

BDPL BULLETIN

A SPECIAL QUARTERLY SUPPLEMENT BY BDPL GROUP | APRIL - JUNE, 2019



A LOOK BACK AT YEAR 1



Baldeo Sahu Infra PRIVATE LIMITED

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Dear BDPIans

We at BDPL wish to express our sincere appreciation to our employees for their loyal support as we celebrate our 1st year in business. We take this opportunity to thank you for helping us succeed. You all deserve a big round of applause for all your hard works and unconditional dedications.



Inauguration by Chairman Shri Uday Shankar Prasad on May 20, 2018

Once again, thank you for helping in make the past one year so successful. Congratulations to you for being a part of the journey.

Happy 1st anniversary !



Ritesh Sahu, Managing Director

HAPPY 1ST ANNIVERSARY !



CONGRATULATIONS AND THANK YOU TO ALL FOR BEING PART OF THIS MEMORABLE JOURNEY IN NURTURING AND NURSING THE BABY (BDPL)



Dear Colleagues,

"TIME FLIES" as they say and here we are celebrating one year of experiences comprising of some good, bad and few ugly ones. At the outset I would like to convey Congratulations and a Big Thank You to all of you for being part of this memorable journey in nurturing and nursing the baby (BDPL). On the operations front, we had lot of HITS and MISSES as well and as a professional I honestly feel that the MISSES are equally important which pushes us to "think outside the box" and once the target or task is achieved the level of satisfaction is completely different. In the absence of MISSES sometimes we tend to get Complacent which is not healthy for the Organization as well as for the individual. Everyone has contributed to the Successful start-up and hence left a mark in the history of BDPL. We started with a clean slate and now hard to find space in the white board which is full of achievements ranging from product quality acceptance to introduction of new Systems (Employee Engagement, Performance Management, EXIM, 4R etc) and each one of you deserve a pat on the back. As part of Employee development, we identified in-house talents to take on

higher responsibilities and ensure that to the extent possible we don't bring candidates from outside if similar talent is available in-house. Our objective will be to continuously develop all our people beyond their subject matter expertise and help them grow in their professional career.

In the last one year, we had few of our colleagues leaving us for either personal and professional reasons and at the same time we had fresh faces ON BOARD. This is part of any growing organization and we have to take it in the right spirits.

All the families also deserve Appreciation and thanks for supporting from behind and allowing us to give 100% on the work-front. Last but not the least, I would like to take this opportunity to express my gratitude to Promoters for putting up a "State of the Art" plant by engaging the "Best in Class" vendors, complemented by the best people running the show.

With warm regards



Sanjeev Chhetri

QUALITY MATTERS

I AM PROUD OF THE FACT THAT, FROM DAY ONE ITSELF WE ARE MAINTAINING THE CONSISTENCY IN QUALITY. I WOULD LIKE TO APPRECIATE EACH AND EVERYONE OF OUR TEAM IN THIS REGARD



What is quality?

- Is it fitness for use?
- Is it conformance to standard?
- Is it the extent to which Product meets Consumer Requirements?
- Or is it freedom from deficiencies?

The word QUALITY is used by everyone, but understood by only a few....

Read full article in Page 8



INSIDE the bulletin

Milestone | 1st Anniversary | Game of Houses
Revealing the logo | Lights, Camera, Zzzz...
1st Financial year completion



MAY, 2018



MAY 20, 2018: BDPL commencement. Inaugurated by the chairman Mr. Uday Shanker Prasad

MAY 20, 2018: First BDPL Annual Appreciation Night

June 19-20, 2018
First EXIM (Excellence in maintenance) 2 day workshop

NOVEMBER, 2018



November 2018: Launch of Apprenticeship program where 8 apprentices were appointed.

November 10, 2018: Environment Management Committee was formed

November 22, 2018: Diageo team visit to BDPL



August 12, 2018: Jack Well Completion: BDPL successfully executed the full completion of installing the water pipeline from Mahanadi river to Jack Well.

DECEMBER, 2018



December 15, 2018: Record breaking day production of 70,000 litres and highest ENA dispatch of 3 lakhs litres in a day

December 26, 2018: BDPL bagged the award for 'Surakshit Sramika Bandhu/ Safe Worker Award' by Directorate of Factories and Boilers, Government of Odisha.

September 1, 2018: Flag off of the first consignment to liquor MNC



JANUARY, 2019

January 5, 2019: Launch of new intranet platform for modern digital workplace.

