

# SEHER

*Illuminating Lives*

## From the CEO's Desk



Past couple of months have been the most challenging times of the decade, but we managed to get over the storm with our perseverance, grit and determination. As we enter into the first phase unlock, we need to be extremely vigilant with all the safety measures in place as the crisis is still not over.

We are committed to the safety and well-being of all of our employees, and so robust system has been put in place to ensure careful restart of operations. I urge all of you to be mindful of the fact that while the battlefield remains the same, we have to change our strategy and move ahead with courage and caution. The art of sustenance lies in constant readjustment to the ever-changing paradigms of existence and I am delighted to see the ease with which you all have embraced the new normal.

Innovation and disruptive ideas are the need of the hour, we saw some interesting out-of-box ideas in action. I am enamoured with the efforts of our team for coming up

with a handsfree sanitisation system. Kudos to the CSR team as well for their unique initiative SWAD!



Some fun is always welcome and more so during such trying times as these, we saw emerging sports talent among our employees, many congratulations to all who participated and the winners of the badminton tournament.

We have been on the forefront of Covid relief measures right from the start of this pandemic and shall continue to support our communities and neighbours with all possible help and assistance. TSPL is blessed to be in vicinity of the world famous Takht Shri Damdama Sahib and in wake of this crisis we had the honour to contribute towards ration for langar service organised by the Gurudwara management committee for the needy.

As we take a leap of faith into the future, let's resolve to be an unstoppable force to chase our goals with determined spirit and raging rigour.

*Stay Positive! Stay safe!*

**Vikas Sharma**  
CEO & WTD  
TSPL

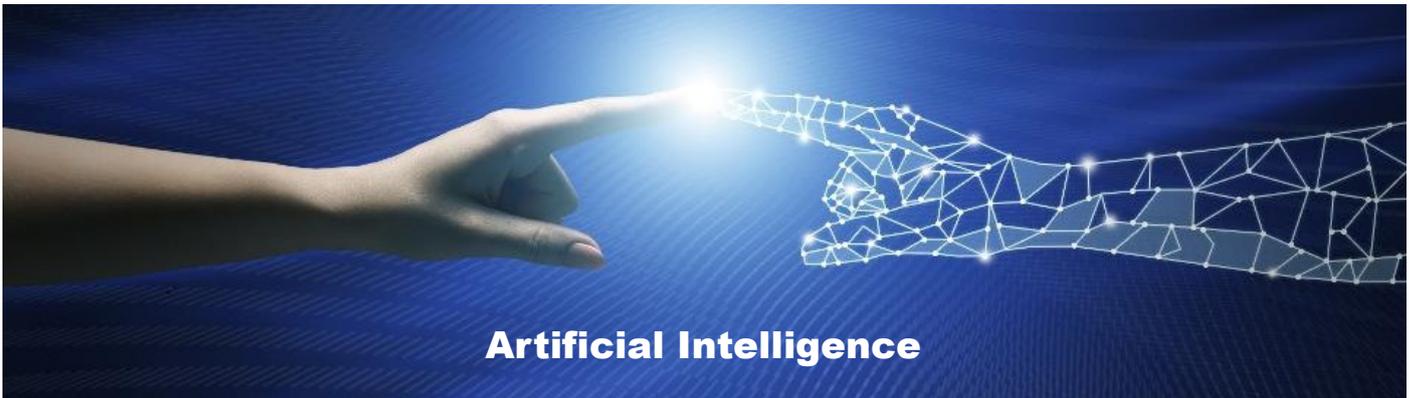
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# INNOVATION

## TSPL Innovators

Mr Ashish Singh & team worked with energizing creativity to build a “paddle operated hand sanitizer machine”. In wake of COVID19, it has become essential for all to refrain from touching common surfaces and frequently wash or sanitize hands. This machine is kept at the entry gate of the plant encouraging the habit of safe hygiene for all.



