

ANAND 

INTERACTION

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DELIVERING QUALITY

ANAND Group, India's leading OEM supplier, provides the widest range of products and solutions to every major vehicle and engine manufacturer in the automotive industry



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MESSAGE FROM THE CEO

Dear Team ANAND and Friends,

Here we are with the first issue in 2016 of ANAND Interaction. Let me begin by wishing all of you and your families a very happy, healthy, prosperous and peaceful year ahead full of new opportunities, hope and positivity.

Looking back, 2015 was a year of mixed fortunes for the global economy. Economies in South America, especially Brazil, in Eastern Europe including Russia, in South East Asia and Africa slowed down considerably while China continued to weaken. North America, Western Europe and India were the economies on recovery and growth path. For Indian economy, 2015 was a time of measured transition with continued efforts by the government to push reforms and improve execution.

For the Automotive Industry in India, 2015 was a year of slow recovery. While record low fuel and commodity prices, declining interest rates and low inflation helped revive demand, sub-optimal monsoons and consequent sluggish rural demand were dampeners. Passenger vehicles, medium and heavy commercial vehicles and scooters were growth drivers of the industry but segments like agricultural tractors, motor bikes and small and light commercial vehicles recorded a decline. I am hopeful that 2016 will witness a recovery in these segments as well and the Industry overall should be able to record 8 to 10 percent growth provided the forthcoming Union Budget gives a positive direction and impetus to the Economy including the Industrial sector. Of course, government decisions like advancement of BS VI emission norms from 2020 and stringent crash test norms from 2017 would require the Auto Industry including the component manufacturers to undertake significant investments in new technologies and product development.

At ANAND, with Sales of Rs.74 Billion in 2015 reflecting 11% growth over 2014, we were 4 to 5 percent ahead of the overall Indian Auto Industry growth. This was made possible by our capitalising on our strong new business pipeline with our OE customers as well as our continued focus on Aftermarket and Export opportunities. We have the satisfaction that together with the sales growth ahead of the market, we were able to significantly improve our margins as well.

With Auto Expo round the corner, we have chosen to focus on ANAND's large product portfolio and highlight key technologies and innovations in this edition's cover story. Over last five and a half decades, ANAND has established itself as a strong player in the Indian Automotive Components industry. With one of the widest range of product offerings in the Industry, ANAND can count virtually all OEMs present in India as its customers with one or more ANAND products fitted in almost all vehicles in the Indian market. Our continuous focus, backed by investments, on capacity expansion, technology up-gradation and R&D, product and manufacturing engineering, manufacturing excellence, quality and innovation culture is a key contributor to our excellent credentials with our customers and our standing in the Industry as one of the leading Automotive Components and Systems player. We will be showcasing our wide portfolio of product offerings at the upcoming Auto Expo in February 2016.

We at ANAND have always been very proud of our world class plants and facilities and we strive to improve and upgrade them constantly. A few months back, Chang Yun India relocated to its new state-of-the-art plant and offices in Gurgaon which were inaugurated by ANAND Supervisory Board Chairperson Mrs. Anjali Singh. It is a great milestone in the history of Chang Yun India which has added in this new facility, the manufacturing of Steel Synchroniser Rings which will help it to extend its product range to commercial vehicle transmissions as well apart from the existing passenger vehicle transmissions. The new facility also includes a world class R&D and testing centre.

MAHLE Group worldwide acquired the thermal management division of U.S. automotive major Delphi Automotive Systems. As part of the acquisition and integration activities worldwide, the Noida plant of Delphi Thermal Systems has been merged with our JV, MAHLE Behr India Pvt Ltd. This is a key acquisition for MAHLE Behr India as having a manufacturing footprint in North India, strengthens its presence in thermal management and with North based customers like Maruti Suzuki. The product portfolio of Delphi Thermal complements well the existing large product range of MAHLE Behr India. The integration process is in full swing with MAHLE Behr India looking at using its skilled employees and strong systems to improve production efficiency at the Noida plant in coming years.

Various ANAND companies continued to win laurels, both domestic and international. Gabriel India won the 'Silver Award' at International Convention on Quality competition in South Korea; Gabriel India won Gold for excellence in HR and Chang Yun India won Bronze for Excellence in Quality and Productivity at ACMA national conference; and MAHLE Behr India won the Golden Peacock Environment Management Award.

SUJÁN Luxury continues to garner attention in the hospitality arena across the globe and this effort received further stimulus by the release of its new & upgraded website. The website has a very responsive theme and intelligent booking engine that harmonises with the latest web technology. This will help SUJÁN create more visibility, showcase better its properties and offerings and acquire potential new customers.

Finally, I would like to compliment and thank the entire Team ANAND for their efforts in making 2015 a year of good progress and success and would like to urge the team to continue to put in their best to not only meet but exceed the ambitious goal of profitable growth we have set for 2016.

Fond Regards,

Deepak Chopra
Group CEO, ANAND



ANAND In Spotlight



Half a Century of Excellence

MAHLE Filter Systems India celebrated its 50 Years of existence by formulating a 'Shared Vision' for the future. In an endeavour to create a culture of striving to do better, the entire leadership came together to formalize 'MY MAHLE VISION 2019'. A change intervention 'Lakshya - Raise the Bar' was formulated to achieve the Vision. This involves a series of workshops aimed at bringing a single-minded focus on 'striving to achieve excellence' across geographies and employees. The Excellence framework has been built around 'Achievement Orientation and Entrepreneurship Development', 'Internalizing need of Collaboration' and the 'Need for Change'.

Mr. Anand Sontakke, COO, MAHLE Filter Systems India, conducted various sessions with the leadership to create the vision, mission and set of core values with non-negotiable value-based behaviours. The same will be cascaded to all employees by respective line managers across locations to bring in the engagement and commitment towards the goals.



200 Educated Students

Demonstrating strong commitment to Corporate Social Responsibility, Valeo Friction Materials India (VFMI), Chennai launched, on October 5, 2015, its major CSR project to build classrooms and lab facility for a primary school near the plant at the cost of 4 Million INR. This CSR project is the first of its kind for Valeo in India and is approved by CEO, Jacques Aschenbroich.

Mr. Quintin Testa, Transmission Systems Product, Group Vice President, Valeo, France unveiled the foundation stone, in the presence of Mr. Ashok Belani, Group President, Valeo India; Mr. Ramesh Sampath, India National Human Resources Director; Mr. L. R. Rajakumar, General Manager, Valeo India and the Management Team of Valeo India along with CSI school management members and teachers. Mr. Thierry Lagarde, Director, Friction Materials Product Line and Mr. Mahendra Goyal, Valeo India Board Chairman, congratulated the team for this initiative.

The project will boost the educational facility in the school thereby benefitting around 200 poor children studying in the school.



Work Hard Play Hard

Supply Chain Management Group (SCMG) meet was organised for the first time at Spicer India, Chakan. The meet was chaired by Mr. Ramneek Jain, COO and Mr. Prabhakar Kunte, Head SCMG. The other participants included SCMG Team at Head Office and Materials Heads from all Spicer India plants.

The purpose of the meet was to update everyone on the overall supplier base, commodity spread and strategy, cost savings projects, expectation sharing between plant and HO team, good practices sharing, sourcing initiatives like supplier MOU, risk assessment, supplier satisfaction and SRM portal.

To make SCMG more result oriented & a cohesive group, ANAND U conducted a team building & communication activity to promote effective communication and team efforts.

The team also visited DITC- Dana Technical Center & Testing facility, Pune to understand the testing process. The meet successfully concluded with the team committing towards the philosophies of "No mail war", "No talk-talk" and "Work Hard, Play Hard".



Key to Safe Environment

MAHLE Filter Systems India inaugurated 44th National Safety Day on across all its locations under the guidance of Mr. Sandeep Bansal (EHS Head) with the motto "Safety is the key to accident free". Keeping the spirit of safety, world environment day was celebrated across locations to promote the importance of preserving bio-diversity.

To become the safest place for work some activities that were conducted included:

- >> National safety pledge, tree plantation, and slogan & poster competition, rose distribution to people for road safety with safety slogan card

- >> Established safety awareness to protect oneself at work through badge distribution, safety on shop floor, PPE exhibition, training on first aid given by the Red Cross team

- >> Occupational Health and Safety Management Systems (OHSAS) HSAS audit, safety quiz competition, fire-fighting competition

- >> Adding one more step ahead of upgrading existing process through the certification of ISO, 14000 & OHSAS 18000 with nil major NC



Million Hours and Counting

The Axle and Gear Plant of Spicer India achieved milestones of '5 Million hours' without Lost Time for Axle Plant and approximately 4 years without Lost Time for Gear Plant.

