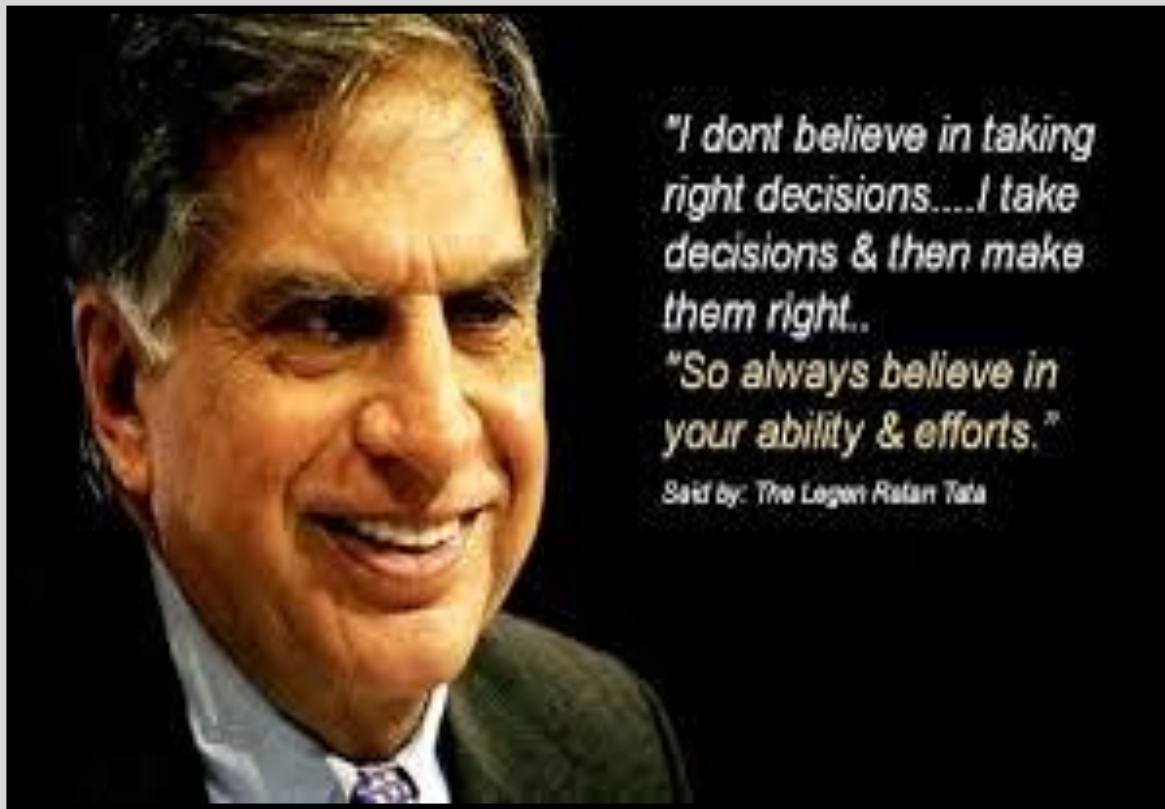




REACH OUT

E-MAGAZINE

DECEMBER 2020 & JANUARY 2021



CONTRIBUTION

✚ Vision & Concept	:	HUMAN RESOURCES
✚ Editor	:	Mr. Deepak Jain – HRD
✚ Co-Editor	:	Mr. Dinesh Kumar - HRD
✚ Facilitating Team	:	Mr. Jai Sharma - Admn. Mr. Asis Jethi - Safety



**Mr. Dinesh Kumar
(HRD)**



**Mr. Asis Jethi
(Safety)**



**Mr. Jai Sharma
(Admin.)**

Interested Team Members Welcome to be a part of Facilitation Team !!

TAKE A LOOK INSIDE THE EDITION

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CEO'S DESK



Dear Colleagues,

Mr. Madhur Gupta
Chief Executive Officer

Greetings to the Team-Hero Steels Limited

The Union Budget 2021-22 has put emphasis on accelerating the growth momentum of the country by targeting infrastructural growth including road, rails, urban, power, ports, shipping etc.

The increased capital expenditure for infrastructure projects in Union Budget 2021-22 will definitely push the demand for steel in the country. This will give a big thrust to monetizing assets to achieve the goals of the National Infrastructure Pipeline.

The Budget has also reduced custom duty uniformly to 7.5% on semis, and long products non alloy, alloy and stainless steels. Also, Government has announced a new voluntary vehicle scraping policy, to phase out old and unfit vehicles. This will not only boost auto and steel sales but also a right step in fuel efficiency and cleaner environment.

With vaccinations underway, more than Seventy Lakh people have received Covid shots as on 10th February, 2021.

Looking out the present scenario, I am very sure that good days are on the way.

Stay safe & enjoy reading!