## Artificial Intelligence

TSPL has successfully deployed Robotic Process Automation (RPA) which enables it now to automatically execute repetitive, rule based tasks which were earlier done manually. This not only eliminates human errors but also builds resilient business process capacity. TSPL needs to monitor power generated by other power generation organizations (competitors) in the state of Punjab to compare its own power generation status viz-a-viz others. The Bot can extract real time power generation and automatically populate an SQL table which will save valuable time for data analysis.



## Launch of Strength & Wellness At your Doorstep (SWAD)

A unique CSR initiative **SWAD** was launched recently at TSPL. The initiative aims at ensuring a steady market for local small scale farmers especially at a time when the economy is hit hard due to the pandemic. The initiative brings organic farm fresh vegetables to our employees directly. The vegetables are locally sourced from local farmers associated with TSPL's Sustainable Agriculture Promotion Project '**Navi Disha**'. The initiative received overwhelming response with over 165 KG of vegetables sold within 30 days of the launch.

The initiative is helping the farmers sell their produce in-house especially during a time when the agriculture supply chains have been temporarily disrupted.



## TECHNICAL HIGHLIGHTS

### Conveyor Maintenance

Additional DS line over head end of Conveyor 7A & 7B have been provided to quench the heated coal fed through these conveyors reducing the chances of fire incidents on subsequent belts.





## Heat Stress Campaign

Soaring temperatures have led to Heat Waves in the northern region of India. In line with our philosophy of safety for all, summer heat stress campaign was conducted in the month of May for all employees of our business partners with the aim of achieving Zero Harm due to summer heat stress.

## Safety Refresher Training

**Material Handling Lifting Work**

**Definition:-**  
**Material handling is the movement, protection, storage and control of materials and products throughout manufacturing, warehousing, distribution, consumption, installation, dismantling and disposal.**

**Common type(s):-**

- Manual Handling
- Mechanized Handling-

**Immediate Hazard- Fall of material, Physical hazard**

Safety Refresher Training was conducted for our business partner - STEAG reiterating safety measures to be kept in mind while working. 225 employees participated in the interactive training session on 19th May 2020.

## Wellness Program

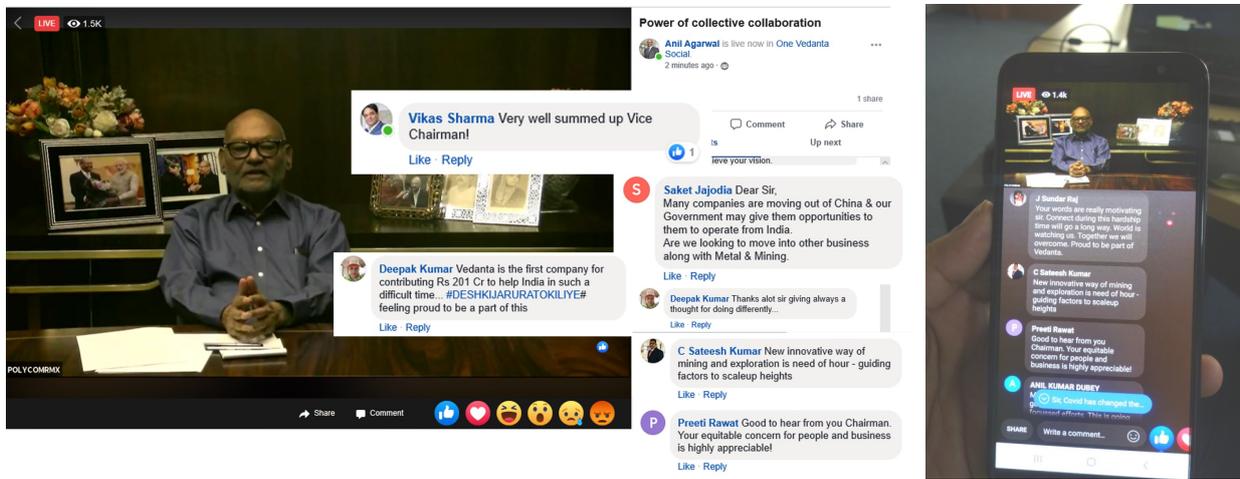
TSPL and business partner STEAG employees participated in Tobacco Cessation, Drug & Alcohol Abuse session conducted on 29th May 2020 by our health partner — Wellspring Healthcare. The session aimed at inculcating healthy habits by discouraging use of tobacco, drugs or alcohol.



