



# SAMPARK

July-September 2021

An Internal Publication of TMILL

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## From the MD's Desk



*Happiness is when what you think, what you say, and what you do are in harmony.*

– **Mahatma Gandhi**

*Happiness comes only when we push our brains and hearts to the farthest reaches of which we are capable.*

– **Leo Rosten**

*Happiness is different from pleasure. Happiness has something to do with struggling and enduring and accomplishing.*

– **George Sheehan**

*Happiness does not come from doing easy work but from the afterglow of satisfaction that comes after the achievement of a difficult task that demanded our best.*

– **Theodore Isaac Rubin**

When I was asked to write about the theme "Happiness and Creativity" – it got me thinking. What is the meaning of happiness? Is it pleasure or satisfaction, or is it something more nuanced? Different luminaries have expressed their interpretation of "happiness" as above. There are many more such definitions in google space, but for me a common theme is that happiness is not satisfaction or pleasure which most often comes when we are in our comfort zones. It is but an outcome of newer pursuits led by the two Cs – Curiosity and Creativity. Curiosity helps us discover the unknown while Creativity helps us develop new ideas, thoughts, artforms or simply new sentiments arising out of our imagination.

It is also argued often what comes first – Happiness or Creativity? With this question we enter into the chicken-egg territory – there can never be one correct answer – A Happy mind tends to be creative, and Creativity adds to happiness.

All of this is fine when we are discussing on a high-level metaphysical plane but how does it apply to you and me? Simple. Just imagine after a hard day's work in office, when we go back home and immediately get busy in the routine household work – do we feel happy at the end of the day? More likely we are tired and frustrated. However, we replace that scenario with one wherein we go home (or take a detour) and engage our mind in any creative pursuit – music, poetry, carpentry, cooking(YES), writing, ideating for may be just an hour or less – we will be closer to true happiness.

It may sound strange but sometimes the job itself offers myriad opportunities to bring out our creative selves and then we get the type of happiness that Rubin, Rosten and Sheehan have mentioned above. As the Mahatma has mentioned when we reach that stage all doubts and discrepancies within us disappear and what we think, say, and do (remember three monkeys?!) are in total congruence. That is true happiness which comes more easily to a creative soul.

Dinesh Shastri



## A) Workforce:



- Vaccination completion status update: Till 30th Sep'21, 98.5%\* employees vaccinated with first dose (including contractual workforce) and 59% with second dose.

Total Count (India & Dubai)– 941

1st Dose vaccinated – 926 (98.5%)

2nd Dose vaccinated – 556 (59%)

- GTL Policy renewed for FY21-22 with an enhancement in the Jr. Mgmt. group and inclusion of FTCs in the policy. For TKM Staff – Family Benefit Scheme Policy will be extended.
- Organisational restructuring in Sept'21: Group Transfer of Mr. Nandan Nandi. In addition, there have been quite a few internal transfers within TMILL & TKM India with the objective of all round people and business development.
- Bonus for Unionized employees of both Tata Port Workers' Union & Tata Employees' Union processed.
- Gift Vouchers for all eligible Officers and Non-officers processed with Sept '21 Salary.

## B) Business Excellence:

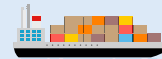


TMILL has received appreciation from Project Team of Tata Steel, KPO for reducing transportation cost of project cargo from Vizag. There has been a saving of INR 36 Lacs between May'21 to Aug'21 for the customer. Mr. Kalidas Chakraborty from Procurement team played an important role to negotiate a better rate for transportation from Vizag to KPO. It has been possible to reduce freight cost up to 19% even during a time when the diesel price has hiked almost 25% from Apr'21 to Jun'21.

# Business Highlights

## Key Business Initiatives -:

### I. ISL/Shipping:



- H1 Performance:
  - Tonnage of 3.79 Mn MT– Highest in 7 years
  - Revenue – Highest in 8 years; 60% increase from last year
  - Contribution – Highest after 10 years; 60% increase from last year
  - PAT - Highest after 10 years; 60% increase from last year
- ISL Star completed 4 voyages in Sep'21.
- MV Subarnarekha finally got delivered on 15th Sep'21 at Manila. subsequently ISL delivered the vessel to Tongli Shipping PTE Ltd, Singapore on period charter for a minimum period of 12 months.
- Cargo performance
  - Coal was the major cargo with a volume of 0.40 Mn MT

### Ila. TKM Germany, India & China (FF)

#### Germany:

- Bagged a 17 Tons air freight order ex Frankfurt to Kolkata, shipper SMS a/c TSL.
- Highest monthly contribution through handling of 148 no. of air shipments.
- Bagged a new account, total 21 TEU's, for their Exports into India

#### India:

- Focus on Non TSL group continues with acquisition of new customer - Himadri Chemicals added with 13 TEUs outbound and 4 TEUs inbound.

