IVC), for HLL Biotech Ltd. (HLL Lifecare Ltd.), in Chengalpattu, Chennai.
- 7) Construction of 'New Haven' residential project for Smart Value Homes Ltd., at Peenya, Bangalore.
- 8) Construction of TC - 22 office building on 'design and build' basis for Reliance Corporate IT Park Ltd., in Navi Mumbai.
- 9) Construction of QIII Building for Mercedes- Benz India Pvt. Ltd., at Chakan, Pune.
- 10) Civil works of Internet Data Centre and utility structures for Fine Tech Corporation Pvt. Ltd., in Nagpur.
- 11) Initial land levelling and allied civil works contract for GE India Industrial Pvt. Ltd., at Chakan, Pune.
- 12) Construction of proposed mixed use development project for P. S. Khetawat Developers, on design and build basis, in Patna.
- 13) Construction of major project (Phase II) for National Institute of Technology, at NIT, Rourkela.
- 14) Civil works for the construction of the office and hotel buildings for Hyderabad Real-Con Pvt. Ltd., at Gachibowli, Hyderabad.
- 15) Construction of residential and other complexes for IIT campus for Central Public Works Department at Bihta Patna.
- 16) Main contracting package (except structure including ID), of Al Obeikan Tower for Obeikan Real Estate, in Riyadh.
- 17) Construction of roads and infrastructure for Meydan Heights Roads & Infrastructure, in Dubai.
- 18) Residential Block & Guest House, on design and build basis for Indorama Eleme Fertiliser & Chemical Ltd., in Nigeria.
- 19) Hilton Garden Inn Hotel, Ikeja, on design and build basis for Contemporary Properties Ltd., in Nigeria.
- 20) Housing Units (Phase-1) for Sethi Realty Ltd., in Accra, Ghana.
- 21) Construction of the New National Assembly Building for Government of Gambia, in Banjul, Republic of The Gambia.

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The Water (Prevention and Control of Pollution) CESS Act, 1977

In the last issue, we had listed the details on "The Water (Prevention and Control of Pollution) Act, 1974.

In continuation to it, we will cover key details on "The Water (Prevention and Control of Pollution) CESS Act, 1977.

This will serve as a guide. For further details, please refer publications from recognised publishers.

Abstract

- This Act is to provide for the levy and collection of a CESS on water consumed by industries with a view to augment the resources of the Central Board and the State Board.
- Under section 3, the CESS shall be payable by every person carrying on any specified industry and shall be calculated on the basis of the water consumed by such person, at rates specified in Column-2. However, if the person fails to comply with any of the provisions of Section 25 of the water (Prevention & Control of Pollution) Act, 1974 or any of the standards laid down by the Central Govt. under the Environment (Protection) Act, 1986, CESS shall be payable at rates specified in Column 3 of Schedule-II.
- Under section 4, the industry has to affix the water meter for measuring and recording the quantity of water consumed under different heads.
- Every person carrying on any specified industry or local bodies have to furnish cess returns before 5th day of next month, as per section 5.
- State Board shall assess the amount of CESS payable by the industry. The CESS assessment order shall specify the date within which the CESS shall be paid to the State Board.
- Under section 8, the proceeds of the CESS levied shall first be credited to the Consolidated Fund of India, after that the Central Govt. pay to the State Boards & Central Board, as it may think fit.
- Under section 9, any officer or authority of State Board may enter at any reasonable time any place for carrying out the purposes of this Act, including the testing of the correctness of the meters affixed.
- Under section 10, Interest is payable for delay in payment of CESS, as mentioned in CESS Assessment Order.
- Under section 11, penalty may be imposed for non-payment of cess within the specified time.
- Under section 13, any person aggrieved by an order of assessment may appeal to such authority in prescribed form and manner.
- Under section 14, whoever, being under an obligation to furnish a return under this Act, furnishes any return knowing the same to be false shall be punishable with imprisonment and/or fine. No court shall take cognizance of an offence punishable under this section save on a complaint made by or under the authority of the Central Govt.
- Rebate will not be given, Provided he....
 - Consumes water in excess of the maximum quantity specified in Column 3 of the Schedule.
 - Fails to comply with any of the provisions of Section 25 of the Water (P & CP) Act, 1974 or any of the standards laid down by the Central Govt. under the Environment (Protection) Act, 1986.

- Compiled by Alok Shrivastava, SP HO

Obligations/Responsibilities

Following are the specific obligations and responsibilities of industry, under this Act :

Activity	Applicable section/rule
Industry has to pay cess as indicated in assessment order as per schedule within the stipulated date.	Section 3
Industry has to affix water meters on all water lines to ascertain the quantity of different types of water used in industry.	Section 4
Industry has to provide access to SPCB or any person empowered by it to check the water meters for correctness or any other functions prescribed under this Act.	Section 9
Industry has to pay interest on delay of payment of cess.	Section 10
Industry has also to pay penalty in case of non-payment of cess within specified time limit.	Section 11
Industry has to submit cess returns in form I along with annexure at notified interval to SPCB.	Section 5

Rights

Following are the specific rights of industry, under this Act :

Activity	Applicable section/rule
Industry is entitled to 25% rebate in the cess payable provided : • It consumes water, in quantity less than or equal to the maximum specified quantity in the Schedule; and • It complies with the provisions of "Consent to Operate" as well as the prescribed standards under the Environment (Protection) Act 1986.	Section 7
SPCB has to give opportunity for hearing before imposing penalty for nonpayment of cess within the specified time.	Section 11
Industry can appeal to the "Appellate Authority" in case of order of SPCB imposing penalty.	Section 13

“SPCL Way...”: A journey towards process excellence

With our recent efforts to generate awareness about “SPCL Way...” across the organisation, I am sure that each one of us is now familiar with this initiative. Rather, all of you must now be asking, “What is the current status?”

I must mention that almost everybody across the organisation has agreed on the appropriateness of this initiative and appreciated the team for taking it up.