January 2019: First CO2 consignment dispatched

January 18, 2019: First health camp at BDPL. Attendance of more than 250 patients, team of 6 doctors, free consultations, check ups and free medicines.

MARCH, 2019



March 4-10, 2019: Celebration 48th National Safety Week

March 7, 2019: Inauguration of Reverse Osmosis (RO) Plant in nearby school

March 16, 2019: Ethanol Plant launch

MAY, 2019

May 20, 2019: BDPL completes 1 year



APRIL, 2019



April 8, 2019: BDPL in house gym inauguration

April 8, 2019: Launch of houses

April 8, 2019: Revealing of Baldeo Sahu logo

April 10, 2019: Completion of 1st Financial year ceremony



REVEALING THE LOGO

Baldeo Sahu Infra Private Limited that specializes in bricks manufacturing revealed its logo at BDPL Plant.



BRAND LOOK EXPLAINED

The brand mark created in the logo resembles a building. The stacking of bricks is forming 'B' keeping it simple. The colors in the logo are moderate to give it a professional touch.

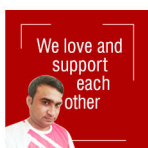
GAME OF HOUSES

BDPL announced the house system today and aims to be an integral part of BDPL employees. Having 4 houses Green, Yellow, Red and blue; the houses will be led by House Captains.

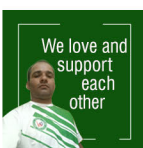
House captains will act as representatives for all the employees in their house throughout the year by coordinating teams, organizing activities and events and represent their house at relevant meetings.



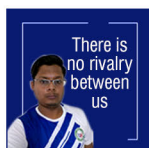
Each house will be in competition to achieve the highest number of house points. The house with maximum point will take away the trophy.



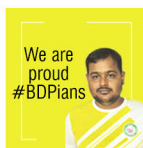
Kuldeep Chaurasia
House Captain-Red



Sunil Mohanty
House Captain-Green



Santosh Kumar
House Captain-Blue



Biswarup Acharya
House Captain-Yellow

OBJECTIVES

Sense of achievement both inside and outside the office

Fun and excitement through competition

Opportunity for leadership

Awareness of individual and collective responsibility

Opportunity to develop physical, social and practical skills

NATIONAL FIRE SERVICE DAY

The National fire service day was observed at BDPL on April 14, 2019. During the discussion, the team members stressed for adopting reliable safety in every sphere of life and motivates all to develop a strong safety culture in the plant and making it a fire free zone.

The presentation emphasised on being aware of fire fighting system in plant and how to take prompt action.



WORKOUT AT WORK



In order to encourage employees to leave behind their suits and ties after office, a newly constructed gymnasium facility of BDPL was inaugurated on May 2019 in the presence of Mr Ritesh Sahu, Managing Director along with other dignitaries.



The gym facility houses variety of convenient health and fitness equipments. "I would love to have a facility at work. It would be a great stress release and we can spend more time on other activities after work hours" says Manish.

I would especially love to have yoga classes — it would give my mind and body a chance to regroup and refresh and be more productive afterwards. For those who want to take advantage of gym, it's a great perk" added Mr Sanjeev Chhetri

RECOGNISING THE SPORTS AND CULTURAL TEAM



REVEALING THE FIRST BULLETIN OF YEAR 2019

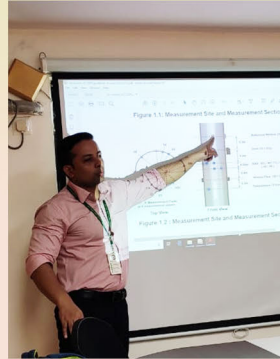


ONLINE CONTINUOUS EMISSION MONITORING SYSTEM

June 19, 2019: BDPL is committed and very concerned about Health and Environment of employees as well as surroundings. A training programme was conducted by BDPL at site on Online Continuous Emission Monitoring System for better equipment selection, operation as well as to maintain the norms as per CPCB guideline which is better for our Environment.



Mr. Sanjeev Kanchan, Former PROGRAMME MANAGER ENVIRONMENTAL GOVERNANCE (INDUSTRY) at CSE (Centre of Science and Environment, Delhi) had given a lecture to our people on OCEMS.



LIGHTS, CAMERA, ZZZZ.....