The achievement called for a celebration that was held in the presence of Mr. P. Arul Kumar, MD, Spicer India and Mr. Ken Thompson, Regional Safety & Security Manager, Dana, Asia Pacific Operations. Mr. Manish Korde, Plant Head, Axle Plant and Mr. N. G. Deshpande, Head - Operational Excellence were also a part of the celebration.

Everyone was delighted and congratulated each other on the remarkable achievement. Employees were appreciated by the management for their hard work that led to this great achievement. The plant head was felicitated with a memento at the event.



Entering Persian Territory

ANAND Group Aftermarket participated in the 10th Iran Auto Part Expo, held from 16th to 19th November at Tehran International Exhibition Ground.

Participation from ANAND Group included representatives from Chang Yun India, Mr. Rajeev Gera, COO and Mr. Shuvadeep Samanta, Head-Marketing; Gabriel India, Mr. Amitabh Srivastava, COO Global Aftermarket and Anand I-Power, Mr. Vaibhav Badvar, Marketing Manager.

Many potential buyers including the two largest OEM representatives of Iran Khodro Industrial Group (IKCO) & Societe Anonyme Iranienne de Production Automobile (SAIPA) visited ANAND Stall and exchanged positive discussions.



Bravo!! Pat on the Back

In order to foster an environment of open and two way dialogue so that the employees feel connected towards the company's goals, first ever Townhall meeting across MAHLE Filter Systems locations in India were conducted. The Town hall was a unique platform to bring employees and the management together to share business health, plant goals and their progress.

The meeting added more color to the moment with the introduction of Quarterly awards "Bravo" and "Pat on the Back", given to selected few, qualifying the nomination criteria. Sessions have received a positive feedback and employees have appreciated direct interaction with the management, which in turn, has infused a sense of belongingness amongst them.



Engineers are the Backbone

Engineers are an integral part of any automotive company and to acknowledge the contributions of all engineers, Spicer India, Chakan plant observed Engineer's Day. The day saw a line-up of events and motivational speeches from heads and team leaders.

The celebrations started with an inaugural lighting of the lamp by the leaders and distribution of Engineer's Day memento to all employees. A video depicting the contribution of all engineers was highly appreciated by everyone and a technical paper presentation gave an opportunity to the employees to showcase their knowledge on drivetrains and the technical innovations they have been working on.

The highlight of the day was the Model-Making competition that saw huge participation from all departments. After a tough selection process, the winners were announced and awarded prizes at the event.



ANAND In Spotlight



The Day of Celebrations

Mando Automotive India recently celebrated its Annual Day with all its employees and senior management. Mr. Se Joon Oh, MD, Mando Automotive India and Mr. K S Bhullar, President-Group HR, ANAND addressed the audience with their encouraging speeches and motivated them to further contribute to the success of Mando Automotive India. The dignitaries also gave away awards to the achievers.

Several cultural performances were organised by the employees. The audience was thrilled to watch these performances, especially the one that was presented by the employees' children that added to the charm of the grand event.



Friday Home Coming



CY Myutec Automotive India has come up with a very distinctive practice to increase the bonding between management and employees. Every week on a Friday, employee home visits by Mr. Jong Woo Lee, MD, CY Myutec Automotive India are planned. Employee's homes are selected based on the seniority and the employees are informed accordingly one day before.

During the visit, the MD mingles with all the family members and hands over gift and fruits to everyone. This gesture is appreciated by all employees, as they are made to feel special by the management.



Grass Root Level Innovation

As part of initializing innovation from grass root level, MAHLE Filter Systems India promotes technology initiatives in product design, CAE simulations, media & rapid prototype development.

It conducted an innovation workshop on these activities at Khandasa under the guidance of Mr. MS Shankar, Senior Director -Innovation, ANAND, along with the participation from the entire R&D team participated. The overall workshop focus was to bring innovative ideas which help to transform manufacturing process & impart the training for the application of product engineering & simulation in advance product development. This will enable the company to undertake development projects in entire intake system for major OEM like General Motors, Renault, Maruti, Mahindra & Mahindra, and Tata Motors.

- These initiatives will create new milestones in Indian automobile air filtration technology like
- >>> Product engineering - CAD, CAE and NVH
- >>> Oil filters' by-pass relief valve (RV) design & development
- >>> Filter media development
- >>> Prototype development



Tracking Two Wheelers

A full-fledged Two Wheeler Test Track was unveiled at Gabriel India, Hosur Plant. Mr. Manoj Kolhatkar, MD, Gabriel India, inaugurated the track in the presence of other Gabriel India top management members - Mr. Atul Jaggi, Mr. Rajendra Abhange, Mr. CR Vijaykumar, Mr. Divakar Bhat and Mr. Raghavendra S.

Built adjacent to the Gabriel Tech Center, this track simulates most of the road conditions and consists of 12 types of road conditions built in a stretch of around 500 meters long track. The earlier barren landscape is being transformed by beautiful greenery.

This facility will enhance vehicle level ride data capturing, analysis, tuning, benchmarking and speeding up the development process. Gabriel India customers have appreciated this capability and have shown interest to use this facility to shorten development time jointly for their upcoming models.

Patenting for the Future



Research and development excellence at Gabriel India continues. Gabriel India was granted two Technology Patents for the invention of 'Improved induction hardening system for cylindrical and stepped cylindrical rods' and 'Unique method for testing/checking the presence of nodular chrome'. The continuous focus on R&D at Gabriel India was an important factor for this achievement.

The Patent for 'Improved induction hardening system for cylindrical and stepped cylindrical rods' will help in less floor space requirement, avoiding missing tempering process and elimination of operator for temporary process. On the other hand, the Patent 'Unique method for testing/checking the presence of nodular chrome' will make processes faster and reliable to detect nodular chrome presence on coated surface.



Leaning towards Excellence

MAHLE Global launched the Lean Transformation initiative across all filter manufacturing sites to implement best practices and achieve excellent performance with less failures. MAHLE Filter Systems India took this initiative as an opportunity for its lean journey.

MAHLE Filter System India has a dedicated resource for lean transformation. To get a good start for lean, the first step is shop floor management - to make a disturbance free production and empower shop floor people by involving them to solve problems by problem solving techniques. The company has successfully completed lighthouses for shop floor management at Gurgaon and Parwanoo locations.

Global Lean Core Team led by Mr. Andreas Bauman, visited MAHLE Filter Systems India Khandasa plant last year to review the progress of the implementation of Shop floor management at plants and to provide direction to achieve operational excellence at Shop floor. The same team visited Parwanoo location for a week in which various audits were done to analyze the operations in plant and benchmark with various other plants of MAHLE across the globe. Overall feedback from the global team was very good and various insights were shared. This visit not only enhanced the business opportunity at MAHLE Filter System India but it also had intangible benefits in terms of increased motivation of its team.



Art of Making News

Students of ANAND School satiated their curiosity to know how news is printed by visiting the printing press of Hindustan Times in Mohali. The children seemed fascinated by the heavy machineries and were inquisitive to know how everything works. They wanted to know everything about how news gets printed and reaches their doorsteps everyday - on time. The team of Hindustan Times left no stone unturned in answering the questions that the children raised and satisfied their keen queries.

ANAND School keeps organising such outdoor trips for its students, as it believes it enhances their theoretical knowledge and breaks the monotony of classroom studies.



Unforgettably Vibrant Day

ANAND School celebrated its Annual day on December 13, 2015. The vibrant and pulsating function had Mr. Jagdish Mohan Rawat, Deputy Commissioner, Kendriya Vidyalaya Sangathan and Ms. Shilpi Beakta, Assistant Commissioner Parwanoo graced the event as the Chief Guest and the Guest of Honour respectively.

The programme was full of enthusiastic participation and filled with liveliness. Plays, dances and dance dramas kept the audience and guests glued to their seats. A wide range of genres was staged, including Semi-classical Nritya (Bhratanatyam), Afro-Spanish dance, Marathi dance and an English Comic Play.