#### China:

- Direct Sales – Third Party Business
  - A/c Hwear Exports - Bagged +20Teus of Buyer consolidation boxes, with decent yield +100CBM LCL exports from China
  - A/c Delsey France: Secured +20Teus towards a new lane to Europe
  - A/c Aurobindo Pharma: Sold +10Teus towards Refer Containers, mainly to India

### II b. Integrated Logistics Services (CHAIL, WH)

#### 1) CHAIL:

- Highest ever volume (16556 CBM) of Project Shipment cleared from Vizag Port immediately upon discharge from vessel without any Vessel Detention, Port Demurrage & cargo damage.
- Initiated filing LCL (LCL-Less than Container Load) BOE (Bill of Entry) for Bonded Warehouse post taking necessary clearance from Customs. This will help in maximizing duty deferment benefits for TSL.

#### 2) Warehouse:

- Infrastructure upgradation done in order to optimize bonded warehouse utilization at Jamshedpur.
- New Work Order (WO) received from TSL for Material Handling at TSK project site.

### III. Railways:

- SFTO: 44 loads in SFTO with a loading volume of 0.16 Mn MT.
- GPWIS: 124 loads with total loaded volume of 0.5 Mn MT.



### IV. Ports & MLS:

- Highest volume achieved in Third Party Steel Exports since inception of Berth # 12. During H1, we exported a total quantity of 1.46 Lakh MT of Steel a/c Jindal Steel & Power Limited (JSPL) and JSW for the first time since inception of Berth # 12(now Berth#13). It also truly represented integrated team effort, as TMILL also secured CHA and Agency business for the above JSPL vessel.
- Yet another valued proposition in terms of end-to-end logistics was given to Tata International Limited by lifting pig iron from Tata Metaliks Kharagpur and exporting through Berth #13.
- Highest Third Party (Non TSL) tonnage achieved in Dry Bulk and Break Bulk – with a volume of 3,21,594 MT out of 1,010,605 MT volume handled at Berth #13. It amounts to 31.8% of total volume handled, previous best was 1,67,231 MT (19% of total volume) achieved out of 8,79,173 MT in H1 of FY 21.
- Highest average discharge rate of 22,181 MT/DAY was achieved in the month of May21 in MV Mahavir (A/C Tata Metaliks, Total quantity -31,500 MT, Cargo-Limestone/Pyroxenite). Previous best was achieved in MV Genius SW with an average discharge rate of 21,831 MT/DAY in FY18. (A/C Tata Steel, Cargo-Dolomite, Total quantity-26000mt).
- Overall Ports: Volume handled 596K MT
- Better Cargo Mix at Berth #13: Steel handled 79K. It includes handling 57k billets for Third Party Business.
- Handled highest no. non-TSL vessel calls in H1: 52 (Previous best 50 in FY20)



## JRD QV

The 117th birth anniversary of JRD Tata was celebrated at the JRDQV 2021 function held on July 29, 2021. The event was graced by Mr. Ratan N Tata, Chairman Emeritus, Tata Sons, and Mr. N Chandrasekaran, Chairman, Tata Sons. The function was attended by 1000+ Tata employees and 40 senior Tata Leaders.

The event was hosted by Mr. Vinod Kumar, Assistant Vice President, Tata Business Excellence Group. Mr. S Padmanabhan, Executive Chairman, Tata Business Excellence Group, provided a brief update on the progress made by Tata companies in the areas of excellence in the past few years.

This year, five companies across four categories were recognized-

- Tata Technologies and Tata Motors Finance as Emerging Industry Leader (550-point mark)
- Tata Metaliks and Tata Power as Industry Leader (650-point mark).
- Tata Power also conferred with the coveted JRDQV Award.

Mr. Chandrasekaran provided a brief update on the Tata Group's efforts to mitigate the effect of COVID-19 pandemic. He highlighted the 4 pillars of transformation in the post-pandemic era: Rebalancing Supply Chains; Building Platform Economies; Digital Leadership and Planet Resilience.

The JRDQV function could not have concluded without the motivational words from Mr. Ratan Tata. He said that the progress of the group was possible because of everyone's involvement and contribution, and that he was proud of his years in the Tata Group.



In the context of the current scenario, we are witnessing a hybrid work model at the workplace which seems to be there for some time. To add to it, our work habits formed due to our daily actions in office, on worksites and at home - like staring at the computer, holding the phone, slouching in a chair or even just carrying groceries can create painful body conditions, if done improperly or carelessly. Incorporating good ergonomic techniques into daily routines and work styles can help us in healthier lifestyle management.

Thus HR team organised an awareness session on Ergonomics for enhancing a safe and healthy working style on Friday, 6th August 2021 via Microsoft Teams. Dr. Dhurjati Majumder (M.Sc. in Physiology with specialization in Ergonomics and Work Physiology from the University of Calcutta) took this session on:

- understanding Ergonomics while working from home and in the workplace
- how to improve on efficient working style and improve productivity
- preventing the onset of physical ailments

### Corporate Strategy & Planning Team



Another historic moment as the LSFTO Agreement gets signed between Md Owais, Chief Commercial Manager (FM & Claims), South Eastern Railway and Mr. Atanu Basu, Chief Railway Logistics & Operations.