Madhur Gupta
Chief Executive Officer

EDITOR'S DESK

Dear Colleagues,

Greetings to the Team-Hero Steels Limited



Mr. Deepak Jain
AGM – HRD

In the past few days India has responded very well to Covid'19 and has become the fastest country in the world to reach the seven million COVID-19 vaccination mark. The country has achieved this feat in 26 days.

On the other hand, China plans to provide 10 million doses of a Covid-19 vaccine to developing countries through the global vaccine sharing initiative COVAX.

We at HSL are also committed for the utmost safety and Wellbeing of the employees.

We are also glad to release the current issue of Reach-Out, E-Magazine. This volume of magazine will provides the highlights of news updates of the like Training Programmes, New Joinees, New Year and Lohri celebrations, Republic Day Celebrations and other Employee Engagement actives of HSL etc.

Let's contribute and enrich our knowledge!!

Best Wishes,

Deepak Jain

FEBRUARY BIRTHDAYS



NAME	DEPARTMENT	BIRTHDAY
OM PRAKASH SINGH	PICKLING	01-Feb
UPENDRA NATH MISHRA	CTL	01-Feb
LAL BABU YADAV	MILL	01-Feb
HANS RAJ	MILL	02-Feb
KRISHAN KUMAR	MATERIAL HANDLING	02-Feb
VINAY KUMAR	CIVIL	02-Feb
MANOJ KUMAR	PICKLING	03-Feb
KRISHNA SINGH	MATERIAL HANDLING	03-Feb
JAGMOHAN SINGH	PRODUCTION	03-Feb
MANOJ KUMAR	MATERIAL HANDLING	03-Feb
GOKARAN	MAINTENANCE	03-Feb
RAMESH RAM	BOILER HOUSE	04-Feb
MANINDER SINGH	MARKETING	04-Feb
PYARE LAL	MAINTENANCE	05-Feb
BINOD KUMAR SINGH	MATERIAL HANDLING	05-Feb
LOKESH KUMAR	MAINTENANCE	05-Feb
LALAN RAM	MILL	07-Feb
RAM YASH	UTILITY	08-Feb
PANKAJ CHOUDHARI	PRODUCTION	08-Feb
PULKIT KHATTAR	SYSTEMS	08-Feb
CHANDAN KUMAR BHARTI	CRS	10-Feb
LAKHAN GUPTA	CRS	10-Feb
BIRENDRA KUMAR YADAV	TRANSPORT	12-Feb
PRAMOD KUMAR	ELECTRICAL	12-Feb

VIKAS RAI	SHOT BLASTING	13-Feb
VIJAY KUMAR	CRS	13-Feb
MUNISH SHARMA	PRODUCTION	15-Feb
GURMINDER SINGH	UTILITY	15-Feb
ANAND KUMAR MISHRA	PACKING	15-Feb
MADHUR GUPTA	CEO's OFFICE	15-Feb
SHASHI PAL	MILL	16-Feb
SANJAY KUMAR	DM PLANT & PUMP HOUSE	16-Feb
SUNIL KUMAR	ELECTRICAL	16-Feb
JYOTENDER KUMAR KATOCH	TRANSPORT	16-Feb
RADHA SINGH	CRS	18-Feb
DINESH KUMAR	CTL	20-Feb
RAMVISHNU VISHWAKARMA	CTL	20-Feb
KAUSHAL KISHOR SINGH	DESPATCH	21-Feb
BIRENDRA KUMAR	PRODUCTION	22-Feb
ANMOL SINGH	SHOT BLASTING	23-Feb
DILIP KUMAR SHUKLA	TUBE PLANT	25-Feb
PAWAN KUAMR	TUBE PLANT	26-Feb

JANUARY-BIRTHDAY-GLIMPSES



Happy
Birthday!

TRAINING PROGRAMMES –DECEMBER 2020 & JANUARY 2021

Training Programmes on various topics were conducted by Team Leaders to enhance learning and application of Knowledge among other team members.

In all 462 Man-hours training were imparted as per Identified Needs of the employee during the month of December 2020 & January 2021.



Sr. No.	Program	Session's Date	Faculty	Total No. of Participants	Total No. of Training Hours
1	Session on Calibration & Measurement of Instruments	05-Dec-20	Mr. Ashok Negi	10	15
2	Session on Reduction in Consumables	09-Dec-20	Mr. Akhilesh Kumar Singh	10	15
3	Overview of ISO 9001:2015 & 14001:2015	11-Dec-20	Mr. Akhilesh Kumar Singh	20	40
4	Equipment & Process Knowledge-Mills	12-Dec-20	Mr. Munish Sharma	11	22
5	Mental Health & Stress Management	17-Dec-20	Dr. Jagjot Singh	12	24
6	Equipment & Process Knowledge-Tube Mill	18-Dec-20	Mr. Sanjay Kumar Dubey	13	26
7	Post Covid & Vaccine	19-Dec-20	Dr. Rajesh Mahajan	13	13