Ms. Usha Kaushesh, Principal, ANAND School announced the school upgrading from middle to high school. The motivating speeches from the Chief Guest and the Guest of Honour inspired the students who had worked hard to put up a successful function.



For the Cameras



Quality Circle Forum of India



Silver goes to Gabriel
Gabriel India, Parwanoo won the 'Silver Award' at the ICQC (International Convention on Quality Circles) competition held in South Korea on October 7, 2015. Around 250 companies across the globe participated in the competition. Every year, QCFI (Quality Circle Forum of India) organizes 'Quality Circle' competitions at the regional & national levels. Winning teams at the national level qualify for the international competition. Gabriel, Parwanoo qualified for the ICQC competition for the second consecutive year. The team represented ANAND Group & Gabriel India at the international platform for the first time ever and won the award. This international recognition has encouraged the Gabriel Team to give their best in future endeavours.




Best among the Rest
Valeo Service India was awarded the 'Best Aftermarket Division' among 16 Valeo Service India Divisions worldwide at the 2015 Leaders Meeting held in Paris. The award was presented by Mr. Robert De La Serve, President, Valeo Service India to Mr. Sriram Vishwanathan, MD, Valeo Service India. This was the first time that a Non-European division had won the aftermarket award. Consistent growth and exceeding budget performance were the two key factors for the win. It was a matter of great pride for the Indian division of Valeo Service India which started its operations in April 2012 and won this prestigious recognition in a short span of 3 years. The Valeo Services India family was thrilled to receive this recognition.




Double the Glory
Gabriel India and Chang Yun India were awarded the Gold Trophy in the Excellence in HR (Special) category and Bronze Trophy in the Excellence in Quality & Productivity (Large) category respectively at the 55th Annual Session & National Conference of Automotive Component Manufacturers Association of India (ACMA) held in New Delhi. The Chief Guest, Mr. Anant Gangaram Geete, Union Cabinet Minister for Heavy Industries and Public Sector Enterprises and Mr. Suzuki graced the ceremony with their presence. This year the jury panel was chaired by Mr. Vinod K. Dasari, MD, Ashok Leyland Ltd. and included several eminent leaders like Mr. Hemant Sikka, Executive Vice President, Chief Purchase Officer - Auto & farm Sectors, Mahindra & Mahindra Ltd.; Mr. K.N Radhakrishnan, President & CEO, TVS Motor Company Ltd, among other members.



Winning as a Habit
Gabriel India, Nashik team won West Region Honda Motorcycle and Scooter India Private Limited (HMSI) Supplier NH circle competition held in September. A total of 17 companies participated in the Western region competition. Gabriel India, Nashik team stood out with their exceptional presentation. HMSI has been organizing NH circle QC competition over the last three years. Gabriel India, Nashik has previously won the competition at National level and has won at the Western Region competition for three consecutive years.




And The Award Goes To...
Anchemco won the Best Supplier Quality at the Bosch Award Ceremony held in Bangalore at the Bosch Annual Supplier Meet. Beating nearly 200 suppliers of Bosch in the Automotive Aftermarket Division, Anchemco emerged as the winner for maintaining its quality position for two consecutive years. The award was presented by Mr. S. Bhattacharya, Joint MD, Bosch India and Mr. Guenter Weber, Automotive President, Bosch India.




Young Turks, Great Achievements
The MAHLE Behr India team comprising of Ms. Suryasree Roychowdhury, Mr. Aditya Singh and Mr. R Sreekanth, bagged the 2nd Runners up position at the 41st. National Competition for Young Managers held in New Delhi. The theme was 'Transformation role of young managers in a new-age economy: Towards building sustainable organisation'. The competition was first held at a regional level with a participation of around 142 teams from across the country. The national level finals were judged by an eminent panel, chaired by Dr. Yogendra Saxena, Regional Director - CASI Global.




Skill Development - A Winner
Gabriel India, Chakan team participated in the 2nd Annual ACMA ACT Case Study Competition on October 29, 2015, and won the Gold Award in the Category of 'Skill Development' in the competition. The Chakan team competed with organizations from across the country. In the final round, the Chakan team contested with teams from Mindarika Private Limited and ARaymond, and was selected as the best case study in the category of 'Skill Development'. The Chakan Team won the Gold Award in the ACMA ACT Case Study consecutively for two years. Last year, the Gabriel Chakan team was awarded in the category of 'Total Employee Involvement'.




Dewas Quality Standards
Gabriel India, Dewas team bagged the Gold Prize (Second) in the Large Size Category of FICCI Quality System Excellence Award for Manufacturing 2015. The Award was presented by Dr. V.K. Saraswat, Member, NITI Aayog and Mr. Adil Zainulbhai, Chairman, Quality Council of India. The grand ceremony was held at FICCI, New Delhi and was attended by Mr. Umesh Shah, COO, Gabriel India; Mr. Rajiv Khoche, Head-Central Quality, Gabriel India and Mr. Jagannath Shenoy, Plant Head, Gabriel, Dewas. Gabriel qualified for the Award after undergoing four stringent evaluation processes, including Application Evaluation, On-site Audit at the plant, Inclusive of Tier II suppliers and a final presentation to the jury. The FICCI Audit team appreciated Gabriel's approach towards Green and Safe Environment as well as its endeavours towards the society through its various CSR programmes.




The Mark of Trust
Gabriel India, Dewas was duly recognized as the sole winner at state level by Quality Mark Trust in the Automobile Category for the year 2015. The prestigious award was presented by Shri Kunwar Vijay Shah, Hon'ble Minister for Food, Civil Supplies & Consumer Protection at the ceremony. Dignitaries from prestigious Institutions such as QCI, CII, NBQP, NSIC, MSME and Bollywood celebrities graced the ceremony. Companies were judged based on multiple criteria, including sustenance of quality management systems, promoting innovative culture in product & process technology, strong customer relationships, contribution towards society, promoting green & safe environment, attracting talent, investment in training & development and supporting Tier II supplier partners. Dewas team was overwhelmed on winning the award and was enthusiastically looking forward to continue the journey towards quality excellence for years to come.




Golden Peacock Yet Again
MAHLE Behr India was bestowed with the Golden Peacock Environment Management Award in recognition of its initiatives and achievements in the field of environment & sustainability. It was presented by the Hon'ble Union Minister of State for Environment Mr. Prakash Javadekar to MAHLE Behr India Team led by Mr. Tribhuvan Rasyara, COO; Mr. Raghavendra Deolankar, Vice President; Mr. Abhay Bhende, Senior Manager & Mr. Kashyap Bhat, Manager at the 17th World Congress on Environment Management & Presentation of Golden Peacock Awards function held in New Delhi. The Awards Jury was under the Chairmanship of Justice (Dr.) Arijit Pasayat, former Judge, Supreme Court of India, former Chairman, Competition Appellate Tribunal of India & Authority for Advance Ruling (Customs, Central Excise & Service Tax). Total of 469 nominations were received this year and 245 applications were shortlisted after careful scrutiny for final selection through a 3 tier Assessment Process.





New Building at Gurgaon, Haryana



Mr. Rajeev Gera, COO, Chang Yun India with the accolades

State of the Art Facility

An interview with Rajeev Gera, COO, Chang Yun India

How does it feel working in a new set-up?

It feels great to be working in a facility filled with all modern amenities. The work culture of Chang Yun India has always been great and it has been further enhanced after we moved into the new building. The facility has been a good motivator for all the employees who feel proud to working here.

What was the rational for building the new facility?

For the last five financial years, Chan Yun India has been moving at a staggering rate of over 20% compound annual growth Rate. In 2013, we realised the need for a new facility to meet the increasing capacity of the business. Also, Chang Yun India has been an unprecedented market leader in domestic business for Brass Synchronizer Rings. Keeping pace with the shift in technology, there was a need to build capacity for manufacturing Steel Synchronizer Rings with carbon coating. The new facility provides enough space for installing a plan for R&D and Testing Center and also an additional machining & heat treatment area - a first in the history of Chang Yun India. This facility provided the flexibility of space to install the large forging press.

The management also felt that it was important to offer its employees and stakeholders a world class environment. Since inauguration all the stakeholders and customers have been appreciating the facility and even the employees feel part of a world class organization.