LSFTO Agreement signed



## ETHICS MONTH CELEBRATION

TMILL believes in upholding the highest ethical standards in line with the Tata Group's philosophy. The Company, in its endeavour to instill and reiterate the values of integrity, unity, excellence, understanding & responsibility and also, to commemorate the birthday of J R D Tata, celebrated the month of July, 2021 as the 'Ethics Month' on the theme "Resilience through Empathy & Kindness". Various awareness programme were organized for our colleagues at all locations of TMILL Group. The same was coordinated by our Divisional Ethics Counsellors.

Few glimpse of competitions that were held are as below:

**ET'S ROCK TOGETHER: 60 SEC TEAM VIDEO CHALLENGE**

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**BEST ENTRIES IN THE COMPETITION**

Team Railways & Warehouse (Kalinganagar)	Team MLS	Team HR
Subrat Kar Anand Dubey Qasid Ahmed Khan Silananda Majhi L N Sethy Bijay Kumar Biswal Sukumar Rout Debabrata Mohapatra	Mahesh Misal Swagata Basu Arnab Ghosh Rakesh CHasurasiya Dev Kr Mayati Padmanabha Das Priyaranjan Samal Satikant Jena Shubham Muduli	Shabana Khan Sukanto Das Atiqur Rahman Devendra Prasad Sharma Arindam Banerjee Aditya Tiwari Somnath Chatterjee Jay Kumar Nayek Suman Mishra
<span style="font-size: 2em; border: 2px solid red; border-radius: 50%; padding: 5px;">1st</span>	<span style="font-size: 2em; border: 2px solid red; border-radius: 50%; padding: 5px;">2nd</span>	<span style="font-size: 2em; border: 2px solid red; border-radius: 50%; padding: 5px;">3rd</span>

### Fun Friday

<b>QUIZ 1</b> Suman Mishra Sumit Agarwal Pooja Jaiswal	<b>QUIZ 2</b> Pooja Jaiswal	<b>QUIZ 3</b> Pooja Jaiswal Sangram Keshari Rout Sumit Agarwal	<b>QUIZ 4</b> Pooja Jaiswal Sumit Agarwal Suman Mishra
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Every Friday, HR team circulates questions related to TCoC and other related policies amongst officers at all locations including unionized and contractual employees.

### WoW Session

A Window on the World (WOW) session was hosted by Tata Steel, wherein Ms. Sudha Murty – Padma Shree Awardee, Chairperson Infosys Foundation was the Chief guest in conversation with Mr. Kaushik Chatterjee – ED, CFO, TSL.

Many TMILL employees attended the event.

### Debate Competition

A debate competition was organized on 21st July by TSPDL on the topic "People are good or evil by nature; Ethics cannot be taught". On behalf of TMILL, Ms. Jyoti Purohit, participated against the motion and the Team won.

### Life in Frames: The Photography Contest: Ethics Month- Smile Of Hope

As part of the Ethics Month celebration, TMILL also rolled out Photography Contest "Life in frames" on the theme "Smile of Hope" based on Tata Steel's communication



Mr. Matthias Mucharowski

Ms. Pooja Mallick



Ms. Suman Mishra



Mr. Preetam Choudhury

On the occasion of Ethics month celebration, TMILL conducted an awareness session at Paradip site office. Around 20 employees participated which includes on roll, contractual and casual staff. The awareness session was conducted by Mr. Lakhan Tudu and Mr. Bhagirathi Pati under guidance of Mr. Devdipta Samanta, Chief, Port Operations & MLS. Further a quiz contest was conducted for the employees.





## Tree Plantation

Ravindra Panduranga Gamre, participated in personal capacity in plantation of trees in the month of June 2021 in a Village (Aadi Mahad Khadi) located in Maharashtra.





## Fighting COVID-19

September 14-15, 2021, TMILL organised vaccination camp in association with Charnock Hospital at Haldia. Total no. of beneficiary - 473. Here are some glimpses:



### August 15, 2021:

- a. Mr. Moulik Kr. Maity (Asstt. Manager-Maint.) has been awarded ₹2000/- gift voucher with a certificate of appreciation for significant improvement in Safety Audit in Cargo Handling and Loose Gear Audit
- b. Mr. Suman K Sahoo (Asstt. Manager-Maint.) has been awarded ₹2000/- gift voucher with a certificate of appreciation for significant improvement in Safety Audit in Cargo Handling and Loose Gear Audit
- c. Mr. Manas Samanta (Supervisor-M/s. AM Enterprises) has been awarded ₹1000/- gift voucher with a certificate of appreciation for sincere efforts in the field of Safety in Haldia Port Operations
- d. Mr. Rajib Bera (Supervisor-M/s. AM Enterprises) has been awarded ₹1000/- gift voucher with a certificate of appreciation for sincere efforts in the field of Safety in Haldia Port Operations
- e. Mr. Tapan Hazra (Security - M/s. SISS) has been awarded ₹1000/- gift voucher with a certificate of appreciation for sincere efforts in the field of Safety in Haldia Port Operations
- f. Mr. Subrata Das (Supervisor-M/s. AM Enterprises) has been awarded ₹1000/- gift voucher with a certificate of appreciation for sincere efforts in the field of Safety in Haldia Port Operations