## TRAININGS & MEETINGS

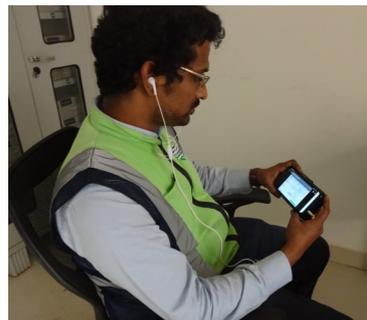
### Chairman's Live Session

Chairman addressed all with positivity, encouragement and hopes for a brighter future encapsulating his vision for Vedanta to emerge as the best in the world of business at the end of the pandemic. Emphasizing on our capabilities Exe. Vice Chairman stirred up the meeting calling Vedanta a movement for a higher purpose and its high ideals of transparency and value based governance leading it to resurrect faster than the rest post the pandemic. TSPL employees enthusiastically participated in the interactive session and thanked the Chairman for his thoughtful and inspiring words.



### HSE Townhall with CEO & WTD

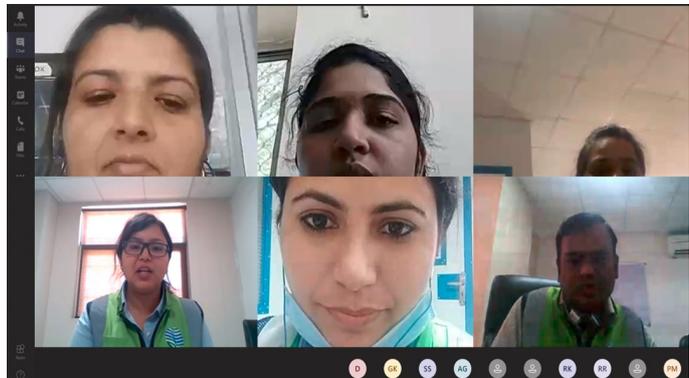
HSE Town-Hall Live address by CEO and WTD, TSPL was attended by around 100 participants from TSPL and its business partner STEAG. The objective of the Town-hall was to apprise the employees of safety and environment measures undertaken by the plant, Sustainability targets and Plans for the next year and intimate all of the various steps taken by company in wake of COVID-19 to ensure safety and wellness of all those working in the plant and those living around the plant.



## LeadHers



In line with our Chairman’s vision of creating more women leaders at Vedanta, TSPL took to this philosophy and created a platform for women employees to interact with Senior Management that will boost their growth in the company. The HR Department flagged off the platform on 26th May 2020, with the CHRO, Mr Khirod Barik, interacting with women colleagues and encouraging them to take ownership of their projects and mark their progress towards a path of leadership. He apprised all of the measures taken by TSPL in wake of covid 19 and motivated all to stay strong as this is the new normal for the forthcoming days. It was an open interactive session where our employees placed suggestions that would make TSPL conducive for their growth and one of the best places to work.



## COVID19 MEASURES

### TSPL Extends Ration Support to Takht Sri Damdama Sahib

Mr Vikas Sharma, CEO & WTD TSPL, Mr Pankaj Sharma, Head O&M and Mr Khirod Barik, Head HR handed over more than 3000 KG of ration to Takht Sri Damdama Sahib Gurudwara. This contribution will support the gurudwara to feed over 20,000 needy people. Since the lockdown, there has been a steep rise in the number of jobless people being served by the langar service of the holy shrine. In harmony with the efforts put by the gurudwara, TSPL took another step towards serving our communities.



## EMPLOYEE ENGAGEMENT

### Clash of Cubicles

A series of mind boggling challenges for the employees of TSPL and business partner-STEAG kept them on their toes this month. Team STEAG took away the winning trophy.