What makes the new office unique? What are the key aspects of the plant that stand out? (In comparison with

the old facility) - like infrastructure, equipment, production capabilities, kind of products being manufactured, facilities for employees, safety measures etc.

The one factor that makes the new facility stand out is its size - it's about 35,000 ft², almost 4 times the previous facility area. The forging capacity has been increased by almost 65% and machining by 25% with much scope to further increase in future. The multi-storeyed unit comprises of a basement and three floors. The compact area has improved material flow for better efficiency and also enhanced employee safety. The sophisticated design and modern architecture lend the building an appeal that it barely gives a feeling of a conventional manufacturing unit.

We also have managed to accommodate additional space for various purposes, such as a Medical Center, Separate Team Activity Areas, Product Display Area, Dexterity Center, Recreational Area and a Training Center.

What are the customers being supported from this facility?

Currently, we cater to companies like Maruti Suzuki India, Ford India, Mahindra & Mahindra, International Tractors Ltd. (Sonalika), Tata Motors and TML Drivelines. The companies that are in the pipeline are Getrag Transmissions India and Honda Car India.

What are the products being currently manufactured in the new facility? Is there any planning to start more products?

Our product line-up includes Brass Single Cone Synchronizer Ring, Brass Double Cone Synchronizer Ring, Brass Triple Cone Synchronizer Ring, Steel Single Cone

“There was a need to offer our employees and stakeholders a world class environment. The new facility provides the space for R&D and Testing Center, and additional machining and heat treatment area.”

**Rajeev Gera,
COO, Chang Yun India**



Team Chang Yun India

Synchronizer Ring with Carbon Coating and Steel Double Cone Synchronizer Ring with Carbon Coating. Products that is still in the planning stage is the Steel Intermediate Ring.

What are the plans for the facility in the near term (next 3 years) and long term (5 to 10 years)?

Facility will be primarily used to cater to demand of brass and steel synchronizer business which are in pipeline. These business include new customers like Getrag, Honda, Ashok Leyland and new products from Tata Motors.

Although the new facility is sufficient to accommodate the current demands, the facility utilization will be completed in the next three years. Also we plan to establish Synchronizer Ring testing equipment within this facility. And then for future growth will have to look for more options.

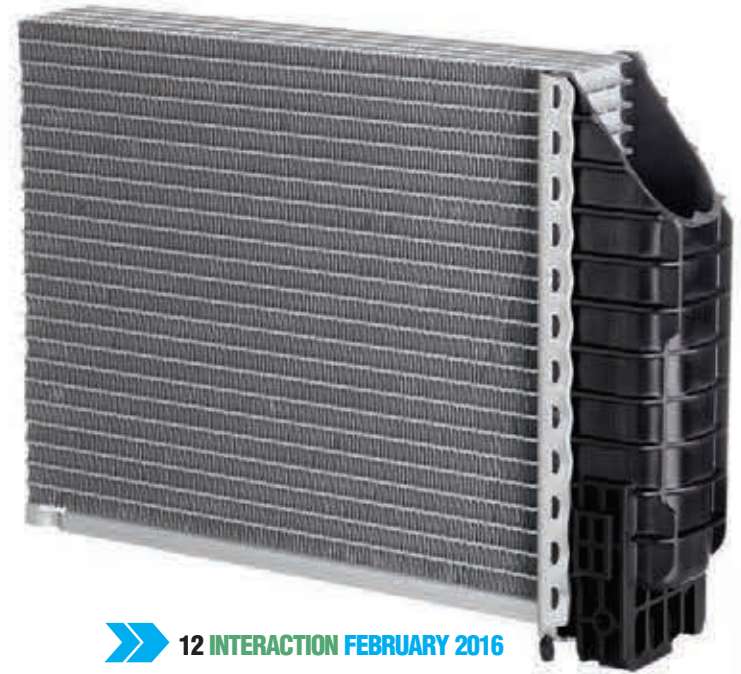
Besides the points above, it'll be great if you could provide some information on employee count, seating capacity, any certifications.

The new unit can accommodate up to a headcount of 260 people. It also has a seating capacity of 48 employees. We have Certifications of ISO/TS 16949:2009, ISO 14001:2004, OHSAS 18001:2007.





A Step Towards Growth & Expansion

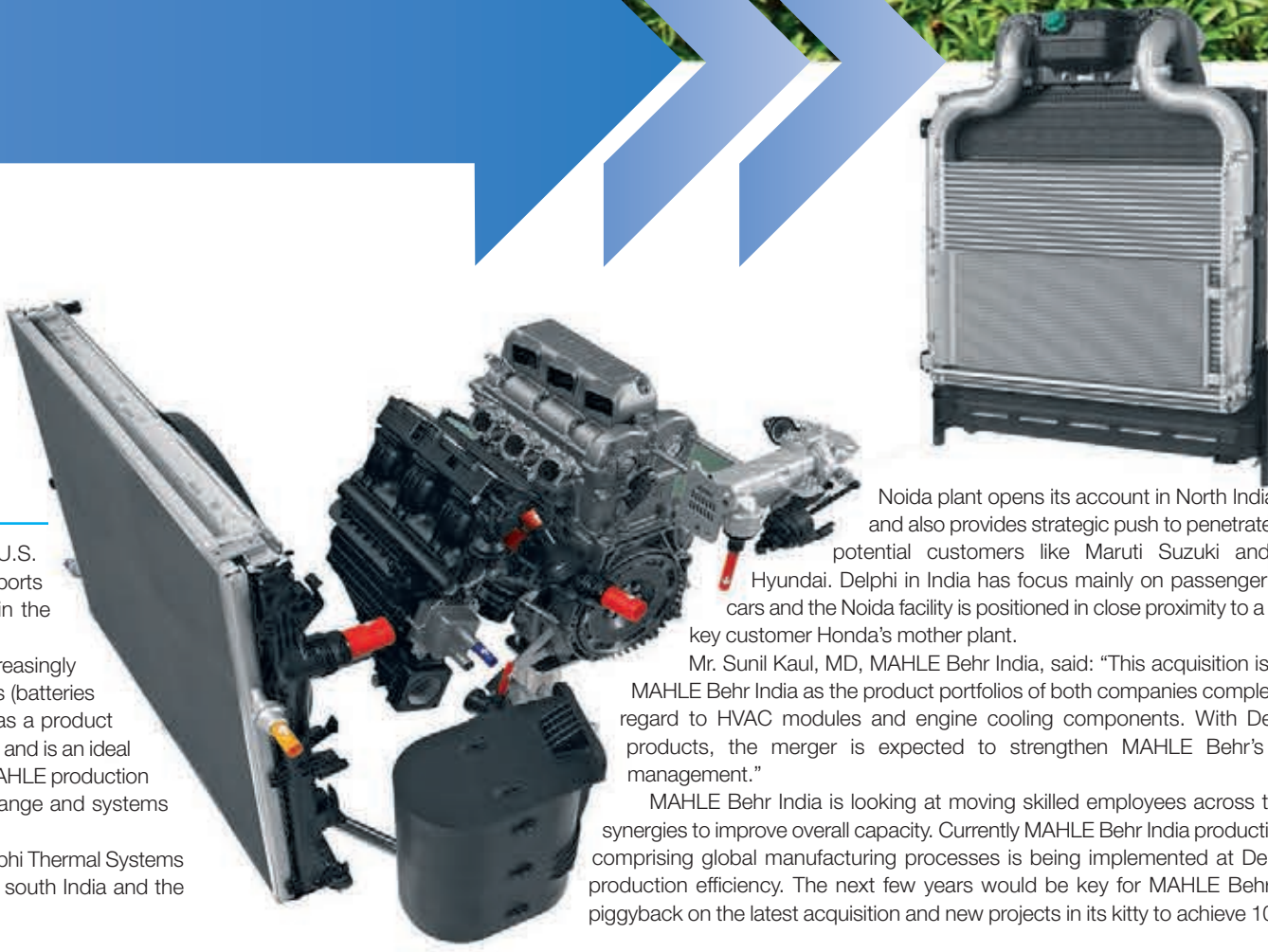


The acquisition supports the strategic expansion of the important thermal management growth sector within MAHLE Group

MAHLE Group worldwide recently acquired the thermal management division of U.S. automotive supplier Delphi Automotive Systems Pvt. Ltd. (DASPL). The acquisition supports the strategic expansion of the important thermal management growth sector within the MAHLE Group.

