



THE
MEHTA
GROUP

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Gajgamiini

THE HOUSE JOURNAL OF THE MEHTA GROUP

Gajgamiini: The graceful gait of an elephant. Strong, sure-footed and alert, the positive characteristics of this majestic animal are also qualities found in The Mehta Group.

April-June 2018

CORPORATE SOCIAL RESPONSIBILITY



SANITATION

ITS NOT JUST ABOUT BUILDING TOILETS

Improving water and sanitation infrastructure for our communities consistently has been one of The Mehta Group's focus areas. We strive to provide access to clean water and constantly promote best hygiene practices.

This issue of Gajgamiini will give you a quick insight into The Mehta Group's initiatives to provide a framework to create sustainable CSR models while focusing on sanitation services. The Company needed to enhance its reach in the Sanitation area to have a more efficient and effective approach to finding much needed solutions to water, sanitation and hygiene problems faced by our communities due to issues such as cultural habits of open defecation and shortage of toilets.

Swachh Bharat Abhiyaan also trained the spotlight on India's severe sanitation problems. The Mehta Group whole heartedly continues to support this Clean India Mission and stays committed to this cause.





Ranavav

In the villages surrounding Ranavav, most people did not have personal toilets or access to the public toilets. Even answering nature’s call in open was not considered shameful. The system was adversely affecting the public health.

The Mehta Group led by SCL plant at Ranavav joined the movement ‘toilets for all’ and has been contributing by building toilets continuously for last three years.

The building of toilets has provided a closed system, privacy, respect, health and hygiene for more than 262 families.

Sr.	Village	No of toilets
1.	Amardal	60
2.	Aditpara	70
3.	Khirasara	72
4.	Dolatgadhd	60

Social health and hygiene campaigns are regularly organized. We have also been contributing in Swachhta Hi Seva (Cleanliness is Service) Abhiyan. Our employees volunteered and organized a clean village drive in Aditpara Village. We donated Rs 6 lac in cash towards the cause of Swachh Bharat Kosh (SBK), a project of the Central Government.

Sidheegram

GSCL has initiated various awareness drives for Cleaning and Sanitation in the plant and in the villages such as Chhagiya and Morasa. We have been organizing different programmes and cleaning campaigns to construct toilets at home instead of using open places.

We have undertaken door to door campaigns in various villages and primary schools. We have also constructed a public toilet for community use.



Lugazi

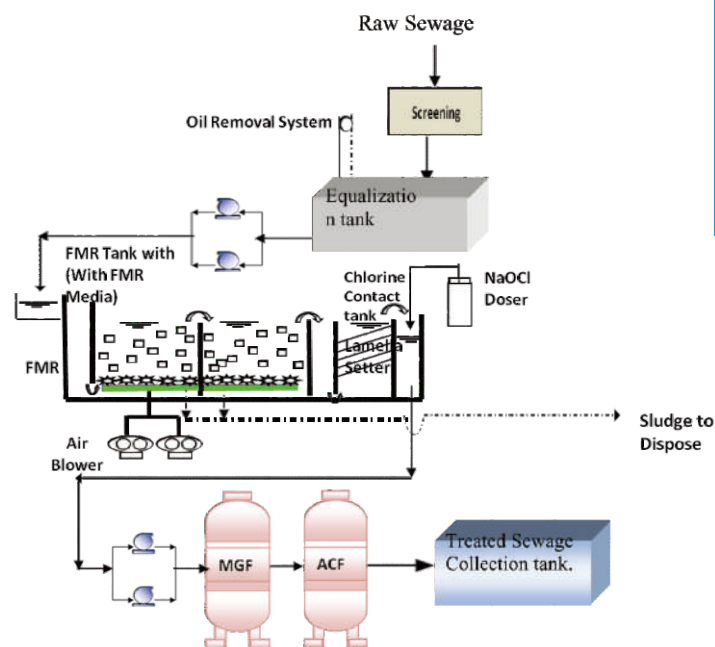
In Lugazi, we have been constructing new pit latrines for workers in camps and also waterborne toilets for schools, factory, hospitals over the last 5 years.