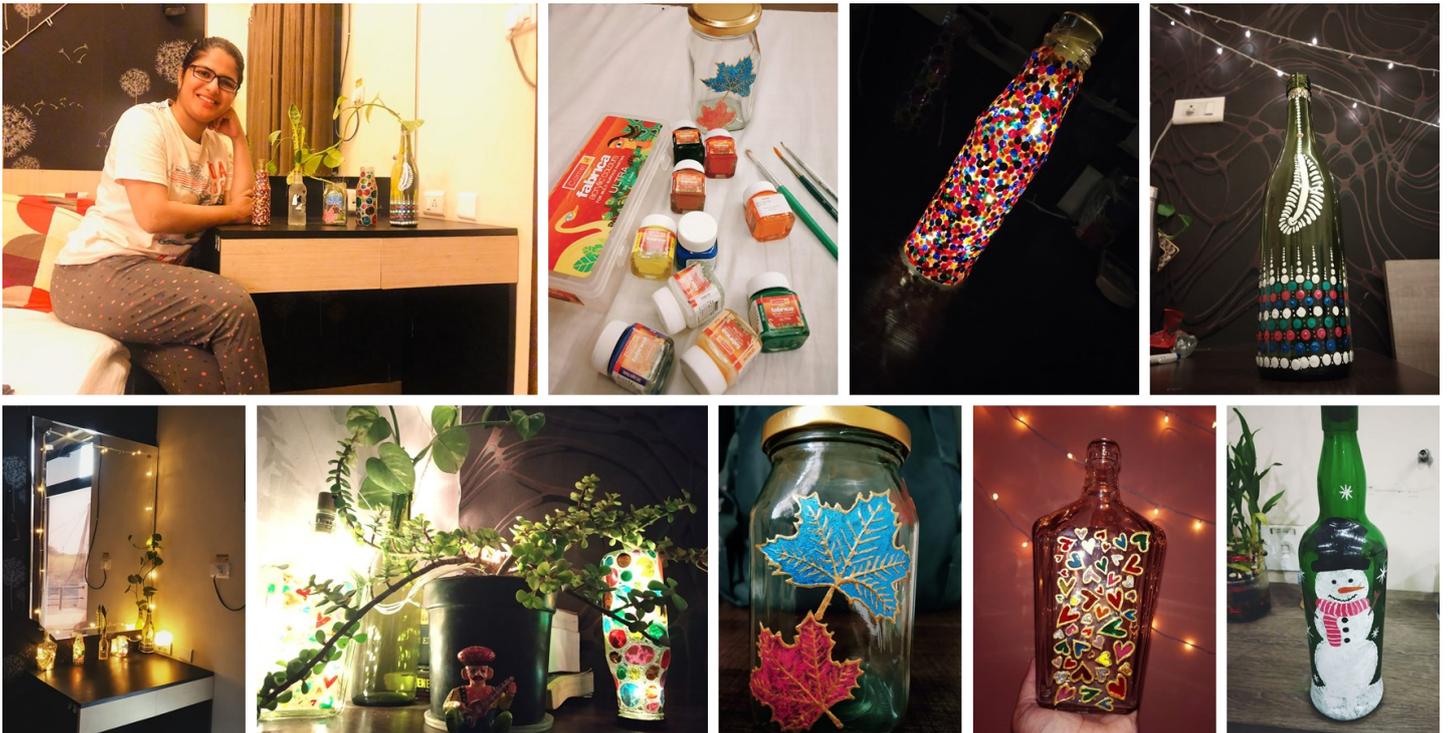
### On the Court

Nothing can match the spirit of a sportsman and in this lockdown, TSPL encouraged employees to participate in a week long badminton tournament, organized by HR department. The event was full of energy and enthusiasm with players proving with each stroke that winning is not everything, what matters is to make efforts. The contestants were hooted and jeered as well, while maintaining adequate social distance.