In the coming years, comprehensive thermal management systems will play an increasingly significant role for all potential drive systems of the future—combustion engines, electric drives (batteries and power electronics), or fuel cells. Delphi Thermal with representation across the globe, has a product portfolio, ranging from HVAC modules and air conditioning compressors to cooling components and is an ideal complement to MAHLE's existing thermal management activities. This acquisition will extend MAHLE production footprint in Europe, North America, and Asia and at the same time will strengthen product range and systems competence—particularly with air conditioning compressors.

As part of this ongoing acquisition and integration activities worldwide, the Noida plant of Delphi Thermal Systems has been merged with MAHLE Behr India Pvt Ltd. MAHLE Behr has substantial presence in south India and the



Noida plant opens its account in North India and also provides strategic push to penetrate potential customers like Maruti Suzuki and Hyundai. Delphi in India has focus mainly on passenger cars and the Noida facility is positioned in close proximity to a key customer Honda's mother plant.

Mr. Sunil Kaul, MD, MAHLE Behr India, said: "This acquisition is a welcome move for MAHLE Behr India as the product portfolios of both companies complement each other with regard to HVAC modules and engine cooling components. With Delphi's wide range of products, the merger is expected to strengthen MAHLE Behr's position in thermal management."

MAHLE Behr India is looking at moving skilled employees across the entities and using synergies to improve overall capacity. Currently MAHLE Behr India production system, a tool that comprising global manufacturing processes is being implemented at Delphi Plant to improve production efficiency. The next few years would be key for MAHLE Behr India, as it plans to piggyback on the latest acquisition and new projects in its kitty to achieve 10-15% growth rate.

Delivering Quality

ANAND provides the widest range of quality automotive products and solutions to every major vehicle and engine manufacturer in the Indian Automotive Industry, making it the country's leading OEM supplier



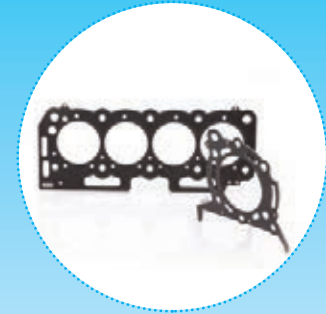
SEALANTS, ADHESIVES, COATINGS & NVH PRODUCTS



SEAT BELTS, AIRBAGS & STEERING WHEELS



HYDRAULIC BRAKES, ELECTRIC POWER STEERING SYSTEMS, SHOCK ABSORBERS & STRUTS



GASKETS, HEAT SHIELDS & OIL SEALS



PISTON RINGS & CAST IRON COVERS/PLATES



RADIATOR COOLANTS, PVC ADHESIVES, SEALANTS, ENGINE OILS, LUBRICANTS & CAR CARE PRODUCTS



SELF-SETTING AUTOMATIC BRAKE ADJUSTERS, MANUAL SLACK ADJUSTERS, CONDENSOR-CUM-SEPARATOR, ABS & OTHER AIR BRAKE PRODUCTS



EXHAUST MUFFLER ASSEMBLIES, CATALYTIC CONVERTERS, INSTRUMENT PANEL REINFORCE-MENT ASSEMBLIES (IPRT) & DOOR SIDE IMPACT BEAMS (SIB)



AXLES, DRIVE SHAFTS & DRIVETRAIN COMPONENTS



HIGH PRECISION SINGLE CONE & MULTI-CONE SYNCHRONIZER RINGS OF BRASS & STEEL



NON-ASBESTOS, SOLVENT & LEAD-FREE CLUTCH FACINGS
WIDE RANGE OF AUTOMOTIVE PARTS FOR AFTERMARKET



SHOCK ABSORBERS, STRUTS, FRONT FORKS, GAS SPRINGS, COOLANTS & BUSHKITS



AIR CONDITIONING, ENGINE COOLING SYSTEMS, VISCO FANS & EGR COOLERS



VALVE COVER MODULES, AIR INTAKE SYSTEMS, AIR CLEANER MODULES, FUEL & OIL FILTER MODULES, OIL MIST SEPARATORS & SPIN-ON OIL FILTERS



BI METAL COPPER LEAD & ALUMINUM TIN BEARINGS, BUSHES, FLANGES & THRUST WASHERS



Offering widest range of solutions

ANAND'S FIVE LARGEST COMPANIES & THEIR PRODUCTS

ANAND Automotive has 19 companies spread across 57 locations, supplying wide range of products across 8 business verticals. ANAND supplies atleast one product to most of the leading OEMs in India. Over the last six decades, ANAND has formed alliances with leading global companies in automotive component industry, in turn manufacturing the best quality products in India.

Through its 23 Global partnerships with technology leaders worldwide, ANAND provides an impressive number of customized solutions suited to the local needs and environment. Diverse range and high quality products have always been synonymous with ANAND, hence the customer base includes every major vehicle and engine manufacturer in India.

With the widest range of solutions on offer, ANAND has always gone boldly where few others have ventured. To bring the latest, technologically advanced and most efficient products into the market, the group has always partnered closely with all its stakeholders to ensure its customers are assured of a truly satisfying product experience.



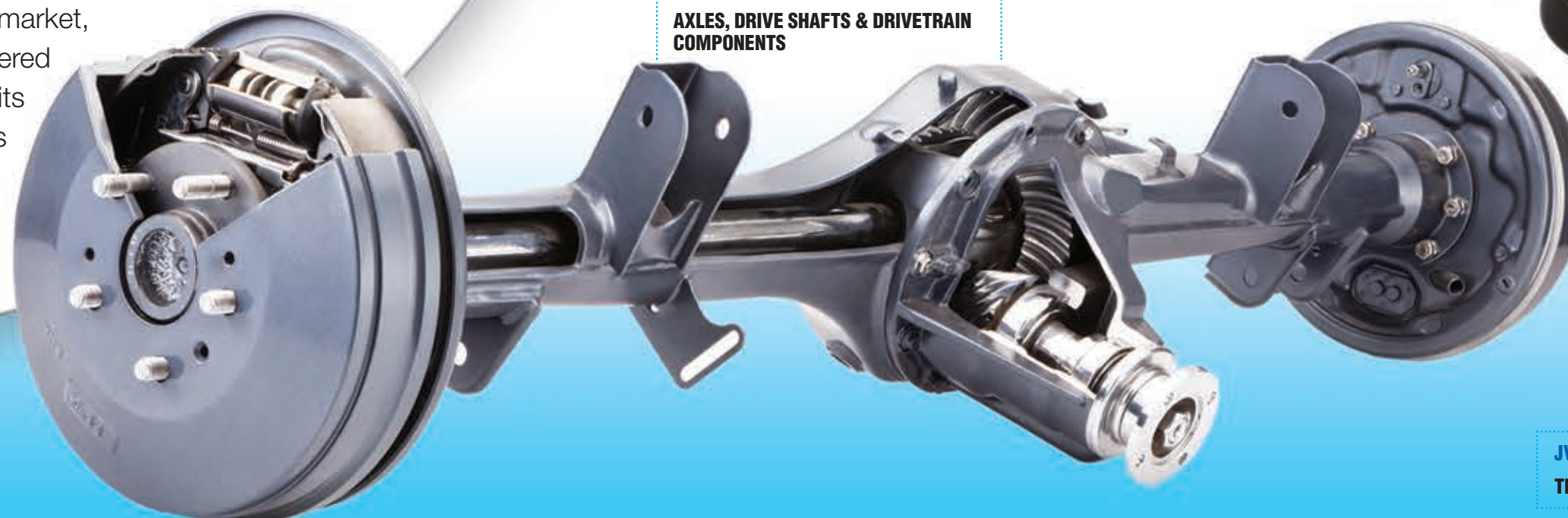
MAHLE
Driven by performance
MAHLE BEHR INDIA
JV: MAHLE BEHR HOLDING GmbH, GERMANY
AIR CONDITIONING, ENGINE COOLING SYSTEMS, VISCO FANS & EGR COOLERS



MAHLE
Driven by performance
MAHLE FILTER SYSTEMS INDIA
JV: MAHLE FILTERSYSTEME GMBH, GERMANY
VALVE COVER MODULES, AIR IN-TAKE SYSTEMS, AIR CLEANER MODULES, FUEL & OIL FILTER MODULES, OIL MIST SEPARATORS & SPIN-ON OIL FILTERS