8	Power Distribution System	19-Dec-20	Mr. R K Singla/ Mr. Ajay Kumar	11	22
9	Equipment & Process Knowledge - CRS & CTL	22-Dec-20	Mr. Subodh Chaudhary/ Mr. Pardeep Garg	15	30
10	Safety Committee Meeting	24-Dec-20	Mr. Asis Jethi/ Mr. Sanjeev Kumar	10	15
11	Prevention of Sexual Harassment at Workplace	26-Dec-20	Ms. Rosalin	20	20
12	Drives and Process Know-How(Specific to AC/DC Motors and Generators)	07-Jan-21	Mr. R. K. Singla/ Mr. Ajay Kumar	20	25
13	Igniting your life with a new vision of Tomorrow	09-Jan-21	Mr. Rishabh Sharma, CT University	30	75
14	Chest Diseases in Winters	15-Jan-21	Dr. Sudhir Gupta	20	20
15	Hazardous Waste Management	19-Jan-21	Mr. Gurminder Singh/ Mr. Asis Jethi	10	15
16	Awareness Session on PF/ESI	22-Jan-21	Mr. Sanjeev Kumar/Mr. Dinesh Kumar	14	28
17	Preventive Maintenance & Breakdown Analysis	23-Jan-21	Mr. Vikas Kamboj	20	30
18	Behavioural Based Safety at Workplace	25-Jan-21	Mr. Asis Jethi	18	23
19	Basic Fire Fighting and Safety Measures	27-Jan-21	Mr. Asis Jethi	6	4
Total				283	462

RETIREMENT

1. Mr. Abhay Pratap Singh - Mr. Abhay Pratap Singh from Mechanical department retired on 15th December, 2020. He worked at HSL for almost 9 years.

