

### From the Editor's Desk

While the run-up to the elections would keep everyone engaged, conjectures are already being made on the post-poll scenario. There is a growing feeling that change is round the corner. And there are expectations that change, if it happens, would improve market sentiments and spark a fresh run in the equity market. Is it wishful thinking then, that various estimates of markets touching new highs are being put out by investment banks and brokerage houses on the assumption that the polls would see the end of the 10-year stint of the United Progressive Alliance government and the new formation will be pro-reforms and swift in decision making. A clear mandate will definitely add to investor wealth. However, any coalition perceived to be unstable or comprising parties known to create roadblocks to reforms might drag the market the other way. The new government is likely to face challenges dealing with issues of inflation and slow growth.

In this scenario, exercising your fundamental right to vote is paramount. As we are aware, India, the largest democracy in the world, is giving its citizens a great opportunity to elect members who will be guiding the destiny of the nation for the next five years. Lets pledge our votes for a Better India! At GRP we have declared the election day as a holiday to ensure all our employees ink their finger and pride themselves about having voted and made the difference.

This issue, GRPVoice is all about making a difference to the society in our own little way, as reflected through the Grampari awards held to felicitate the Mahila Sarpanch. The highlights of the activities across plants, the memorandum of understanding with Gujarat Government on the skilled development amongst workers, also excerpts from the panel discussion of the India Rubber Meet, where our Executive Director was invited to speak finds a mention inside.

Happy Reading...

A handwritten signature in black ink, appearing to read 'HGandhi', with a stylized flourish at the end.

Ms. Hemal Gandhi

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with queries and/or comments

### Inside

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- A step towards Skill Development
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GRP Executive Director Mr Harsh Gandhi was invited to speak in the panel discussion at the prestigious India Rubber Meet in Cochin in March. He shares his thoughts on the reclaim rubber industry  
Excerpts from the talk:

## Introduction to reclaim rubber

- ❑ The Reclaim Rubber industry has over the years played a major role in cleaning up the waste left behind from end of life use
- ❑ RR is third source of rubber hydrocarbon, a good source of economic value and an important contributor to the conservation of natural resources.
- ❑ However, RR industry is possibly the only stakeholder, which talks about it, although everyone should be as concerned

## Technology as a barrier for reclaim rubber usage

- ❑ The usage across the world hovers at between 3.5 – 4% of virgin rubbers. In India, this number is closer to 8% and rising, with a clear intent on part of tyre companies to increase usage
- ❑ Globally, China, followed by the US & EU are the largest users of reclaim rubber in sectors ranging from tyres, conveyor belts, automotive products and a host of civil applications
- ❑ While there are supporters of increasing usage of reclaim rubber for its sustainability, profitability and process advantages, there is also a lot of skepticism and concern about quality of product, impact on service life, etc
- ❑ RR over the years has been conscious of the need to significantly improve properties and has made significant progress in up gradation and hence usability. The industry is focused on scaling performance barriers of TS, molecular weight, etc to allow users greater safety during use and service life
- ❑ However, since companies, including the tyre sector don't discuss the use of RR, the RR industry is often times taking pot shots for up gradation, sometimes with success. What is however needed is concentrated effort at joint R&D and this can be possible only through partnering.

## Impact of product development

- ❑ Let me cite an example. With the advent of tubeless tyres and hence change in composition of tyres, the raw material we work with has undergone a mammoth shift.
- ❑ Similarly with change in inner tube formulations to use Halobutyls, the properties of butyl reclaim have gone for a significant overhaul
- ❑ Similar examples of shift to peroxide cured EPDM, among others all point towards a greater cooperation between industry stakeholders, if reclaim rubber has to evolve and upgrade

## Alternate uses of end of life tyre waste

- ❑ A major concern for the industry in India is the mushrooming of alternate uses of end of life materials out side the rubber industry as fuel and for road surfacing. Valuable raw material is lost in the process
- ❑ The advent of Pyrolysis, for example is a major threat to not only the environment, due to its polluting nature, but takes away from the rubber industry important raw material stream

In conclusion, I'd like to submit, that optimal use of RR offers far greater advantages and clearly outweigh the concerns of performance. At optimal levels, RR has the potential to bring significant economic advantages to the tyre and other rubber product manufacturing companies. However I'm also open to admit, that the onus is on the RR industry to jointly evolve and develop products that can measure upto the stringent demands of the consuming industry. And clearly, we need to focus on imparting advantages to the product and not focus only as a low cost substitute. I'd hope initiatives at partnering are reciprocated and hopefully in the next year's IRM, we have someone from the tyre industry talk of the success of increasing use of RR.

