



METALLOID

NEWSLETTER

The House Magazine of BMM Ispat Limited

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BMM Ispat relations are valued and mean
a great deal





Mr. Dinesh Kumar Singh

Dear Colleagues,

As we enter a new quarter, we must take stock of our performance of the past three months, with a deep sense of introspection and accountability and work around the problems and pitfalls that we have been facing. Our immediate objective should be to achieve a firm thrust towards increased productivity at lower costs.

With the slowing down of the economy in China, there has been a huge impact on commodity cycles, commodity economies and currencies. While China is a large producer of several metals, with respect to the steel industry, it contributes to more than 50% of global steel production. However, even with this large contribution, to the economy owing to its massive manufacturing plants, the capacity utilization is not to the maximum; hence, there is always a huge excess capacity in China. The backlash from this, combined with declining domestic steel consumption and excess capacity is the cause for a rise in export of steel from China, thereby impacting other steel producing countries.

Honorable Prime Minister, with his thrust towards industrialization of the economy has constantly been emphasizing the need to "Make in India". Infrastructure and housing are key drivers of any economy and it is with this objective in mind that he has called upon

Chairman's Message

domestic steel industries to be efficient and competitive. After all, the steel industry is in the main foundation of the economy of the nation. Opportunity is plentiful and it is up to the manufacturers like us to ensure that we operate to maximum capacity at the most economical costs. As you are all aware, the basic concept of business is economy of scale'. Meaning, the more we produce with best utilization of existing resources, the better our pricing will be. Naturally, this will make us more competitive against imports, especially from China.

Our country's total steel production is about 90 million tons and the Government's aim is push it to touch 120 million tons by 2025. To achieve this target, the Government has to ensure that several measures are initiated. Key among them are financial support through lower interest rates for lending, improvement in transportation and logistics, ensuring that the steel industry is not harmed by low priced imports. In such a situation, it is imperative that we focus on operational, commercial and quality excellence across the organization.

Our key result areas should be enhanced productivity, cost controls, Improve quality, overcoming internal challenges and above all, garnering customer loyalty by satisfying their every need. We also need to strongly focus on Safety, CSR and Human Resources to create sustainable value.

I take this opportunity to wish each one of you and your families all the best and seek your cooperation in making BMMIL the most sought after organization.



Dr. Vijay Sharma

Managing Director's Message

commodities like auto appliances, equipments and also steel.

Let us hope this monsoon helps iron and steel industry to regain its lost sentiment.

Good Luck and Best Wishes.

Dear Colleagues,

Vision, Loyalty, accountability, customer relationships, team work, focus, priorities, culture, decision making, results and so on should be the motto of every manager for success of an organization.

I strongly believe in inspiring every employee to take responsibility for creating a better future. "Results" is a powerful concept, which, if unmanaged, poses a risk to a company's long term health. We need to focus on promised results. In the long term, consistently positive results spring from intelligent strategy and a relentless focus on quality of execution.

Quarterly results should be used as a measure for long-term improvement than worrying about short-term market gains. "Results" should be used as diagnostic tool by the participation of employees to generate new ideas, which in turn will surpass financial expectations quarter after quarter.

Monsoon is progressing in most part of the country as per expectations, which will be a great relief not only to farmers, but to the whole country. Agricultural contribution to economy and GDP is less than 20%, but livelihood of nearly 70% of our population depends on it. So, if rains are good, agro production increases, thus purchasing power of majority of population increases. This gives a boost to economy and supports the demand of many



Editorial



Lalit Lavaniya
Editor

Dear Colleagues, families and friends,

It gives me immense pleasure in bringing this edition of metalloid as it covers the various initiatives taken-up by the organization for inclusive sustainable growth of all the stake holders, as it continuous to grow. BMM Ispat Ltd. has hoisted the Bellary Koppal Regional Industrial Safety Day (BKRISE) events successfully by organizing the district level 45th National Safety Day celebrations to enhance safety awareness among the employees of the surrounding industries. Emphasize given on the Learning & Development activities which are continuously carried out to build skill and competency of our employees to be ahead of our competitors performance. We are happy to bring to your notice about the CSR initiatives carried out by BMMIL including the BMM-Rotary Talent show which helped to identify, recognize and motivate the talents existing in our society. We at BMM Ispat relations are valued and mean a great deal, in this view our employee sons and daughters academic achievements have been honored by publishing them in this metalloid edition. Emphasize has also been given on the environment initiatives taken up by the BMMIL to show-case its commitment towards environment protection.



For any organization to be successful its business objective with inclusive sustainable growth, the performance culture is a must as it brings healthy competition and discipline in the work culture. This discipline promotes decisiveness and standards of excellence and ensures direct accountability. Such discipline is a main reason why commitments and expectations are always clear.

In order to make this disciplined performance culture work, organizations must have the following:

- **Openness and trust:** Candor is encouraged and there is a willingness to speak the unspeakable. An environment of trust reduces defensiveness when issues are raised. People react more honestly, ask questions more frequently, and are more spontaneous with their comments and ideas. The organization derives greater value from its talent, and employees get to develop their competence and contribute to its success.
- **Managed differences:** Conflicts are addressed and unfulfilled commitments are exposed, the better to learn from and correct. Alternatives and options are looked at without a predetermined outcome. People express real opinions and move beyond the perceived "safe talk." Issues are resolved more effectively.
- **Simplicity and focus:** There is a razor-sharp focus on implementation, with clarity and precision defining what needs to be accomplished and how. There is a commitment at all levels to remove – not add — complexity from the way of doing business. Being results driven and having fun are not seen as mutually exclusive, but dependent on one another. Changes occur, as do positive results.
- **Playing to people's strengths:** Leaders know their people and effectively match talent and task. They understand their people's strengths and how best to elicit them. They and their people focus less on closing gaps and more on learning and building on strengths.