The “SPCL Way...” initiative covers processes under three broad categories:

>20%

Corporate Processes

>90%

Operational Processes

>60%

Enabling Processes

In addition to scripting the process documents, the following 11 processes have been rolled out to date

- 1 Business Development
- 2 Project Planning & Scheduling
- 3 Contract Management and Administration
- 4 Project Finance Management
- 5 Project Administration
- 6 Procurement of Materials
- 7 Plant & Machinery – Provisioning and Maintenance
- 8 Quality Assurance/Quality Control
- 9 Environment, Health & Safety Management
- 10 Site Stores & Warehousing
- 11 Site Work Activity

Now, as regards the current status on implementation, the following steps have been taken:

- The entire set of rolled out processes are now available on SPARK
- Regional workshops are being conducted across the organisation
- Ready reckoners were developed for some critical positions for immediate reference
- The first version of the ‘Role Matrix Model’ has already been rolled out which brings absolute clarity on individual roles
- Almost every project site has been visited by the team to generate awareness and provide ready support for implementation
- Initiatives have been taken to generate implementation status reports on a fortnightly basis

In addition to above, new employees joining SP E&C will also be inducted into SPCL Way. E-training modules are also being planned for faster understanding of processes. A strong, continuous communication plan between the team and end-users across the organisation is being rigorously followed to ensure 100% implementation.

Lastly, I must mention about the great support that the team has been getting from the management in taking this initiative to the level where it stands today.

- Prabal Kansal, SP HO

SP at the Race Courses



▲
Mr. Shapoor Mistry
handing over award
to the winner

The Annual Shapoorji Pallonji Breeders' Juvenile Colts' Championship and Forbes Breeders' Juvenile Fillies' Championship were held at the Mahalakshmi Race Course, Mumbai, on March 17, 2013. Both were splendid events with the excitement evident among SP Group employees who attended. Mr. Shapoor P Mistry was seen personally going around interacting with the guests and

visiting the stalls put up by the group companies showcasing their latest projects and products. The event ended with Starry Eyes and well-backed Falcon winning the Forbes Breeders' Juvenile Fillies' Championship and Shapoorji Pallonji Breeders' Juvenile Colts' Championship respectively.



Mr. Sarosh Mody
holding Nefyn
after victory

The Oasis Star Sprinters Cup (Gr. 1), a related event held in Kolkata on March 2, was

sponsored by Shapoorji Pallonji & Co. Ltd. for the second year. The race was won by Nefyn, who was born in 2006 and bred at the Manjri Horse Breeders Farm Pvt. Ltd., Pune. This was Nefyn's ninth career win and he won the race in the same breath and manner in which the great Oasis Star had won the Sprinters Cup for two years in succession. It was a fitting tribute to the great Oasis Star that the feat was achieved by Nefyn, both Oasis star and Nefyn having been born and bred at the Manjri Stud Farm. Oasis Star was the best sprinter India has seen, having won 14 races out of 16 starts in her career. She was sired by Senure who also was the sire of Nefyn. The Sprinters Cup is sponsored by the Shapoorji Pallonji Group in memory of Oasis Star.

- Corporate Communications,
SP Group Centre

SP Inter Group Cricket Tournament 2013

The 5th edition of Shapoorji Pallonji Inter Group Cricket Tournament was held on January 26 and 27, 2013, at the Manjiri Stud Farm, Pune. The tournament was inaugurated by former test cricketer, Mr. Karsan Ghavri.

The final match was played between Manjiri Stud Farm and SD Corporation. It was a great contest, considering that SD

Corporation was playing for the first time and yet had made it to the finals. Manjiri Stud Farm, however, proved to be too strong an opponent. Playing on their home turf, they won the tournament for the fifth time in a row.

Mr. Varghese Mathew (Chief People Officer) was the chief guest and distributed the prizes.

- Lalchand Rajput, SP HO

Individual honors were shared by the following players:

BEST BATSMAN

Arvind Sawant of SD Corporation.

BEST BOWLER

Vitthal Narnoor of Manjiri Stud Farm.

BEST PLAYER OF THE TOURNAMENT

Shankar Waikar of Manjiri Stud Farm.

Eight teams participated in the tournament, which were divided into two groups as follows:

Group- A	Group- B
Manjiri Stud	Gokak Mills
SP CMG	SPCL, HO
Eureka Forbes	Afcons
SP Fabricators	SD Corporation



Mr. Karsan Ghavri
inaugurating the tournament



The Winning Team

India-Africa Conclave 2013

The 9th India-Africa Conclave was held in New Delhi from March 17 to 19, 2013. The conclave attracted more than 700 participants from Africa and another 520 from India. More than 220 projects across Africa were announced at the conclave.

Being a platinum sponsor of the event, the SP Group had hosted a stall at the exhibition area. There were impressive displays of key projects executed by various group companies at the stall. A model of the National Assembly of Gambia was showcased by SP Engineering & Construction and a cash dispensing machine had been put up by Forbes Technosys Limited, both of which attracted a lot of attention from dignitaries. Group participation was good with almost all business development heads joining the event.

There were useful one-to-one interactions with heads of state



Mr. Kuppaswamy (Advisor – Group Finance & Special Projects) showing the model of the National Assembly of Gambia (under construction by SP E&C) to Hon. Minister of Commerce, Industry & Textiles of India, Mr. Anand Sharma and Hon. Prime Minister of Cameroon, Mr. Philemon Yang. Mr. Adi Godrej, Chairman of Godrej and President of CII can be seen in the background.

and ministers from Cameroon, Uganda, Zambia, Cote d'Ivoire, Burkina Faso, Tanzania, Mozambique and Ethiopia. A high level Zambian delegation headed by Vice President of Zambia Hon. Dr. Guy Scott; the second lady; the Hon. Minister of Trade, Works & Supplies of Zambia; the Hon. Min of Commerce, Trade &

Industry of Zambia; and the High Commissioner of Zambia to India, Ambassador Susan Sikaneta, visited SP Infocity on March 20. The objective of the visit was to take forward a proposal for constructing an IT Park in Zambia's capital city, Lusaka.