## Team TMILL Strengthening Supply Chain



Vehicle placement to dock for unloading



Condition of cylinder inside the container



Destuffing from container



Shifting from one location to another



Loading oxygen cylinder



Vehicle released condition



Manual destuffing



Back to back shifting from one vehicle to another



## HAPPINESS AND CREATIVITY

We all want to be happy, content and worry free. We continually look for avenues of joy in small activities, relationships and materialistic things of this world. Happiness and creativity will naturally come to the one who is joyful, relaxed and at ease.

What makes one happy? What could transform one from a sad frown into a happy smile?

Is it having material possessions? Your relationships? Your achievements? Perhaps Yes.. But how about working with some creativity in your everyday life? Experts say there is a link between creativity and happiness. There's no concrete definition of creativity ... but most experts agree it's got something to do with the ability to come up with new ideas, new links between ideas, and novel solutions to problems.

The link between creativity and better mental and physical health is well established by research. "Creativity helps to make people happier, less anxious, more resilient and better equipped to solve problem in the face of hardship."

What is the importance of creativity in everyday life? There are health benefits of creativity and how it will make us happier. It's simple. Because trying to be creative each day

helps us maintain a healthy lifestyle. It helps us in our journey to wellness. Here are five health benefits of creativity that will help us become happier individuals:

### 1. Creativity helps us focus on the moment and distracts us from worry

It is a mental state in which a person doing an activity is fully immersed in a feeling of "energized focus, full involvement, and enjoyment" while doing that activity.

### 2. Creativity helps us express and process emotions

Research says that people who have been suffering from illnesses for a long time tend to express themselves, about their illnesses, more so if they are doing something creative. Sharing personal experiences and stories help them to feel physically better and perhaps happier.

Research have shown that art can also help us to "process the emotions we are feeling, increase our self-awareness, and change the way we think about ourselves and the world around us."

### 3. Creativity creates a healthy state of mind

Activities like cooking, drawing photography, art, music, cake decorating, and even doing crossword puzzles all have health benefits.

"When we are being creative, our brains release dopamine, which is a natural anti-depressant. Creativity usually takes concentration, and it can lead to the feeling of a natural high. Participating in creative activities may even help to alleviate depression."

### 4. Creativity gives us a sense of purpose

Having a sense of purpose is very important to an individual to have a fulfilling life. In fact, "the need for purpose is one of the defining characteristics of human beings." Purpose is something we crave for every day, and if we don't have it, we suffer serious psychological difficulties.