Pit latrine is a continuous process. When a pit latrine gets filled up, it gets replaced by a new one.



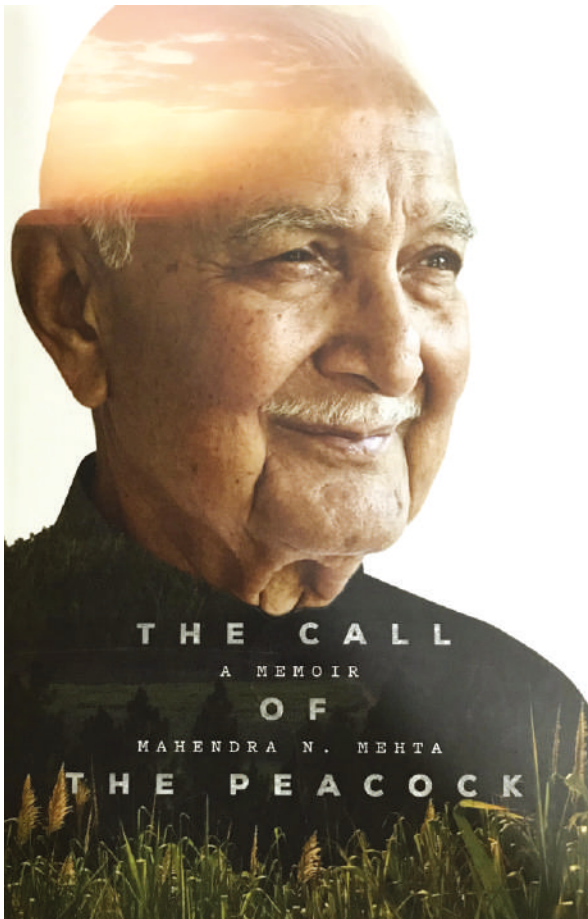
Sewage Treatment Plants

Sewage treatment is the process of removing contaminants from wastewater, primarily from household sewage.



STP Flow Process

Physical, chemical, and biological processes are used to remove contaminants and produce treated wastewater (or treated effluent) that is safer for the environment. A by-product of sewage treatment is usually a semi-solid waste or slurry, called sewage sludge. The sludge has to undergo further treatment before being suitable for disposal or application to land.



A MEMOIR - THE CALL OF THE PEACOCK

At the age of nineteen, Mahendra Mehta, son of the famous Industrialist, Nanji Kalidas Mehta, found himself on his father's sugar plantation in Uganda, thrust into a business environment for which he was totally unprepared.

Surpassing all expectations, he succeeded in the task given to him by his father, and in less than a decade had taken sole charge of the Mehta Group's businesses. In 1962, he was appointed a member of the free Uganda's first Parliament. However when the government was overthrown by the brutal Idi Amin, Shri Mahendrabhai, along with thousands of others, was expelled from Uganda. He was given twenty-four hours to leave. Suddenly, he was stateless - and almost penniless.

In this Memoir, Shri Mahendrabhai describes his struggles to start afresh to carve out a new path for himself. With roots that go deep into love of family, culture and tradition, this is a story, authentic and inspiring, of challenges met with courage, and the re-building of a business empire. It is an entertaining account of meetings with great men, visits to exotic places and charming anecdotes from his childhood. Most importantly, it is a story of faith, family, friends and the values that make life worth living.



The book 'The Call of the Peacock ' was launched on May 14th, 2018 by the President of Uganda, His Excellency, Yoweri Museveni at the Pearl of Africa hotel in Kampala. Around 300 dignitaries were present for the event including Hon. The First Lady Janet Museveni, Minister of Education and Sports, other Ministers, Members of Parliament and leading industrialists.

