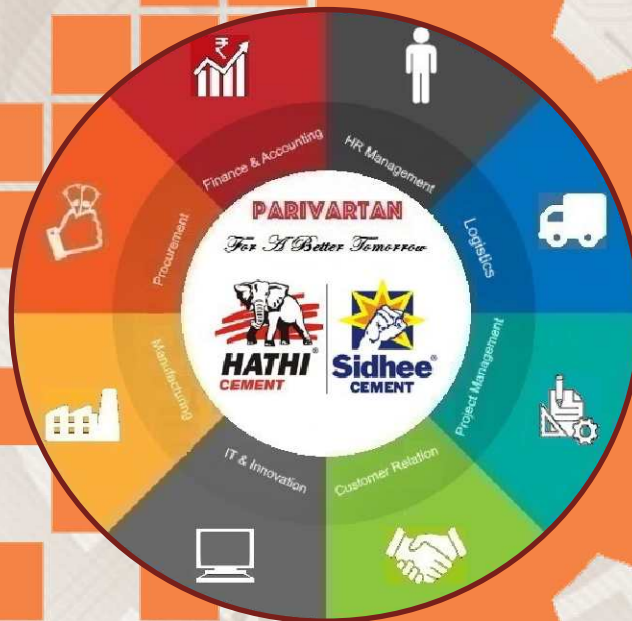


# Gajgamiini

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

## OUR DIGITAL TRANSFORMATION JOURNEY



## PROJECT PARIVARTAN

Saurashtra Cement Limited (SCL) and Gujarat Sidhee Cement Limited (GSCL) have embarked on an ambitious program named Project Parivartan.

Project Parivartan is one of its kind project across the entire cement industry where all the aspects of business are being reengineered and digitalised simultaneously.

This Digital Transformation project is aimed at changing the way we work in all areas of the business and will result in a quantum jump in our ability to give enhanced value to all stakeholders.

## PROJECT PARIVARTAN

### Going Beyond Business Processes and Thinking Holistically

With Ernst & Young (EY) as our advisors and implementation partners for the entire digital transformation, we are confident of taking our business to the next level of efficiency and performance.

Our digital transformation journey will also enable us to develop capability to increase the pace at which new business processes are introduced and existing processes are updated with the use of newer technologies.

We have selected the best in breed solutions and services to build our digital footprint. In line with the current trends, all the solutions will be hosted on cloud platforms, which will offer enhanced security, improved collaboration, accessibility, agility, ease of maintenance and scalability.

### SOME OF THE MAJOR SOLUTIONS BEING IMPLEMENTED ARE -

- SAP's flagship ERP Solution **SAP S4 HANA** as the Digital Core
- Ariba from SAP for Procurement and Supplier Life Cycle
- Success Factors from SAP for Human Resources Management
- SFDC with Zoxima for Customer Relationship Management and Dealer Management Portal
- Autoplant for Truck Management and Logistics
- Optimizer Solution for sourcing, route planning and optimizing distribution
- Happay for Expense Management System







Production Planning (PP Module) team interacting with E&Y to understand the process for faster and more informed business decisions

## GETTING STARTED

The first step into our journey began with Business Process Reengineering (BPR) exercise involving process identification workshops to review our existing business processes and practices (AS-IS state), understand the pain points and limitations in our current processes to identify the potential areas of improvement.

The TO BE processes were created with the business stakeholders through design thinking workshops to simplify the processes and tune them to align with the best industry practices. The Standard Operating Procedures (SOPs) were documented based on the TO BE processes and Business Blue Prints (BBP) have been developed for the technological solutions.







HRMS (SF) team of business interacting with E&Y to understand the process to remain competitive and developing ability to harness real-time business requirements

Change Management Workshops were conducted across all functions to ensure that the employees are aligned with the new processes and solutions.







**Business team understanding solution capabilities in integrated scenario of business processes and visualizing the promise as part of the transformation efforts**

All the key process across business value chain will be mobile enabled using SAP Fiori and other best in class solutions to help the key stake holders with faster approvals, real time actionable updates and analytical reporting.





## PROJECT PARIVARTAN



All the key process across business value chain will be mobile enabled using SAP Fiori and other best in class solutions to help the key stake holders with faster approvals, real time actionable updates and analytical reporting.



Business IT team assessing the support requirements for SAP implementation as well as system sustenance planning POST GO LIVE





## PROJECT PARIVARTAN



Sales & Distribution team (SD Module) exploring for additional benefits to customers with our combined business knowledge and technical capabilities as with digitalization our customers will be able to act faster and in real time therefore increased levels of success

## WHERE WE STAND AS OF TODAY?

Project Parivartan is at an advanced stage of implementation. Business Process Owners (BPO) have been identified from each business function to give their valuable inputs in the BPR and drive the project and technological solutions across their business functions. The BPOs are ably assisted by Core Team Members (CTM) from each function to implement the solutions and act as agents of change.



Plant Maintenance team (PM Module) interacting with E&Y to understand the maintenance process of SAP system



## PROJECT PARIVARTAN



The BPOs and CTMs have been dedicatedly working on the project for over nine months along with teams from EY and solution providers. The BPR and SOPs across all the tracks have been completed and signed off in consultation with the functional heads. BBPs also have been completed and the technological solutions are at an advanced stage of development and integration.

“Train the Trainer” concept has been adopted wherein the BPOs and CTMs also train the end users across the organization and help in reaching out to all the users at different locations. The solutions are at an advanced stage of development and integration.

About 90 people belonging to BPO and CTM teams and respective teams of EY and solution providers are presently working for long hours at Ranavav to ensure timely completion and quality work. The administration and HR teams have made excellent arrangements for hosting such a large team for about two months.

The User Acceptance Testing of the ERP and solutions in progress and the end-to-end integration is expected to be completed and tested shortly. Cut-over strategy is being finalised and system black out is being planned to ensure minimal disruption at the time of going live with the new systems.

Going forwards, we are confident of onboarding the all new digital transformation journey fully prepared and taking with us all our stakeholders concerned. At the end of the day, passion, purpose and people will always be at the core of business operations, whether it is in the process of product development, service delivery, talent management or customer interaction.



**FICO team understanding extracting S4 HANA's real-time capabilities to power the business processes and exploring simplified management of transactional data that is conducive to business evolution**



## PROJECT PARIVARTAN



Procurement team (MM Module) interacting with E&Y to understand the process and business scenarios to maximise the business benefits in real time, integrated environment

## EXPECTED BENEFITS FROM PROJECT PARIVARTAN

The solutions mentioned above will be integrated with SAP S4 HANA and other solutions to ensure a seamless experience.

Some of the major benefits that are expected to flow out of the project are:

- Adoption of best practices and process harmonisation
- Future ready reengineered processes
- System based process execution
- Stronger resources management and production planning
- Unlocking of efficiencies in all the processes
- Transparency and reduction in efforts
- Better customer experience
- Minimal human intervention
- Enhanced real time data collection
- Data analytics and data driven insights for better decision making
- KPIs and dashboards for better monitoring



## PROJECT PARIVARTAN



These benefits will translate into lower costs, customer empowerment leading to better relationships, better decision making and improvement in employee productivity, distribution and warehousing strategies etc.