- Corporate Communications,
SP Group Centre



At the 21st World HRD Congress, held at Taj Lands End, Mumbai, on February 15, 2013, 40 of India's Most Talented HR Leaders were selected and felicitated with the 'ET NOW – Talent & HR Leadership Award'. Our chief people officer, Mr. Varghese Mathew, was one of the proud recipients of this award. The selection was based on sustainable contributions made in the field of 'Human Resources', and its strategic impact in organisations.

- The Editor

STC, Kolkata: Graduation of Batch 6A

The first lot of 40 junior supervisors from Batch 6 graduated from the Supervisor Training Centre in Kolkata, after successful completion of their 15-week training programme. The boys – from the Kolkata and Delhi Regions – were from three streams, with 13 each from the ‘Finishes’ and ‘Steel Fixing’ disciplines and 14 from ‘Formwork’.

At the graduation ceremony, held at the centre on February 23, 2013, the head of the institute, Col. (retd) Debasis Basu, welcomed the gathering which comprised senior staff of the Kolkata RO and faculty members of the centre, apart from the students. The students, led by their Finishes’ instructor, Somnath Mandal, rendered melodious patriotic and folk songs. One of the students, Debabrata Mondal, did a wonderful spoof of yesteryear comedian Keshto Mukherjee conducting a class.

The students received their copies of the *Supervisor’s Handbook* and English proficiency certificates from Samir Halder, Kumar Ghosh (both from Projects) and Chandan Das. Mr. Das, who



Merit List

	Finishes	Steel Fixing	Formwork
1.	Sourav Kumar Roy	Sudipta Saha	Ayan Ghosal
2.	Debabrata Mondal	Ganesh Pratap Singh	Mintu Santra

▲
Students of Batch 6A with Mr. Mukesh Rao and Col. Debasis Basu

heads the HR department in the Eastern Region, also gave away cash awards of Rs. 1,500/- to the boys who had stood second from their streams. Toppers were awarded cheques of Rs. 3,000/- each by Mr. Mukesh Rao (Asst. VP – Training & Development).

With this, the centre has trained

263 junior supervisors and 102 site supervisors to date. The second lot, i.e., Batch 6 – 6B, has commenced their training from March 11, with 27 trainees from the Delhi and Hyderabad Regions, who will complete their training in the third week of June this year.

- The Editor

STC, Chhindwara: Graduation of Batch 2

The graduation ceremony of the second batch of junior supervisors was held on February 18, 2013, at the CII Skills Training Centre, Chhindwara. Mr. Varghese Mathew (Chief People Officer), Mr. Mukesh Rao (Asst. VP – Training & Development), Col. (retd) D. Basu (Head, STC, Kolkata) and Mr. Sawan Uprety (Zonal Head, CII) graced the occasion. The event marked 18 trainees successfully completing their 16-week training in the ‘Finishes’ stream.

Shantanu Tripathi (Executive, CII) welcomed the dignitaries and

presided over the function. In his address, Col. (retd) Basu exhorted the trainees to acclimatise to the locations of their posting. Mr. Mukesh Rao highlighted the key roles and responsibilities of a trainee supervisor, with special regard to wastage control, productivity and quality at the site. Mr. Sawan Uprety advised the trainees to uphold team spirit and be energetic in achieving their goals. Mr. Varghese Mathew appraised the trainees on the best practices being followed in the company with relation to staff welfare, long service, overseas

postings and training.

The occasion also provided an opportunity to felicitate the faculty person, Mr. Sivagopal, for his 10-year-long service in the company.

Mr. Varghese Mathew presented silver mementoes, while Col. (retd) D. Basu gave the certificate to Mr. Sivagopal. Meritorious trainees who had secured first and second positions also received cash awards.

- The Editor

The occasion marked 18 trainees successfully completing the 16-week training in the ‘Finishes’ stream

ALDEPers Attend Workshops at IIT, Madras



ALDEP 2010
(1st Batch) (Programme held
from March 7 - 15, 2013)



▲
ALDEP 2012
(3rd Batch)
(Programme held
from February 24 –
March 2, 2013)

The 45-strong ALDEP Batch I, comprising regular candidates as well as laterals, attended intensive technical sessions at IIT Madras, this March. While the regular candidates were visiting IIT Madras for the third time in a row, it was the first visit for the laterals, since they had joined the programme directly in the third year. To bring parity between the two distinct groups, lateral entrants were made to attend a booster course covering the technical inputs of the first and

second years (attended by the regulars earlier) in a compressed format. Soon after the completion of the booster course, both the regulars and the laterals attended technical sessions of the third year which covered topics such as BIM, Lean Construction, Project Finance, Planning, Risk Management, Productivity, etc., over a week.

We also had Batch III attending their first year technical session at IIT Madras, during the last week of February. The week-long

programme covered topics such as Project Management, Concrete Technology, Construction Contracts, Structural Fabrication, Productivity Measurement & Improvement, Site Management issues, etc.

We believe all the Aldepers have immensely benefitted from these intellectually engaging sessions and hope they will implement all they have imbibed when they resume duties at their workplace.

- Sohan Mohanty, SP HO

Annual Day Celebrations

Annual Day was celebrated with much fanfare and gusto in SP regional offices across the country. Employees gathered at resorts/hotels, together with their families, and enjoyed the occasion with games, music, dance and good food. They saw their colleagues being honoured for their long services with the company and also had the opportunity to witness the progress of their respective regions on video. They even had the chance to interact with senior management from the head office.

Here's offering a glimpse of how Annual Day was celebrated in Mumbai, Bangalore, Ahmedabad, Delhi and Hyderabad.

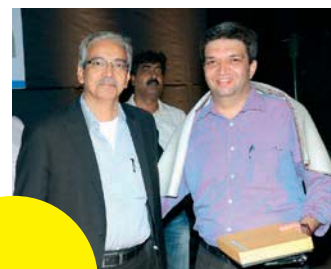
Mumbai

Annual Day was celebrated in Mumbai on December 21 at the Jade Gardens, Nehru Centre,



in the presence of Mr. S. C. Dixit (President – Construction). Speaking on the occasion, Mr. P. R. Vishwakarma (Vice President & Regional Head) talked about the region's journey since 2005—a journey that took it from incurring repeated losses to one that was

crowned 'Best Region', with two projects also winning 'Best Project' awards to boot. Thereafter, the talented Vipul Deshmukh enthralled the audience with beautiful renditions of old and new songs, to the accompaniment of his guitar.