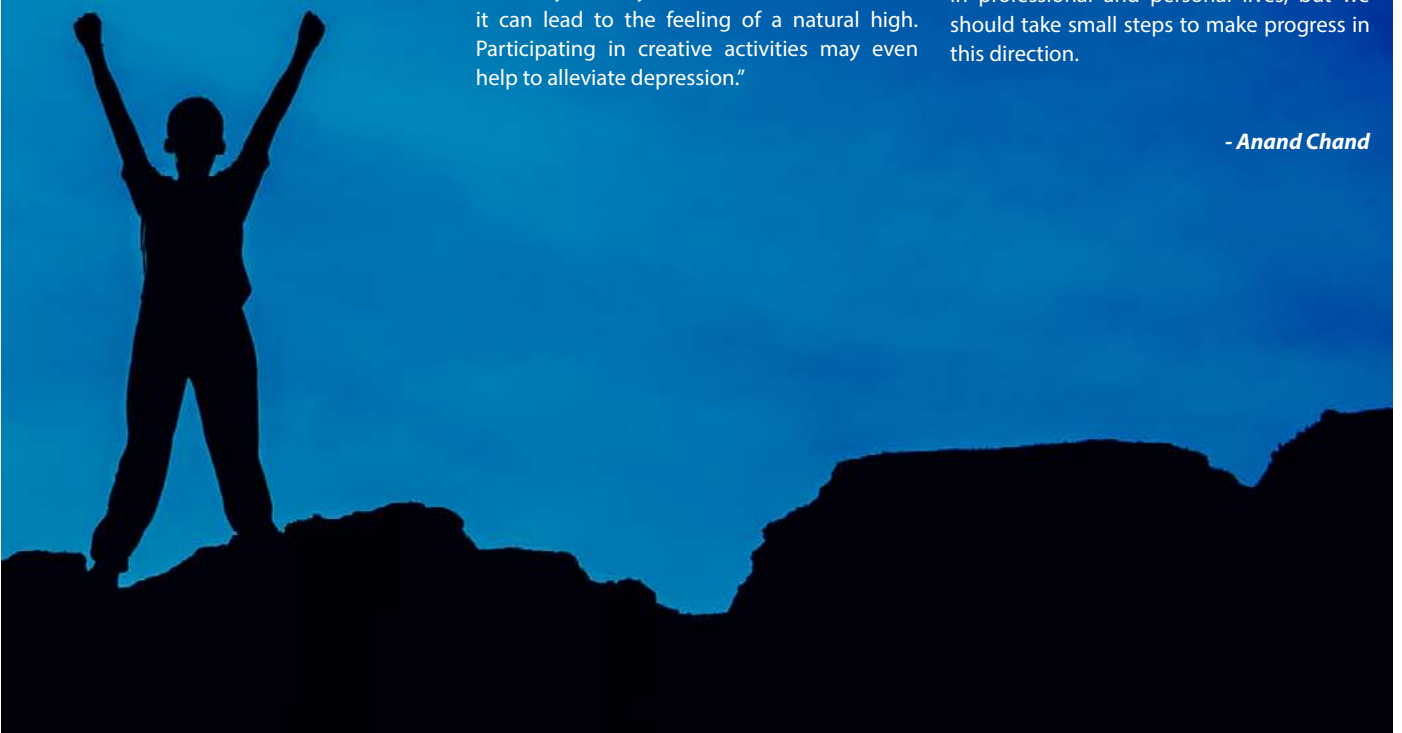
### 5. It feels good to be creative

When you're being creative, it means you're doing something out of your own passion. You're not doing something because you need to, or you're forced to. You're doing it because you love doing it. Even if you make mistakes, if you are doing something you love, it doesn't really matter.

Each one of us has the ability to find our purpose, to know what makes one joyful and engaged. we need to spend some time to understand this, discover it, take the help from someone whom we believe can guide to achieve this.

Creativity will come naturally if simple process is followed, and basic observations are made in daily environment. Happiness and creativity can lead to achieve greater things in work as well as personal life. It is easier said than done in today's environment where there are multiple demands both in professional and personal lives, but we should take small steps to make progress in this direction.

- Anand Chand







## HAPPINESS & CREATIVITY – ALL IS NOT WELL

(Excerpt from article in Quartz Magazine at qz.com)

Corporations intent on making employees more engaged and creative, are focussing on happiness as the answer, and some even have a Chief Happiness Officer for it. Scientific research on the other hand states that creativity calls on persistence and problem-solving skills, not positivity. After digging through last 50 years of research on creative process in various fields, scientists isolated 14 components of creativity, and happiness was not one of them. The components included capability to work hard, persistence, dealing with uncertainty, originality, thinking and evaluation, domain competence, experimentation etc, inter alia.

All however is not lost. The creativity process can be divided in two phases: Initial idea generation and subsequent problem solving. Positivity is useful in first brainstorming and coming up with as many ideas as possible as involving judgement at this stage will stifle ideas. The actual problem solving

requires rigor to overcome obstacles and good mood does not improve problem – solving, which involves judgements that almost by necessity won't feel good. The stress that arises from problems may be unpleasant but also motivates us to complete tasks, in short negative emotions are beneficial to creative process. Another research by professors at Rice university (USA) found that challenges do not make up happy, but they do yield good creative work.

To summarize, trying to solve complex problems can be frustrating and lead to desperate exasperation or anger but same negative mood also works in motivating us to reach a happy ending. We may grimace along the way but that is a small price to pay for spark of genius.

- Anurag Garg



**As, Dési Kimmins, Senior Partner and Head of Leadership Development EMEA at Korn Ferry says;**

*"Organisations need to identify talent much earlier than they did in the past so that there is time to provide relevantly, tailored, and targeted development to equip them for the career-defining challenges that lie ahead,"*

And rightly so, People are the prime asset of any given organization and they need to be nurtured. With the changing environmental scenario both personally and professionally, it is important that we focus on their happiness and which is not an easy task but Possible if we think out of the box and bring in creativity and spirituality in what we do..

We too in TMILL have stayed put to ensure people's happiness by being creative and bring about new ideas to ensure growth and development of our employees. As an organization we have adopted project UDAAN, which has taken flight with 3 wings:

- (i) Campus Placements ## Fresh hires.
- (ii) Hi-Pots - IDP creation for building internal talent bench ## Catch them Young
- (iii) Building on Banding Framework for the Organization for ## Existing employees & Lateral Entries

The project entails all segment of On – Roll employees both fresh and existing workforce with an umbrella approach. I am positive that the given project will help us in ensuring rationalization and parity further ensuring happiness through creativity....

- Shabana Khan



## Editor's Desk

Hello,

There is a common opinion that creativity is the outcome of negative emotions or from the depressed souls. So if you did not get what you want in your job or if your relationship is at stake you go out to write or do something which is incredible in nature. This brings a thought to ponder in my mind ——Can we measure creativity? Experts suggest that there is a very scientific method of measuring creativity. For eg. if you take an object like an empty pet coke bottle, you may use it in different ways. One can transform it into a flower vase, one can also decorate it as a beautiful pencil box or a pen stand or may be just as a paper weight. So what comes out of this different uses of a simple pet coke bottle is that when people are made happier they come out with unusual ways of doing things which leads to new ideas and finally to a beautiful innovative creation.