Let us keep building the performance culture and wishing you all very success in this endeavor

District Level 45th National Safety Day Celebrations: 2015-16 (BALLARI KOPPAL REGIONAL INDUSTRIAL SAFETY DAY EVENTS)

District Level 45th National Safety Day Celebrations: 2015-16

(BALLARI-KOPPAL REGIONAL INDUSTRIAL SAFETY DAY EVENTS)

The National Safety Day is being celebrated on 4th March of every year in all industries of our country.

In Ballari & Koppal district which is called the steel hub of Karnataka, apart from celebrating National Safety Day in each industry, National Safety Day is also celebrated in a grand manner collectively by all industries of Ballari & Koppal district under the banner of BKRISE.

BKRISE is a voluntary safety forum / organization for which all industries of Ballari & Koppal district are members; the forum is carrying on its activity under the able guidance of the Deputy Director of Factories, Ballari division, Government of Karnataka.

The main aim of the forum is to create Safety & Health awareness amongst the industrial employees of this region. To achieve its aim, various safety related activities are being carried out throughout the year by making one leading company of the region a host for one year. BKRISE forum was established in the year 2002, next year i.e., in the year 2017, the forum will be completing its 15th year of service for the noble cause of industrial safety. The forum is unique in the entire state of Karnataka and is doing a remarkable job with regard to industrial safety to avoid accidents, human suffering and property loss. The activities carried out by the forum are very well recognized and appreciated by the Director of Factories, Boilers, Industrial Safety & Health, Govt. of Karnataka.

During the year 2015-16, BMM Ispat Limited has been given the honor of hosting the BKRISE activities. This is the second time where BMMIL is being honored for hosting such events; in the year 2008, for the first time BMMIL had conducted such programmes.

During the year 2015-16 BMMIL, being the host, has organized many safety, health and statutory related awareness programmes for employees of all

industries of the region. This includes Safety Training, Safety Seminars, Safety Exhibitions, Demonstrations, Safety Competitions, Safety Books/Handouts published and distributed to all industries.

To mark the BKRISE:2015-16 final day event, a programme was organized on 30th March 2016 at Venkateswar Kalyana Mandir, Hosapete. The Joint Director of Factories, Bengaluru, Dy. Director of Factories Ballari Div, Top executives of BMMIL and other leading companies of the region were present on the occasion. The programme was witnessed through the participation of a large number of employees of surrounding industries.

BMMIL was very much appreciated by Government authorities and by all industry representatives for conducting BKRISE:2015-16 activities in a grand manner.

BMMIL has taken the responsibility and executed all BKRISE activities successfully for the entire year, which is well appreciated by the BMMIL management.

Arrival of Chief Guests, Mr. A R Vijayendra Joint Director of Factories, Mr. K Srinivas Dy. Director of Factories, Ballari division. Dr. Vijay Sharma, Managing Director & Mr. B K Ganesh, Director and Occupier.



National Safety Council Flag Hoisting by Managing Director BMMIL & Safety Pledge taking



Inauguration of Safety Exhibition Stall by Mr. A R Vijayendra & Dr. Vijay Sharma

District Level 45th National Safety Day Celebrations: 2015-16 (BALLARI KOPPAL REGIONAL INDUSTRIAL SAFETY DAY EVENTS)



Lighting of the lamp by Mr.A R Vijayendra,
Jt. Director of factories with dignitaries on the dias



Invocation Song, "Hachhevu Kannadada Deepa"
and Lighting of Lamp by Dignitaries



Dignitaries on the dias and address
by our Managing Director



Address by Dignitaries



Address by Dignitaries



Employees gathering from different
industries of Ballari & Koppal dist.



Felicitations to the BMM Employees for their
Contribution in the Field of Safety, by BKRISE

District Level 45th National Safety Day Celebrations: 2015-16 (BELLARY KOPPAL REGIONAL INDUSTRIAL SAFETY DAY EVENTS)



Prize Distribution to Dist. Level Safety Competition winners of different industries

BKRISE - District level Safety Song, Safety Skit & Safety Quiz Competitions conducted at BMM Ispat Limited on 6th February, 2016.



Lighting of Lamp by ED & CFO along with Director & Occupier

Safety Pledge by senior Leadership Team of BMMIL Taken during Safety Competitions

Safety skit performance by BMMIL employees

Singing performance of BMMIL employee

45th National Safety Day Celebration, 4th March 2016 at BMMIL



Participation of employees in Safety March



View of Safety Exhibition by
Dr. Vijay Sharma- MD, BMMIL

**Appreciation awards presented for achieving
“Zero Reportable Incidents” in the year 2015**



RMHS Department Team



Beneficiation Plant Team



Sponge Iron division Team



Induction Furnace Team



Captive Power Plant Team



Projects Team for maintaining
“Good Safety Records” during ISP Project works

45th National Safety Day Celebration



EOHS First Surveillance Audit By M/s TUV India

Audit Date : 1st to 4th February, 2016 and 2nd April, 2016

The first surveillance audit of ISO 14001:2004 and OHSAS 18001:2007 was conducted by M/s TUV India Ltd in the months of February and April 2016. Lead auditor Mr L Gopinath along with Mr Sudheendra audited the entire system for understanding the compliance level to the system requirements. The auditees had enthusiastically participated in the audit and welcomed suggestions given by the auditors. The audit did not find any 'Non-conformances' (NCs) in the EOHS system. This was all because of the full support of all Department Heads and the commitment shown by the auditees in maintaining the system. The auditors in their closing meeting suggested that we go for the new version of EOHS Standard (2015 version), to which BMMIL readily agreed.



Opening meeting of EOHS First Surveillance Audit



EOHS site audit



EOHS site audit



Senior Management Audit

Healthy way of Life

Health and Hygiene



A healthy life is the dream of every individual. The World Health Organization (WHO) has declared April 7 of each year as World Health Day. This is celebrated with the goal of creating awareness among each person. To remain healthy, we need to know the actual meaning of health and hygiene; so, let us look a bit deeper into health and hygiene.