# LOCKDOWN LORES

Lockdown largely perceived to be an imposed confinement for larger good paradoxically set free the creative side in most of us. Creativity is a groove to let go of the certainties and weave a world of your own. Neha from commercial team realised this and relived her passion for painting infusing life in the lifeless objects filling them with hues of hope, happiness and abundance.



# TSPL IN NEWS

## 15 ਹਜ਼ਾਰ ਪੀਪੀਏ ਕਿੱਟਾਂ ਕੀਤੀਆਂ ਤਿਆਰ

ਸੁਬਿਦਰ ਲਾਲੀ, ਮਾਨਸਾ

ਦੇਰ ਭਰ ਵਿਚ ਚੱਲ ਰਹੀ ਕੋਰੋਨਾ ਮਹਾਮਾਰੀ ਦੌਰਾਨ ਮੁੱਢਲੀ ਕੁਝ ਵਿੱਚ ਸੇਵਾ ਕਰ ਕੇ ਸਿਹਤ ਕਰਮੀਆਂ ਦੇ ਸਹਿਯੋਗ ਲਈ ਦੁਨੀਆਂ ਦੀ ਮੁੱਖ ਤੌਰ, ਗੈਸ ਅਤੇ ਪਾਣੀ ਉਤਪਾਦਨ ਕੰਪਨੀ ਵੱਲੋਂ ਪ੍ਰਾਣੀ ਸਿਹਤ ਸੇਵਾ ਨੂੰ ਵੱਡੇ ਪੈਮਾਨੇ ਤੇ ਵਿਆਕਰੀਗਤ ਸੁਰੱਖਿਆ ਦੇ ਲਈ ਪੀਪੀਏ ਕਿੱਟਾਂ ਦਾ ਉਤਪਾਦਨ ਕੀਤਾ ਹੈ। ਕੰਪਨੀ ਨੇ ਕੋਰੋਨਾ ਕੈਂਪ ਕੇਂਦਰ ਦੇ ਸਹਿਯੋਗ ਨਾਲ 23 ਪੀਪੀਏ ਮਸ਼ੀਨਾਂ ਲਾਈਆਂ ਹਨ ਅਤੇ ਕੰਪਨੀ ਦੁਆਰਾ ਨਾਲ ਮਿਲ ਕੇ 5 ਹਜ਼ਾਰ ਤੋਂ ਜ਼ਿਆਦਾ ਪੀਪੀਏ ਕਿੱਟਾਂ ਦਾ ਉਤਪਾਦਨ ਕੀਤਾ ਜਾ ਰਿਹਾ ਹੈ। ਇਸ ਸਬੰਧੀ ਜਾਣਕਾਰੀ ਇੱਕ ਵੇਦਾਂਤ ਦੇ ਪ੍ਰਧਾਨ ਅਧਿਕਾਰੀਆਂ ਨੇ ਦੱਸਿਆ ਕਿ ਭਾਰਤ ਵਿੱਚ ਕੋਵਿਡ-19 ਦੇ ਪ੍ਰਭਾਵ ਨਾਲ ਲੱਗੇ ਲਈ ਵਿਆਪਕ ਤੌਰ ਵਿਕਸਿਤ ਹੋ ਰਿਹਾ ਹੈ। ਉਨ੍ਹਾਂ ਕਿਹਾ ਕਿ ਪੀਪੀਏ ਕਿੱਟਾਂ ਸਿਹਤ ਕਰਮੀਆਂ ਦੇ ਲਈ ਸੁਰੱਖਿਆ ਦਾ ਮਹੱਤਵਪੂਰਨ ਸਾਧਨ ਹੈ ਅਤੇ ਹੋਰਨਾਂ ਦੋਸ਼ਾਂ ਦੀ ਤਰ੍ਹਾਂ ਭਾਰਤ 'ਚ ਵੀ ਸਿਹਤ ਕਰਮੀਆਂ ਦੀ ਸੁਰੱਖਿਆ ਨੂੰ ਮੁੱਖ ਪੀਪੀਏ ਕਿੱਟ ਉਪਲਬਧ ਕਰਵਾਉਣ ਦੇ ਲਈ ਕੰਪਨੀ ਵੱਲੋਂ ਭਾਰਤ ਕੀਤੇ ਜਾ ਰਹੇ ਹਨ। ਇਸ 'ਚ ਸਹਿਯੋਗ ਵਿੱਚ ਵੇਦਾਂਤ ਨੂੰ ਭਾਰਤ ਦੇ 15 ਹਜ਼ਾਰ ਪੀਪੀਏ ਕਿੱਟਾਂ ਦਾ