SOME GLIMPSES OF FAREWELL

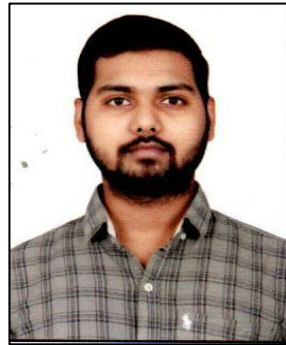


HAPPY FAREWELL

SWAGAT @ HERO STEELS



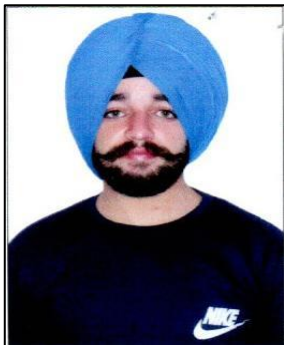
Mr. Manoj Kumar
Supervisor-Despatch



Mr. Vinay Kumar Maurya
GET-QA



Mr. Jay Pakash Chaudhari
Mason-Civil



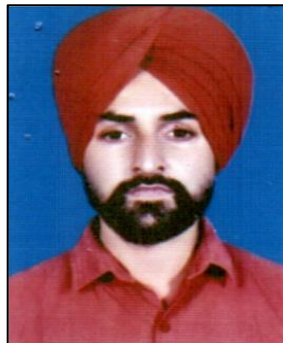
Mr. Pritpal Singh
Supervisor-Tube Plant



Mr. Devesh Kumar
Sr. Engineer-Production



Mr. Sumit Kumar
Sr. Engineer-Production



Mr. Arvind Singh
Fitter-Maintenance

NEWS UPDATES

Training Session:- Calibration & Measurement of Instruments, 05.12.2020

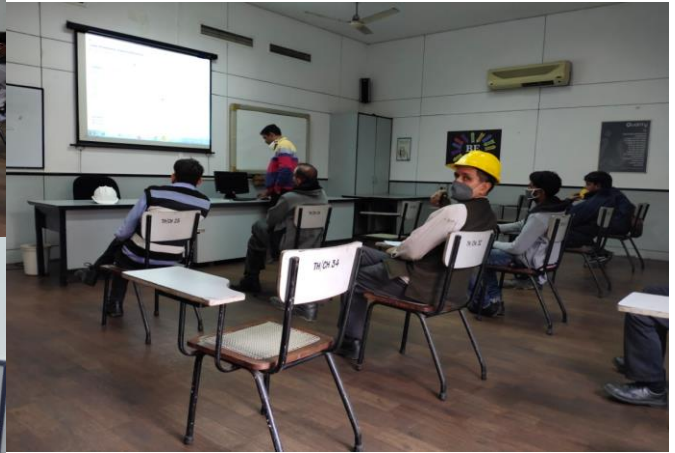
By - Mr. Ashok Kumar Negi



Training Session:- Reduction in Consumables

By - Mr. Akhilesh Kumar Singh

9th December, 2020



Health Checkup Camp

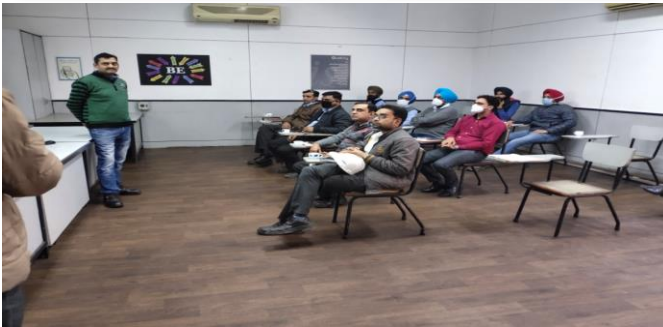
10th December, 2020



Session on:-Overview of 9001:2015 & 14001:2015

By - Mr. Akhilesh Kr. Singh

11th December, 2020



Awareness Session on "Mental Health & Stress Management"

Faculty :- Dr. Jagjot Singh, MD Psychiatry

Fortis Hospital, Ludhiana.

11th December, 2020

You are viewing Dr Jagjot Singh's screen View Options

Fortis

Stress Management in "Covid-times"

Dr. Jagjot Singh
Consultant Psychiatrist

DEPARTMENT OF MENTAL HEALTH AND BEHAVIOURAL SCIENCES

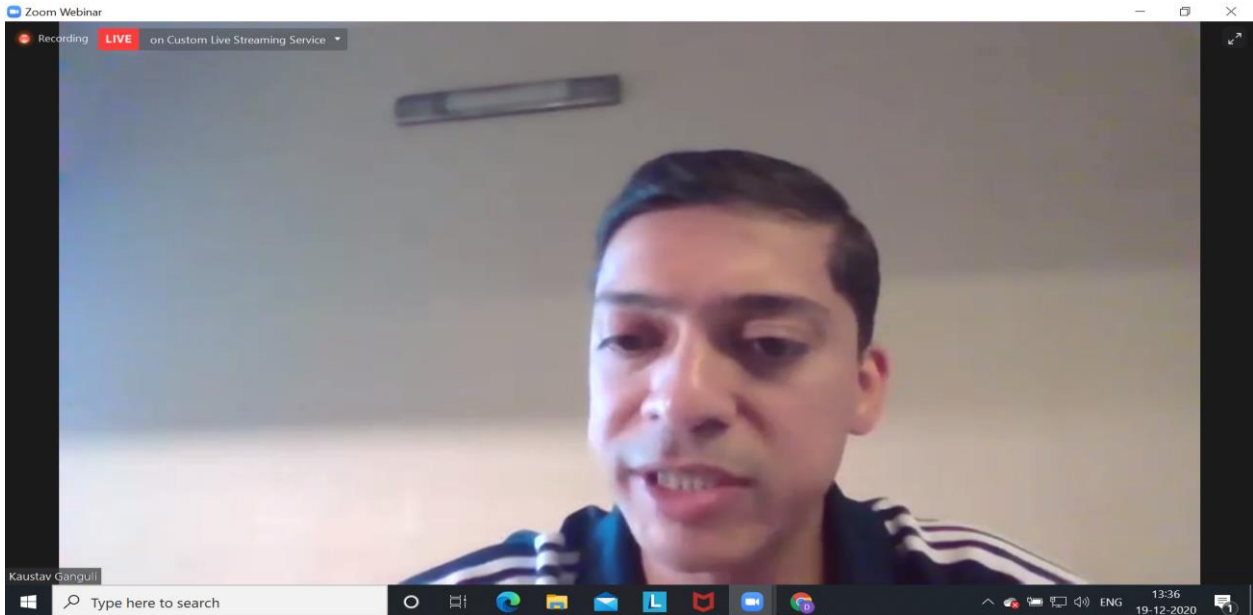
Dinesh Kumar
Dr. Jagjot Singh
Sandeep Mittal