According to WHO health is: "a complete state of physical, mental and social well-being, and not merely the absence of disease or infirmity". As per the definition, a person cannot be said to be healthy merely through a disease-free condition. He / she should be physically as well as mentally healthy. This demands a hygienic condition. Health and hygiene are two correlated terms.

Hygiene can be defined as the practice of certain habits to maintain good health. It can be at the personal level (personal hygiene) and at the community level (social hygiene).

Personal hygiene: Personal hygiene includes cleanliness, physical exercise, proper rest, sleep and other habits like avoiding smoking, alcohol, drugs etc. A majority of diseases can be prevented by maintaining good personal hygiene.

Social hygiene: Society includes the surroundings we live in and other public places. A good environment has a great impact on the physical and mental condition of an individual. Untidy and improper disposal of waste in public places leads to unhealthy conditions. These lead to uncontrolled growth of rodents and disease - causing - and - carrying agents and make us ill. Hence, social hygiene is as important as personal hygiene.

Dr. P. Vijaya Venkatesh Bsc. MBBS,
Chief Medical Officer, BMM Ispat Ltd. Danapur

Learning & Development



Expanding knowledge, skill or competency of people through technical, functional and behavioural training is an ongoing activity at BMM-ISPAT, which fully recognizes the fact that it is advantageous not only to the organization, but also to the individual employee.

We continuously promote more in-house, customized training programs with internal qualified faculty. We also engage external trainers to meet all our training requirements. This implicit faith in the efficacy of training came across very clearly from the ‘BMMIL Learning & Development Strategy in Place’. Following are some of the training photographs.



Program on 'Refractories'



Program on 'Root Cause Analysis'



Executive Development Program



Program on 'Welding Technology'



Program on 'Control Valves'



Program on 'Water Treatment Plant'

The training needs are being identified through appraisal, skill or competency mapping, root cause analysis and other specific need-based training programs being conducted to ‘bridge the gap’ between what is expected in knowledge, skill and competency for the role and actual knowledge, skill and competency of the individual employee, with respect to technical, functional and behavioural aspects.



Learning & Development



Program on 'FMEA'



Program on 'Pareto Analysis'



Program on 'Pumps' by Faculty from Kirloskar Ltd.



Program on 'Energy Management'



Program on 'Tools , Tackles & Statutory Requirements'



Program on 'Conveyer Belts'



Program on 'Prevention of Environment Pollution'



Program on 'Planned Maintenance'

66th



REPUBLIC DAY

Celebrations

Republic Day Celebrations

Jana gana mana adhinayaka, jaya he, Bharata bhagya viddha!

On January 26, 1950, the Constitution of India came into force. To mark the day, we Indians celebrate Republic Day every year. At BMM, on January 26, 2016, Republic Day was celebrated with great joy and enthusiasm. Mr K Kannan, Sr Vice President, was the Chief Guest of the day and hoisted the National Flag. This was followed by the singing of the national anthem and all the participants paid their respects to the National Flag.

Mr. K. Kannan while addressing the audience, recalled the sacrifices made by the innumerable freedom fighters. He also requested everyone to join hands in the growth of the organization. All the employees including the heads of various departments were present on this occasion.

Mr Pavuluri Siva Prasad, Sr Vice President, also addressed the gathering and paid respects to the national leaders for sacrificing their lives to fight against the British rule. He also encouraged our employees to work together to achieve our organizational goals.

The finale came with the national anthem sung in unison by all the employees, which enlivened the atmosphere and lifted the spirit of every member of the audience. Then, the senior management team presented the prizes to the winners of various competitions held on the occasion.



Dignitaries on the dais



Group photo with dignitaries



Pigeon hoisting for peace during Republic Day Celebrations

Know Your Equipment

Electro Static Precipitator (ESP)

The Electro Static Precipitator (ESP) is a filtering device which filters suspended dust particles in gases that are generated out of a combustion process. The ESP consists of two electrodes, viz., Emitting Electrode or discharge electrode (negatively charged) and Collecting Electrode or collecting plate (positively charged) housed in chambers or sections, called fields. High DC (Direct Current) voltage in the range of 50 to 100 kilovolts (KV) is applied between the Emitting and Collecting electrodes by means of a transformer-rectifier assembly. The voltage is controlled by means of an automatic electronic controller, which ensures that the set voltage is applied and maintained. When dust laden gases pass between the emitting and collecting electrode the dust particles are ionised by the high voltage applied between these electrodes and they get negatively charged. These negatively charged dust particles are attracted towards the collecting electrodes and they stick to them. The dust particles thus accumulate on the collecting electrodes and are periodically dislodged from the collecting electrodes by hammering. Automatic plate-rapping systems (hammering systems) and hopper-evacuation systems remove the collected particulate matter while the ESP is charged and running, theoretically allowing ESPs to stay in continuous operation.

ESPs are designed to handle flue gases of volumes ranging from a few thousand m³/hr to a few lakh m³/hr. At design stage, the flue gas volume, dust load, flue gas temperature etc., are taken into consideration and accordingly ESPs are designed. ESPs can reduce the particulate matter in flue gases to less than 50 mg/m³ of flue gas which keeps the emission from chimneys almost clear of any dust. Typically, ESPs are designed for operating in hot conditions, where they will handle gases of temperatures ranging from 150 deg C to 250 deg C.