So it seems that one of the benefits of happiness is enhancement of creativity. Scott Adams, the creative genius behind the famous cartoon " Dilbert " said that - Creativity is allowing yourself to make mistakes, an art knowing which ones to keep. We just learned above that Creativity is enhanced by Happiness. But what about the other way round? Is Happiness increased by Creativity? Yes, this still continues to be the Chicken and Egg mystery as to which one leads to the other. In my opinion, the answer is —— YES. Whether it is a stroke of brush painting the colours of imagination or moving to the rhythm of a music or for that matter trying out hands on some exotic recipe —— all of these definitely leads to a positive emotion.

So next time you are happy for a successful completion of a project, do remember to pat on the back of your Team mates. This small gesture also can create wonders. Happiness for those team members just manifolds which ultimately leads to creativity at work.

John Barrymore had said - "Happiness often sneaks in through a door you didn't know you left open". So let your creative soul explore the outer unknown adventures of life which shall eventually help you to personally revolve as an individual.

Season's greetings to all from the desk of the Editor.

- Farha S Ahmed





## DRISHYA 2021 - THE PHOTOGRAPHY CONTEST ON WORLD PHOTOGRAPHY DAY

- 1) **Charu Singh** – 1st (Daughter of Kaushal Kishore, Port Operations) – Online Gift Voucher of INR 2000/-
- 2) **Ravindra Pandurang Gamre**, TKM Global – 2nd - Online Gift Voucher of INR 1500/-
- 3) **Iman Sarkar** (Son of Subhransu Sarkar, CHAIL) & Matthias Mucharowski, TKM Global – Joint 3rd - Online Gift Voucher of INR 1000/-



### Improvement Projects – FY'21

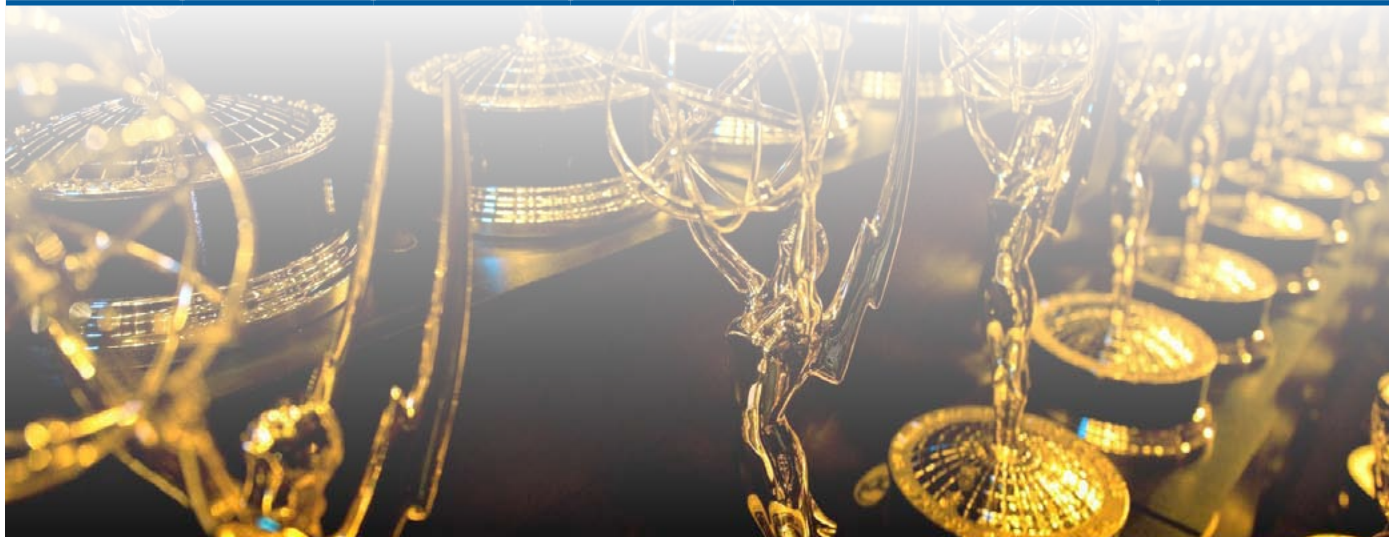
#### Final Winners:

Department	Project	Objective	Benefits	Team Members
MLS	Foreign Exchange Rate Conversion	To obtain best exchange rate while receiving inward remittance from foreign vessel owners for Port Payment	1. Cost Saving to Customer = INR 58.5 Lakhs 2. Improvement in overseas transaction mechanism	<b>Leader:</b> Rakesh Kr. Chaurasia <b>Members:</b> Swagata Basu, Arnab Ghosh
Railways	Reduction of ROH time for SFTO Rakes	Maximization of number of trips: reducing the ROH days so that the rake could start its movement soon.	Net additional revenue generation of INR 3.01 Cr cumulatively from Oct 2020	<b>Leader:</b> Praveen Kumar Mishra <b>Members:</b> Anant Chauhan, Kumar Anurag
		KPI Impacted: No of trips, RR, SFTO Fees & LTTC		Hemant Roul, Ramendra Das
CHAIL	Revenue leakage: per container detention charges paid to shipping line	To collaborate with Customer in eliminating/reducing container detention charges: Improvement targeted in: 1 SLA compliance 2 Inland logistics - Better turnaround time	Reduction in container detention charges: Detention in H2 FY'21 is 1% of H1 FY'21. Detention in H1 = INR 4.28 Cr Detention in H2 = INR 4.9 Lakh	<b>Leader:</b> Amitava Roy <b>Members:</b> Sourav Thoi, Murtaza Sabir



## Other Projects Qualified for Rewards (for encouraging teams):

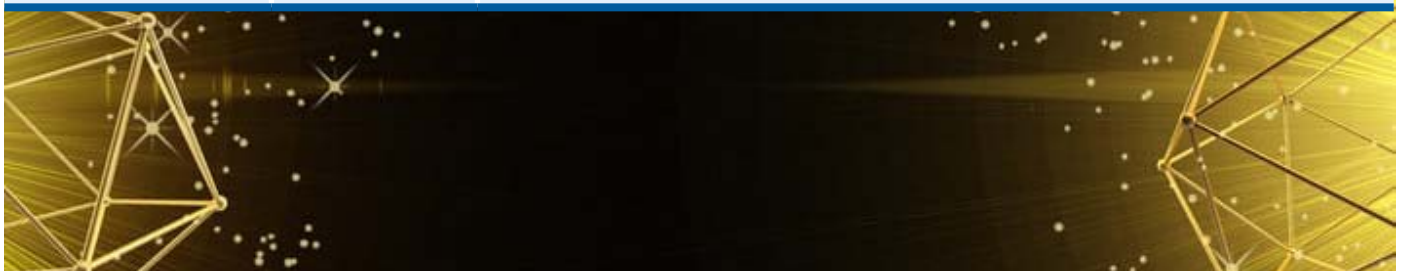
Reward Category	Department	Project	Objective	Benefits	Team Members
Out of the Box Thinking	Railways	Post Pandemic - Future readiness	Ensure business continuity	1. Reduction in no. of Physical touch points: 7 per job + additional 10 per Origin: Physical Data Touch points Reduced in FY'20: Q1 – 846, Q2 – 972, Q3 – 940 & Q4 -968	<b>Leader:</b> Atanu Basu <b>Members:</b> Anant Chauhan Kumar Anurag Hemant Roul
Digitization/ Automation	Finance & Accounts	Online FD creation in HDFC Bank for TMILL and TKM India	Ensure effective deployment of surplus funds for short duration (7 days).	1. Online facility enabled making deposits at the end of the day after evaluating the day end balance available in company bank account. 2. Enet Portal developed for TMILL by HDFC Bank Hassle-free process 3. Quick and easy to use No loss of interest income – First Company to have such facility with any Bank.	<b>Leader:</b> Sumit Agarwal <b>Member:</b> Pooja Jaiswal
Digitization/ Automation	Finance & Accounts	Lease Accounting (IND AS 116) Configuration in SAP	An effective IT based structure with regards to Lease Accounting (IND AS 116)	IND AS 116 Impacting: Railways, Warehousing (Apeejay) and HO 1. Reduced chances of error in process 2. Addition, deletion and modification in the rate of interest, tenure of lease and other parameters can be done easily 3. Seamless & secured movement of data.	<b>Leader:</b> Vineet Agarwal <b>Members:</b> Amit Sau Sumit Agarwal
Customer Centricity	Port Operations	Reduction in Handling Loss	Minimize handling loss and proper stock accounting	Proper stock accounting and prevented commercial hit for handling loss. In FY 21, Haldia team achieved negligible shortage of coal as per SAP (0.02%) and excess of 0.436% as per actual moisture.	<b>Leader:</b> D. Samanta <b>Members:</b> Rajneesh Kumar Mahadev Maity
	Warehousing	Delay in delivery of material -IM Section	Improve delivery KPI for customer in IM section	53% of deliveries were on time previously - improved to 95% in FY'21	<b>Leader:</b> Pawan Kumar <b>Members:</b> Kumari Sonia & Paradip Kumar Poddar