Team - Project Parivartan



**PROJECT PARIVARTAN****FROM THE DESK OF PROJECT LEADER**

**MR. RAKESH MEHTA, CHIEF FINANCIAL OFFICER,  
CORPORATE OFFICE, MUMBAI**

**Looking Forward to the Dawn of an Exciting New Digital Tomorrow**

Project Parivartan marks our organization's digital business transformation strategy to improve our end to end process flows with a view to bring in simplicity, automation and transparency. It has given us the opportunity to revisit all our legacy processes and inculcate the change management in the employees.

It involves integration of technology into every aspect of business, be it customer relationships, vendor management, supply chain, people development or managing finances. The entire suite of digital solutions will enable our organisation to reap several benefits. All this has been possible with the dedication of the Parivartan team members and support from the respective functional heads as well as teams of EY and all solution providers.

This is just the beginning of our efforts and we have a long journey to undertake.





## PROJECT PARIVARTAN



### FROM THE DESK OF PROJECT MANAGER



**MR. RAJIV KUMAR SINGH,  
GENERAL MANAGER-TECHNICAL SERVICES,  
CORPORATE OFFICE, MUMBAI**

In view to have agile business process and value addition to the stake holders, Saurashtra Cement Limited and Gujarat Sidhee Cement Limited have considered digitalization of the entire business processes and finally rolled out a project, named “Project Parivartan”.

The core implementation team of Project Parivartan has also taken this as a challenge, as this was entirely new to the team but it is overwhelming to see that the team has put in their efforts to ensure the best practices mapping in the system of their respective processes.

The leadership has also shown their commitment throughout the digital transformation journey and ensured all possible support to the core team to establish smooth transformations to successfully GO LIVE.

Also, for better change management, digitalization needs to be assimilated in our business culture, therefore complete training of end users at organization level is essential to be successful.

Furthermore, the team is still working in close coordination with our implementation partner (E&Y) for making it a great success.





## MR. AND MRS. MAHENDRA MEHTA AT THE DIWALI CELEBRATIONS HOSTED BY THE PRESIDENT OF UGANDA



L-R: Mr. M.N. Mehta, Chairman, H.E. The President of Uganda - Gen. Yoweri Kaguta Museveni and Mrs. Sunayana Mehta, Director-SCOUL

The President of Uganda Gen. Yoweri Kaguta Museveni hosted the Annual Diwali function at State House on December 15, 2021. Unlike the usual celebration, the number of invitees this year was restricted owing to the Covid protocols though it is indeed a matter of pride that amongst the guest, our Hon'ble Chairman – Mr. M. N. Mehta and Director – Mrs. Sunayana Mehta found a prominent place.

The Chairman of the Indian Association of Uganda invited the Indian Business Fraternity and at the event, the President assured the Indian Business Fraternity of his complete support to the Indian businesses in Uganda and he also went ahead to invite other Indians to invest in Uganda.

### DIWALI CELEBRATIONS AT SCOU, LUGAZI, UGANDA

Due to COVID restrictions, the Diwali celebrations this year in Uganda were as per the protocols laid down by the government of Uganda. Only senior management members were allowed to attend the functions with strict compliance of social distancing, hand sanitizing and wearing masks.

Our Chairman, Mr. M.N. Mehta greeted the Mehta Parivar on the occasion of Diwali. In his speech, he mentioned the contributions of Mr. S.C. Sharma, Regional Director, SCOU, Uganda, for the new COGEN factory recently installed in Lugazi. He congratulated all members of SCOU for highest sugar production, sales, distillery production and sales, carbon-dioxide production and sales and successful Cogen Plant installation and export of Power.







L-R: Mrs. Sunayana Mehta, Mr. & Mrs. Ranvir Khatau, Mr. Mahendra Mehta and Mr. Hemnabh Khatau performing Aarti during Diwali Puja at SCOUL, Uganda







**Mr. M.N. Mehta and Mr. Hemnabh Khatau writing in the new Accounts Books**

New account books were kept and puja was done over the books to invoke Goddess Saraswati, Goddess Lakshmi and Lord Ganesha's blessings signifying the start of the new financial year according to Hindu calendar. All the group companies' Chief Executives and representatives performed puja on the account books and opened up new accounts for the New Year.







Mr. & Mrs. M.D. Hegde perform Aarti during Diwali Puja

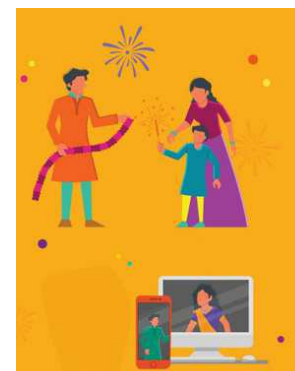
## CELEBRATING DIWALI THE VIRTUAL WAY

As one of the biggest and the most auspicious festivals in India, Diwali has a huge significance as far as workplace celebrations go. Most companies decorate the office and distribute sweets and gifts to the employees, which we too did, but with a difference, thanks to the ongoing pandemic!

But as they say – Necessity is the mother of all inventions! So this year, to keep up with the spirit of celebrations, we organized ‘Virtual Diwali Contest’ with a number of activities, which included two categories -

“DIWALI FOR YOU IS...” and

“BEST RANGOLI WITH DIYA DECORATIONS”





We received a number of entries for both the categories. Mr. Sanjay Malkar, DGM-Logistics, Mr. Manoj Wadhvani, Senior Executive, MD's Office and Ms. Manisha Naidu, Manager-HR evaluated the winners.



### WINNER FOR THE BEST RANGOLI (MR. A. P. RAO)



Mr. A.P. Rao, Sr. Manager-Legal receiving gift from  
Mr. V.R. Mohnot, CFO & Company Secretary and  
Mr. Prakash Kunte, Director-HR

### BEST WRITE - UP

#### MY DIWALI WITH LOTS OF CHILDHOOD MEMORIES

by Mr. Nayan Daftary, Manager-Accounts

It is that time of the year again. The time when there is a nip in the air, lights in the neighbourhood, a sparkle in everybody's eyes and the summer has finally given way to the Festival of Lights. The silky sunshine and its warmth only add up to the festive spirit.

Diwali means a lot of different things to different people, but one thing that everybody can relate to when we talk about the festival is memories. We all have very special memories tucked away in a corner of our hearts which make us smile every time we think of them.