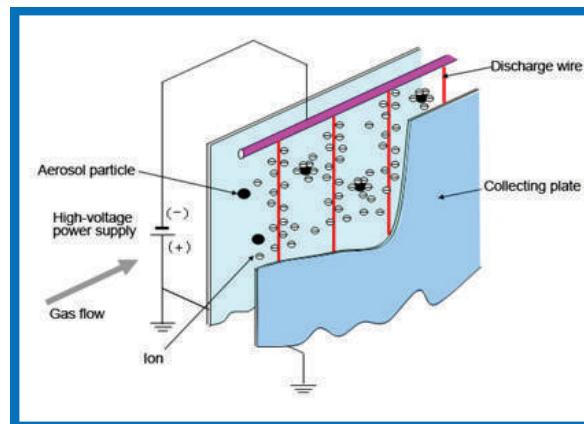
The performance of ESP is affected by two main factors:

1. Resistivity of dust particles
2. Size of dust particles

Resistivity of dust particles: The resistivity of ESP dust particles mainly varies due to the type of fuel being used in the combustion process. This varying resistivity has an effect on ESP performance. At normal resistivity (10⁷ to 2x10¹⁰ ohm-cm) of dust particles they retain their charge and are discharged easily from collecting electrodes by means of hammering, thereby improving the collection efficiency of ESP. However, when the resistivity of particles increases they remain stuck to collecting electrodes making it difficult of dislodge through

hammering, thereby reducing the collection efficiency. Whereas, when resistivity decreases, the particles are not firmly stuck to the collecting electrodes, which allows them to re-enter the gases and go out through the chimney, causing undesired emissions.

Size of dust particles: The size of dust particles ranges from 20 microns to closer to 1 millimeter. The size distribution of these dust particles determines the collection efficiency of the ESP. If the particles are more in <40 microns range, then there are more chances of these dust particles re-entering the gases, when they are being dislodged during hammering of collecting electrodes. Heavier dust particles will easily settle in the hopper provided below the collecting electrodes, whenever the electrodes are being hammered. Proper understanding of these functions will enable you to tune the ESPs operation to its optimum level without sacrificing its efficiency. Proper maintenance of dust evacuation system, timely evacuation of dust and effective maintenance of ESP system's internals will play a key role in ensuring longer life of ESPs.



Staff Corner

Eight tips for more effective personal time management

1. Spend time planning and organizing : Using time to think and plan is time well spent. In fact, if you fail to take time out for planning you are in effect, planning to fail. Organize in a way that makes sense to you. If you need colour and pictures, use a lot on your calendar or planning book. Some people need to have papers filed away; others get their creative energy from their files. So forget the "shoulds" and organize things your way.



2. Set goals : Goals give direction to your life, and the way you spend your time. Set goals which are specific, measurable, realistic and achievable. Your optimum goals are those which cause you to 'stretch' but not 'break' as you strive for achievement. Goals can give creative people a much-needed sense of direction.



3. Prioritize : Use the 80-20 Rule originally stated by the Italian economist Vilfredo Pareto, who noted that 80 percent of the reward comes from 20 percent of the effort. The trick to prioritizing is to isolate and identify that valuable 20 percent. Once identified, prioritize time to concentrate your effort on those items with the greatest reward. Prioritize by colour, number or letter - whichever method makes most sense to you. Flagging items with a deadline is another idea for helping you.



4. Use a 'to-do' list : Some people thrive on using a daily 'To Do' list which they construct either the last thing the previous day or first thing in the morning. Such people may combine a 'To Do' list with a calendar or schedule. Others prefer a 'running' To Do list which is continuously being updated. Or, you may prefer a combination of the two previously described 'To Do' lists. Whatever method works is best for you. Don't be afraid to try a new system - you just might find one that works even better than your present one!



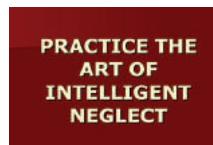
5. Do the right thing right : Noted management expert Peter Drucker says: "Doing the right thing is more important than doing things right." Doing the right thing is effectiveness; doing things right is efficiency. Focus first on effectiveness (identifying what is the right thing to do), then concentrate on efficiency (doing it right).



6. Eliminate the urgent : Urgent tasks have short-term consequences while important tasks are those with long-term, goal-related implications. Work towards reducing the urgent things you must do so you will have time for your important priorities. Flagging or highlighting items on your 'To Do' list or attaching a deadline to each item may help keep important items from becoming urgent emergencies.



7. Practice the art of intelligent neglect : Eliminate from your life trivial tasks or those tasks which do not have long-term consequences for you. Can you delegate or eliminate any portion of your 'To Do' list? Work on those tasks which you alone can do.



8. Reward yourself : Even for small successes, celebrate the achievement of your goals. Promise yourself a reward for completing each task, or finishing the total job. Then keep your promise to yourself and indulge in your reward. Doing so will help you maintain the necessary balance in life between work and play. As Ann McGee-Cooper says, "If we learn to balance excellence in work with excellence in play, fun, and relaxation, our lives become happier, healthier, and a great deal more creative".



Staff Corner

Attitude

Stop saying ‘It’s Not My Problem’



‘It’s Not My Job’

‘It Always Happens’ Let us get rid of this disease now

The range of reactions to “that’s not my job” might land some managers in trouble, but it is when a leader turns a blind eye to this remark and says “that’s not my problem” that productivity slows. It is the employee with an attitude problem who says “that’s not my job”, but it is the leader with an attitude problem that thinks “that’s not my problem.”

The problem is that many leaders get fed up with this kind of behaviour and many organizations do not have a professional conduct policy by which to govern the behaviour or potential attitude problems of employees. Thus, this kind of issue becomes one that leaders tire of dealing with and they walk away saying “that’s not my problem” under their breath. When an employee problem of this type gets ignored in the organization, it spreads. It becomes contagious, starts to affect other team members, can create conflict and certainly stress, and will slow down, to the speed of cold molasses any and all productivity, if left to fester.

Let us start owning the problem or rather, I would suggest let us start adopting a problem (like adopting a child) irrespective of the nature of problem and say,
“Yes, this is my problem and I will work until I resolve it”.

Next time you hear somebody say, “This is not my problem”, tell him he has an ‘attitude problem’.