## A step towards Skill Development

Gujarat Government has taken rapid strides in Industrial development; hence the flow of huge investment in global industrialization is likely to follow. In order to fulfill the requirement of skilled man power to industries and to provide financial autonomy in day to day governance, the Industrial Training Institute through Institutional Management Committee has signed a memorandum of understanding with Gujarat Government.

In this regard, Government had conducted a survey and gathered data of participation's numbers and after a personal meeting held on 5th February – 2014 between Mr. Jayesh Mehta (Principal, ITI & Asst apprentices adviser), Shri Raju Modi & Shri Pradip Bhatt, Company has decided to sign MOA with Gujarat Government.

To motivate the industries, the duly signed MOU were handed over by Shri Narendra Modi, Chief Minister Gujarat and Shri Saurabh Patel, Gujarat Energy and Petrochemical Minister, Gujarat Shri Raju Modi had received the duly signed MOU from Shri Saurabh Patel

The Government of Gujarat taking this initiative, in order to fulfill the requirement of skilled manpower to industries. In addition to that the unqualified worker can successfully complete this programme and get a certificate from ITI. Based on this certificate (equivalent to 10th standard), the candidate can secure an admission in part time diploma courses, also continue his further studies

GRP Ltd is partnering with the government for this initiative through skill development training, ensuring development of skilled man-power for the industry. It would be beneficial for GRP Ltd as

1. We have skilled man-power
2. Can convert man-power in skilled as per our need, as syllabus will be designed by our industry.
3. We can reduce the attrition rate of workers.
4. Improvement in productivity
5. Increase shelf life of machine with the support of skilled man-power

It benefits the local community/industry as it is a part of CSR activities.

The employees, who are not able / eligible for further studies, can get trained and developed. Examination would be conducted by the Government of Gujarat either in written or oral, thus allowing himself to be trained as a skilled worker, even though he's illiterate The certificate issued by Government of Gujarat (ITI) will be equivalent to Grade 10 hence any worker can get admission in part time diploma courses and upgrade his qualification.

The courses/programs designed under this initiative are:

1. RMPO - Rubber Machine Plant Operator.
2. General Safety
3. Occupational Health & Hygiene in Industry.
4. Good Manufacturing Practices to achieve best quality of our product.

*Mr.Raju Modi & Mr. Pradip Bhatt attending the function*





## Grampari's Award Ceremony: Gramparivatini Mahila Adarsh Sarpanch & Adarsh Bachat Gat Sponsored and Financed by GRP Impact Positive

The purpose of these awards was to identify the women who have achieved empowerment and development in the village through the Self help Groups and the 50 percent reservation for women in the Panchayat. Through this award process we also sought to understand their best practices and use them to help others.

*People arrived in cars, buses, walking, motor bikes – from miles around Panchgani.*



*350 men and women from 27 villages*



*A barudh (local art of singing) on the prevention of vanva (burning of hill sides) sung by a local artist*



*A simple meal was served at the occasion sponsored by GRP Impact Positive*

*Vinayak and Raviraj (below), Akshay, and Abhik from the boys programme volunteered with the serving*





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Sharda Pawar from Nizare village who was the recipient of the first individual prize said that there was no need for women to feel that they are helpless. If they decide, they can achieve anything. She gave an example of all the women in her village taking action to ensure they got clean drinking water. The men in her village were not very keen to work on the water problem and so the women themselves carried the pipes for the water up to the spring. These women also helped close down a liquor shop and managed to do so despite abuse and beatings. Her other important work was to ensure that the houses in the village were owned by both husbands and wives. She is now trying to ensure that the women also own the land in the village. The second individual prize was shared between Kamal Baburao Shinde and Asmita Sushant Nimbalkar. Kamal used an innovative method of getting democratic support for all kinds of initiatives, using a basket to go door to door to collect ideas and financial support. Asmita was responsible for getting an all women's Panchayat body elected and the Gram Sevak, the Talati and the Shipai were also women, which was a unique achievement.