Movie day out and lunch with Office Colleagues

June 24, 2019: Sunday morning, when the whole city sleeps; BDPL, KPBP and Kquality Bottlers employees instead were all prepped up to watch the movie 'Extra Ordinary journey of Fakir' at Inox Bhawani Mall. The movie was a power pack of comedy, excitement and drama. The team of around 25 to 30 employees attended the movie day out which was followed by lunch at Biryani Box.



INTERNATIONAL DAY OF YOGA



June 21, 2019: Boudh Distillery observed the World Yoga Day at Plant canteen. Organised by Sports and cultural committee, the session was attended by 14-18 employees. The session was conducted by in-house yoga mentor Mr. Parsuram Badatya

ON SITE CAFETERIA



To make the employees mealtime much more pleasant experience, Kquality bottlers started Canteen facility from June 20, 2019.

INSTALLATION OF RO UNIT



Appreciating Suresh Sethy, for his contribution for the installation of R.O units in various locations

QUALITY EVALUATION OF ENA

June 26, 2019: Mr Uday Shankar Prasad, Chairman, BDPL Group evaluated ENA (Extra Neutral Alcohol) as Quality is extremely important to BDPL. The regularity of customers, distribution, spread in the market will all depend on the quality of ENA.



PLANTATION DRIVE AT BDPL

As part of the World Environment Day celebrations, BDPL initiated a tree plantation drive in the premises. The employees undertook the plantation programme with the motto of fostering "Green and Healthy Living" and also to contribute in tackling environment degradation and worsening pollution in surrounding areas including Boudh.




AUGMENTING AWARENESS AND NECESSITY OF SAFE WORKING ENVIRONMENT

BDPL participated in training programme organised by DG FASLI on June 10th to 12th in Kolkata.



The points discussed were:-

- (1) Prepare HIRA card
- (2) Cost control effective card
- (3) PPE Analysis
- (4) Safety signs and symbol
- (5) Prepare daily monitoring site environment
- (6) Prepare site accident report



Despite a greater focus on safety and health over the past few years, there is still inadequate education at various levels and public awareness is still absent, as managements and workforce don't always place safety as a top priority.

Management Development Program on Safety, health & environment in Factories, Ports & Construction Projects was organised to fill this vital gap with participants coming from all over India.

PROGRAM





KPBP AND KWALITY BOTTLERS FINANCIAL YEAR 2019-20 BUDGET AND APPRECIATION NIGHT CEREMONY



April 5, 2019:
The KPBP and Kwaliti Bottlers team welcomed Financial Year 2019-20 and celebrated Annual Appreciation Night to foster attitude of recognition and rewards for the employees. The HODs honored employees with a certificate addressing each employees contribution to company success at each department.



KPBP AND KWALITY BOTTLERS AWARDEES



Samir Kanta Pattnaik - in 100% SALES TARGET



Chandramani Das - in OUTSTANDING PERFORMANCE



Niranjana Mahapatra for outstanding performance in "LOGISTICS AND OPERATIONS"



Rabi Narayan Barik in GOOD PERFORMANCE IN FINANCE



Nihar R Mohapatra - for GOOD SALES PERFORMANCE



Bishnu Prasad Mohabhoi - in HIGHEST VOLUME



Ranjit Das for HIGHEST PRODUCTION 2018-19



BIDDING ADIEU

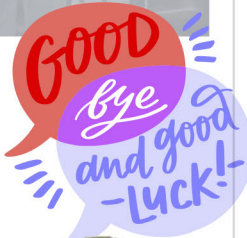


Bidding Adieu to Gopinathan Pattathil, COO



Bidding Adieu to Surya Rao

Bidding Adieu to Ganeshwar Pradhan



HELLO WORLD !

Hello World

I'm daughter of Tanmay Biswas, born on 20/05/19

It's a girl!

It's a boy!

I'm son of Prasanta Dharua, born on 31/05/19

It's a girl!

I'm daughter of Sunil Gupta, born on 25/04/19

Welcome Baby

FRESH-ON-THE-BLOCK

We are delighted to have new joinees into the folds of our company. Having you in our company is a great honour. Welcome aboard !!