The President paid tribute to Ugandan Asians in particular, the Mehta family for their role in the development of Uganda.



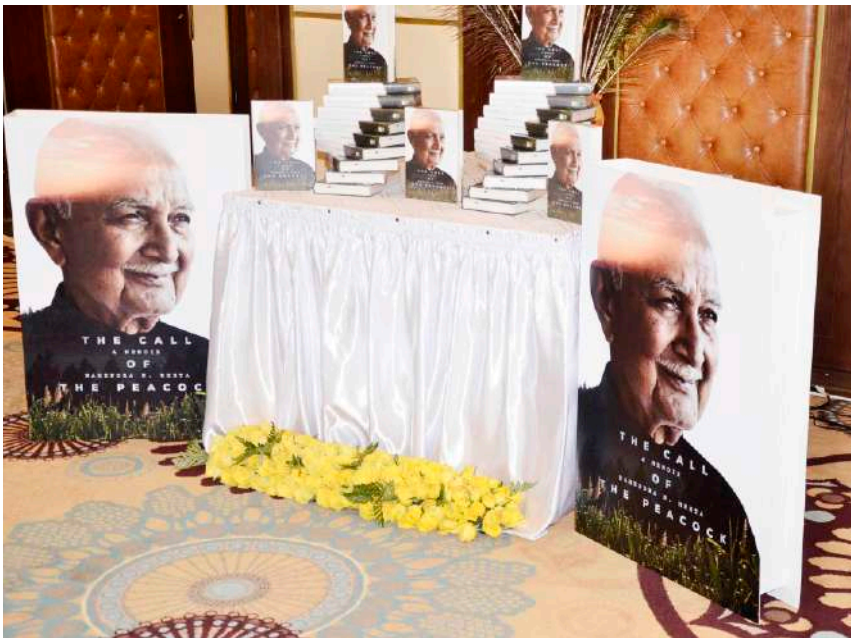


Mahendrabhai Mehta with his family alongwith His Excellency The President of Uganda Yoweri Kaguta Museveni, Hon. The first lady Janet Museveni and Ashok Chopra (publisher of the book)



Sunayanaben and Juhiben greeting Hon. The first lady Janet Museveni

Some reviews of the book:



"I enjoyed this memoir written with heart more than with pen. It is revealing tale dwelling on nobility and love for the humanity, love for business ethics and business acumen."

Mr P K Behl, Delhi

"The Mehta family have been pioneers in East Africa from late 1890s and I am pleased that Mahendra took decision to document family's history in memoir. It has been a pleasure to read such an uplifting tale."

**Lord Popat of Harrow,
House of Lords**

"It was a fabulous read- from his father's journey to Uganda to his philanthropic initiatives, from his days in school to making walking stick for Mahatma, from role his elder sister Didiji played in his life to ten characteristics of Dharma, from his extensive travels to meet with world figures in Africa and India to active participation in history and development of Uganda, from interactions with Idi Amin and exile to Kenya, India to post Amin reinventing himself from being almost penniless and homeless; he has seen it all. it's a must read for anyone who wants to be a better and stronger human."

Viral Doshi, Doshi Associates, Mumbai

DONATION OF AMBULANCE BY SCL, RANAVAV

Our SCL factory has a health care center providing medical aid to the Company's employees, their family members, workers as well as patients from the nearby areas. Recognizing the need of people, the company conducts various immunization programs, blood donation camps, family welfare, education, health care, safety as well as various periodical health checkups, etc. Recently the company donated an ambulance to Civil Hospital – Jam Khambhaliya (District Devbhumi Dwarka), Gujarat, for the welfare of the general public of surrounding areas.



SAFETY SKIT AWARD FOR THE YEAR 2017

The SCL mechanical department bagged three awards in the National Safety Week competitions for its initiatives, innovative ideas and their implementation towards safety.