### Here are our few Diwali memories we had as kids which we still cherish:

- 🪔 When moms ask us to get cleaning, it means Diwali is around the corner - Diwali cleaning was serious business and the mothers would rely on us to keep our rooms spick and span. Decorating it with colourful lanterns and diyas would soon follow.
- 🪔 The crackers drill would start weeks before Diwali.
- 🪔 Talking about crackers, remember pledging not to burst crackers in the school assembly and going to buy crackers with our dads was a big deal.
- 🪔 Diwali meant loads of holidays from school and that was the best part.
- 🪔 People visiting your home a week before the festival would mark the onset of the festivities.
- 🪔 The excitement to unwrap the gifts from relatives.
- 🪔 Getting your hands on new clothes for the festival was a really big deal.
- 🪔 The thrill to see different types of crackers colour the infinite sky cannot be described in words.
- 🪔 Secretly eating the dry fruits reserved for guests was the best feeling ever.
- 🪔 Our mothers would create beautiful rangolis whereas our contribution was usually just a simple line or two at the end, but we claimed the whole thing was ours.
- 🪔 We would gulp down sweet after sweet not caring about the number of calories.
- 🪔 Shagan from elders was an added bonus! Although we refused out of formality at first, deep down we were just too excited
- 🪔 There was never a NO for anything. The parents would finally buy that thing you were pestering them about for months. Since it was Diwali, they would never say no to anything.

**Lastly Happy Diwali & Prosperous New Year to All!**

Mr. Nayan Daftary, Manager - Accounts receiving the award from  
Mr. Prakash Kunte, Director - HR





## GROUP PARTY WITH SWACHH SIDHEEGRAM CAMPAIGN



The Ladies Club of the Sidhee Recreation Club ensured that their monthly party in October was with a purpose. All the games, dance, songs and drama were based on the Swachh Sidheegram Campaign as part of the initiative of Swachh Bharat Abhiyan by the Government of India.

Scrumptious food added to the excitement of all those present.

### MRS. NARINDER KAUR GILOTRA'S VISIT TO SIDHEE LADIES CLUB AND SCL LADIES CLUB

Mrs. Narinder Kaur Gilotra, wife of our Managing Director Mr. M. S. Gilotra visited Sidhee Ladies Club during the visit of Sidheegram. Members of Sidhee Ladies Club went all out to welcome her with a host of special activities that included a special skit, dance, games and an evening filled with songs.

A high tea was organised for her along with the other members and the day ended with prize distribution for the winners of the games played during the day.







Mrs. Ira Singh, wife of Mr. Narendra Singh, Director-Works, SCL, welcoming Mrs. Gilotra

During visit to SCL, Ranavav, Mrs. Gilotra was the Chief Guest for the get-together function organized by Saurashtra Cement Ladies Club. Mrs. Gilotra appreciated the activities being done by SCL Ladies Club.

### CHRISTMAS CELEBRATION BY SIDHEE LADIES CLUB

The Christmas celebration at the Sidhee Ladies Club was filled with a host of games and cultural events. Fun-filled activities made the day special and adding to the flavour was the high tea enjoyed by each one present.





## CHRISTMAS CELEBRATIONS AT SCOUL, UGANDA



SCOUL Sales and Marketing staff Mr. Lutajani Kemisi distributed sweets in the local community wearing a Santa Claus costume, singing and dancing to entertain the children in the community living around the Sugar and Cable factory in Lugazi, Uganda.

Mr. Kemisi is multi-talented - he can mimic, sing, dance and also go all out to make people laugh! He has been recently elected as the Local LC3 Mayor.





WELCOME  
2022**BIDDING ADIEU TO 2021 AND  
WELCOMING 2022 AT SCL, RANAVAV**

Bidding adieu to 2021, the team at Ranavav brought in 2022 with a lot of fanfare. The Officer's Club members and their families ensured that that the evening was well spent amidst good food, music and dance.

Mrs. Ira Singh, President of Ladies Club took the lead cutting a delicious cake to welcome 2022 while her husband Mr. Narendra Singh, Director-Works extended his best wishes to everyone associated with The Mehta Group.

**FRIENDLY CRICKET MATCH WITH SUTRAPADA POLICE TEAM**

A friendly Cricket Match between Team Sidhee and Team Sutrapada Police was organized with an objective to strengthen coordination between Company and Local Police body. Mr. Ajitsinh Herma, Police Sub Inspector of Sutrapada Police Team came with his team to Sidheeagram and Mr. Dinesh Randad, Director-Works welcomed the Police team and inaugurated the Cricket Match.





## FREE EYE-CAMP AT MEHTA HOSPITAL, SCOUL, KAMPALA, UGANDA



Eye Tests being performed by Dr. Rehan Khan and his team at the ASG Eye Hospital, Kampala, Uganda

Mehta Hospital in collaboration with ASG Eye Hospital, Kampala, Uganda organized FREE EYE CHECK-UP camp on December 05, 2021.

The ASG Team performed Refractive Error examination by computerized Auto Refractometer, Retino/Fundoscopy. ASG Eye Hospital Head Dr. Rehan Khan led the team of other experts in rendering specialized services to employees and family members of The Mehta Group in Lugazi, Uganda.

**Total number of beneficiaries - 102**



## CELEBRATING FOUNDER'S 135TH BIRTH ANNIVERSARY AT ARYA KANYA GURUKUL, PORBANDER



Invoking the blessings of our founding father – Raj Ratna Shreshthi, Shri Nanjibhai Kalidas Mehta and all the Hon'ble Trustees of Arya Kanya Vidyalaya Trust, the inmates of Arya Kanya Gurukul, the students of Gurukul Mahila Arts & Commerce College, Arya Kanya Gurukul-Gujarati Medium (both residential & day-school), Arya Kanya Gurukul-English medium paid homage to Pujya Bapuji on December 05, 2021.

The celebration began with welcoming the recently appointed Principal Ms. Vandana Sharma as Chief-Guest of the occasion. The Gurukul students led the procession to the sound of the beating drums and escorted her to the stage specially prepared for the occasion. Ms. Vandana Sharma was accompanied by Principal & Honorary Provost Dr. Anupam Nagar, Principal Dr. Ranjana Majithia and the Registrar Shri Amit Bhatt.

AKG students leading the Chief Guest and dignitaries to the venue of the flag hoisting ceremony







First Row: Dr.Ketki Pandya (Associate Professor of English, GMC), Ms.Vandana Sharma (Principal, AKG-English Medium) and Dr. Ranjana Majithia (Principal, AKG-Gujarati Medium)

Second Row: Dr.Anupam R. Nagar (Honorary Provost-AKG & Principal-GMC) & Shri Amit Bhatt (Registrar-AKG)

In keeping with the illustrious 85 years old tradition, Ms. Vandana Sharma unfurled the OM flag and everyone gathered paid their musical salutations with great joy and fervor. This was followed by Ms. Sharma's speech who rightly emphasized upon the importance of studying in a Gurukul wherein the approach is not mere integrated learning but also learning by doing.



### OUTSTANDING ACHIEVEMENT OF MS. PAYAL BHOLA

Ms. Payal G. Bhola, daughter of our Sr. Manager-Environment & Horticulture, Mr. G.S. Bhola cleared NEET Examination-2021 with an outstanding result securing 665 marks out of a total 720 marks with 99.80 percentile in NEET Examination 2021. She has also secured 114 marks out of 120 in the GUJCET exam with 99.92 percentile.