Ramesh Babu R, GM (SID)

Newly Married



Mr. & Mrs. Maruthi G - 03.02.2016



Mr. & Mrs. Tukaram T.L - 17.04.2016



Mr. & Mrs. Jjalgar Kumaraswamy - 20.04.2014



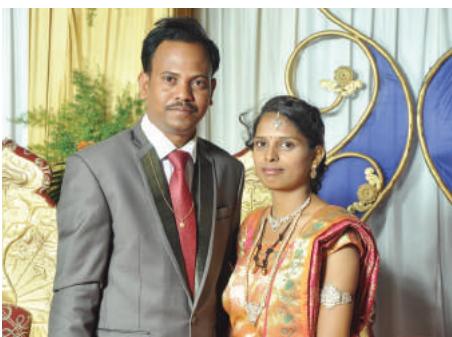
Mrs. Monika - 17.02.2016



Mr. & Mrs. Parandhaman - 25.03.2016



Mr. & Mrs. Pranesh Rao K - 12.02.2016



Mr. & Mrs. Alabur Anand - 20.04.2016



Mr. & Mrs. Praveena Kumar - 13.02.2016

New Born



Mr. Rajesh Subramanyam - 10.01.2016



Mr. Syed Jaffer S - 23.02.2016



Mr. Venkata Poorna Chandra Setty - 11.01.2016



Mr. Manjunatha T - 20.06.2016



Mr. Sharanappa Rrati - 19.01.2016



Mr. Keziya Titus Veeradasary - 10.06.2016

CSR Activities from January - 2016 to March - 2016

Corporate Social Responsibility (CSR) is the approach that contributes to sustainable development by delivering economic, social and environmental benefits to all stakeholders. BMMIL strongly believes in sustainable development through continuous growth and also contributing to the society in which it operates. A portion of our earnings is usually earmarked towards this charitable activity. Some of the recent contributions made towards Sports, Education, Environment, and Health are given below.

JANUARY 2016

BMM-ROTARY TALENT SHOW

BMM-ROTARY jointly organized a Talent Show at the Rotary premises during 22nd - 23rd January, 2016. On the final day, Mr. VVV Raju, ED & CFO and Mr. Lakshminarayana, CGM and Rotary officials presented prizes. After the completion of the final day's events, prizes were distributed by guests to the winners. BMM sponsored Rs 3 lakhs for the events. This immensely helped to identify the talents, recognise and motivate them in their career.



FEBRUARY 2016

DONATED STEEL FOR IMPROVEMENT OF ZOO PARK, BALLARI

BMMIL has donated 7.41mt of steel worth of Rs.2,25,689 to the Deputy Conservator of Forests, for the improvement of the Zoo Park at Ballari, under its CSR activity.



MARCH 2016

DONATION FOR THE STATE LEVEL TENNIS TOURNAMENT

A sum of Rs 1 lakh was donated on March 26, 2016 for the conduct of the State Level Open Tennis Tournament, 2016 by Police Gymkhana Ballari, held from March 25 to 27 at Ballari. This initiative helped players to showcase their talent to further their careers.

FOREST DEPT PLANTATION PIT WORK , SOIL & WATER CONSERVATION

As per the request from the Forest Dept. Plantation pit work near Shantipriya mines road area & behind the BMM Ash dumping yard, as also water & soil conservation initiatives have been taken up by BMMIL to increase the ground water table & soil conservation. This will enable sustainable development by ensuring forest ground water & fertile soil conservation.



CSR Activities from April - 2016 to June - 2016

APRIL 2016

DRINKING WATER FACILITY

For the whole of the year, drinking water was supplied to the surrounding villages for sports, mass marriages, festivals, electrical problems and other uses.

On April 1st 2016 Kudiyuva Neerina Aravattige (drinking water facility) was inaugurated at three locations at Mariyammanahalli, Danapur and Hanumanahalli. RO water is being provided to the public through Aravattiges.



MAY 2016

ARIKERI DURUGAMMA , SEETAMMA TEMPLE & TOWER PAINTING WORK.

A sum of Rs 90,000 was donated towards Arkeri Durugamma temple and tower painting works done by Mr. P Prakash, artist at Gunda Thanda village. There was no painting work done post construction of the temple for 10 years and hence BMMIL completed the work on request from the villagers.

GRAVEL SUPPLIED FOR DANAPUR ANJINEYA SWAMY CAR FESTIVAL

Six trips of gravel were supplied for Danapur village on the occasion of Anjineya Swamy Car festival. The gravel was supplied on request from the villagers to avoid stagnation of water on roads, resulting in deseases like malaria from mosquitoes.



JUNE 2016

PROVIDED SCHOOL BUSES TO THE SURROUNDING VILLAGES

BMM Ispat Limited provided four school buses for the surrounding villages under CSR activities, starting June 1st 2016. Approximately 300 students benefited from this service. Now they can reach their respective schools on time. Gunda, Gunda Thanda, Gunda station, Labourer's colony, Hanumanahalli, Taralli, Basapura, Galemmanagudi, SMIORE Colony, Danapura and Vyasanakere colony village students benefited.



NOTE BOOKS DISTRIBUTED

Under CSR, from June 22nd to 24th 2016 note books were distributed to school students of the surrounding villages. 19 Villages with 21 Schools were covered under this programme; 4264 students received 18051 note books. This initiative from BMMIL has really helped poor students of surrounding villages.



WALL OF HONOUR

Together Everyone Achieves More

Academic Achievers:

Safety Department:

Three BMM Employees have been recognized as **Internal Competent Persons** on 2nd March 2016, by the Director of Factories & Boilers, Govt. of Karnataka under Section 2(c) of the Factories Act 1948.

The following employees are recognized as INTERNAL COMPETENT PERSONS.

Sl.No.	Name	Designation	Department
1	Mruthunjaya Talawar	Sr.Manager	Pellet Plant - I
2	K Panchatcharam	DGM	Beneficiation Plant - I
3	Basavaraju M	Sr.Manager	SMS

These INTERNAL COMPETENT PERSONS can now test and certify 50% of the total lifting equipment and air receivers of the entire plant once in a year or six months as per the clause, i.e., in place of third party or agency recognized by Govt. of Karnataka.