- The mechanical team conveyed a safety message through a creative skit on the theme of 'Tarak Mehta Ka Ulta Chasma.'
- The Boiler suit for contractual workmen and hard barricading were innovative in the improvement of safety standards.
- The utility section was awarded for maintaining the best area in housekeeping.



HEALTH CHECK UP CAMP AT SIDHEEGRAM

GSCL organized Health Check up Camp for employees and nearby communities on 2nd June 2018 at Sidhee Health Care Centre.

Director – Works Shri Dinesh G. Randad inaugurated the programme and addressed the gathering.



WORLD ENVIRONMENT DAY

GSCL



World Environment Day was celebrated at GSCL. The Gujarat Pollution Control Board Regional office, Junagadh with Gujarat Ecological Education Research Foundation organised a Beach Cleaning event in association with GSCL on 24th May, 2018 at Somnath Temple beach Veraval.



SCL



SCL celebrated World Environment Week from 1st June to 7th June, 2018. During this week, SCL organized different types of events, training and awareness program along with various competitions such as Environment Quiz, Slogans and Posters. A plantation drive was also carried out in the presence of the Regional Officer of Gujarat Pollution Control Board.

SCOUL

World Environment Day was also celebrated at Lugazi on the 1st of June 2018. Dr Savitadidi Mehta Primary School alongwith Uganda's Little Hands Go Green and NEMA planted trees at the school premises to celebrate this day. This year's theme is Beat Plastic. The Green Ambassador Paula Marie Cruz educated the kids on how to reduce pollution by reducing or preventing the use of plastic.



MS JUHI CHAWLA MEHTA VISITS GSCL

Employees and colony residents were excited to welcome Juhiben at Sidheegram. She visited the mango farms, mines, the factory, colonies, club, dispensary and Mukambika Mataji Temple. At the NKDAV School she interacted with the children and teachers. She also participated in tree plantation activity at the school campus.



**WORLD YOGA DAY
21ST JUNE 2018**

On the World Yoga Day, all the employees at SCL, GSCL, SCUL and Corporate Office Mumbai joined millions the world over to celebrate the World Yoga Day 2018. They performed yogasanas, meditation and resolved to adopt yoga in their lifestyle and understand its benefits.

Mumbai Staff



SCL Staff



Lugazi



NKDAV School, Sidheegram

**SHINING
STARS**

**MANY
CONGRATULATIONS
TO DR DHARA
JAISWAL AND
ANJALI DWIVEDI**



Dr Dhara Jaiswal, daughter of Mr Sanjay Jaiswal, Junior Officer (Wage & Administration) completed her MBBS in January 2018 from Gujarat Adani Medical Institute of Science, Bhuj. She secured First Class in doctorate degree.



Anjali Dwivedi, daughter of Mr Ashok Dwivedi, Deputy General Manager – Utility Control, scored 93 % in CBSE 12th Commerce stream at Chandigarh, Punjab.



SCL Ladies Club

PICNICS: SCL LADIES CLUB AND CORPORATE OFFICE, MUMBAI

The SCL Ladies Club organized an entertaining day on 11th May 2018 for all Ladies Club members, which included visit to Surya Temple, movie show followed by dinner.

On 16th and 17th June 2018, the Employees Club of Corporate Office went on a picnic to Palm Beach Resort Manori, Mumbai for an overnight trip with their family members.

The resort was resplendent with lush coconut palms, splash pool and a beach. Exciting games and singing added to the fun.



Mumbai Staff



SCL organized its fifth season of the Saurashtra Cricket Premier League. This year 8 teams participated. 'Mishra Strikers' won the SCPL-2018 tournament and bagged the winning trophy. 'Shukla Machine' received the first runner-up trophy.



DEALERS MEET AT RAJKOT



A Dealers Meet was organised for Saurashtra area dealers on the onset of the new financial year. Mr Randhir Singh announced the launch of Dealer Club for channel partners of Mehta Parivar. Mr Dharmesh Trivedi, AVP Sales presented an overview of privileges and activities planned under the Dealer Club programme.