ਸਿਹਤ ਕਰਮੀਆਂ ਦੀ ਸੁਰੱਖਿਆ ਲਈ ਕਿੱਟਾਂ ਤਿਆਰ ਕਰਦੇ ਹੋਏ ਵੇਦਾਂਤ ਦੇ ਕਰਮਚਾਰੀ।

### ਉਪਰਾਲਾ

- ਵੇਦਾਂਤ ਨੇ ਲੋਕਵੱਲੋਂ ਦੀ ਮਦਦ ਲਈ 151 ਕਰੋੜ ਰੁਪਏ ਖਰਚੇ
- ਕਰਮਚਾਰੀਆਂ ਦੀ ਵੇਦਾਂਤ ਲਈ 24 ਘੰਟੇ ਰੋਲਪਲਾਈ ਸਥਾਪਿਤ

ਮਹੱਤਵਪੂਰਨ ਦਵਾਈਆਂ ਦੀ ਤੰਗੀਆਂ ਗਈਆਂ ਹਨ। ਉਨ੍ਹਾਂ ਕਿਹਾ ਕਿ ਦੇਸ਼ ਦੇ ਪ੍ਰਧਾਨ ਮੰਤਰੀ ਨਰਿੰਦਰ ਮੋਦੀ ਨੇ ਸਹੀ ਕਿਹਾ ਕਿ ਆਰਥਿਕ ਨਿਰਭਰਤਾ ਹੀ ਸਭ ਤੋਂ ਵੱਡਾ ਸੁਝਾਵ ਹੈ, ਜੋ ਅਸੀਂ ਕੋਵਿਡ-19 ਤੋਂ ਸਿੱਖਿਆ ਹੈ। ਉਨ੍ਹਾਂ ਕਿਹਾ ਕਿ ਇੱਕ ਛੋਟੇ ਜਿਹੇ ਪਿੰਡ ਤੋਂ ਲੈ ਕੇ ਕੋਰੋਨਾ ਪੰਚਾ ਤੱਕ ਦੀਆਂ ਯੁੱਧਿਆਈ ਸ਼ੁਰੂਆਤ ਨੂੰ ਸਮਝਣ ਵੱਲੋਂ ਪੂਰਾ ਕਰਨ ਦੀ ਸ਼ੁਰੂਆਤ ਹੈ। ਇਸ ਵਿੱਚ ਵੇਦਾਂਤ ਅਧਿਕਾਰੀਆਂ ਨੇ ਸਹਿਯੋਗ ਨਾਲ ਕਰਮਚਾਰੀਆਂ ਨੂੰ ਲਾਕਡਾਊਨ ਦੇ ਸਮੇਂ ਕਰਮਚਾਰੀਆਂ ਦੀ ਵੇਦਾਂਤ ਲਈ ਮੁੱਖ ਅੰਦੋਲਨ ਵੱਲੋਂ ਸਾਫ਼ ਕੀਤੀ ਹੈ, ਜੋ ਕਿ ਸਾਰੇ ਕਰਮੀਆਂ ਤੇ ਉਨ੍ਹਾਂ ਦੇ ਪਿਛਵਾਰ ਉਪਲਬਧ ਹੈ।



ਮਾਨਸਾ : ਵੇਦਾਂਤ ਦੇ ਗੁਰਗ੍ਰਾਮ ਪ੍ਰੋਜੈਕਟ 'ਚ ਪੀਪੀਏ ਕਿੱਟ ਬਣਾਉਣਾ ਹੋਇਆ ਇੱਕ ਕਰਮਚਾਰੀ। ਤਸਵੀਰ : ਸੱਚ ਕਰੂੰ ਨਿਊਜ਼