Following is the net savings expected from this initiative.

Sl.No.	Month/Year	Savings in INR
1	Jun-16	1,61,000
2	Dec-16	2,22,555
3	Mar-17	41,000
4	FY2016-17	4,24,555

Under the guidance of the Director & Occupier, DGM- Safety & Fire Services has taken up the matter with the government offices in getting internal competency certificate, perusing the certification work as per the statutory requirements.

At BMM-Ispat, relations are valued and mean a great deal. The strong bond unites people from diverse social and cultural milieus and extends well beyond the workplace and touches their personal lives. The family members of our team are as important as the team itself. The company misses no opportunity to highlight their achievements and rejoice over them. If the team has done us proud, these children have truly done their parents and teachers proud with their brilliant academic performances.

Metalloid is happy to bring to light their achievements through this section.



Ms. Vucha Ruchitha
D/o.Mr. Vucha N Basaveswara Rao
Manager- SID Department

Achievement:

Secured 98% in 2nd PUC and got admission in International Institute of Information Technology, Hyderabad through JEE Main Entrance Exam.



Ms. Vucha Jyothika
D/o.Mr. Vucha N Basaveswara Rao
Manager- SID Department

Achievement:

Secured 92% in SSLC (ICSE Syllabus) from Sandur Girls Residential School, Vyasanakere.



Mr.K. Sagar Sai
S/o.Mr.Sanna Thimmappa
Sr.Manager- Utility

Achievement:

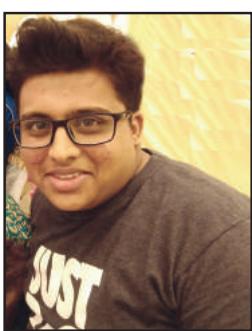
He has secured 8.6 CGPA in 10th Exam in CBSE



Ms. Gauri V Alle.
D/o. Mr.Vasanth Kumar Alle
AGM -Projects.2. Bri

Achievement:

Marks Secured 10 CGPA and obtained 95% in Class - X, CBSE Secondary School Examination.



Mr.Santhosh Holla V.M.
S/o.Mr.V.Mahabaleshwara
Manager-Stores

Achievement:

Secured 543 out of 600 Marks in 2nd PUC Year Commerce examination of 2015-16. Has scored 100% in Accountancy and passed with Distinction.



Ms. G R Chaitra
D/o.Mr.G Ramesh
Supervisor-Metallurgical Services

Achievement:

Secured First Place in Hagari Bommanalli Taluk in 2nd PUC Commerce.



Mr.R Tarun
S/o. R Prabhakar Rao
Manager-Power Plant- 2X70

Achievement:

Secured 578 marks in SSLC Examination and passed with distinction



M. Rohith.
S/o. Mr.D. Madhavan
Manager - Utility

Achievement:

In SSLC he has scored 98.56 % with 100% in Mathematics & secured 3rd place in Bellari Dist.

Environment Initiatives



Modification/conversion of Soak pit into STP in Hanumanahalli Quarters

Modification/conversion of soak pit into STP in Hanumanahalli Quarters

Problems in the area:

1. There were public complaints on overflow of sewage into farm lands.
2. Anaesthetic condition around the quarters with foul odour.
3. New STP of 45KLD will cost around Rs 25 lakhs, with space constraint for new STP within the premises, as there is no land available.

A feasibility study was conducted and then a modification of soak pit into STP was executed by the environment teams from the Utility and Admin departments. The STP was constructed using the existing soak pit, making some partition for tanks and by installing some required equipment. We have spent around Rs 11 lakhs including civil work. By this, we have saved around Rs 14 lakhs directly as well as precious land. Now, the treatment is successful and we have overcome all the problems mentioned above.

Modification of existing 90KLD STP into 150KLD STP without civil works

After commissioning of ISP canteen, an additional load of 40KL of sewage is being generated. There are proposals for a few more toilet blocks in ISP which will add more load of 20KLD. Hence, we need to install one more STP of 60KLD for the above sewage. It will cost at least **Rs 28-30 lakhs and additional recurring cost** for manpower for operation and maintenance and other requisites.

Both the teams of the Environment and Utility departments proposed the modification of the existing STP of 90 KLD (SBR) into a Conventional (ASP) STP to the capacity of 150KLD without additional civil works.

From the above modification, we have achieved following advantages:

- We have spent **Rs 5.75 lakhs** for the above modification, through additional blower, filter and aeration lines.
- Additional investment of **Rs 28-30 lakhs** for new STP at ISP is avoided, thereby saving **>25 lakhs**.
- Recurring cost for operation and maintenance of one more STP is also avoided @ **Rs 5 lakhs** per annum.
- Shock loads and septic water can be treated very efficiently. ASP can handle high organic and hydraulic load.
- Installed activated carbon filter for odour and heavy metal removal.
- Installed silencer to the old air blowers and achieved noise reduction from 98dB to 85dB.



Garden Development at Gunda

Horticulture dept. has developed gardens with in house available resources. Developed garden at

Gunda family quarters	-1100 m ²
Gunda guest house	-800 m ²
MRSS	-1040 m ²
SMS area	- 1400 m ²
Total	-4340 m²

We have developed all this within Rs 35-40 per sq metre, using available in-house resources, with an approximate **expenditure of Rs 1.62 lakhs** while normally the cost of garden development as per standard rates will be Rs 350 per sq metre, which may cost approximately **Rs 15 lakhs**.



Environment day Celebration

The World Environment Day Celebration at BMM -ISPAT, on June 5th 2016 was celebrated with true spirit by sapling the trees by the team of employees led by Senior leadership.



Environment Day Celebration at BMMIL was inaugurated by Mr.Ganesh B K - Director & Occupier by Sapling the Plants.