An evaluation of marketing efforts made during the last financial year was followed by a comprehensive activity plan to achieve desired targets during the current year. This was shared by Senior Manager (Marketing) Mr Bhuwan Sharma. A musical house programme and a thrilling orchestra performance was organised to entertain everyone.

CHAMPION OF CHAMPIONS - STAFF CRICKET MATCH



In line with our continuous efforts to encourage team spirit, health, sport and bonding among employees from different departments, an inter staff cricket match was held on the 21st of April 2018 at Ahmedabad. A total of 7 matches were played among 4 teams (Tornados, Rangers, Patriots and Jaguars) with an enthusiastic sporting spirit. The Patriots emerged as winners in the final match against the Tornados.



MARKETING ORGANIZERS CONFERENCE



A Marketing Organizers conference was arranged at Udaipur in June 2018. It was an excellent platform for sharing ideas. Participants in selected groups deliberated on pertinent topics and decided on an action plan within their group.

Mr M S Gilotra joined in the presentations made by the different groups and provided valuable advice and guidance on their action plans.

These two days of work sessions were followed by a memorable evening of water games, DJ and dinner.

BANDHAN REWARDS

Bandhan Participants redeemed their Hathi-Sidhee Bandhan Loyalty Points and received a wide range of gifts. They received gift items such as LEDs, mobiles, e-gift vouchers, travel torches, power banks, wall clocks, vacuum cleaners, hand blenders, sound systems and many more. Congrats!



We are proud to announce that Drashti Thakrar, daughter of Mr Ajay Thakrar of M/S Ajay Trading, our MO in Porbandar, secured 99.93 percentile in 12th Science (B Group) exams conducted by Gujarat Secondary Education Board 2018. She stood at 1st rank in Porbandar district and got 7th rank in overall Gujarat Board.

She aspires to be a doctor. All the best Drashti!!



WELL DONE DRASHTI





Shri M N Mehta signing the Agreement with Proparco
Seated next to him:
Ms Stephanie Rivoal (French Ambassador to Uganda)

AGREEMENT OF PROPARCO WITH SCOUL

Proparco has arranged a \$40 million financing to SCOUL - Uganda's third largest sugar manufacturing company, to finance a new 26 MW cogeneration power plant. This new power plant will allow the company to produce green electricity at a competitive price to meet its own needs and to be sold to the national grid.

This facility was announced during a signature ceremony attended by the French Ambassador to Uganda, Stéphanie Rivoal. For this operation, Proparco granted a €20 million loan and catalyzed funds from the Dutch Development Bank FMO, that contributed a similar amount to the project.



Mr S C Sharma (Regional Director - African Operations)
with Mr Raphael Plihon (Proparco Delegate)

The cogeneration unit will be fed by bagasse – a fibrous residue obtained after grinding sugarcane. It illustrates the company's commitment to recycle by-products and waste at each stage of its production. In recognition of its good environmental management, the company is ISO 14001 certified.

The production of green electricity from biomass will directly contribute to the UN Sustainable Development Goal - 7 (Affordable And Clean Energy) in a country suffering from a low electrification rate.

This is Proparco's second operation with SCOUL after an initial \$23 million loan granted in 2012 that

allowed the sugar company to increase its production capacity and expand its technical assistance to small holder farmers. It testifies to Proparco's long-term commitment to a company recognized for its environmental and social practices and to the development of agribusiness in Uganda.



GSCL BAGS APEX AND GREENTECH ENVIRONMENT AWARDS

GSCL bagged the GREENTECH Environment Award – Platinum Category in all India Cement Sector for adopting best practices for pollution control, greenbelt development measures, Conservation of natural resources, environmental audits and system implementation during the year – 2017 at GSCL, Sidheegram Works.