Mumbai





Bangalore



It was fun and frolic all along, starting with children's games which gave way to dance performances, poetry recitations, acting and singing

Bangalore

The region celebrated its Annual Day on January 25, at the Royal Orchid Resort.

Mr. Sathyanarayan Mahadevan (Vice President & Regional Head) addressed the gathering and outlined the challenges that lay ahead for the region. This was followed by a presentation on SP E&C by Prashant Mahajan, highlighting iconic creations of the organisation.

Apart from a magic show, the day was celebrated with the region's staff and their family members showcasing their varied talents. Kumari Inchara, daughter of Dayananda Chelura (DGM – Services), and Kumari Madhwa, daughter of Madhu Lambe (Manager Accounts), added beauty and grace to the occasion with their classical and fusion

dances. Kumari Arushi, daughter of Raj Chandra (Project Director, BARC) gave a taste of zippy western music while B. Hareesh (Planning Manager) regaled the audience with nostalgic Rafi numbers. To conclude, Joseph Kurien (Regional Head – HR) proposed a vote of thanks.

Ahmedabad

The much-awaited Annual Day was celebrated in Ahmedabad at the Pride Hotel, on February 2. It was fun and frolic all along, starting with children's games which gave way to dance performances, poetry recitations, acting and singing. While children put up solo dance performances, adults danced in groups to peppy Bollywood numbers. Amidst all the celebrations, the region did not forget to honour its longest serving

employee, Praveen Lanjewar, who was felicitated by Mr. Amit Barot (Regional General Manager) for having completed 15 years of service with the company.

Delhi

The Delhi Region celebrated 147 glorious years of Shapoorji Pallonji on February 6. More than 1,500 employees and their families graced the occasion. Keeping recent happenings in mind, all guests had pinned badges with the message 'Women's Safety First'.

The event kicked off with the Saraswati Vandana with Rajeev Bansode (Project Manager) rendering the vocals to the accompaniment of a live band. This was followed by a traditional Ganesh Vandana performed by six staff members from the RO.



Ahmedabad



It was time for fun and frolic next with the children engaging in games like the 'spoon and marble race' and 'three-legged race'. A sports quiz for adults followed, where those who got all their answers right, won chocolate bars.

Honouring outstanding employees of the region, nine employees were appreciated with awards for their contribution to project execution, while Mr. Sanjeev Kochar (Regional Commercial Head) was felicitated for 10 years of service to the organisation. Mr. Varghese Mathew (Chief People Officer) addressed the gathering next, and a short film was screened on the Delhi Region's long journey to what it is today.

Hyderabad

This year, the employees of the Hyderabad Region and their families celebrated Annual Day at Dhola Ri Dhani, a resort that mimics the rural settings and ambience of a typical Rajasthani village. To entertain the guests, the resort had organised games for the ladies and children, apart from putting up ethnic dance performances and puppet shows.



Delhi



Hyderabad



To add to the celebrations, our staff and their families put up a beautiful cultural show, the highlight being an English skit put up by the supervisors, who had taken the English speaking classes that had been organised by the region.

The occasion was graced by Mr. Dixit, Mr. Varghese Mathew and Mr. N. D. Tarapore (Asst. VP – Methods & Planning). Long service awards were given to Mr. Biswal, Mr. Chakraborty

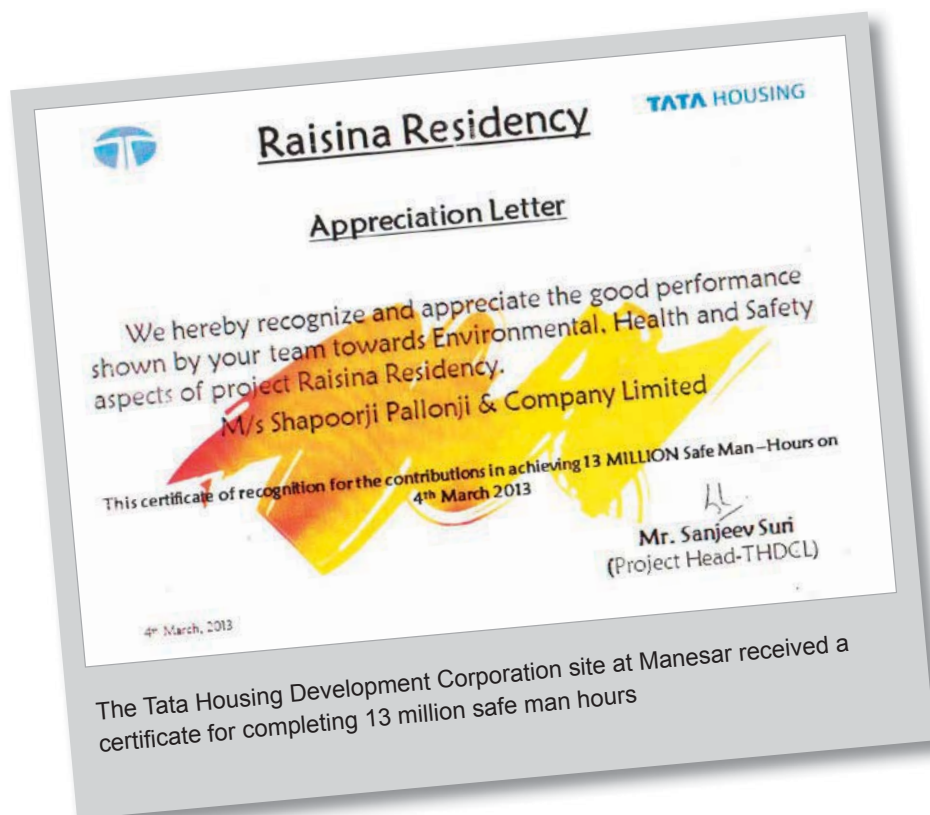
(Regional Accounts Head), Laxman Agarwal and Mr. Kharade. Nitin Deshmane was honoured with the 'Best Mentor' award (National) and Govind Sharma was appreciated for topping the EPG NICMAR course.