**Sidhee Parivar feels proud of the achievements of Ms. Payal. Congratulations to the proud parents and family of Ms. Payal too!**



## “EXCELLENCE AWARDS” AND “SNEH MILAN SAMAROH 2021”



Mr. Randhir Singh, Director-Marketing and Sales along with the Excellence Award winners of Rajkot Region

“Excellence Awards” and “Sneh Milan Samaroh 2021” is an Annual Event organized to award top performing dealers under Overall Sales, Sales Growth and PPC sales category. The top performers amongst the Market Organizers are also awarded for their overall network performance.

In addition, annual incentive is distributed to all invited dealers recognising their contribution in Company’s business performance.

The event was organized in Junagadh, Rajkot, Bhavnagar and Ahmedabad between October 27 and November 03, 2021 and was attended by around 650 Dealers and 60 Market Organizers. 84 Dealers and Market Organizers received the awards. The event provided opportunity to the network to share their feedback and suggestions with Company officials.



Mr. Randhir Singh along with the Excellence Award winners of Junagadh Region





Mr. Dharmesh Trivedi, Sr. Vice President - Sales gifting prizes to dealers of Bhavnagar Region



Mr. Randhir Singh addressing Market Organisers at Sneh Milan Samaroh at Ahmedabad





Dealers enjoying Live Orchestra in the Award function

# Snowcem

## P A I N T S

A special session was held wherein Marketing activities conducted by the Company during the year were presented to the network. Company's new venture and acquisition of "Snowcem Paints" leading to Company having pan India footprint with a new product category was highlighted as a crisp induction.

During the event, a separate meeting of Market Organizers and Key Canvassing Agents of the region was held with Director – Marketing and Sales, respective Regional Heads, Accounts Head and Mr Dharmesh Trivedi to have a quick feedback and brainstorming session.



TRUE COLOURS OF LIFE





Mr. Shailabh Sharma briefing network on marketing activities

Musical entertainment program as well as Fun Games were arranged for the participants which was thoroughly enjoyed by the network as a Mehta Group Parivar.

The event was organized under strict adherence to Covid Protocols ensured by marketing team led by Mr. Shailabh Sharma, Dy. General Manager (Marketing) along with respective Regional Head and Sales Officers. It was heartening to note that all attendees were safe and in good health post the event.

All the events were extremely successful with network getting energized and motivated.





## NAVRATRI CELEBRATION AT MARKETING OFFICES



Mr. Randhir Singh and his team posing during the Navratri celebration at Ahmedabad

The festival of Navratri was well celebrated across all our offices in Gujarat.

Besides playing Garba within the office premises, the team enjoyed a scrumptious snack team leading to fun and team bonding.



## DIWALI PUJA AT CENTRAL MARKETING OFFICE (CMO)

On Dhanteras, as per traditional ritual every year, we performed Lakshmi Puja at CMO. With chants of shlokas by the Priest, a spiritual environment got created in the office. All employees prayed to Goddess Lakshmi for success & prosperity of Company in the coming year.

Both the celebrations were appreciated by entire team and was well organized by Administration team led by Ms. Bunty Raval and Mr. Omprakash Kahar.



## SCL - PAINT DIVISION: ON THE PATH OF PROGRESS AND GROWTH



Paint Division has gradually started promotions of Snowcem Paints on all fronts with major emphasis on Channel Partners and Painters fraternity.

Attractive schemes in the name of “Gold Rush” and “Diwali Ke Baad Bhi Diwali” respectively were launched for both the segments which were used by Sales Team as a sales tool to attract dealers and painters towards Snowcem brand for developing the business.

The scheme was well received by dealers and painters and helped Company to make inroads into targeted markets.







Snowcem Paints has been marketed with various digital posts on social media platform. Posters, Danglers, Boards and Wall Painting at Dealer's point strengthened visibility at "Moment of Truth" for consumers. Distribution of freebies and festival gifts to network helped relationship building.

With such activities, brand name 'Snowcem' has started making noise in market on a positive note and leading to gaining confidence of network, consumers and influencers, which shall keep on increasing in coming times.

## NEW JOINEES AT MARKETING OFFICES

- |                                       |                                     |
|---------------------------------------|-------------------------------------|
| ■ <b>Mr. Sanket Muljibhai Vaghela</b> | <b>Technical Officer, Bhavnagar</b> |
| ■ <b>Mr. Apurva Patel</b>             | <b>Sales Officer, Ahmedabad</b>     |
| ■ <b>Mr. Pradeep Vishwakarma</b>      | <b>Sales Officer, Himatnagar</b>    |
| ■ <b>Mr. Tirth Raval</b>              | <b>Sales Officer, Nadiad</b>        |
| ■ <b>Mr. Divyam Suthar</b>            | <b>Sales Officer, Surendranagar</b> |



## FIVE STAR RATING AWARDED TO ADITYANA LIMESTONE, MARL MINE AND GSCL LIMESTONE MINES BY MINISTRY OF MINES UNDER SUSTAINABLE DEVELOPMENT FRAMEWORK



**Mr. Dinesh Randad, Director-Works and Mr. Rajeev Ranjan Singh, General Manager-Mines, GSCL, receiving the award on behalf of GSCL from Mr. Pralhad Joshi, Hon. Union Minister for Coal, Mines and Parliamentary Affairs, Government of India**

A 'Star Rating' system has been instituted by the Ministry of Mines through Indian Bureau of Mines (IBM) to award Star Rating to the mining leases for their efforts and initiatives taken for implementation of the Sustainable Development Framework (SDF).

Rating of one to five stars are awarded to the Mines by IBM. Based on the parameters set, Adityana Limestone, Marl Mine and GSCL Limestone Mines filed the evaluation template for Star Rating of Mines for the years 2017-18 and 2018-19. The confirmation of Star Rating is given by data verification and inspection by IBM official.

Post the evaluation, all the three Mines mentioned above were awarded a Five STAR Mine by Shri Pralhad Joshi, Hon. Union Minister of Parliamentary Affairs, Coal and Mines of India. This was done at the 5th National Conclave on Mines & Minerals on November 23, 2021 at New Delhi organised by Ministry of Mines.





**Mr. Narendra Singh, Director (Works), SCL and Mr. P.K. Deshpande, Sr. General Manager (Mines), SCL, received the award on behalf of SCL from Mr. Pralhad Joshi, the Hon. Union Minister for Coal, Mines and Parliamentary Affairs, Government of India**

Expressing happiness on receiving the award, Mr. Dinesh Randad, Director-Works, GSCL, said, "Sustainability is not new to GSCL. It is seeded in our principles and values. Sustainable Mining demands the judicious use of technology at each stage of the Mine's life. Our current focus is on digitalization and smart solutions aimed at creating a sustainable future for our stakeholders. This award is a testimony to our Sustainable Mining practices."

## FIMI ENVIRONMENT AWARD TO ADITYANA LIMESTONE AND MARL MINE BY MINISTRY OF MINES, GOVERNMENT OF INDIA



Federation of Indian Mineral Industries announced “FIMI Awards 2020-21” (ten awards in five categories) in order to recognize the efforts of Mines in India engaged in adopting Sustainable Mining practices and contributing to socio-economic development of the communities and motivating others to adopt similar or better practices.