GSCL also successfully bagged the Apex India Environment Excellence Award-2017 in Platinum Category and the Apex India Occupational Health and Safety Excellence Award – 2017 in Gold Category.

Apex India Foundation has organized awards for Industries as well as Individuals for Dedication, Innovation, Careful work and wise diplomacy in the area of Environment. After Nomination and individual presentation before Jury of Apex Foundation, Mr. G. S. Bhola, Manager – Environment and Horticulture was selected and awarded Apex India Emerging Environmentalist Award – 2017.



SIDHEEGRAM EMPLOYEE OF THE QUARTER



Congratulations

Mr G S Bhola

Manager - Environment and Horticulture

For his whole hearted contribution towards environment and plantation.



Mr Bhola has received the Apex India Emerging Environmentalist Award - 2017 for dedication and innovation in his work.

He has also made a presentation paper on 'The Journey of GSCL towards Environment Protection and Sustainable Development' at the national level Greentech conference in Guwahati, Assam and has also made many significant contributions at the GSCL Plant.

We wish him great success.

NEW JOINEES

GSCCL



Mr Raahdeep Singh Dhir
Senior Vice President - Logistics



Mr Vishad Kumar Agarwal
Deputy General Manager Production



Dr Rohit Yadav
Chief Medical Officer



Mr Kuldeep Singh Chauhan
Assistant Manager - WHRS



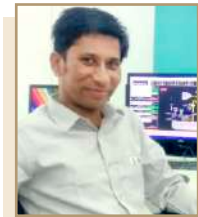
Mr Rambhai L Bhola
Assistant Manager - Instrumentation



Mr Hasmukh Tilavat
Assistant Manager - Mechanical



Mr Nirdosh Tapase
Senior Officer - CCR



Mr Rajesh Bamaniya
Officer - CCR

SCL



Mr Yogesh Yadav
Chemist - QC/LAB



Mr Rajesh K Barad
Sr. Engineer - Electrical



Mr Nilesh S. Nimavat
Sr. Engineer - Electrical



Mr Nikesh Banwade
Assistant Manager - Environment



Mr Rajesh Chouhan
Engineer - Instrumentation



Mr Sujay D Gandhi
Officer - Accounts



Mr S Ravi Kiran
Engineer Civil - Project

SCOUL



Mr Kulbhushan Misra
Production Head



Mr Anand Kedia
Deputy CE - Projects



Mr James Katigi
(22.12.1952 - 7.6.2018)

It is with deep sorrow that we inform you of the tragic passing away of Mr Katigi James. He joined SCOUL on 1/7/1990 as Deputy Manager - Liaison and in a span of 28 years rose to be the Manager Administration - Kampala Office.

We pray to the Almighty God to grant strength and fortitude to the family, relatives and colleagues to bear the loss. May his soul rest in Eternal Peace.

AVOIDING FAILURE

Contributed by Falguni Mehta
Head Communications, Corporate Office

Failure, in general, is a misunderstood concept.

If you go out to shoot a video, come back with a bunch of footage, and realize it's all wrong, was that afternoon a failure?

If you set aside an hour to work with your team to brainstorm for a project, only to emerge with no idea and more questions, was that meeting a failure?

Failure doesn't actually exist. It's not a failure if you learn something valuable from it. By that definition, here are the nine most prominent things people who "fail" do on a regular basis (and the things you should do your best to avoid)

1. Focusing on the negative instead of the positive.

How are you supposed to learn if you are too busy beating yourself up? The difference between someone who falls down and learns from it, and someone who falls down and complains about it, is the coinciding mindset. Both people still fell.

The difference is how each chose to perceive that moment.

2. Setting unrealistic expectations.

Yes, if you are currently making zero rupees per year with your existing source of income and you set a goal to clear eight digits in the next 12 months, you will most likely fail. That is not a realistic expectation.

And because it's unrealistic, wherever you end up will be seen as a failure.

3. Not asking for help.

Good luck thinking that you can do it all on your own.