The Annual Day was also celebrated at the region's outstation sites like Vizag, Bhubaneswar, Bhadrachalam, Samalkot and Hindupur.

- With inputs from Regional HR Teams



Safety Awards in Delhi



The Tata Motors site at Pantnagar received a trophy for completing 36 lakh safe man hours



Group Practice Sharing Forum

The 'Practice Sharing Forum' is a quarterly initiative aimed at providing a platform to teams across SP group companies to share practices around pre-defined themes which have impacted their organisations over a period of time. The forum also provides an opportunity to nominated delegates to interact with their peers across group companies, around specific themes.

The first Practice Sharing Forum (PSF) for the year 2013 was held on January 17, at the SRCC Auditorium, at Haji Ali, Mumbai. The theme of this quarter was 'Operational Excellence'. About 90





Audience at the Practice Sharing Forum

nominated delegates from group companies attended the session.

The forum saw presentations from the following:

- a) Forbes & Company Limited (Engineering Division): Mr. Suyog Dasnurkar (Head – Quality) and Mr. Ravi Prem (Vice President – Precision Tools & Coding Business) presented ‘Operational Excellence through Quality Management System’.
- b) Shapoorji Pallonji – Engineering & Construction

Division: Mr. Prabal Kansal (Head & General Manager – Corporate Strategy) and Budhaditya Bhattacharyya (Senior Manager – Process Excellence & Corporate Strategy) shared their experiences on “SPCL Way”.

- c) AFCONS Infrastructure Limited: Mr. Mandar Karnik (Joint General Manager – Design), Mr. Mihir Mishra (Deputy General Manager – Plant & Equipment) and

Gopal Dey (Senior Manager – Plant & Equipment) explained ‘tunnel boring machines and unique construction activities’.

The efforts put in by all the teams in preparing for the session and organising it was commendable; their insights were beneficial to the attendees.

- Corporate Communications, SP Group Centre

Gambhar: The Proper Season

Gambhar is a Parsi festival which honours the seasons, paying tribute to the different phases and elements responsible for the creation of the world. Each of the six phases— Heaven, Water, Earth, Flora, Fauna and Man—is associated with one Gambhar, and is celebrated over five days, for six times a year. It is aimed at reminding Parsis of their roots and the good deeds that a true Parsi must do. These deeds are Radih (being charitable), Rastih (being truthful), celebrating the Gambhar, observing the three-day ceremony after death, worshipping god, building lodging for the poor and wishing everyone well.

To celebrate the festival, a grand event was organised by SPRE from January 10 – 11, 2013, at SP

Infocity, Pune. The event went on for two days and was attended by 3,500 Zoroastrians. Bus services were arranged from Sir J. J. Agyari and the Parsi Panchayat Building to help guests commute to and from the venue. Our CMD, Mr. Shapoor Mistry, graced the event and shared a dinner with the guests. The dinner was a lavish spread of Parsi cuisine from the famous caterer of Pune, Mr. Dorabjee’s Kitchen.

The guests who attended the event not only recalled the blessings bestowed by the seasons, but also the seven main acts that underlie the Parsi religion, thereby reinforcing their feelings of brotherhood.

Orphan students from J. N. Petit School were also invited to



The director of Land Procurement, Mr. Adil Daruvala, gifting orphan students

the event. They left, elated, with branded watches as their parting gifts.

- The SPRE Marketing Team



SP Infocity Awarded Yet Again!

SPRE is proud to announce that SP Infocity, Pune, has won an award yet again, after being adjudged 'the second best garden' under the 'Industrial Gardens Larger than 2.5 Acres' category. The competition was organised by the Pune Municipal Corporation. Among the several competitors who took part were Magarpatta IT Park, Infosys Hinjewadi Campus, Lupin Labs, Eon Kharadi, Emcure Pharma and a few army institutions.

- The SPRE Marketing Team

SP also Can

The recently organised 'DNA I Can Women's Half Marathon' (held in Mumbai, on March 10, 2013) saw participation from SPCL Design Centre in the '5 km Fun Run' category. The run was organised for worthy causes such as prevention of anaemia and education for the girl child, which found support from Bollywood celebs like Akshay Kumar, Tara Sharma, Jacky Bhagnani and well-known fitness trainer Mickey Mehta.

High on spirit and full of energy, all the participants from SPCL completed the marathon.

This being a first for the team, the experience was truly memorable.

- Nandi Dave, Design Centre



From left to right:
Parminder Kaur, Nandi Dave, Mira Patel,
Yogita Shirsath, Minna Thomas

Employee Socials in Hyderabad Region

Bhubaneswar

The staff of the TCS, Bhubaneswar site had their 'Employee Social' at Sterling Golden Sands Resort, in Puri, on December 13, last year. The resort is located at the extreme end of the beach in Puri, where the River Bhargavi joins the sea, creating a marvellous view.

Upon arrival, the resort staff welcomed us with *tilak tika* which was followed by a welcome drink and a delicious breakfast. After the breakfast, group photos of all employees were taken at a prominent location of the resort. Fun and games took over after this with some taking a dip in the sea—under the guidance of the resort event manager and lifeguards—while others played beach volley, or football, or rugby, or kabbadi, or swam in the resort's pool. With appetites sufficiently aroused, a cocktail buffet lunch brought welcome satiety and much-needed replenishment of energy levels. The day was well spent and the experience was really mind blowing.

Hyderabad

The staff of the AKES site, Hyderabad, celebrated their social



◀ Bhubaneswar Project team



◀ AKES site team

with a picnic at Leonia Resorts, where they had a fun-filled day. While some played cricket or tennis, others indulged in water games or simply splashed about in the swimming pool. And then, of course, there were rounds of *antakshri* and singing. A magic show organised by the resort was

tucked in as well which made the day still more eventful.

It was a day well spent with colleagues, and memories of it will linger until at least it's time for the next outing.