GABRIEL
GABRIEL INDIA
TL: KYB CORP., JAPAN; YAMAHA MOTOR HYDRAULIC SYSTEMS, JAPAN; KYBSE, SPAIN and KONI BV, NETHERLANDS
SHOCK ABSORBERS, STRUTS, FRONT FORKS, GAS SPRINGS, COOLANTS & BUSHKITS



DANA SPICER
Division of Dana
SPICER INDIA
JV: DANA HOLDING CORPORATION, USA
AXLES, DRIVE SHAFTS & DRIVETRAIN COMPONENTS



Mando
MANDO AUTOMOTIVE INDIA
JV: MANDO CORPORATION, KOREA
TL: CONTINENTAL AUTOMOTIVE SYSTEMS, GERMANY
HYDRAULIC BRAKES, ELECTRIC POWER STEERING SYSTEMS, SHOCK ABSORBERS & STRUTS

JV: Joint Venture Partnership
TL: Technical License Partnership

REPRESENTING BUSINESS VERTICALS: ANAND HAS A WIDE RANGE OF PRODUCT PORTFOLIO SPANNING ACROSS 8 BUSINESS VERTICALS

Steering, Suspension & Braking Parts

Hydraulic Brake Systems | Air Brake Systems | Shock Absorbers | Struts | Front Forks | Electric Power Steering | Steering Wheels | ABS | Consep | Levelling Valves

Controlled and smooth riding are of foremost importance for any vehicle user. Steering, Suspension and Braking parts are key elements for the same. ANAND Group companies play their part in helping smoothen the harsh riding conditions, effective steering and efficient braking.

Gabriel India, the flagship company of ANAND is a pioneer and leading manufacturer of **Ride Control Products** in India. These serve a dual purpose — contributing to vehicle's road-holding/handling and driving pleasure. It developed first in-house Adjustable Electronic-Hydraulic Shock Absorber and also a floating piston design shock absorber for providing extremely high ride comfort. It also developed technology for manufacturing of Shock Absorbers with Hollow Piston Rods.

Takata India, known for safety products, designs and develops **Steering Wheels** in vehicles.

Haldex India produces high quality Air Braking Systems including Manual and Self Setting **Brake Adjusters, Control Valves and other Air Brake Products**. It also produces **Consep**, a low maintenance air pre-treatment condenser/separator.

Mando Automotive India manufactures state-of-the-art Hydraulic Braking Products, shock absorbers and struts using advanced technology. It is also the largest manufacturer of **Electronic Power Steering Systems (EPS)** in India.

Engine parts

Cylinder Head Covers | Piston Rings | Gaskets | Engine Bearing & Bushes | Heat Shields | Air Intake manifolds | Oil Seals

Engine is like the heart of any automobile. The core of the engine is cylinder, with the piston moving up and down inside it. ANAND Group companies manufacture these key parts which help in smooth functioning of the Engine.

MAHLE Filter Systems India is the largest manufacturer of **Cylinder Head** that covers the cylinder block of an engine forming the combustion chamber. It also produces **Intake Manifolds** to evenly distribute the combustion mixture to each intake port in the cylinder heads.

India's first company to produce asbestos free gaskets, Federal-Mogul Anand Sealings India, manufactures **Gaskets**, a mechanical seal which fills the space between two or more mating surfaces to prevent leakage while under compression.

Anand I-Power pioneers in Ductile Castings, manufacture **Piston Rings** that seal the combustion/expansion chamber from crankcase and assure the flow of heat from piston to the cylinder.

Federal-Mogul Anand Bearings India makes **Engine Bearings** that reduces friction during rotation of crank shafts, cam shafts etc.

Emission Control Systems

Exhaust Systems | EGR | Catalytic Converters

Emissions from vehicles are one of the main contributors for environmental pollution.

To control exhaust emissions, emission control systems are installed in every vehicle. ANAND Group Companies work towards making our environment less polluted by following global standard norms.

MAHLE Behr India recently commissioned a high-tech laser welding set up to manufacture Euro IV and onwards compliant **EGR Coolers**. This technology at present is used for emission compliance for Euro IV norms, particularly for the NOx emission. In internal combustion engines, exhaust gas recirculation (EGR) works by recirculating a portion of an engine's exhaust gas back to the engine cylinders increasing the efficiency of engines and reducing harmful emissions.

Faurecia Emission Control Technologies India develops next generation **Exhaust Systems** and **Catalytic Converters** capable of meeting future BS/Euro/EPA norms. An exhaust system is usually used to reduce pollution and Noise Vibration and Harshness (NVH) in vehicles.

Safety Products:

Airbags | Seat Belts

'Drive Safely, Reach Happily' is the motto for every vehicle user. Safety products like Airbags and seat belts help the rider in mitigating the impact in case of an unfortunate mishap. Driven by the dedication to saving human lives and make automobiles safer, ANAND Group companies innovate and better their products.

Takata India is committed to manufacturing advanced engineering products; **Airbags and Seat Belts** that guarantee the highest standards of safety. Airbags and Seatbelts are vehicle safety devices. Airbag is an occupant restraint system consisting of a flexible envelope designed to inflate rapidly during an automobile collision. Airbags are normally designed with the intention of supplementing the protection of an occupant who is correctly restrained with a seatbelt.

Thermal Management

Radiators | Visco fans | Intercooler | HVAC | Fully Automatic Temperature Controls | Condensers | Pipes & Hoses

Thermal Management is very critical to counter temperature escalations for optimal functioning of engines. ANAND Group companies offer a wide range of vehicle thermal management and automotive HVAC solutions.

MAHLE Behr is a specialist for **Automotive Climate Control and Engine Cooling Systems**. Climate control systems are meant to provide comfortable environment in passenger area of a vehicle. Recently it has produced Electronically Controlled **Visco Fans** which reduces the speed of radiator fans or stop them to reduce the load on engine thereby improving fuel efficiency. It also produced **Indirect Charge Air Cooler** which lowers pressure loss and improves thermal inertia.

Filtration

Fuel, Oil, Air Filters and Intake Systems | Industrial filters

Pollutants of all kinds affect health of engine and also hamper the efficiency. High quality Filter Systems ensure effective and reliable protection against pollutants. ANAND Group companies have consistently invested in Research & Development to develop filtration media, new filter geometries, constructions and systems.

Mahle Filter Systems India is the largest manufacturer and exporter of **Air, Oil, Fuel, and Hydraulic filters** in India, with leading brands like 'Purolator' and MAHLE. They also produce **Oil Mist Separators and Air Intake Manifolds**. They have introduced a new pleating technique to reduce the size of spin-on filters as well as developed a new dual-layered filtration media for fuel and oil applications. Filtration systems are designed to keep contaminants out of the vehicle's engine. Intake manifold supplies the fuel/air mixture to the cylinders and is part of the engine.

Engineered Fluids

Coolants | Resins | Sealants | Adhesives | Coatings | Additives | Oils & Lubricants | Car Care Products

Since an Automobile is a compilation of many parts of different compositions, certain adhesives are required to bond the structures. Engineered adhesives help vehicle manufacturers to improve body stiffness, durability and crash worthiness. Sealants, adhesives and coatings for automotive applications are also used for bonding glass and plastics to the vehicle. Car care products include additives, cleaners and flushes that help to keep the car running smooth. ANAND Group companies manufacture such products from the optimum quality raw materials using advanced technology machines.

Henkel Anand India is the leading manufacturer of **Structural Adhesives, Sealants, NVH Pillar Parts** as well as **Glazing Adhesives** for bonding of windcreens supplying to every major original equipment manufacturer.

Ansysco/Anchemco also offers wide range of products including **PVC Self Adhesive, Automobile Radiator Coolant, Glazing Adhesive** and so on.

Drivetrain

Propeller shafts | Axles | Synchronizer Rings | Clutch Facings

Drivetrain is another element which is crucial for the functioning of a vehicle as it is required to deliver power to driving wheels. ANAND Group companies manufacture key drivetrain parts which help in transmitting and delivering motion to the wheels to move vehicles.

Spicer India makes **Propeller Shafts (compact and heavy duty)**, used for transmitting torque and to connect other drivetrain components. Compact shafts have light weight and more lifespan.