FIMI Awards were instituted in the year 1990-91 with the support of Ministry of Mines and MOEFCC. These awards are conferred annually by the Hon’ble Minister of Mines, Government of India and have unique recognition at national and international level.

We are indeed proud to share that Adityana Limestone & Marl Mine have been selected for FIMI Award 2020-21 for Gem Granites Environment Award for our efforts towards environmental protection and management.

The award was presented by Hon’ble Minister of Mines, Government of India during the 55th Annual General Meeting (AGM) of FIMI at FIMI House, New Delhi.



## APEX INDIA GREEN LEAF AWARD 2020 FOR ENVIRONMENT EXCELLENCE



We are indeed happy to share that recently Gujarat Sidhee Cement Limited (GSCL) won the Environment Excellence Award 2020 in Platinum category of the Apex India Green Leaf Award 2020. Held at Hotel Novotel Resort in Goa on November 25, 2021, the award was presented to the Company in the august gathering of dignitaries like Mr. Manoj Tiwari, MP and President of Delhi BJP, Major General Retired and Defense Advisor Mr. P. K. Singh and Mr. Kuldip Singh, Chairman, Apex Foundation. On behalf of GSCL, Mr. G. S. Bhola, Sr. Manager-Environment received the award.

## EXCEED AWARD 2021 BY GSCL FOR ENVIRONMENT PRESERVATION



GSCL bagged Exceed Award 2021 in Platinum category for outstanding efforts for preservation of environment and pollution control. The New Delhi based NGO “Sustainable Development Foundation” (A unit of Ek Kaam Desh Ke Naam), non-government organization working for social upliftment since 2007 organized the event on October 8, 2021 at Dehradun, Uttarakhand.



Hon'ble Shri Pushkar Singh Dhami, Chief Minister of Uttarakhand, Hon'ble Shri Harak Singh Rawat, Minister of Forest & Environment, Government of Uttarakhand and Mr. Rajiv Babbar, President, EKDKN presented the awards.



### ACHIEVER OF THE MONTH

We would like to congratulate and express our gratitude to Mr. Sanjay Chouhan, Deputy Manager-Instrumentation, GSCL, for his exemplary work. His efforts and out-of-the-box thinking have led to maximizing output by constant kiln feed without interruption.



## SCOUL - DISTILLERY PRODUCTION ACHIEVEMENT

Sugar Corporation of Uganda Limited (SCOUL), Lugazi, Uganda, established a State-of-Art Technology Distillery plant of converting Molasses to Extra Neutral Alcohol (ENA) and Industrial Alcohol (IA) in the year 2012 with a capacity of 35,000 litres per day.



In the Centre: Dy. C.E.(Finance) Mr. M.D. Hegde and General Manager-Distillery Mr. Vedprakash Singh with all the employees of the Distillery plant



In the year 2021, SCOUL Distillery did a record production of 14.361 million litres of ENA – which is the highest production since inception. The management of The Mehta Group congratulates the Distillery employees for its highest production and sales.

### SCOUL - HIGHEST SANITIZER SALES



Mrs. Sunayana Mehta takes a tour to the Sanitizer Plant along with her granddaughter, Ms. Jahnavi Mehta.

As COVID-19 pandemic set in, SCOUL in the interest of people of Uganda started producing Sanitizers in April 2020 with pure Extra Neutral Alcohol which is the raw material for making Portable Alcohol. SCOUL Sanitizers were sold to Uganda National Medical Centers and all major hospitals. Its quality was well appreciated by National Medical Stores and Hospitals.

The SCOUL team also recorded the highest Sanitizer sales in 2021. We take this opportunity to congratulate all the employees of the Sanitizer Plant.



## SCOUL - NEW CRUSHING SEASON



Sugar Corporation of Uganda Limited, Lugazi, Uganda after successful completion of its annual shutdown in September-October 2021, restarted its sugarcane crushing.

A Bishop and Clergy from Lugazi Church and Imam from Lugazi Mosque were invited for prayers prior to the commencement. They conducted religious prayers along with our Priest and Sanskrit Scholar Dikul Daveji post which Mr. Anil Shah, Chief Executive began the new crushing season.

Mr. Shah was accompanied by Mr. M.D. Hegde, Dy. Chief Executive (Finance), Mr. Vijay Dongare, Dy. Chief Executive-Project and other senior management officials.



## INSTALLATION OF 1100 K BIO-DIGESTER AT SCOUL



During the recent shutdown, Sugar Corporation of Uganda Limited successfully installed and commissioned a Digester to handle its molasses. It is an 1100 KL Digester which will store molasses for our distillery operations.

## SCOUL ON A RECORD BREAKING SPREE!

Sugar Corporation of Uganda Limited (SCOUL) recorded the highest Sugar sales in the year 2021. SCOUL sold 117,191.45 tons of Lugazi Sugar in the year 2021.

Out of this sales, 29% was to export markets like Kenya, Tanzania, Sudan and Congo.

## SCOUL - HIGHEST SUGAR SALES



Lugazi Sugar Packs



The achievement can be well contributed to the marketing initiatives by the SCOUL sales team where strategies like Route Sales in Kampala markets and door delivery of sugar to wholesalers and institutions was carried out.

## SCOUL - PRODUCTION ACHIEVEMENT



Sugar Corporation of Uganda Limited (SCOUL) achieved a milestone in cane crushing and sugar production in the year 2021. The total sugarcane crushed by SCOUL in 2021 was 1,39,097 MTs against 1,277,280 MTs of sugarcane crushed in the year 2020. The total sugar produced in the year 2021 was 108,172 MTs as against 96,060 MTs in 2020.

This cane crushing and sugar production is the highest ever in the history of Sugar Corporation since inception. For the year 2022, we have budgeted a gross 1,460,000 MTs of sugar crushing and 117,150 MTs of sugar production.

The Cogeneration plant exported 52,785 MW power to the National Grid, after successful commissioning in July upto December 2021.

The management of Sugar Corporation of Uganda Limited congratulates the entire factory team for the record breaking achievement and wishes good luck for the year 2022.

## SCOUL PLANTATION - KAYUNGA ESTATE

Sugar Corporation of Uganda Limited, (SCOUL), Lugazi, Uganda plantation team had a good year in 2021. The plantation team harvested and supplied 448,223 MTs of sugarcane from its nucleus estate and 194,793 MTs of sugarcane from its Kayunga Estate. SCOUL's plantation team also achieved an average yield of 107 tons per Ha in its nucleus estate and 118 tons per Ha from its Kayunga Estate. This has been the best yield ever achieved in the last 30 years.





Photo Courtesy: Mr. Lutajani Kemisi, Asst. Manager-Sales, SCOUL

The Outgrowers Department has supplied 746,390 MTs of sugarcane this year, against the cane supply of 614,467 MTs during 2020. The contribution of the outgrowers team is about 54% of the total cane supplied to the factory. The Outgrowers Department has achieved an all-time record crush with highest yield of 95 tons in 2021.

The management of SCOUL wishes the plantation team and the outgrowers team a great success and applauds its success in record breaking cane supplies.