- DOJ-01/04/19
Chittaranjan Panda
Executive Asst. & IT Asst.
- DOJ-01/04/19
Bikram Gandra
Jr. Supervisor (Civil)
- DOJ- 01/04/19
Sheshadev Sahoo
Asst. Manager (Security)
- DOJ-24/04/19
Subrat Maiti
Fitter
- DOJ-01/05/19
Pradeep Kumar Mayuria
Boiler DCS Operator
- DOJ-01/05/19
Golaka Bihari Barada
DGM(Power Plant)
- DOJ-01/06/19
Shailendra Ku Tiwari
Dy.Manager(QC)
- DOJ-01/04/19
Trilochan Subudhi
Sales Executive (KPBP)
- DOJ-01/04/19
Binod Bihari Mallick
Sales Executive (KPBP)
- DOJ-01/04/19
A Harish Kumar
Merchandiser (KPBP)
- DOJ-01/04/19
Prakash Mohanty
Sales Executive (KPBP)
- DOJ-24/04/19
Dinabandhu Barman
Sr. Operator(Bottling)

WEDDING BELLS ARE RINGING !

Karan Kumar Singh
weds Nitu Singh
June 16th, 2019

Saneesh weds Varna
March 31st 2019

Gunjan Kumar
weds Nishu Kumari
April 26th, 2019

DATES

- WORLD NATURE CONSERVATION DAY
28th July
- INTERNATIONAL FRIENDSHIP DAY
4th August
- INDEPENDENCE DAY
15th August
- RAKSHA BANDHAN
15th August
- JANMASHTAMI
24th August
- NATIONAL SPORTS DAY
29th August
- GANESH CHATURTHI
2nd September
- WORLD HEART DAY
29th September



QUALITY MATTERS contd.....

Article by: Mr Sarath Kumar
Distillery Head

What is quality?

Is it fitness for use? Is it conformance to standard? Is it the extent to which Product meets Consumer Requirements? Or is it freedom from deficiencies?

The word QUALITY is used by everyone, but understood by only a few.

Generally the term is considered for consumable items, but it is referred to as a parameter which decides the inferiority or superiority of a product or service.

It includes Product, Service, Process, People, Resources & Interaction for improving Profit. The ultimate logic of any business is **profit generation**.

For increasing the profitability of any business, marketing is one of the important function. The quality awareness of customers has drastically improved. **Quality** is one of the most important parameter for marketing of any business.

Mr. J.M Juran(1904-2008), an American, is considered as the Quality Guru. According to him, managing for quality consists of three steps:

QUALITY PLANNING, QUALITY CONTROL & QUALITY IMPROVEMENT



QUALITY PLANNING

This is the activity of developing the products and processes required to meet customer's needs. The steps involved are:

- Determining the customer
- Determining the needs of the customer
- Developing product features that meet the customer's needs.
- Developing process to produce those product features.
- Implement it in Process, Monitor & Control.

QUALITY IMPROVEMENT

This process involves raising quality performance to higher levels through

- Establishing the infrastructure needed to secure annual quality improvement.
- Identifying specific needs for improvement. i.e: improvement projects.
- Establishing a project team with clear responsibilities
- Providing the resources, motivation & training needed by the teams.

QUALITY CONTROL

This process involves:

- Evaluating the actual quality performance.
- Comparing actual performance to quality goal.
- Acting on the differences.

It is beneficial to build quality into the products rather than build all kinds of products and reject bad ones.

Nowadays, Quality Control Systems (which basically ensure that, only good products pass through, by rejecting bad products), are being replaced by Quality Assurance Systems (where quality is attempted to built in to each product)

Why should we be quality conscious?

Because, the customer wants it, quality is necessary for survival and quality improves the company's image and reputation.

When we build quality in the product:

- The rejection rate will come down.
- Productivity will improve.
- The cost will come down.
- We get consistently good quality products.
- Customers develop faith in our product.
- We capture market leadership & reputation.
- Total Quality develops a pride among employees.

Our Organization is a Distillery, producing ENA from grain. While considering a Distillery, the major factors affecting quality are the following.

1. Technology, Design, Machinery & Equipments. (which we are hiring)
2. Quality of raw material.
3. Utility.
4. Operations.
5. Maintenance.



QUALITY never ends. Quality improvement is a continuous process.



UNIT HEAD SARATH BIRTHDAY ON MAY



BIRTHDAY CELEBRATION OF PRAKASH ON 26TH APRIL



BIRTHDAY OF RAJESH ON 16TH APRIL



BIRTHDAY OF MR. RAHUL DUTTA, 4TH JUNE



BIRTHDAY CELEBRATION IN APR AND MAY, 19



BIRTHDAY CELEBRATION



BIRTHDAY OF MR. RAHUL CHANDEL 27TH MAY