- Aziz Tayyaba, Hyderabad

Employee Socials @ STC-Kolkata



The staff of STC, Kolkata celebrated their social on January 13, 2013, at Ashok Nagar Science Park, where they enjoyed boating, had thrilling rides on the ropeway and visited the Science Museum.



SP Centre Goes Green

In January 2012, the SP Group embarked upon an initiative, 'Sustainability@SP', with the aim to make the group a sustainable and environmentally responsible organisation.

The first phase involved measuring the carbon footprint of SP Centre through an assessment of greenhouse emissions. This was coupled with employee awareness and engagement activities to develop a 'go-green' attitude. In addition, infrastructural changes were also embarked upon to reduce, reuse and recycle.

The main areas identified for reducing emissions were consumption of electricity, consumption of paper and consumption of fuel. For each of these areas, detailed phase-wise activity-based action plans were formulated and shared with the senior management.

Employee awareness and engagement activities were led by an enthusiastic team, Planet Heroes, who were guided by the Centre for Environmental Research and Education (CERE). The year-long crusade by Planet Heroes culminated in a presentation to the management, where the team shared various initiatives and plans to reduce the carbon footprint. The discussions saw participation from senior management, including the chairman, Mr. Shapoor Mistry, who later felicitated Planet Heroes and other associated teams responsible for bringing about the change. Initiatives related to infrastructural changes were led by the 'Purchase' and 'Administration' teams and technical inputs were shared by Mr. Raj Gandhi (SD Corporation) and Niklesh Wadhwa (SPEC).

Going forward, SP Centre will track the carbon footprint to assess the reduction achieved. Further, there has been a proposal to extend the carbon footprint



Table 1: GHG Emissions by Activity

Activity & Scope	TOTAL (MT of CO ₂ e)
Scope 1	13.909 (0.95%)
Company Owned Vehicles	13.909
Scope 2	1347.022 (91.82%)
Purchased Electricity	1347.022
Scope 3	106.020 (7.23%)
Business Travel (Air)	71.924
Paper Consumption ¹	34.096
TOTAL	1466.951

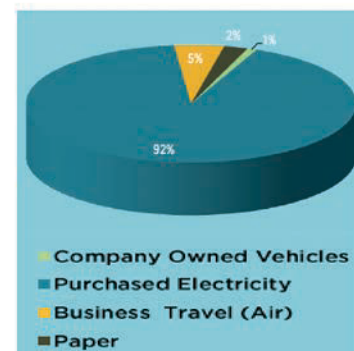
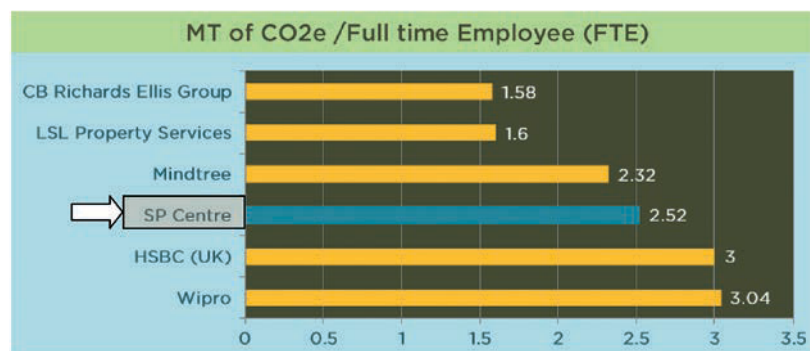


Table 2: Comparisons with other office Buildings



reduction initiative to project sites next year, thereby making them sustainable and improving their efficiencies. With this, SPEC would be the first construction company with a site-based carbon footprint measurement and reduction agenda.

Here's an update on the action taken and other initiatives in the pipeline:

SP Centre is spread over 63,275 Sq ft of built-up area and has 541 full-time employees (FTEs) working from the premises.

Suggestions for Reducing Consumption of Electricity:

- Increasing sanctioned/ contract loads.
- Installing automatic power factor capacitors (APFC). (APFCs automatically detect the power load requirement and accordingly turn on/off the power from the supplier. This helps balance the 'power factor' which, if achieved, entitles the user for incentives from the electricity supplying body.)
- Replacing halogen lamps with LED lighting. LED lamps use 15% of the energy halogen lamps use to provide the same lux levels. LED lights are also considered eco-friendly as they do not contain mercury or other harmful gases, do not emit UV rays and produce 68% less CO₂.
- Increasing thermostat settings in air conditioning systems by one degree.
- Switching lights off whenever and wherever not required, especially in common areas, restrooms, etc.
- Replacing fluorescent lamps (tube lights) with LED tube lights or T5 tube lights which are more energy efficient.
- Installing solar lighting systems on rooftops.
- Redesigning interiors to enhance natural lighting (skylight, windows, etc.).

Sr. No.	Activity	Savings	Return on Investment	Status
A	Increasing sanctioned/ contract load	Rs 1 lakh/ month		In progress
B	Installing automatic power factor capacitors (APFCs)	3–4%	21–24 Months	Installed
C	Replacing halogen lamps with LED lamps	40%	6 Months	Installed and reduction in bill amount achieved
D	Switching lights off whenever/wherever not required	3%	-	Already in practice through employee engagement (Planet Heroes)
E	Increasing thermostat settings in air conditioning systems by 1° C	1–3%	-	Already implemented by administrative department
F	Mandating both-side printing	1%	-	Already in practice through employee engagement (Planet Heroes)
G	Recycling waste paper	1%	-	Already in practice under administrative department guidelines
H	Using recycled/green paper for letterheads, visiting cards and other printing jobs	No savings	0–1% Incremental cost	Already in practice under administrative department guidelines
I	Promoting employee car-pool; limiting travel	-	-	Phase-II
J	Automatic control of lightning with use of 'motion and occupancy sensors'	10–12%	24 Months	Phase-II
K	Replacing old HVAC equipment with BEE 4- or 5-star equipment	15–25%	36–48 Months	Phase-II
L	Replacing old computer monitors with energy-efficient screens	5–7%	24–36 Months	Phase-II
M	Replacing fluorescent tube lights with T5 tube lights	10–15%	6 Months	Phase-II

Suggestions for Reducing Paper Consumption:

- Centralising all paper procurement.
- Discouraging taking printouts of e-mails/attachments/boarding passes, etc., unless absolutely necessary.
- Discontinuing circulation of agendas, reports, and minutes of meetings in hard format.
- Mandating use of both sides of the sheet for taking printouts and using rough paper only for printing.
- Recycling waste paper. (Confidential documents can be recycled after shredding.)
- Using environment friendly recycled paper.
- Digitising all administration/HR operations.