Mute Stop Video Participants 28 Chat Share Screen Record Reactions Leave

Saturday Learnings - Post Covid & Vaccines

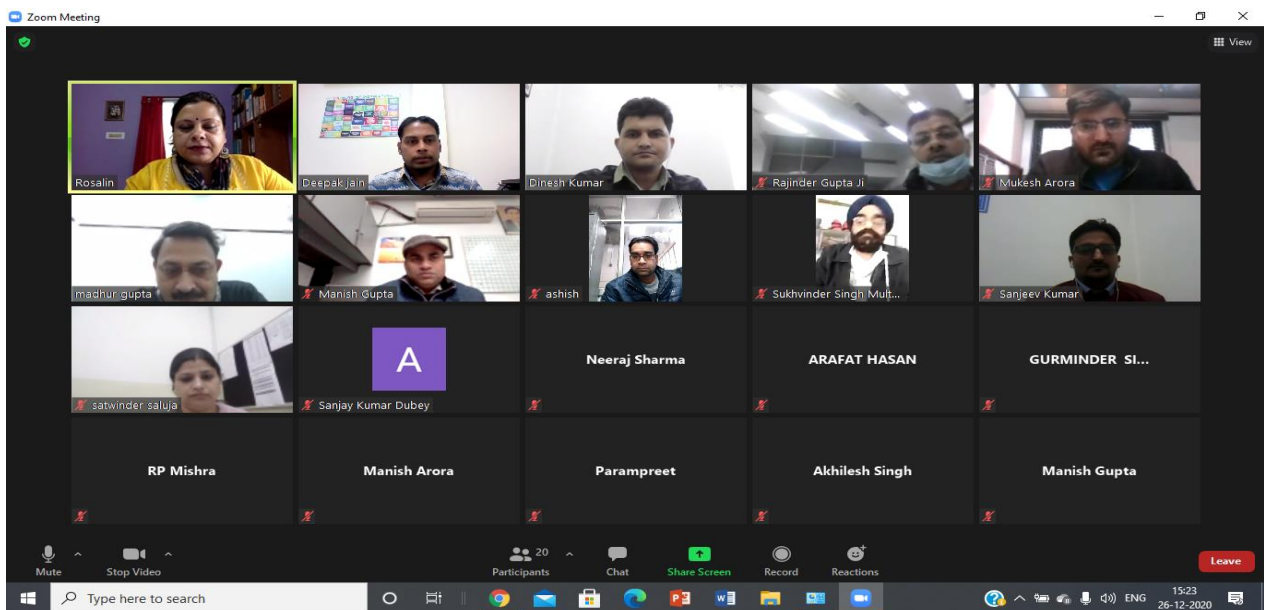
Dayanand Medical College & Hospital

19th December, 2020



Session on Prevention of Sexual Harassment at workplace (POSH)