## Awards and Recognition

Associate Name	Location	Recommended for
Kalidas Chakrabort	Kolkata	<ol style="list-style-type: none"> <li>1. Pro-actively handled consignment delivery during covid period alongwith training other employees.</li> <li>2. Has been handling variety of modules like SAP MM</li> </ol>
Reajuddin Mistry	Kolkata	Very hard working,responsible and takes all situation very positively.
Chandan Chandra	Kolkata	<ol style="list-style-type: none"> <li>1. Has single handedly entered bills for various departments. Has issued GRN/Service Entry for entire bills of Suppliers/Contractors/Consultants engaged in development of Interior at IT Lagoon office during the lockdown period.</li> </ol>
Saptadip Chakrabo	Jamshedpur	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Rahul Pathak	Jamshedpur	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Raj Kumar Singh	Jamshedpur	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> </ol>
Abhay Kumar Trigu	Jamshedpur	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Akash Kumar Shukl	Jamshedpur	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Mihir Bhattacharje	Kolkata	<ol style="list-style-type: none"> <li>1. Is hard working, having high domain knowledge and honest.</li> <li>2. There was stock out but he was available for the job</li> </ol>
Md. Aslam	Kolkata	<ol style="list-style-type: none"> <li>1. Despite various challenges he made the consignment move out of the port.</li> <li>2. Had a major contribution in export consignment</li> </ol>
Amit Das	Kolkata	<ol style="list-style-type: none"> <li>1. On requirement he has learnt computer from team mates and perform the allocated Job extremely well.</li> <li>2. Has a major contribution on collection of security</li> </ol>
Pinaki Mukherjee	Kolkata	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Bivas Chanda	Kolkata	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate contributed exceptionally to a team-oriented</li> </ol>
Adarsh Sahoo	Paradip	<ol style="list-style-type: none"> <li>1. Associate demonstrated extraordinary ownership skills.</li> <li>2. Associate contributed exceptionally to a team-oriented project.</li> </ol>
Sankar Das	Kolkata	<ol style="list-style-type: none"> <li>1. Associate's effort was "above and beyond" job responsibilities.</li> <li>2. Associate demonstrated extraordinary ownership skills.</li> </ol>
Dipak Khatua	Haldia	<ol style="list-style-type: none"> <li>1. He is team worker who always contributed 100%</li> <li>2. Ensure timely payment to Ports.</li> <li>3. Associate reacted positively to an urgent situation.</li> </ol>
Amit Patra	Kolkata	<ol style="list-style-type: none"> <li>1. Demonstrated extraordinary ownership/responsibilities skills.</li> <li>2. Coped up ver well in short time and hard work</li> </ol>



# EMPLOYEE ENGAGEMENT



## Our talent knows no bounds



Swami Vivekananda

Swami Vivekananda was born on 12<sup>th</sup> January 1863. He was born as Narendranath Datta. Swami Vivekananda had a strong memory since his childhood. He had read all Hindu scriptures like Vedas, Upanishads, Bhagwat, Ayats, Panjaram and Mahabharata. He was about 25 years old when he became a monk. His speech in Chicago made him globally famous. He followed his guru Paramahansa throughout his life and took all his responsibilities after his death. He established the branches of Prakashana Mission also in other countries.

Swami Vivekananda never allowed a woman to enter in his monasteries. People say that Swami Vivekananda suffered from 21 diseases. He had already announced that he would not achieve the age of 40 and died at the age of 39. The 50<sup>th</sup> anniversary of Swami Vivekananda in India is celebrated as National Youth day.



Ayush Sarkar, S/o Sukanta Sarkar

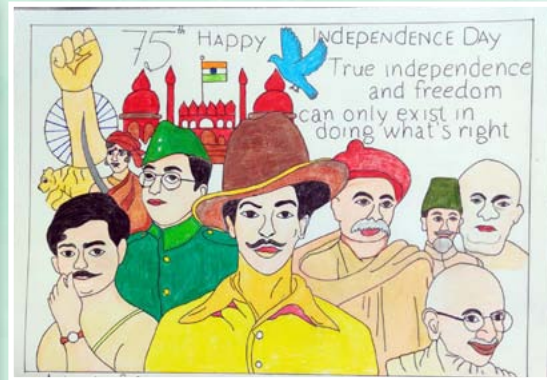


Ashmita Pal

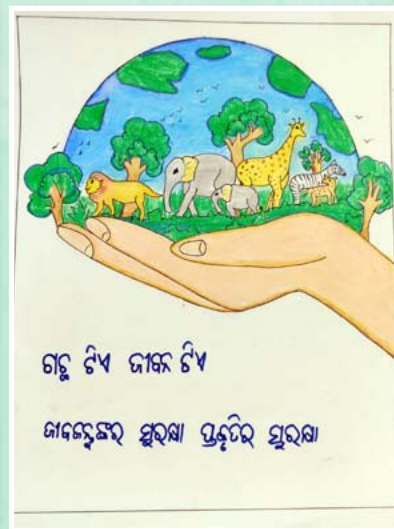


# EMPLOYEE ENGAGEMENT

## Our talent knows no bounds



Anshuman Kar  
S/o Subrat Kar



Amitabha Majumder  
Creation & Culture



Ganesh Chaturthi at Home  
Swati Satish Rege



Sunset @ Shanghai  
Chirag Bijani



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