

Seher

Illuminating Lives



From the CEO's Desk



CATALOGUE:

CEO's Desk	1
Technical Achievements	2
Digitization & Automation	2
Trainings & Meetings	3
CSR	4
Events	6
Awards & Accolades	7
Media Coverage	8

It's spring! A time for new plans and projects. All the flowers of tomorrow are in the seeds of today.

This was an action packed month of digitalization, trainings, volunteering, rewards and recognition -a complete turn around to afresh beginnings resonating with the spirit of spring!

Early this month Sukhmani Sahib ji 'Paath' was organized to seek divine blessings for peace and prosperity of the region. Health is a gift from God! we are committed to the health and prosperity of all those working in the plant , a series of health talks were organized to educate all on healthy life-style.

We need to continuously engage, embrace and adopt innovative ways in fast changing paradigm of business. At Vedanta

we continuously strive towards digitalisation and automation. Kudos to the procurement team for conducting the SAP Ariba training a step towards complete automation of procurement process.

Every step in the right direction counts! Commendable work done in stores management and disposing off the hazardous waste ensuring safety for all and higher productivity.

Business can thrive only when the community and business leaders work towards a shared vision. The community park inauguration was an opportunity to look through the gleaming eyes of the community and the trust they repose on the company for their growth and development.

Something incredible happens when teams

work together with a shared vision. I am extremely delighted to share with you that this month TSPL won two awards one for exemplary performance in driving HR processes and for efficient fly ash utilisation.

This is just the beginning, receiving awards for work well done is also an opportunity to do more! Let's march ahead with rigor and create more such opportunities.

Vikas Sharma
CEO & WTD
TSPL

TECHNICAL ACHIEVEMENTS

Hazardous Waste Disposed!

Safety culture is a continuous journey and we are totally committed to it, this month the process of disposing off all hazardous material was accomplished by ensuring safety of all and as well as contributing to higher productivity. A training session was also organised for stores and contractual employees for safely handling Hazardous waste scrap.



100% Dry Fly Ash Utilisation for the month of Feb'20 with revenue of 2.71 Crores

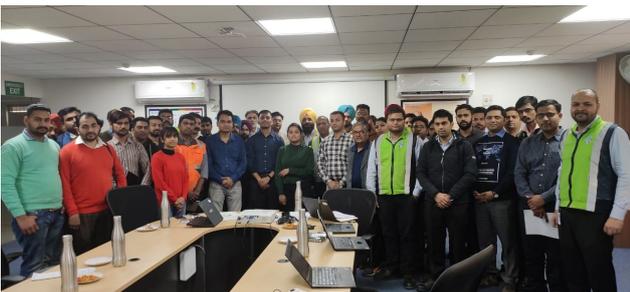
Achieved ash utilization of 104% in Feb-20 and overall ash utilization YTD is 107%



DIGITIZATION & AUTOMATION

SAP Ariba — A Step Towards Digitalization!

SAP Ariba training aiming towards promoting digitization, better governance and robust compliance framework was organised in TSPL for all the vendors. SAP Ariba solutions shall simplify procurement and supply chain processes, making it easier for our business partners to collaborate on faster, smarter buying and selling decisions. The complete procurement process is automated, end to end on a single, integrated platform. An onsite summit was organised on 18th February 2020 for 72 participants from 54 business partners. The summit included SAP Ariba registration of business partners, on-boarding process, training and process walkthrough of SAP Ariba.



Introducing BYOD Model

The model of BYOD (Bring your own Device) for our business partners was successfully implemented in February 2020. The availability of IT services was a challenge as applications were dependent on WAN network hosted from Jharsuguda and slow performance during transaction with less manpower. Additionally, with the outsourced O&M model, it was challenging to ensure Data Loss Prevention and governance. In order to mitigate these challenges, it was deliberated to opt for solutions from an outside partner and HCI (Hyper-converged Infrastructure) with VDI (Virtual Desktop Infrastructure) were chosen to be the most optimal and reliable solution.

Vedanta Group strives for new technologies in the field of digitalization as it is one its core pillars for driving the business goals. The new platform is set to give a reliable and independent IT infrastructure.



TRAININGS & MEETINGS

Health For All



Good health infuses positive energy in! A series of awareness sessions on health and nutrition were organized to create awareness on swine flu, ergonomics, HIV/AIDS, right diet & nutrition and personal hygiene & awareness. A total of 413 employees of TSPL, business partners and sub contractors attended these sessions.