News From Our Project Sites

A polio vaccination campaign was organised at the labour colony of Vadinar Shell & Core Works, in Jamnagar, on February 23, 2013. The vaccination was carried out by officials of the Patana Hospital, Jamnagar. Team members visited every room and made occupants aware of the importance of the vaccine. A total of 27 children were vaccinated.

- Team HR, Ahmedabad



New SPEC School Inaugurated at Hindupur Site

Workers' welfare and wellbeing is now a given at all SPEC sites! This was amply demonstrated by our team at the Berger Paints site, where an SP-run school-cum-crèche was inaugurated at the labour colony by Mr. Renati Rao (Project Coordinator) and Ms. Aziz Tayyaba (HR Head, Hyderabad Region). Avay Kumar Verma

(Project In-charge) and other staff at the site committed themselves to holding classes for an hour to teach the children. Further, two labour subcontractors stepped in to sponsor school uniforms, slates and a whiteboard. Chocolates and biscuits were later distributed to the children.

A pulse polio drive was also undertaken at the school.

- Team HR, Hyderabad



Health and Wellbeing of Workers

A 'Health Camp' was organised at SP School, at the SPEC Godrej project site, on January 29, 2013. Mr. R. N. Singh (Manager, Safety) inaugurated the camp by lighting the diya. The school children were made to understand the importance of good health

and proper diet. Labourers were given health awareness talks and tips to maintain health and hygiene. Dr. Rajesh Karguwa, a registered medical practitioner, conducted medical check-ups and prescribed treatment to labourers and children. Seventeen female workers were tested for HB.

- Team HR, Delhi

Project Manager Mr. Anil Tomar receiving the letter of appreciation for 'Free Medical & HIV/Aids Awareness Camp', organised by MIW Foundation, at the GODREJ FRONTIER Construction Site, Gurgaon



Sustainability at SPEC Regional Office



E-waste Disposal Introduced at Hyderabad Regional Office

With the support of the regional head and in coordination with Mr. Jose, the head of the safety department, the Hyderabad RO has entered into a contract with Ramky Enviro Engineers Limited, for effective disposal of e-waste. The contractor will collect all e-waste and ensure that it is disposed/recycled in a regulated and authorised manner. Earlier, e-waste was being disposed along with normal garbage which posed grave risks to the environment, in view of the deadly chemicals that leach out from used batteries. The Hyderabad region has shown a new way of being

environmentally conscious with this new disposal method, besides introducing solar lighting at some sites. We hope these initiatives will set the trend across SPEC, including the sites, in the days to come.

- Team HR, Hyderabad

Solar Lighting at SPEC Sites

A pilot solar lighting project is underway at the SPEC HCL Technology site in Bangalore. The project will have the labour camp area under solar lighting, with a combination of room lighting, fan and mobile charging unit. Street lighting will also be covered under the project.

SP Ghana Celebrates the Girl Child

Shapoorji Pallonji, Ghana celebrated the National Girl Child Day of India at the Kanda High School, Accra, Ghana. Chocolates were distributed on the occasion. The team also interacted with nearly 200 girl students and shared with them the importance of celebrating the Girl Child Day, while encouraging them to engage in healthy competition with the boys and excel in every aspect. The school authorities appreciated this gesture by the SP team. The smiles on the girls' faces were beyond compare.



News from our Ghana Office

SP Pledges to Promote Cricket in Ghana

Shapoorji Pallonji has pledged to promote cricket in Ghana and help prepare the local team for an international tournament in Western Samoa. The company's support will help the local team prepare for the upcoming tournament. The gesture was widely reported in the local media and acknowledged by the executive members of the Ghana Cricket Association.



Eureka Forbes Provides Safe Drinking Water at Kumbh Mela

The Kumbh Mela is one of the largest gatherings of humanity in the world. Estimates have pegged the number of visitors on auspicious days at this year's Kumbh Mela at over millions! Though the government doubtlessly did an amazing job of maintaining order and providing basic services to the pilgrims, to augment their efforts, Eureka Forbes had set up 25 Aquaguard safe drinking water kiosks, in collaboration with UP Police, to serve water to the visitors.

HIV Awareness Campaign with Truck Drivers at Forbes & Company Ltd. (Veshvi - Container Freight Station)

Nearly 70 truck drivers participated in an engaging interactive programme on health awareness and precautions to be taken for HIV. Being a sensitive topic, the route adopted was via exercises and games to bring home the message of 'safe sex' to avoid contracting HIV. The programme, organised under the 'Red Ribbon on Road' initiative, was participated by IKEA-Gurgaon, MOL-Mumbai and the Center for Human Progress, New Delhi. A medical check-up camp was also conducted for the drivers.



Eureka Forbes Wins More Laurels

Eureka Forbes has added to its galaxy of prestigious awards with four recent triumphs.

The 2012 Asian MAKE (Most Admired Knowledge Enterprises) Award was conferred on Eureka Forbes for the fourth time! A panel of Asia-based Fortune 500 senior executives and internationally renowned knowledge management and intellectual capital experts chose the winners. Eureka Forbes was also elevated to the 2012 Asian MAKE Hall of Fame for being one of the only ten Asian organisations to have featured as finalists in each of the past five annual studies. To add to its KM laurels, the company has won the 2012 MAKE India Award for excellence in knowledge management in India for the seventh time!