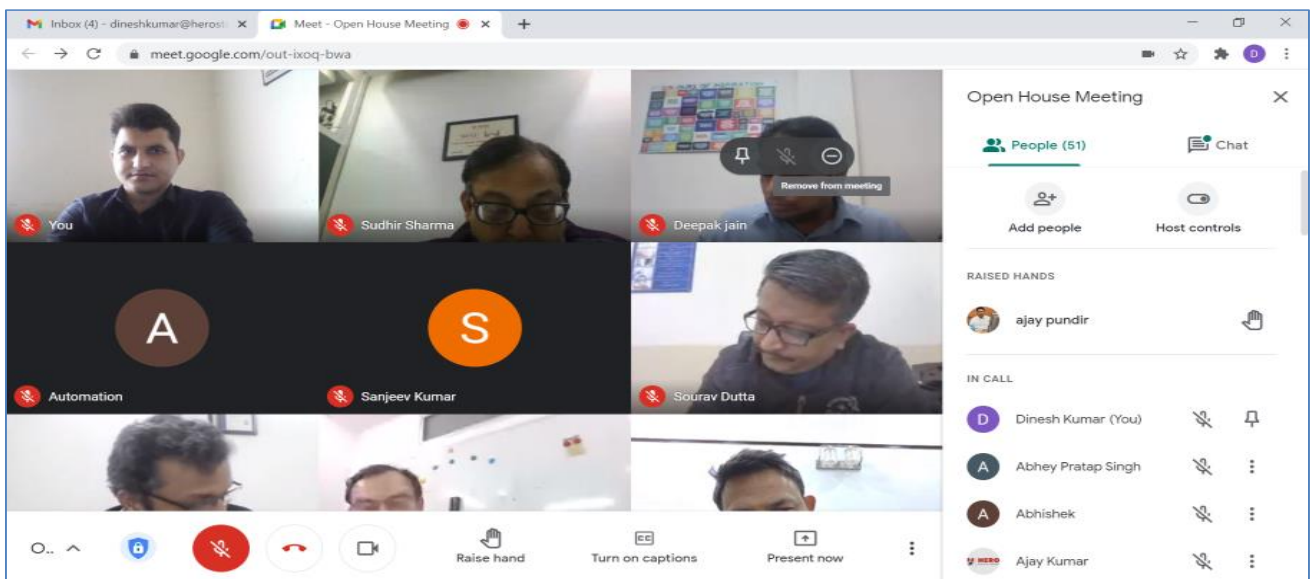
26th December, 2020



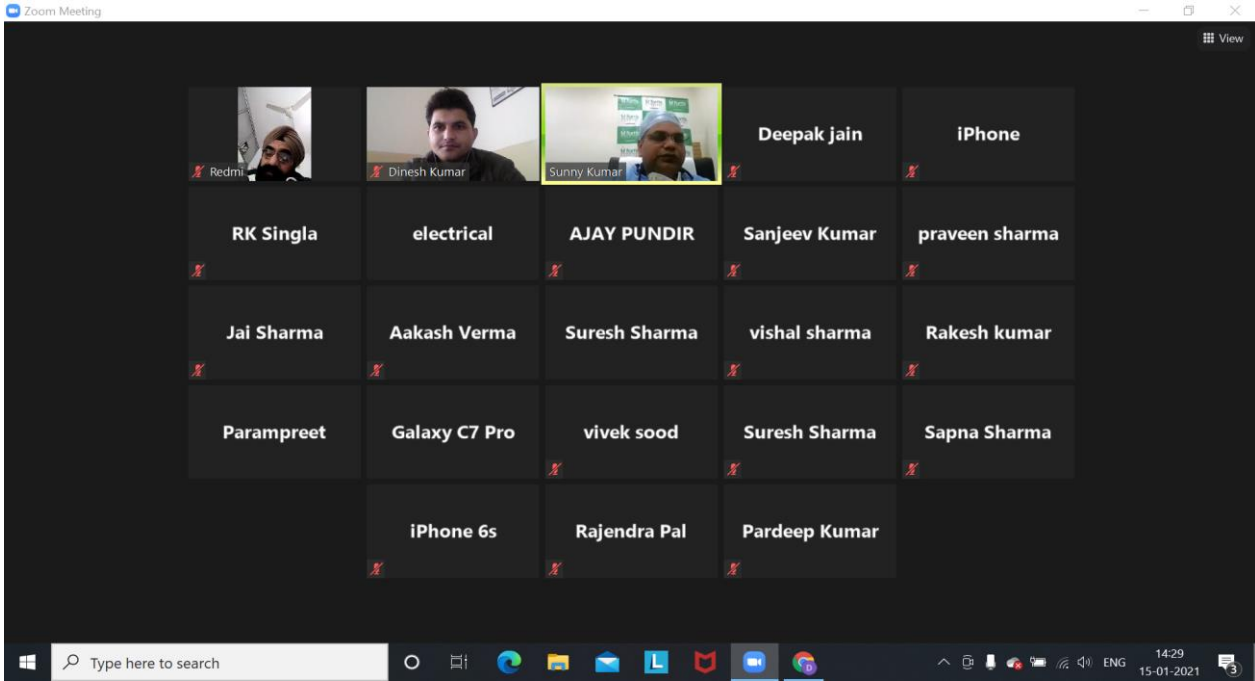
Safety initiatives Drive-Dec 2020



Open House Meeting – 04.01.2021



Session on Chest Diseases - 15.01.2021



Training Session on :- Hazardous Waste Management

By - Mr. Gurminder Singh / Mr. Asis Jethi

19th January, 2021



Awareness Session on Benefits of Employees Provident Fund & Employee State Insurance

By - Mr. Sanjeev Kumar

22nd January, 2021



Republic Day Celebrations – 26.01.2021



CHRISTMAS CELEBRATIONS

The festival of Christmas was celebrated on the evening of 24th December, 2020 with great enthusiasm and enjoyment. Santa Claus visited the plant and distributed candies to everyone.

Highlights

Christmas celebrations - 24.12.2020



Session on “Igniting your Life with a new vision of Tomorrow”

To develop Leadership and Team Building skills in the employees an outbound training session on 09th January, 2021 at HSL was scheduled wherein around 25 Employees participated.

Highlights

Training Session:- Igniting your life with a new vision of Tomorrow

Faculty :- Mr. Rishabh Sharma from CT University

9th January, 2021



Lohri Celebrations

The Festival of Lohri was celebrated on the evening of 13th January, 2021 with full energy and enthusiasm at HSL premises. Employees gathered around the bonfire and offered sesame seeds (Til) and Peanuts (Munfali) into the flames of the bonfire. Prayers were offered to the bonfire seeking abundance and prosperity. CEO, Mr. Madhur Gupta addressed the employees with his wishes.

Highlights

Lohri celebrations - 13.01.2021



5S Running Trophy Winner

Little team work does certainly help in making our workplace a better place to work in. 5S audit for the month of January, 2021 was conducted on 27th & 28th January and the Trophy has been grabbed by Utility zone.