### SCOUL CO<sub>2</sub> PRODUCTION ACHIEVEMENT

The SCOUL Carbon Dioxide plant did a record production of 3258.847 tons against last year's production of 2223.115 tons. Earlier the highest production was in the year 2017 when we produced 2407 tons.

The Mehta Group Management congratulates SCOUL CO<sub>2</sub> team for the milestone achievement.





## CSR ACTIVITY AT SCOUL



Mr. L. Kemisi distributing Lugazi Sugar to Lugazi community

Mr. Lutajani Kemisi, Asst. Manager-Sales distributed Lugazi Sugar along with other food materials to help those in need in the Lugazi community. It was indeed humbling for us to have the community accept our contribution.

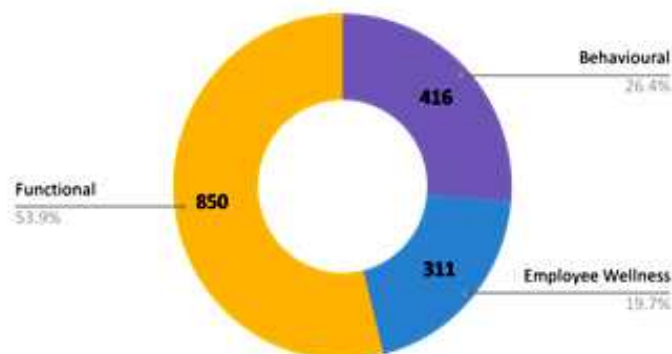
## OBITUARY



With profound grief and deep sorrow, we inform you about the sad demise of Mr. Jayant Narayan Godbole, Independent Director on the Board of Saurashtra Cement Limited. Mr. Godbole passed away on January 04, 2022. He was 77 years old.

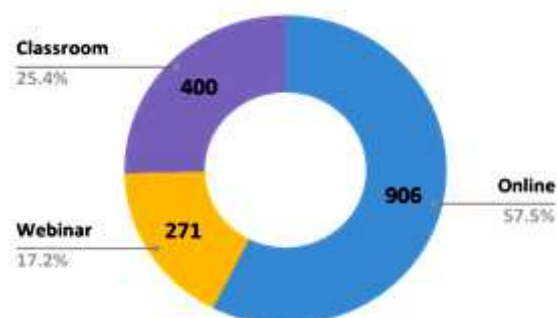
Mr. Jayant N. Godbole was appointed as Director on the Board of the Company from April 2008. In September 2014, he was appointed as an Independent Director of the Company to hold office for five consecutive years for a term up to March 31, 2019 post which he was reappointed as Independent Director from April 1, 2019 till March 31, 2024. Thus, he was with Saurashtra Cement Limited for six years as Director and eight years as Independent Director.

## TRAINING AND DEVELOPMENT 2021



The ongoing commitment to employee development by The Mehta Group saw a record number of training sessions being completed with a huge participation from everyone across the organisation.

For the year 2021, from January to December 2021, 1577 training sessions were carried out covering 5750 total hours covering 597 employees.

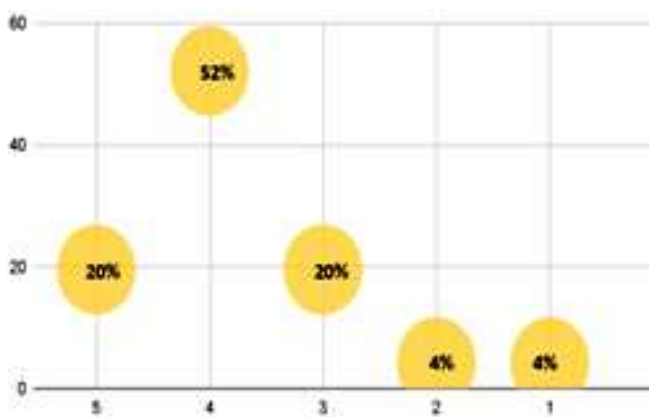


Apart from workshops on skill development, we are proud to share that we also undertook a host of behavioural training workshops. The aim behind these workshops has been to equip the participating employees with the right tools, incentives and learning platform. The employee wellness programs instil health awareness and lifestyle skills.

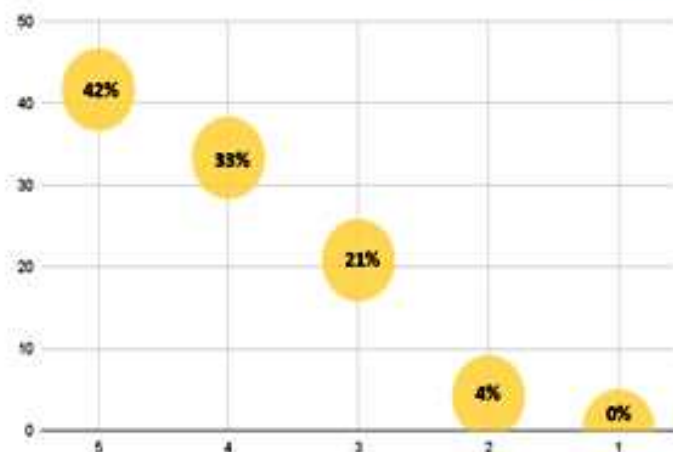
Keeping the changing dynamics in mind where training has changed dramatically with the distinctive rise of e-learning on digital platforms, we also had a host of e-learning workshops.

A survey was conducted to gain insight into transfer of learning on the job and training effectiveness. The results were quite encouraging.

### Functional training effectiveness in Likert scale of 1 to 5



### % of trainings employees found useful related to their roles





## GAMIFICATION - A NEW MODE OF LEARNING!

### Expressive

Make associations, Use visual aids, Stay on point, Express complexity, Support brainstorming

### Diamonds:

Communication, Decision making, Strategising, Prioritise information, Create and test scenarios

### Replica:

communicate with intent, Descriptive feedback, Ask critical questions, Paraphrase to validate

## GAMIFICATION & BUSINESS SIMULATION -A WAY FORWARD!

Desert Survival, Arctic survival, Ocean Survival

Decision Making, Negotiation, Influencing skills, Analytical

Escape the jungle, Escape the tomb:

Teamwork, Problem solving, Effective communication, Creative thinking, Left brain - right brain engagement

### Pixstory:

Active communication, Keeping open mind, Strategising, See different perspectives

Learning with fun has showed noteworthy results when we introduced a new mode of training called Gamification. The survey revealed that the learning curve was sharp enough and employee participation was very high.

## NEW MINES MAINTENANCE VAN FOR HEAVY EARTH MOVERS AT SCL, RANAVAV



SCL Works has procured a new maintenance van with auxiliary equipment like Air Compressor, Pneumatic Greasing Pump and Single Phase Welding Machine with DG Set for welding works. The same will be used for repairing heavy vehicles in remote locations, diesel distribution system for fuel filling in heavy vehicles, lubricating oil filling system and working bench wise with all tools and tackles. The van is equipped with all latest safety features as per DGMS guidelines like retro reflective tapes on all sides, rear view camera with monitor, audio visual reverse alarm of IP 67 type, blind spot mirrors, automatic fire detection and suppression system (AFDSS).