The prestigious UNESCO - Water Digest Awards night saw Eureka Forbes being honoured for the sixth year in a row, clearly underlining its supremacy in the water purification business. It was selected as the 'Best Complete Domestic Water Solutions Provider' yet again, highlighting the comprehensiveness of its solutions across technologies and diverse water purification needs. And its flagship products, Aquaguard Enhance UV and Aquaguard Enhance RO, were celebrated as the best in their class with the models winning the Best Domestic UV Water Purifier Award and the Best Domestic RO Water Purifier Award respectively. In addition, Aquaguard Geneus was recognised under the 'Distinguished Water R&D and Technological Breakthrough' category.

Eureka Forbes was proud to be chosen as a role model company that had demonstrated its commitment to promoting equal employment opportunities for people with disabilities at the 14th NCPEDP - Shell Helen Keller Awards 2012. It was lauded for its 'Euroable' initiative—India's first state-of-the-art call centre manned and operated entirely by people with special needs, in association with NASEOH India (National Society for Equal Opportunities for the Handicapped)—which underlines the company's belief in the abilities of 'special people', while seeking to facilitate their integration into the mainstream of society and make them part of its value chain.

The SPJIMR Marketing Impact Awards 2013 ceremony at the Bharti Vidya Bhavan's SPJIMR Academic Conclave saw Eureka Forbes' Community Fulfilment initiative being awarded. It has been striving to bring safe, affordable drinking water to people at the bottom of the pyramid through solution-based customised community water systems, thereby generating non-agrarian employment, creating rural entrepreneurs and empowering communities. Every project has a health education component and appropriate technological solutions have helped tackle some dreaded water related diseases. Extra miles were credited with the introduction of solar technology based water dispensing units.

New Water Purifier Range Launched
Eureka Forbes has also enhanced and

strengthened its product portfolio with two noteworthy launches.

The Aquaguard World Series water purification systems (Aquaguard Flo, Aquaguard Hot & Cold) not only ensure that consumers get a water purifier that offers complete protection from any water condition, but is also a reflection of the person they are. A stylish addition to any modern kitchen, this aesthetically designed range is crafted with meticulous attention to detail and is a supreme union of form and function. A multitude of globally recognised technologies are incorporated, including the technologically advanced 'Firewall' which purifies drinking water and acts as a barrier against contamination from outside, dispensing fresh and clean water throughout the day.

Eureka Forbes Enters the Fire Safety Space

Eureka Forbes has revolutionised fire safety with its 'Fireguard' portable fire extinguishers for homes and establishments. A breakthrough in fire prevention, its internationally patented and innovative space-age technology based fire suppressant has an amazing extinguishing capacity that works on all kinds of domestic fires. It is lightweight, portable and easy to use. Further, it is bio-degradable and non-pressurised which makes it environmentally friendly and safe. As it requires no service and refilling, it is also economical. Buoyed by huge test-market successes in Kolkata and Mumbai, the product has since been rolled out nationally.



Forbes Technosys Awarded

Forbes Technosys Limited has been honoured with two prestigious awards at the Stars of the Industry Awards function, held this February at the Taj Lands End, Mumbai.

The first of these was the Leadership Award in the 'Self Service Banking Automation' category, which recognised the growing presence of Forbes Technosys in the BFSI sector.

The second was the Design for Manufacturability Award which was in recognition of Forbes Technosys' unique capability of designing and manufacturing through continuous innovation that has resulted in the company introducing a number of new products in the market.

Among the others to win awards at the event in other categories included TCS, Infosys, TATA Motors, SBI, UBI, Bol CBI, ICICI, HDFC, LIC and a few others.



The Bombay Chamber of Commerce & Industry has conferred 'Good Corporate Citizen Award' in the 'Large Corporate' category on Eureka Forbes. (Above) Shubha & Vinath Hegde receiving the award on October 28, 2012



Mr. Lalit Wadhwa, V.P. receiving the award from External Affairs Minister Salman Khurshid. December 02, 2012



Shubha holding trophy at the KM Asia Conference, in Seoul, Korea, on October 11, 2012

Congratulations!



January 8,
2013

Ms. Kalyani R. Dhok
(Deputy Manager, Nagpur)
got married to
Mr. Mahesh Ozarkar



January 6,
2013

Mr. Sarang V. Narkade
(Deputy Manager, Hyderabad)
got married to
Ms. Kanchan



November 29,
2012

Mr. Kunal Palekar
(Deputy Manager, Ahmedabad)
got married to
Ms. Poornima (Sr. Engineer, Hyderabad)



February 3,
2013

Ms. Usharani Panda
(Sr. Engineer, Hyderabad)
got married to
Mr. Deepak Kumar Padhy



February 6,
2013

Mr. Upananda Rath
(Senior Engineer, Hyderabad)
got married to
Ms. Sonali



January 6,
2013

Ms. Ruchita Churi
(Officer, Corp HRD)
got married to
Mr. Amey Vartak



February 1,
2013

Mr. Paresh Natthu Mahajan
(PGMT, Delhi)
got married to
Ms. Divya Mahajan



February 15,
2013

Ms. Shweta Gupta
(Engineer, Delhi)
got married to
Mr. Ashish Jain



January 23,
2013

Ms. Astha Bhatia
(Senior Engineer, Delhi)
got married to
Mr. Ashish Agarwal



December 13,
2012

Mr. Divyanshu Pandey
(Engineering Services, Delhi)
got married to
Ms. Jyoti Pandey

Welcome to the World



Mrs. Vaishali, wife of
Mr. Praveen Kumar Sutrave
(Sr. Engineer, Hyderabad),
delivered a baby girl (Named Avani)

January 20,
2013



January 23,
2013

Mrs. Punita Mandaviya, wife of
Mr. Rajesh Mandaviya
(Admin., Ahmedabad),
delivered a baby boy (Named Yajva)



Mrs. Snehal Chandra, wife of
Mr. Ajay Krishna
(Accounts, Hyderabad),
delivered a baby girl (Named Abha)

February 22,
2013

Mrs. Rani Sagarika, wife of
Mr. Gali Srinivasa Rao
(Manager, Hyderabad),
delivered a baby girl (Named Amrutha)



January 20,
2013

Magazines of some SP Group companies



You can contact the editorial team at we@shapoorji.com
in case you are interested in receiving them



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