ਸਹਿਯੋਗ ਨਾਲ 23 ਪੀਪੀਏ ਮਸ਼ੀਨਾਂ ਦੁਆਰਾ ਕੀਤੀਆਂ ਹਨ, ਜਿਨ੍ਹਾਂ ਨਾਲ ਅਤੇ ਹਰ ਰੋਜ਼ 5000 ਪੀਪੀਏ ਤੋਂ ਵੱਧ ਕਿੱਟਾਂ ਬਣਾਉਣ ਲਈ ਕੰਮ ਸ਼ੁਰੂ ਕਰ ਦਿੱਤਾ ਹੈ। ਇਹ ਕਿੱਟਾਂ ਅਧਿਕਾਰਤ ਲਿਬਾਸ ਨਿਰਮਾਤਾਵਾਂ ਨਾਲ ਮਿਲ ਕੇ ਪੀਪੀਏ ਕਿੱਟਾਂ ਤਿਆਰ ਕਰਨ ਤੋਂ ਉਨ੍ਹਾਂ ਦੱਸਿਆ ਕਿ ਸਿਹਤ ਸੰਭਾਲ ਵਾਪਾਕ ਇਕਾਈਆਂ ਦੇ ਜ਼ਰੀਏ 3.5

## ਕੋਰੋਨਾ ਨਾਲ ਲੜਨ ਲਈ ਕੰਪਨੀ ਨੇ ਲਾਈ ਹੈ ਪੂਰੀ ਤਾਕਤ : ਚੋਅਰਮੈਨ

ਵੇਦਾਂਤ ਦੇ ਚੋਅਰਮੈਨ ਅਨਿਲ ਅਗਰਵਾਲ ਨੇ ਕਿਹਾ ਕਿ ਕੋਵਿਡ - 19 ਦੇ ਪ੍ਰਭਾਵ ਨਾਲ ਲੜਨ ਵਿੱਚ ਕੰਪਨੀ ਨੇ ਪੂਰੀ ਤਾਕਤ ਲਾਈ ਹੈ। ਉਨ੍ਹਾਂ ਆਖਿਆ ਕਿ ਉਹ ਲੋਕਾਂ ਦੇ ਖਾਅਦ ਸਵੈ-ਨਿਰਭਰ ਆਰਥਿਕਤਾ ਬਣਾਉਣ ਵਿੱਚ ਸਹਾਇਤਾ ਲਈ ਇੱਕ ਨਵਾਂ ਭਾਰਤ ਬਣਾਉਣ ਵੱਲ ਕੰਮ ਕਰ ਰਹੇ ਹਨ। ਉਨ੍ਹਾਂ ਆਖਿਆ ਕਿ ਪ੍ਰਧਾਨ ਮੰਤਰੀ ਨਰਿੰਦਰ ਮੋਦੀ ਨੇ ਕਿਹਾ ਹੈ ਕਿ ਸਾਡੀਆਂ ਮੁਢਲੀਆਂ ਸ਼ੁਰੂਆਤਾਂ ਨੂੰ ਸਮਝਣ ਤੋਂ ਪੂਰਾ ਕੀਤਾ ਜਾਣਾ ਚਾਹੀਦਾ ਹੈ ਅਤੇ ਵੇਦਾਂਤ ਤਬਦੀਲੀ ਲਈ ਮਿੱਥੇ ਖੋਲ੍ਹ ਸਾਬਤ ਹੋਵੇਗਾ। ਤਿੰਨ ਲੱਖ ਤੋਂ ਵੱਧ ਮਾਸਕ ਪੂਰੀਆਂ ਕਰਵਾਏ ਹਨ ਅਤੇ ਸਿਹਤ ਮੰਤਰਾਲੇ ਨੂੰ ਹੋਰ 2 ਲੱਖ ਮੈਨ 95 ਮਾਸਕ ਸੌਂਪੇ ਹਨ।