Employee's Speak

My first month here working at TSPL has been absolutely exhilarating. People have been warm and welcoming. It is a privilege to start my professional career here and be a part of the Vedanta family. I really look forward to achieving the standards the people have set here, with their work, attitude and dedication. The accommodation facilities provided here are well maintained and the place is beautiful.



CSR

Navi Disha

Benefitting immensely from sustainable agriculture project - 'Navi Disha' supported by TSPL, Kulwant Singh, a farmer from Jerianwali village saved RS 11100/- as input cost by adopting Integrated Pest Management practices on 3 acres of his land in cotton crop. Encouraged by the results he helped the team in organizing weekly training classes on his farm to reach out to other fellow farmers. He has also championed rain water harvesting for irrigation in his fields making him less dependent on the canal water supply ensuring availability of irrigation for his crop on timely basis.



Donating Blood - Saving Lives

Donating blood is a pious act for giving someone the gift of life, 'blood donors are life savers'. Sixty-four employees volunteered for blood donation in a blood donation camp organized in TSPL in association with Blood Bank, Mansa on 25th February 2020. The donors were felicitated with certificate and a souvenir. Units of blood collected will add to the blood bank and shall be utilized for patients undergoing different treatments like anemia, cancer, blood disorders, emergency surgery etc.



Infrastructure Footprints



Tribute to a Martyr from Banawala village! Community park developed by TSPL is at Banawala Village.



Metamorphosis of a Dump-yard

Mr Vikas Sharma, CEO & WTD TSPL inaugurated the 'Shaheed Bhagat Singh Park', a community park developed by TSPL in Chehlanwali village of Mansa on 29th Feb 2020. Once a waste dump-yard, the place is now transformed into a community park. It is a delight to see elderlies basking in the sun, reminiscing the old glorious days watching children play and enjoy the swings.



Children enjoying the swings at the community park.



Glimpses of the inauguration ceremony

CEO's Community Connect

Mr Vikas Sharma, CEO & WTD TSPL visited village Chehlanwali to build a connect with the community on 29th February 2020. He interacted with the Sarpanch & panchayat members and other village leaders to discuss the development of the village. Mr Sharma, encouraged them to work hand-in-hand with the Company so all can progress together towards a better future.



Supporting Rural Sports

Every champion was once a contender, at TSPL we support contenders become champions. In the month of February 2020, district level Volley ball tournament at Mansa and village level Kabaddi Tournament was supported at Chehlanwali village. Both the tournaments witnessed a participation of more than 200 youth across the region.



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EVENTS

CEO Townhall Meet

CEO Townhall was organized by TSPL HR department. Mr Khirod Barik, Head HR, extended a warm welcome to all employees of TSPL, Business partner-STEAG, contractors and sub contractors. There is a definite certainty in uncertainty was the overarching Townhall message. All were apprised about the socio economic contribution of TSPL at national level apart from commendable steps taken by the company in the direction of safety, environment and social development. Mr Vikas Sharma, CEO and WTD, addressed the gathering and said, "There exists no limitations except the ones we create for ourselves". With this he urged all to think out of box set new benchmark in the power sector. He felicitated the employees of TSPL and business partners for best performance in railway, CNI, electrical, near miss reporting, closing VSAP audit points, clash of cubicles and TSPL Trivia.



Clash of Cubicles

Employees had a fun challenge session in Clash of Cubicles organized by HR department. Out of the 7 participating teams, Team PASS won the rolling trophy. *The members of winning team—Mr Arun Kumar, Ms Preeti Rawat, Mr Shiv Kant Singh & Mr Siddharth Bhati.*





TSPL Trivia

A fortnightly fun quiz for our employees to perk up their mood from the daily stress. Two quiz questions were circulated this month.



Ms Tanya Bhola & Mr Shiv Kant Singh were the fastest fingers!

AWARDS & ACCOLADES

CII National HR Excellence Award

Talwandi Sabo Power Limited bagged the **10th CII National HR Excellence Award 2019-20** on 25th February 2020 at the 10th CII National HR Excellence Award Confluence 2019-20, held at Mumbai. TSPL was awarded for “Strong Commitment to HR Excellence”. The awards were presented by Sanjay Behl, Chairman, CII National Committee of Leadership & HR and CEO, Lifestyle Business, Raymond Limited.

The CII HR Excellence Award is one of the most prestigious awards in the HR fraternity. The three units of Vedanta Limited- Aluminium & Power business pitted against the top companies across industries and were adjudged as winners owing to their innovative and pioneering people practices in the domain of hiring, employee engagement, diversity, rewards & recognition, and performance management. Vedanta’s HR transformation and digitalization initiatives are integral to achieving employee excellence and achieving a high-performance culture.