## NEW JOINEES IN THE MEHTA GROUP OF COMPANIES

### SCOUL, Lugazi, Uganda

- **Mr. Punit Malik** Executive Asst. to Chairman
- **Mr. Saurabh Dwivedi** Centrifugal Fitter
- **Mr. Milan Bharatbhai Dudhat** Store-in-Charge

### Cable Corporation Ltd, Lugazi, Uganda

- **Mr. Avadhesh Kumar** Manager-Quality Control.

### GSCL, Sidheegram, Gujarat

- **Mr. Naveen Kumar** Deputy Manager – E&I
- **Mr. Mahesh Kumar Rawat** Sr. Engineer-Mechanical
- **Mr. Narendra Singh** Jr. Officer-Logistics

### SCL, Ranavav, Gujarat

- **Mr. Sandipkumar Bhupatbhai Vaghasiya** Engineer (Process)
- **Mr. Nitinkumar Ambalal Patel** Assistant Manager (Q.C.)
- **Mr. Mahipat Bhurabhai Kanzariya** Officer (Stores)
- **Mr. Rajkumar Dilipbhai Dudharejiya** Senior Officer (I.T.)
- **Mr. Jaydevsinh Gambhirsinh Zala** Officer (Purchase)
- **Mr. Paresh Prabhudasbhai Panara** Senior Engineer (Instrumentation)
- **Mr. Kailash Gulabchand Patel** Asst. Manager(Mechanical)
- **Mr. Ashish Sureshbhai Karathiya** G.E.T.(Mines)

### Marketing Offices

- **Mr. Ajay Goud** Deputy Manager-Marketing, Mumbai
- **Mr. Amir** QC Executive, Gotan Factory, Gotan, Rajasthan
- **Mr. Vinit Jawdekar** Territory Sales Manager, Pune
- **Mr. Rajendra Parida** Territory Sales Manager, Bhubaneshwar, Orissa
- **Mr. Satish Paliwal** Production Officer, Gotan, Rajasthan
- **Mr. Akshay Shende** Procurement Executive, Mumbai



# WE WISH ALL OUR READERS 'A VERY HAPPY & PROSPEROUS NEW YEAR'

## A few of the reviews we received for Gajgamani

We like it when someone pats our back!



Got the latest edition of Gajgamani. Read it from cover to cover and it has been edited and picturized in a very impressive manner. I must personally congratulate you and appreciate the efforts made by your team in compilation of this edition of the magazine.

Mr. Suresh B., HOD (Outgrowers), SCOUL, Uganda

This magazine is very nicely penned. The magazine is designed in such a way that covers all locations giving a look into different occasions and festivals. Feels like we are watching the festivals and being a part of the occasion. You have given us a glimpse of our beloved Chairman and his family from close quarters. Even though we are miles apart from them, yet you made it possible for us to see them closely and be a part in their lives.

I also love the write-up of different employees. You have given us a platform to showcase our views, our ideas and our imaginations beautifully combined in a magazine. I appreciate the trouble taken by you in finding out small occasions happening in The Mehta Group families and showing them to us. In all, I would say it is a wonderful magazine made with love, much care and lots of patience in getting everything together. I always look forward for the next magazine eagerly.

All the best to you and your team.

Ms. Priscilla Nazareth, Sr. Officer-Accounts, Corporate Office, Mumbai

Laughter  
is the best  
medicine

My daughter needs everything to be in order. Often, we jokingly tell her that she has obsessive compulsive order (OCD). Once when she was playing with her small niece, she observed that the little one was obsessively lining up her soft toys in a straight line. She turned to us and joked, "Looks like Mira too has OCD!"

Before anyone could say anything, Mira promptly butted in to correct her, saying, "Auntie, it's not OCD! It's ABCD!"

Reader's Digest



What did one  
Traffic light  
Say to the other?

Stop looking!  
I'm changing!



Why can't a leopard hide?  
Because he's always spotted.



# READER'S CORNER

A Contribution of Selected Articles from our Esteemed Readers



## COUNTERING COVID POSITIVELY

contributed by Mr. Manoj Wadhvani, Sr. Executive, Corporate Office, Mumbai

This year is finally coming to an end! Phew! What a Year!!!

We all have seen a lot and heard a lot about COVID, Delta, Omicron and we have reached a stage where it really doesn't matter now how many more viruses come our way.

For the past 2 years, we have been bombarded with news in the print and television media; negative and frightening news, explaining to us in detail where the virus came from, the names of the viruses; how many people died and how deadly it is going to be.

We have been lucky so far; people who have still not contracted COVID; people who have recovered from the deadly virus.

The way forward, I feel we can only survive with a more positive approach towards this situation.

Do all that is required to be done, so far as taking care of oneself and one's family members is concerned, but never forget the most important thing; which is to be in a positive frame of mind always, confident enough to do your duties at work and handle responsibilities at home; without being scared, yes scared and insecure is what people are but that is not going to lead us to victory over the virus.

We have to think positive, exercise, do yoga, keep ourselves busy with work, follow our hobbies, watch a movie, read books, do everything that makes you happy and takes your thoughts away from the virus.

Like it is said, God helps people who help themselves. So go ahead, help yourself, spend your time doing creative stuff, help someone, listen to music, do all that you can with all the confidence and renewed energy, God is Great, Life Is Beautiful!

The most important thing is; train your mind to think we are in post Covid era, we have left Covid Behind!





## GLOBAL WARMING

contributed by Ms. Priscilla Nazareth, Sr. Officer-Accounts, Corporate Office, Mumbai

**Warning - If we do nothing about GLOBAL WARMING, our life ahead will be doomed and our future generation will be finished.**

### What is GLOBAL WARMING?

Global warming is a gradual increase in the earth's temperature generally due to different reasons. Global warming is the long-term heating of Earth's climate system due to human activities, primarily fossil fuel burning, which increases heat-trapping greenhouse gas levels in Earth's atmosphere.

### CAUSES

As greenhouse gas emissions blanket the Earth, they trap the sun's heat. This leads to global warming and climate change. The world is now warming faster than at any point in recorded history. Generating electricity and heat by burning fossil fuels such as coal, oil, and natural gas causes a large chunk of global emissions. Most of the electricity is still produced from fossil fuels; only about a quarter comes from wind, solar, and other renewable sources. Manufacturing and industry produce emissions, mostly from burning fossil fuels to produce energy for making things like cement, iron, steel, electronics, plastics, clothes, and other goods. Mining and other industrial processes also release gases.

### EFFECTS

Warmer temperatures over time are changing weather patterns and disrupting the usual balance of nature. This poses many risks to human beings and all other forms of life on Earth. Nearly all land areas are seeing more hot days and heat waves; 2020 was one of the hottest years on record. Higher temperatures increase heat-related illnesses and can make it more difficult to work and move around. Wildfires start more easily and spread more rapidly when conditions are hotter.



## INCREASED DROUGHTS

Water is becoming scarcer in more regions. Droughts can stir destructive sand and dust storms that can move billions of tons of sand across continents. Deserts are expanding, reducing land for growing food. Many people now face the threat of not having enough water on a regular basis.