Group Photo of employees after sapling the trees by each of them during world Environment Day Celebration

KSPCB Chairman Visit to BMMIL

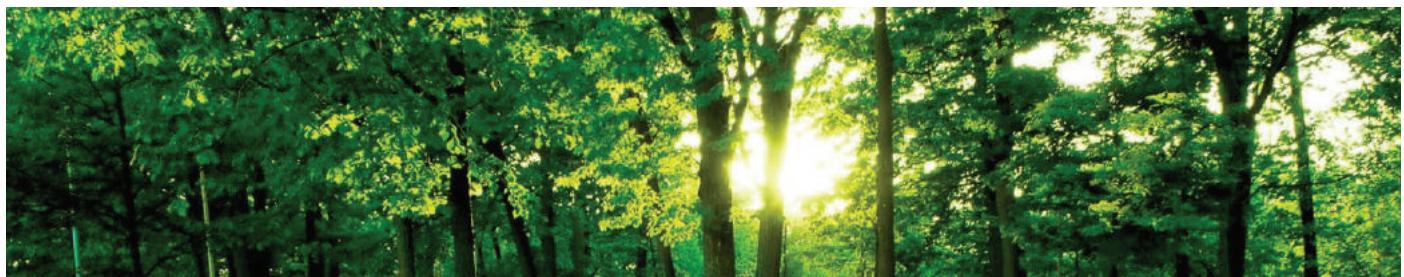
Mr. Lakshman, Honourable Chairman of Karnataka State Pollution Control Board (KSPCB)has visited BMM Ispat Ltd. on 7th April, 2016. He has gone through the Environment Pollution Control Initiatives taken up by BMMIL and the same has been appreciated during his visit.



Mr. Ganesh BK, Director & Occupier welcoming the KSPCB Chairman Mr.Lakshman



Mr.Lakshman, KSPCB Chairman sapling the tree during his visit at BMM Ispat Ltd.



New Members of BMMIL



Mr.Ashwath Kumar Yadav K
DET, Logistics



Mr. N Chandramouli
Sr.Officer, Finance & Accounts



Mr.Shubhasish Singh
Jr.Manager, Finance & Accounts



Mr.Raghavendra Y K
Manager, Bar Mill



Mr.Ramesh Purchit
CGM, Power Plant



Mr.Ramesh Police
Jr.Manager, Logistics



Mr.Manish Kumar Srivastava
Dy.Manager, Bar Mill



Mr.Roith Varma
Manager, Marketing



Radhika
Assistant, Finance & Accounts



Mr.Jinde Aravind Kumar
Jr.Engineer, Power Plant - 2x70 MW



Mr.Kotla Vikas
Manager, Finance & Accounts



Mr.Hemantha Kumara B N
Dy.Manager, SMS



Mr.Ajit Kumar Rout
Sr. Officer-Stock Yard, Finance & Accounts



Mr.Raghavendra R
Manager, Bar Mill



Mr.Praveen Kumar G
Jr.Manager, Power Plant - 95 MW



Mr.Mazahar
GET, Bar Mill



Mr.Vivek Kumar Mishra
Asst.Manager, SMS



Mr.Ashim Kumar Dey
Security Inspector, Administration



Mr.K Narasimha Murthy
DGM, Finance & Accounts



Mr.Selam Venkata Reddy
Engineer, IT



Mr.Kumar V Meti
Dy.Manager, Bar Mill



Mr.Patil Madhukar Adhar
Sr.Manager, Bar Mill

**BMM Welcomes and Wishes all the new employees
a great time with us...**

Projects/ISP Progress

BMM EXPANDING



PGP was lit up on 2/04/2016, and Gas production started from 11/04/2016.

Projects/ISP Progress

BMM EXPANDING



SMS- 200Ø Round Casting in Progress



BARMILL- High Speed Rolling in Progress



BARMILL – RCS, in cooling bed



BARMILL – ROUNDS, in cooling bed

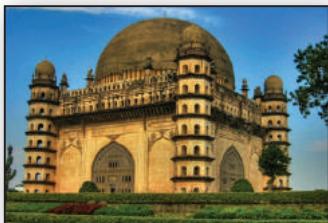


BARMILL – RE-BAR, in cooling bed

Places to Visit

Vijayapura

Vijayapura is rich in historical attractions, mainly related to Islamic architecture, especially those of the Vijayapura Fort. A town blessed with scattered ruins and still intact gems of the 15th to 17th century Muslim architecture, it was the capital of the Adil Shahi dynasty (1489-1686), one of the splinter states formed when the Bahamani Muslim kingdom broke up in 1482. The town is dotted with mosques, mausoleums, palaces and fortifications. A formidable fort surrounds the town, which has some of the finest mosques in the Deccan and retains a pleasant atmosphere. Vijayapura is one of the places not to miss in your travels in India. The best time to visit is October to March.



Gol Gumbaz



Bara Khaman

GOL GUMBAZ : The Gol Gumbaz is the most famous monument in Vijayapura. It is the tomb of Mohammed Adil Shah (1627–1657) and the second largest dome, next in size only to St Peter's Basilica in Rome. A particular attraction is the central chamber, where every sound is echoed seven times. Another attraction at the Gol Gumbaz is the Whispering Gallery. Here even minute sounds can be heard clearly from 37 m away. The complex includes a mosque, a Naqqar Khana (a hall for the trumpeters) and the ruins of guest houses. In the surrounding ornamental gardens is an archeological museum.

BARA KHAMAN : A mausoleum of Ali Roza built in 1672, it was previously named Ali Roza, but Shah Nawab Khan changed its name to Bara Kaman as this was the 12th monument during his reign. It has seven arches and the tomb containing the graves of Ali, his queens and eleven other ladies possibly belonging to the Zenana of the queens.