5S Running Trophy Winner of Jan 2021- Utility Zone



**Certificate of Appreciation for Continuous
Yield Improvement under Project Udaan
under STAR* POLICY**

TEAM DETAILS						
Designation	Deptt.	HRS / Pickling	Mills	Annealing	Finishing Lines	QAD
Team leader	Production	R P Mishra	Munish Sharma	Akhilesh Singh	Subodh Chaudhary	Ashutosh Gupta
Member	Production	J N Singh				
On call	Production	Triveni Dhar	Akhilesh Singh		Birender Kumar	
On call	Production	Vijay Kumar	M L Dubey	Om Prakash	Vijay Singh	
On call	Production		Dalip Singh	Ram Kumar	Jagmohan	
On call	Production		Ganga Bahadur			
On call	Production		Nirmal Singh			
Secretary	PPC	Rohit Sahdeva	Krishan Chobey	Prakash Kaushal		Manmandir Singh
Member	QA	Rajan Singh	Manjinder Singh		Arjun Singh	
Member	Mechanical	Vikas Kamboj	Anil Kumar	Madan	Rakesh Kumar	
Member	Electrical	Praveen Sharma	Ajay Pundir	Vivek Sood		

**Certificate of Appreciation for
employees other than
Operations/Production – Dec 2020**

Name	Department
PPIC	Raj Kumar
HR	Dinesh Kumar
Purchase	Piyush Bansal

**Innovation Champ Award –
Quarter July 20 to Sept 20**

Name	Department
Rohit Sahdeva	PPIC
Chetan Jain	Accounts
Sanjeev Kumar	HRD
Trilok Singh	Stores

Employees Awarded with Certificate of Appreciation under Star* Policy



Employees Awarded with Innovation Champ Award under Star* Policy



Steel industry and Hero Steels, growth is only option

Some important facts & figures to start with while writing this article which makes me proud of associated with steel industry for 2.4 decades:

- **For every INR 1 value that is added by work within steel industry itself, a further INR 2.50 of value added activity is supported as a result of purchases of raw materials, equipment, energy and services, this generates INR 90 lacs crore in the value chain.**
- **For every job in the steel sector 13 more jobs supported throughout its supply chain. Steel is the most commonly used material in our world and it is everywhere in our life.**
- **If we go back to history of steel, it is known for its antiquity. The steel production is 4000 years old and we can find archaeological evidence in different parts of the world.**

Steel is an alloy of iron and carbon containing less than 2% carbon and 1% manganese and small amounts of silicon, phosphorus, sulphur and oxygen. Steel is the world's most important engineering and construction material. Because of its high tensile strength and low cost, steel is used in buildings, infrastructure, tools, ships, trains, cars, machines, electrical appliances, and weapons. Iron is the base metal of steel. It is used in every aspect of our lives; in cars and construction products, refrigerators and washing machines, cargo ships and surgical scalpels.

Steel is a fundamental to achieving a circular economy. It ensures optimum utilization of resources through recovery and reuse, remanufacturing and recycling. Steel is inextricably linked with economic growth and prosperity. It has enabled our modern way of life. It has spurred economic growth, lifting millions of people out of poverty and continuous to do so around the world today. For society, the benefits include durable products, local jobs, reduced emissions and conservation of raw material.

Global crude steel production has increased to 1864 Million Ton in 2020 which has grown by 30% in last 10 years and 22% in last 20 years. China is the largest crude steel producer in the world having 56.5% share of total steel production which is 1053 Million Ton followed by India, Japan and Russia with 99.6 Million Ton, 83.2 Million Ton and 73.4 Million Ton Respectively.

Steel is basic ingredient of growth and we can see opportunity lies in our country by analyzing the per capita steel consumption. The table below taken from WSA, 2019 may depict the scenario quite easily.

	S. Korea	Taiwan	Japan	USA	UK	China	Brazil	India	World
Apparent Steel Usage, KG per Capital	1039	760	498	297	151	633	98	74	229
Steel Production MnT	71.4	22	99.3	87.8	7.2	996	32.2	111	1869

Hence, the Government of India has taken ambitious plan to produce 300 million ton of crude steel by year 2030 which will increase per capital steel consumption from 74 kg to 160 kg. National steel policy in 2017 has helped the industry in India to reach global market. Implementation of steel scrap recycling policy has helped reduction in import of the steel and it shall be further improved by roll out of **Atmanirbhar Bharat initiative**. This demand shall be supported by growth in domestic market itself with government's investment in infrastructure, energy, defence and growth in automotive industry. Even the budget 2021 has lots of schemes to support the steel industry.

Hero Group, which started out in 1956, serves most of the segments as mentioned above and is having a strong legacy of building world class brands over 6 decades. The Hero brand is associated with Hero Cycles, the world's largest bicycle-making firm and Hero Motocorp, the world's largest two-wheeler firm.