It also manufactures Axles. Spicer's AdvanTEK axles provide best-in-class noise, vibration, and harshness performance and greater power density. They also offer advantages like fuel economy, weight reduction, high product reliability etc.

Chang Yun India/CY Myutec are specialists in **Single-cone and Multi-cone Synchronizer Rings** used to make gear shifting smoother, effortless and noiseless. They developed innovative friction material (Fabric carbon lining) and reverse cone break to improve service life, comfort and performance

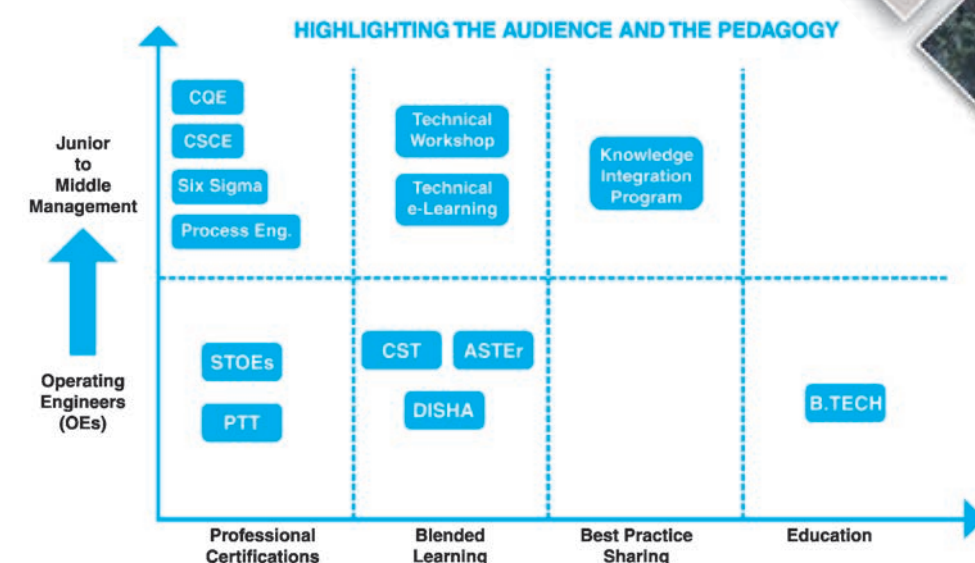
Valeo Friction Material India manufactures environment friendly **Clutch Facings**, free from asbestos, lead, organic solvents, aramid fiber & ceramic fiber and manufactured in compliance with European Regulations. Clutch Facings contribute to dampening the powertrain vibrations through their friction coefficient over slip speed gradient and thus prevent judder. It is also the market leader in India.



FUNCTIONAL COMPETENCE BUILDING

The Manufacturing industry at large, is grappling with the dearth of skilled and employable workforce. Keeping this challenge in mind, at ANAND, it's Corporate University, ANAND U aims to "Equip People for Tomorrow". ANAND U is diligently pursuing its mission of developing skilled workforce of International caliber, across all levels of organizational hierarchy.

Functional competence building is a key focus area for ANAND U in honing skill sets across all levels. Hence, ANAND U conducts Knowledge and Skilling interventions from shopfloor Operating Engineers upto Senior Management levels. These interventions are offered in four kinds of methodologies.



'Professional Certifications' and 'Blended Learning' Programs form bulk of the Functional Competence Interventions. A snapshot of key programmes under each category is as below:

Professional Certifications

- >> ANAND U Certification/Accreditations from International/National institutes
- >> Long duration interventions ranging from 3 to 6 months
- >> Rigorous qualifying criteria involving E-Learning, face-to-face workshops, self-study, online exams and application projects
- >> Co-ownership by Plant Heads, Functional and Finance functions jointly
- >> Certifications for Senior Management
 - Visionary Leaders For Manufacturing - nine-month program in association with CII
 - Certified Quality Engineer (CQE) - 3 month program on engineering processes
 - Certified Supply Chain Engineer (CSCE) - 3 month program on SCM processes
 - Six Sigma Programs - Indigenously developed Green and Black Belt programs
 - Process Engineering Certification - 9-month program in statistics and engineering
- >> Certifications for Operating Engineers
 - Specially Trained Operating Engineers (STOE) - 8 Skill building programs
 - Plant Technical Trainer (PTT) - 3-months Train-the-Trainer initiative

Best Practice Sharing Platform

- >> Every year ANAND U creates a platform for sharing best practices in quality management.
 - Knowledge Integration Program (KIP) - A 3 day conference every year for Department & Section Heads on Quality Management to share and learn best practices subject experts and customers and network with peers

Blended Learning

- >> Blended learning helps boost the technical competency of employees across levels. It involves three categories
 - Technical Workshops, Technical e-Learnings and
 - Skill based Interventions
- >> Certifications for Senior Management
 - Technical Workshops on design, quality, production, maintenance, aftermarket and project management
 - Technical e-learnings - Online learning is in 7 courses - quality, supply chain, strategic sourcing, safety, logistics, maintenance, manufacturing engineering
 - Skill Based Interventions - Technical doses for every OE like Creative Skill Training (CST), Advanced skill training for engineers (ASTER) and DISHA (employability skills)

Education

- >> Bachelor's Degree in Technology - Diploma OEs get to pursue engineering degree

While AU will continue to provide more platforms and new learning pedagogies for increasing functional competence at workplace, going forward, it is important to embrace the challenges of establishing correlations with business measures of productivity, sales performance, customer satisfaction and others. It is prudent to the business to further strengthen the focus of ownership and alignment with business strategies.

Skills That Make A Difference

Multi-Talented Women

Henkel ANAND India representatives Mr. Govardhan Naidu, Head of Finance and Mr. Rajesh Chawla, Plant Head, Gurgaon visited SNS Foundation's Multi-Skill Development Training Centre for Girls and Women in November, 2015. The institute offers courses in Basic and Advanced Computers, Basic and Advanced Beauty Care, Apparel Construction and Designing.

The centre trains close to 500 female youth annually across all the courses and is supported by Henkel CSR Contribution. The courses are certified by the National Institute of Open Schooling, an autonomous body under the Ministry of Health and Family Welfare.

SNS Foundation has a total of 10 similar centres running at Gurgaon, Rewari and Parwanoo. All the 10 centres are supported by proceeds from the CSR Contributions of Henkel, Gabriel and ANAND Group. Annually, close to 2200 individuals from across 10 centres receive training in varied courses.

Electricians, Technicians anyone?

A graduation ceremony was organized in November, 2015 at SNS Foundation, Gurgaon for students of the Schneider Electric certified 3 months Training programme in Household Electricals and the Honda Motors supported 2-Wheeler Basic Maintenance Training.

The event was presided over by SNS Foundation Trustees Mr. Chandrakant S. Patel and Mr. S. Sarathi. Other dignitaries present at the function were Mr. Abid Makani, Vice-President Strategy & Alliances, Energy Efficiency & CSR, Schneider Electric; Mr. Anurag Kapoor, General Manager - CSR, Schneider Electric; Mr. Hanumant Rawat, Senior Advisor - Livelihoods, American India Foundation, American India Foundation has been supporting the Skill Development Initiatives of SNS Foundation since October 2011. Also supporting the programmes are proceeds from CSR contribution of MAHLE Filter Systems India Private Limited.

The students of both the courses received their certificates from the dignitaries. Students, currently under training, presented a street play on Maintaining Personal Hygiene and Cleanliness of one's surroundings.

469 students have been trained in the Two Wheeler Technician course and 293 students in the Electrician course up till now. The average percentage of placement of both courses is 75%.



International Standard Academy

Mr. Salil Sadanandan, MD, Kohler (Kitchen & Bath), India visited SNS Foundation, Gurgaon for the official inauguration of the Kohler Plumbing Academy (KPA) developed in SNS Foundation premises. Kohler has obtained the course curriculum from the India chapter of International Association of Plumbing and Mechanical Officers (IAPMO), whose MD, Mrs. Neeta Sharma was also present at the event. IAPMO is also the certifying agency at KPA. Training for the 1st batch of 6 students started in July 2015 with the course duration of 50 days.

All products, tools and equipment have been contributed by Kohler with 50% cost share with respect to installation costs. SNS Foundation share of the project has been contributed out of Henkel Anand India Private Limited (HAIPL) CSR funds, making Henkel co-sponsors to the project.