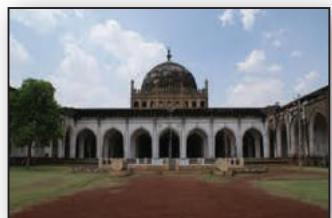
Gagan Mahal



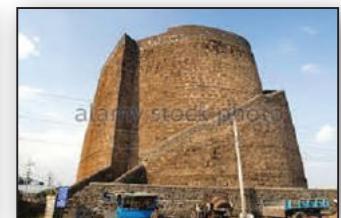
Ibrahim Rouza

GAGAN MAHAL : This 'Sky Palace', built with a 21m façade and four wooden massive pillars, has a majestic central arch. Sikandar Adil Shah, in silver chains, surrendered here to Aurangzeb in 1681.

IBRAHIM RAUZA : Built by Ibrahim Adil Shah II (1580-1627), it consists of his tomb and mosque within a square compound, both rising face to face from a common raised terrace, with a tank and a fountain in between. The mosque has a rectangular prayer chamber with a facade of five arches, shaded by the chhajja and a slender minaret at each corner. Enclosed within a square fenestration rises the bulbous dome with a row of tall petals at its base. The square tomb with double aisles around it, the inner one pillared, has similar features but is finer in proportions. Two narrow arches, next to the ones at each end, break up its facade. In the interior, each wall has three arches, all panelled and embellished with floral, arabesque or inscriptional traceries. The tomb chamber has a low curved ceiling made of joggled masonry, with empty space between it and the dome.



Jamai Masjid



Uppali Burj

JAMAI MASJID : Built by Ali Adil Shah I (1558–80), it is one of largest mosques in the region, standing tall for 450 years. It has a large hall, elegant arches, and an excellent dome with 33 smaller domes surrounding it. It has an exquisite copy of the Quran, written in gold. The elaborate entrance gate was built by Aurangzeb. It sprawls over an area of 1,16,300 sqm and has graceful arches, a fine dome and a large inner courtyard with room for 2250 worshippers, spaces for them marked out in black squares on the polished floor. The mosque's sacred alcove has the Quran intricately painted on it in letters of gold.

Uppali Buruj : Uppali Buruj is a 16th century, 24m high watchtower near the western walls of the city. An external flight of stairs leads to the top, where you will find two hefty cannons and a good view of other monuments around the town.

Travel
Around

Book Review

Legacy

Author: Mohan Prasad

Review By Sankalpta Singh

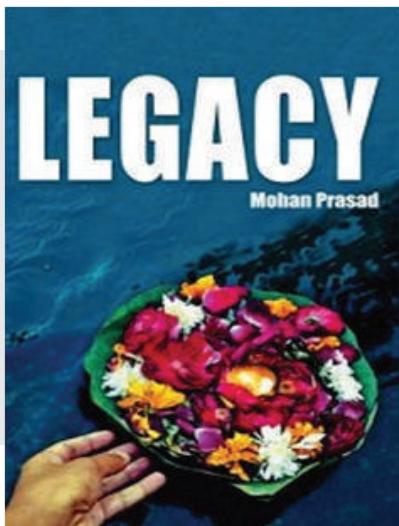
PLOT: 3/5

CHARACTERS: 4/5

WRITING STYLE: 3.5/5

CLIMAX: 3/5

ENTERTAINMENT QUOTIENT: 3.5/5



"India is, the cradle of the human race, the birthplace of human speech, the mother of history, the grandmother of legend, and the great grandmother of tradition. Our most valuable and most instructive materials in the history of man are treasured up in India only." — Mark Twain

These beautiful words written by Mark Twain very effectively summarizes the greatness of our beloved country and its prodigious legacy. Quite unfortunately though, the India we live in today and the Indians we have become, have forgotten what wonderful legacy our forefathers have left us. This book, true to its name is a small but humble step dedicated to the legacy of our beloved motherland.

"Legacy" is a story of two teenagers from rural Bihar Darshan and Anita, their life, their choices, their beliefs, their revolutions and ultimately their legacy. Both are distraught and distressed by the decaying politics which

plagues most part of the post-independence India. Both are idealistic and visionaries, and both want to change the nation, specifically their region of rural Bihar which is all the more adversely affected by the ignorant and negligent politicians.

Both set out to educate themselves by travelling extensively throughout the length and breadth of their state but unfortunately despite of the irrevocable love between them, both develop separate paths – one of a healer and peacemaker and the other of an aggressive revolutionary. So will their paths ever coincide? Will they be able to succeed in what they set out to achieve in the first place? Where will their ideals and visions lead them? Know this and much more about the life journey of these two estranged lovers in this thought provoking book today! If I have to sum up the book in two words, they will be – thought provoking. For the book indeed makes the reader think and reflect on many aspects of our lives and history. It makes you question and seek answers often providing them later to help knowledge building and cogitation. The author's note at the end beautifully explains what the author had in mind while penning this book – "I found a deplorable gap in the knowledge of Indian history in our generation... history generates future, and if we forget it, we will do a great disservice to the future generation, and ourselves; thus marring the positive growth of the nation" and after reading this wonderful work I can unquestionably state that the author has undoubtedly achieved what he intended to achieve in the first place.

The book is a beautiful blend of fiction and fact, knowledgeable and entertaining at the same time while also being insightful and thought provoking. Both the lead characters are charming and charismatic and though they lead separate paths, they are bound by one single motive – service and devotion to their nation and countrymen. They are inspirations at their best. The story is well developed and mostly progresses at a steady pace, switching between past and present as the plot demands. My only qualm with the book is a little lack of entertainment quotient which might keep the hard core action and adventure seeking fast paced novel lovers away from this beautiful work.

The book thus is an exceptional piece of work, very informative and educative in its own humble way and I therefore recommend it to all my readers.



TEAM METALLOID

- 1 Mr.Ganesh B K (Chairperson)
- 2 Mr.K Kannan
- 3 Mr.R Ramesh Babu
- 4 Mr.Ravi Jain
- 5 Ms.Swetha
- 6 Ms.Jyotsna B N
- 7 Mr.Akbar Basha
- 8 Ms.Siddalingamma G
- 9 Mr.Lalit Lavaniya (Editor)

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