## WHAT ARE THE EFFECTS OF CLIMATE CHANGE AND GLOBAL WARMING?

Rising maximum temperatures. Rising minimum temperatures. Rising sea levels.

Higher ocean temperatures. An increase in heavy precipitation (heavy rain and hail)

Shrinking glaciers. Thawing permafrost. Climate change is already impacting human health. Changes in weather and climate patterns can put lives at risk, Dry conditions lead to more wildfires, which bring many health risks. Higher incidences of flooding can lead to the spread of waterborne diseases, injuries, and chemical hazards.

## WHAT ACTIONS CAN WE TAKE?

Everyone can help limit climate change. From the way we travel, to the electricity we use and the food we eat, we can make a difference. Start with these 10 actions to help tackle the climate crisis. Save energy at home.

Much of our electricity and heat are powered by coal, oil, and gas. Use less energy by lowering your heating and cooling, switching to LED light bulbs and energy-efficient electric appliances, washing your laundry with cold water, or hanging things to dry instead of using a dryer.

The world's roads are clogged with vehicles, most of them burning diesel or petrol. Walking or riding a bike instead of driving will reduce greenhouse gas emissions – and help your health and fitness. For longer distances, consider taking a train or bus. And carpool whenever possible.

Eating more vegetables, fruits, whole grains, legumes, nuts and seeds, and less meat and dairy, can significantly lower your environmental impact. Producing plant-based foods generally results in fewer greenhouse gas emissions and requires less energy, land, and water.







shining stars



### DR. RITU RANDAD PENS A BOOK

Congratulations to Dr. Ritu Randad, the talented daughter of Mrs. & Mr. Dinesh Randad, Director-Works, GSCL Sidheegram for her first publication - Community Health Promotion Using ICT.

**We are so proud to have an author amongst us!**



### MS. NISHA RANI APPOINTED AS BLOCK EDUCATION OFFICER

Mr. Vedprakash Singh's daughter Ms. Nisha Rani received an employment appointment letter from Hon. Chief Minister of Uttar Pradesh Shri Yogi Adityanathji, as Block Education Officer, after qualifying UPPSC exam.

She scored 152nd rank in all India, in the recently held UPPSC exams. The Mehta Group congratulates Miss Nisha Rani and her proud parents Mr. and Mrs. Vedprakash Singh.

Mr. Singh has been working in SCOUTS- Lugazi, Uganda, for the past 10 years as General Manager- Distillery.



## ART CREATED BY MR. SENTHIL KUMAR AND MS. ANANYA SENTHIL KUMAR

This work of art created by Mr. Senthil Kumar, Head-Sales & Marketing, SCOUL, Uganda, is a mix of modern and contemporary art which is painted using acrylic paints.



Like the father, the daughter too is quite talented in the field of art. In the amazing painting by, Ms. K. S. Ananya Senthil Kumar, daughter of Mr. Senthil Kumar depicts life and death and the 5 elements of life: Sun, Earth, Air, Water and Space.





**LAST ISSUE'S WINNER**

**MR. MANOJ WADHWANI,  
SR. EXECUTIVE, MD'S OFFICE, MUMBAI**

**IMPORTANCE OF  
FESTIVALS FOR A CHILD**

Well what could be important for a child during festivals?

Festivals mean different things for different people.

Here I am taking this opportunity to share with you two of my most favourite times of the year that called for super celebrations - Diwali and New Year.

# Diwali

The anxiousness to celebrate the festival started a week in advance and most of it related to the new clothes I would get!

Very early in our lives, when we were growing up, our parents taught us to abstain ourselves from buying crackers, since they are the main cause of air and noise pollution. Instead, we would make Rangoli and decorate it with Diyas and the whole house would look so bright and heavenly.

We would spend time, making a beautiful decorative lantern to hang in the balcony and would be excited thinking about the sweets and Indian snacks mummy would prepare. Usually these were then exchanged with our neighbours who would lovingly share their homemade Diwali delicacies with us too! Our Society too would make a huge Star and we would also join them in making the Star and the entire colony would look so beautiful.

Another striking memory from childhood is distributing money to those in need and buying diyas from women selling on the road instead of hopping to stores to buy them.



The New Year celebrations were always special as this was the time of the year, we as a family would plan an outstation trip. The planning for this would be done well in advance! We would suddenly be interested in school studies, do well in unit tests and our parents were well aware why we were so interested and had suddenly become so studious, since we knew the reward towards the end.

We would buy new clothes, take our swimming trunks, trekking shoes and Dad would take us to the most amazing places, which were only revealed to us on the day of the trip. We would keep guessing and dreaming about it for 3 months but he would not reveal the place.

Needless to say, with such humble salaries, our parents managed to give us everything possible, just to see a smile on our faces.

There would be two major parties, one during Christmas and the other on New Year's Eve, which we would spend dancing, wearing our beautiful clothes, singing, having delicious food, sitting at a dream location in the company of the most beautiful and loving people around us. What else we could ask God for?

Festivals will come and go, but if you have a loving family, every day is a festival.

This article really took me back to school days.

Hope you too enjoyed reading it.





A SPECIAL STORY FOR OUR YOUNG READERS



## TWO FROGS WITH THE SAME PROBLEM

Once, a group of frogs was roaming around the forest in search of water. Suddenly, two frogs in the group accidentally fell into a deep pit. The other frogs worried about their friends in the pit.

Seeing how deep the pit was, they told the two frogs that there was no way they could escape the deep pit and that there was no point in trying. They continued to constantly discourage them as the two frogs tried to jump out of the pit. But keep falling back.

Soon, one of the two frogs started to believe the other frogs — that they'll never be able to escape the pit and eventually will die after giving up. The other frog keeps trying and eventually jumps so high that he escapes the pit. The other frogs were shocked at this and wondered how he did it. The difference was that the second frog was deaf and couldn't hear the discouragement of the group. He simply thought they were cheering him on!

### MORAL OF THE STORY:

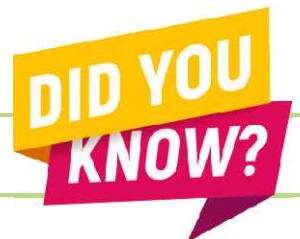
People's opinion of you will affect you, only if you believe it to be so. It's better to believe in yourself.

When a person cries, if the first drop of tears comes from the right eye, it is happiness. But when tears come from the left eye it is pain and when they drop from both the eyes, it's Frustration.

The happier you are, the less sleep you require to function in everyday life. Sadness increases the urge to sleep more.

Apple is made up of 25% air that is why they don't float in water.

Contributed by Ms. Priscilla Nazareth, Sr. Officer-Accounts, Corporate Office, Mumbai



**CONTEST  
TIME!**

### For our young readers:

**Go and collect all the dead leaves, stones and other things from nature that you can and put on your creative thinking cap to make a New Year card. The card that catches our attention will win a fantabulous prize!**

### For adults:

**Get creative, get funny! List down three New Year Resolutions. The ones that we find most amusing yet meaningful will be suitably rewarded.**

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