Other guests present on the occasion were representatives from Kohler top leadership; Mr. Viraj Kadam, HAIPL COO; Mr. Govardhan Naidu, HAIPL CFO; Mr. Harmeet Rajpal, HAIPL HR; Mr. Sudhir Srivastava, CYI; and Ms. Priyanka Sharma from ANAND Group.

Subsequently, the graduation ceremony of the 1st Batch of SNS Foundation-Kohler Plumbing Academy was held in November 2015. Ms. Laura E. Kohler, Senior V.P - HR and Stewardship, Kohler Co., Mr. Charanjit Singh, Trustee, SNS Foundation and other Kohler dignitaries graced the event.



MD was truly impressed

Mr. P. Arul Kumar, Managing Director, Spicer India visited Spicer-SNS Foundation-Bellad Jivica Kendra at Jodalli. This Kendra is located very near to Spicer India Plant. It was established in October, 2014 under the aegis of SNS foundation to offer Machinist course and Tailoring course for local unemployed youth.

With a humble beginning in 2014, the Kendra has completed 4 batches of Machinist course and employed 45 youth in different industries locally. The Tailoring course, mostly preferred by female students, has benefited almost 50 women who have started their tailoring shops in the local village. The trainings also encompass soft skills, functional English and basics in computers and helps the village students keep themselves away from substance abuse and live with a better self-esteem in the society.

Most of the candidates are without proper education background and no clear direction about their future. With the efforts of the Kendra, today almost 100 families have started earning their livelihood.

Mr. Arul inspected the centre to understand the improvements incorporated after his last visit and also interacted with students of 5th batch. To make it easy for the students familiar with only local language, he interacted in Kannada. The students were overwhelmed by this gesture. He also appreciated the efforts of students and teachers and motivated them to bring in more students from their local village.

The centre celebrated its first anniversary in October 2015 and was presided over by Mr. Suraj Hukkeri, Plant Head, Spicer India, Jodalli and also attended by plant HODs and parents of the trainees.

The event marked the graduation of the 5th batch of the Machinist Course. The 12 students of the batch were awarded certificates followed by various cultural performances.



SNS Foundation

The vocational training and skill-development courses provided by SNS Foundation have touched the lives of many underprivileged youth and women across the country by creating sustainable livelihood opportunities.

In the past two decades, SNS Foundation has:

- >> Trained 30,000 Youth across skill sectors
- >> Annually, 2500 Youth attend SNSF's 15 multi-skill development centres
- >> Made available quality education to 1,00,000 Government school students
- >> Annually 12,000 children aged 3 to 18 years access quality education inputs of the Foundation across 50 government/government aided schools

Luminaries on Campus

Mr. Ron Collins, Global Chassis Director Engineering, Ford India and Ms. Lisa Tresigne-King, Global Chassis Director Purchase, Ford India along with their team from China visited Mando Automotive India, Chennai on September 8, 2015 to discuss future business opportunities. The meeting went on well and opened up avenues for future collaborations.

China looks at India



From the Land Of Samurai

Mando Automotive India welcomed Japanese delegates Mr. Fujii Koji and Ms. Tsuji Yuko from Renault-Nissan Purchasing Organization (RNPO), Japan, Mr. K C Narayanan and their team from Renault Nissan Technology Business Centre India (RNTBCI).

Mr. S. K. Mahindroo, Vice President - R&D, Maruti Suzuki India Limited, visited Gabriel, Chakan R&D Centre and plant. He was given a complete tour of the facility and was also exposed to Gabriel R&D competencies. Mr. Mahindroo expressed his happiness over the technical capability and manufacturing practices of Gabriel India.

Getting a stamp of approval



World Class Distribution

Spicer India was pleased to welcome Mr. Doug Wolma, Vice President & General Manager Global Aftermarket at Dana Holding Corporation to India. The primary agenda of his visit was to see the Aftermarket distribution centres. He was impressed to see the Spicer Distribution Centre at Hosur and congratulated the team for setting up a world class distribution centre in place. During his visit, Mr. Wolma was accompanied by Mr. Kawal Jaggi, Senior Vice President, Spicer India.

Mahindra Spare Parts Division team visited MAHLE Behr India, Chakan plant to understand the ANAND Heijunka Production System (AHPS). The team was very much impressed with the AHPS and wants to implement the system for Mahindra Spare Parts Division for streamlined supply from their suppliers to dealer.

ANAND Heijunka in Demand



ASHOK Leyland Nissan visits Mando

Mr. C. Krishnamurthy from Strategic Sourcing and Mr. Mahadevan from Product Development and their Team from Ashok Leyland Nissan visited Mando Automotive India on September 25, 2015. The visit was conducted to experience Mando expertise first hand and also initiate future business discussion on Steering and Brakes system.

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CAMPS & PALACES: SHER BAGH, RANTHAMBHORE, INDIA; THE SERAI, JAISALMER, INDIA; SUJÁN RAJMAHAL PALACE, JAIPUR, INDIA; JAWAI, JAWAI BANDH, INDIA; ELEPHANT PEPPER CAMP, MASAI MARA, KENYA

EXPERIENCES: HISTORY & CULTURE; WILDLIFE & ADVENTURE; SPA & WELLNESS; FESTIVALS

SPECIAL OFFERS: DISCOVER RAJASTHAN; TIGERS & PALACES

CONSERVATION: OUR CONSERVATION INITIATIVE; CONSERVATION WE SUPPORT; MAKE IN INDIA; CLEAN INDIA MISSION

DISCOVER RAJASTHAN THE SUJÁN WAY

MAKE A RESERVATION: SUJÁN RAJMAHAL PALACE, JAIPUR, RAJASTHAN | 01-Feb-2016 | 03-Feb-2016 | SEARCH

SHER BAGH: Sher Bagh is our pioneering, luxury tented camp bordering the world renowned Ranthambhore National Park. The camp is furnished with campaign style furniture used for The Prince of Wales's celebrated tour of India's wild heartlands in 1922. It is an authentic reflection of the style of the glorious 1920s.

THE SERAI: Created with golden sandstone and impeccable white carvings, The Serai Desert Camp and Spa rises out of the desert scrub like an oasis. With 21 luxurious tents and acres of private land to stroll in, The Serai is a perfect spot from which to launch your journey into the Great Thar and experience the magic of Jaisalmer.

SUJÁN RAJMAHAL PALACE: Among the oldest and most treasured palaces of Jaipur, Rajmahal Palace is located in the heart of the 'Pink City', capital of Rajasthan. The historic palace belongs to the Maharaja of Jaipur, and has recently been restored in a style that has no experienced to be believed.

JAWAI: Lying at the heart of an untrammeled wilderness, where leopards roam wild and free, is JAWAI. Designed by the owners, Anjali and Jaisal Singh, the camp has 10 tents and stunning views across private grasslands which look out on the dramatic granite rock formations.

ELEPHANT PEPPER CAMP: Elephant Pepper Camp is located in one of the greatest wilderness areas of the world, the Masai Mara in Kenya. Originally established as a mobile camp in 1987, it has now found a permanent home in the heart of the Mara North Conservancy. The camp's 10 tents have a classic 'Out of Africa' safari mood and sensibility.

ONLINE BOUTIQUE: The SUJÁN boutique has been carefully curated by Anjali Singh and offers a unique collection of clothing, books and accessories as found in and around the camps. Her own personal 'Safari Chic' collection of specially designed kurtans, resort wear and hand embroidered accessories can soon be purchased online. *Ranthambhore: The Tiger's Realm*, a book authored by Anjali and Jaisal Singh along with Priyanka Gandhi Vadra, is among the most enthralling repositories of Ranthambhore's tigers and wildlife, and is available on order.

SUJÁN has a new website: SUJÁN's new website has been created with a combination of elegant designs and technical expertise to offer the best visual experience and easy booking access to our guests. The highlights of the new website are its vibrant imagery, responsive theme and an intelligent online booking engine created with the latest web technology to provide an easy user interface.

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**FAIR
LAWFUL
ETHICAL**

That's what ANAND 'Code of Conduct' stands for

We uphold our policies for ethical behavior & practices for all our stakeholders everywhere we operate. Should you have any concerns or questions, bring it to our attention.

We're listening!

Contact us on:

GROUP ETHICS HELPLINE

Phone: 1-800-102-2100, Email: anandgroup@ethicshelpline.in

code of
conduct 