People who fail set themselves up for failure long in advance. They know what they need help with, but they refuse to admit it. That does not make you stronger or more ambitious. That makes you unintelligent.

Ask for help.

4. Talking more than taking action.

Talking about something is not the same as doing it. Just because you have an idea does not mean you will execute it or execute it well. Failure occurs when people fail to see the flaws in their habits, and a poor habit many "wantrapreneurs" share is they love to talk about what they're going to do, but struggle to put their feet to the pavement and make it happen.

5. Withholding your ideas in fear.

Nobody is going to steal your startup idea.

Seriously. A mind-shattering idea is so rare and to think that what you came up with this morning in the shower is worthy of being hidden from the world is more naive than it is respectable. You can't walk around saying, "I have this amazing idea. I just can't tell anyone yet."

That doesn't actually help you move forward with it.

6. Refusing to give up equity.

I feel very strongly about equity in projects, because I don't believe the best work can be motivated just through money.

Equity is not all about "on paper" ownership.

It's also about being emotionally invested.

And when someone on your team is as emotionally invested as you are, they are going to give their best work.

People who fail to build successful teams and products oftentimes try to keep too much equity for themselves and worse, they get frustrated when others do not live and breathe the idea just like they do. Would you rather have more equity for yourself, but have the people working with you be partially emotionally invested? Or share some of that equity and have your entire team be 100 percent emotionally invested?

The answer is a no-brainer.

7. Surrounding yourself with others with a failure mentality.

How on earth are you supposed to prevail if you are constantly surrounded by people who accept failure? You can't. As the adage goes, "Misery loves company."

Those who maintain a positive mindset surround themselves with people who share a positive mindset.

8. Following what's popular, instead of what you're good at.

Failure comes in all shapes and sizes, but a common form of it appears in hubris.

Just because you can do something doesn't necessarily mean you should.

People get complacent, overly confident, and try to follow the trend instead of following their own skill set.

9. Thinking of failure as an option.

Those who truly succeed and achieve what they want in life are those who do not allow failure to be an option in the first place.

Again, it is a concept rooted in mindset. Failure is what you allow it to be. You define it for yourself.

And the more you define it, the more power you give it.



Enjoy monsoons without hampering health

- Drink only clean water and use boiled water or water purifiers.
- Change hand towels after a day's use.
- Cover your mouth and nose with a handkerchief while coughing or sneezing.
- Use mosquito repellents and nets (dengue transmitting mosquitoes usually bite during day time; either early morning or late evening).
- One should keep their wet and soggy clothes or shoes away from dry garments.
- Avoid eating out and consume as much fresh food as possible.
- Drink warm water every two hours and carry home-boiled water while travelling.
- Use hand sanitisers while travelling.
- Avoid visiting crowded places such as theatres or exhibitions.
- Cover your nose while travelling on a bike or while seated next to the window in a bus or train.



- A Corporate Lesson

Put a frog into a vessel fill with water and start heating the water.
As the temperature of the water begins to rise, the frog adjust its body temperature accordingly...
The frog keeps adjusting its body temperature with the increasing temperature of the water.
Just when the water is about to reach boiling point, the frog cannot adjust anymore.
At this point the frog decides to jump out.
The frog tries to jump but it is unable to do so because it has lost all its strength in adjusting with the rising water temperature.
Very soon the frog dies.
What killed the frog?

Think about it!
I know many of us will say the boiling water....
But the truth about what killed the frog was its own inability to decide when to jump out.
We all need to adjust with people & situations, but we need to be sure when we need to adjust & when we need to move on.
There are times when we need to face the situation and take appropriate actions.
If we allow people to exploit us physically, emotionally, financially, spiritually or mentally they will continue to do so.
Let us decide when to jump!
Let's jump while we still have the strength.



Hello Readers,
We look forward to receiving your valuable insights, suggestions, feedback and reviews so that it will help us improve our newsletter.

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THANK YOU



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