Hero Steels Limited is guided by our visionary chairman Shri Sunil Kant Munjal, who is not only known as successful entrepreneur but also a philanthropist, an author and great orator. His book "The Making of Hero" has awarded as best Business Book of 2020. Hero Steel, annual capacity, an ISO 9001 and ISO 14001 company having manufacturing base in Ludhiana (1.8 lacs MT), deals in wide range of cold rolling steel grades. At Hero Steels, quality is given utmost importance. From the very first stage of raw material receipt till the time of delivery to customer, the product undergoes stringent quality checks. Our USP is servicing any customized requirement of CRCA

product for different industries like automotive, agricultural, cycle, tractor, general engineering, appliance, power, textile, elevator and we serve our customers across the country. Key customers for Hero Steels are from every segment such as Maruti Suzuki, Hero MotoCorp, FCC, IFB, TIDC, ITL, Tenneco, ITL, Escort, Rockman, Kangaroo, JBM, Havells, Orient, Crompton, BHEL, Freudenberg etc.

Very energetic sales team of Hero Steels located in Ludhiana, Gurgaon and Chandigarh with marketing head office at Ludhiana cater customers across the country. We have successfully set up downstream facility as ERW Tubes having annual capacity of 18000 MT is just more than one year old but established itself as a good quality ERW tube producer.

Adaptability and agility are key pillars of working policy of Hero Steels, hence when pandemic engulfed the whole country and world, we have not taken off much, rather used digital platform to stay connected with our customers and run production facilities. The management team led by Shri Madhur Gupta, CEO is driving the organisation for best customer service, continual improvement and efficient work process. Hero Steel was first in the industry to introduce SAP as ERP system 20 years back and now we have upgraded it to SAP Hana. This latest technology will help to improve our system and processes. We are focusing on digital tools to reach out and improve the communication with customers. We are also working to have footprints beyond India.

We, at Hero Steels, not only make steel but also actively participate in environment and social activities which make strong bonding among employees and the society at our vicinity. Our motto is keeping all our stakeholders happy and satisfied through product and service differentiation, innovation and profitable growth. We dream to grow further and yes, we have a long way to go!

Courtesy: Some figures taken from <https://www.worldsteel.org/>

**Contributed By:-
Mr. Sourav Dutta
AVP Marketing**

Personality

A rich man built a beautiful house in forest. He made it so that anyone who comes there can rest there for free.



Many people came and stayed from time to time. There was a watchman. He asks everyone who comes here,

Watchman: How did you like it here? Tell me why the owner has made this house for? He used to ask just for curiosity that what people think about this. The coming people kept telling the purpose of building this house with their own vision.

The *thieves* said- "To hide, to plan, to accumulate arms."

The *gamblers* said, "To gamble and stay away from people's eyes."

The *artists* said- "To practice art diligently by taking advantage of solitude."

The *saints* said- "To do bhajan in a calm environment and to pray God."

The *students* said - "In a quiet environment, studying is better."

No one knew the real reason but everyone put their ideas according to their thoughts and vision.

Que: what's most memorable lesson?

Ans: Our thoughts, our attitude are mirror of our personality.

Contributed By:
Mr. Ajay Kumar
AGM-Electrical

**New Additions in the family...
Hearty Congratulations from the Hero Family!**



Mr. Neeraj Sharma with Baby Boy

Hearty Congratulations to Mrs. & Mr. Neeraj Sharma-Civil department. The couple has been blessed with Baby Boy on 13th January, 2021.

Hearty Congratulations to the winners of “Test your Knowledge” quiz published in the previous edition of “Reach Out”

1. Mr. Asis Jehti-Safety
2. Ms. Satwinder Saluja-Marketing
3. Mr. Pardeep Kumar-Electrical

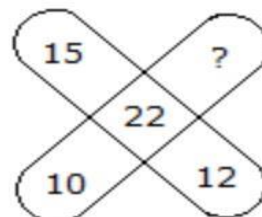
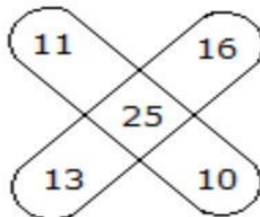
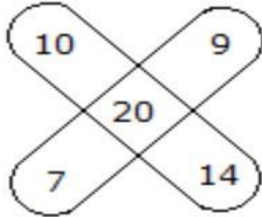


Congratulations!



TEST YOUR KNOWLEDGE/ PEHCHAN KAUN**1. Find out the number in place of question mark.**

Which one will replace the question mark ?



- A. 6
- B. 7
- C. 8
- D. 9

2. Identify the famous personality, he is a famous Cricketer.

The first three correct entries will get exciting gifts

You have to answer both the questions and Email your answer at

dineshkumar@herosteels.com

Suggest/ Tell us Why, What, How....

Share with us your creativity.

We invite write-ups, art work, sketches, poetry etc. from all and it will be featured in our next edition of the Reach out.

We would encourage your participation in sections “Buddy Talk” and articles for “Lifestyle & Well Being”.

You can Share your valuable **FEEDBACK** with us at: dineshkumar@herosteels.com & jaindeepak@herosteels.com



*Thank
You!*