*The president of the SHG receiving the award from Ms Hemal Gandhi, GRP Corporate Services*

*The first prize for the ideal SHG went to Kaleshwari Swayamshata Bachat Gat.*



The first prize-winning self help group of 14 have 11 illiterate members. Their village is not close to any city or town. This group has run a successful dairy and poultry business. They have also started an innovative business making packets of things required for the various Hindu ceremonies like havan. These packets have found a good market in Satara. The second prize went to Vijayalakshmi Mahila Bachat Gat and Saudamini Mahila Bachat Gat. Two prizes were given to the best proposal presentations. A four member jury committee judged them on the basis of their written proposals.

Five of the top in the sarpanch category and SHG category were visited by four members of Grampari. Ten villages in a large geographic area were visited in order to identify deserving winners. Grampari wanted to ensure that the mahila sarpanches had done the work themselves and that the position had empowered them as women and that they had shown genuine leadership qualities.

We looked at the business models that the SHG's have developed and their ability to work as part of a team. A magazine was published on the occasion called Gramparivartini which has the stories of all those who participated in the competition.

*A barudh (local art of singing) on the prevention of vanva (burning of hill sides) sung by a local artist*



## Activities around the GRP plants

GRP Limited celebrated the 43rd National Safety Week from 4th March to 10th March, 2014 to increase the awareness amongst the staff, employees and contract workmen in the field of Environment, Health and Safety.

During the week, various safety programs like Instant Ten-Ten departmental quiz and group quiz were conducted. Details are described as follows.

Mr. Raju Modi had briefed about involvement of all from top to bottom for the adherence of safety. He asked all to show their commitment towards safety in routine life whether it is home, industries or road. Also appreciated the efforts of BMS Union to be a part of celebration of the National Safety Week.

Different activities were organized to reinforce safety in and around the factories  
Instant Ten-Ten Quiz

Instant quiz was conducted by supervisors in all departments during the shift. The response from employees was encouraging. Based on the correct answers, a token of appreciation was handed over to participants.

Total 181 employees had participated in the quiz.

Group safety quiz for staff and workers

Group safety quiz was arranged for the staff and workers separately to check their awareness on safety. Total 20 staff members as well as 20 workers had participated in the quiz and five teams were formed.

Seminar on Road Safety

To generate awareness amongst the workers on road safety, road safety training was organized with the help of Prajapita Brahmakumari, Bharuch. Two experts Ms. Shilpi and Ms. Neha were invited to address the employees

Poster competition

Posters were invited from all employees and the response was good. An attractive token gift was given to all participants to praise their attitude towards safety. A total of 40 Posters were received.

Slogan Competition

Slogan competition was organized for all employees in Gujarati, Hindi & English languages. A total of 58 slogans were received.



## Recognition conferred on Mr Tinku Sharma

Every year, Director of Industrial Safety and Health, Gandhinagar, Gujarat invites applications/nominations for the “Shram Paritoshak Award” from the entire state. On request of Dy. Director of Industrial Safety and Health, Bharuch, GRP Anklieshwar sent a nomination of four employees for the prestigious Rajya Shram Award

A letter from the Office of Director, Industrial Safety and Health, Surat informed GRP of the selection of Mr. Tinku Sharma, CDF Employee for the award “Rajya Shram Paritoshak”.

The award function was held at “Centre of Excellence, Vapi. CDF Supervisor. Mr. Tinku Sharma was awarded a certificate along with Rs. 5000/- in cash.

While making RCS, a pneumatic air gun is used to join two piece of RCS. For operation of the Pneumatic air gun, a compressor was used. Mr. Tinku Sharma had suggested to use a simple spring gun, which eliminated / bypassed the use of pneumatic air gun. This is cost saving, increases efficiency and production

Due to his suggestion, approx. Rs. 50000 was saved. Moreover, by using Pneumatic air gun, working area was fixed where as for use of simple spring gun, person can work in any area, means ease of work. While scrutiny, his attendance for year 2012, is also considered which was 289.

Mr. Tinku Sharma has received Best attendance award for year 2012 (289) and the second highest attendance award (274) for year 2013 in CDF.



Mr. Tinku Sharma receiving the award



Mr. Tinku Sharma along with GRP Team with certificate