

04  
17<sup>th</sup> annual report  
05



भारतीय कंटेनर निगम लिमिटेड  
(भारत सरकार का उपक्रम)

Container Corporation of India Limited  
(A Govt. of India Undertaking)



# भारतीय कंटेनर निगम लिमिटेड

## CONTAINER CORPORATION OF INDIA LTD.



### मिशन

“हमारा मिशन अपने व्यावसायिक सहयोगियों और शेयरधारकों के साथ मिलकर कौनकॉर को एक उत्कृष्ट कंपनी बनाने का है। अपने व्यावसायिक सहयोगियों के सक्रिय सहयोग से तथा लाभप्रदता एवं वृद्धि सुनिश्चित करके अपने ग्राहकों को अनुक्रियाशील, लागत प्रभावी, दक्ष और विश्वसनीय संभारतंत्र साधन उपलब्ध कराकर हम अवश्य ही ऐसा कर पाएंगे। हम अपने ग्राहकों की पहली पसंद बने रहने के लिए प्रयासरत हैं। हम अपने सामाजिक दायित्वों के प्रति दृढ़तापूर्वक प्रतिबद्ध हैं और हम पर जो विश्वास रखा गया है, उस पर खरे उतरेंगे।”

### लक्ष्य

“हम ग्राहक केंद्रित, निष्पादन प्रेरित, परिणाम अभिमुख संगठन बनेंगे जिसका मुख्य लक्ष्य ग्राहकों को प्रतिलाभ दिलाना होगा।”

“हम संसाधनों का लाभप्रद उपभोग करने हेतु तथा उच्च गुणवत्ता वाली सेवाएं देने के लिए प्रयासरत रहेंगे और श्रेष्ठता हेतु मानक स्थापित करने के रूप में हमारी पहचान होगी।”

“हम परिष्कृत नवीन सेवाएं देने के लिए निरन्तर नए और बेहतर विकल्प खोजेंगे। ग्राहकों की सुविधा और संतुष्टि ही हमारा ध्येय होगा। हम अपने व्यावसायिक प्रतिस्पर्धियों से सीख लेंगे और श्रेष्ठता हेतु सदैव प्रयासरत रहेंगे।”

“हम अपने संगठन के लक्ष्यों और मिशन के समर्थन में परिमेय निष्पादन लक्ष्य निर्धारित करेंगे। हम अपने प्रतिस्पर्धियों के मुकाबले स्वयं ही मानक स्थापित करेंगे तथा अपने संगठन की उन्नति के लिए अपने व्यवसाय और परिचालन के सभी क्षेत्रों में एक संव्यावसायिक, सक्षम और समर्पित टीम के रूप में कार्य करेंगे।”

“हम व्यवसाय-सम्मत उच्चतम मानकों का अनुसरण करेंगे तथा उत्तरदायी निगमित हस्ती के रूप में सामाजिक दायित्वों का निर्वहन करते हुए व्यावसायिक समुदाय के लिए सामाजिक मूल्यों में अत्यधिक वृद्धि करेंगे।”

“हम अपने कार्यालयीन कार्यों में पूर्णतः सत्यनिष्ठा, ईमानदारी, पारदर्शिता और निष्पक्षता बनाए रखेंगे। हम अपनी निजी जिंदगी में भी नैतिकता के उच्च आदर्श बनाए रखने हेतु प्रयासरत रहेंगे।”

### MISSION

“Our mission is to join with our community partners and stake holders to make concor a company of outstanding quality. We do this by providing responsive, cost effective, efficient and reliable logistics solutions to our customers through synergy with our community partners and ensuring profitability and growth. We strive to be the first choice for our customers. We will be firmly committed to our social responsibility and prove worthy of trust reposed in us.”

### OBJECTIVES

“We will be a customer focussed, performance driven, result oriented organisation, focussed on providing value for money to our customers.”

“We will strive to maximise productive utilisation of resources, deliver high quality of services, and be recognised as setting the standards for excellence.”

“We will constantly look for new and better ways to provide innovative services. We will aim for customer convenience and satisfaction, learn from our competitors and always strive for excellence.”

“We will set measurable performance goals to support the objectives and mission of our organisation and work as a professional, competent and dedicated team for the organisation to achieve excellence in all areas of our business and operations by benchmarking ourselves with our competitors.”

“We will follow highest standards of business ethics and add social value for the community at large by discharging social obligations as a responsible corporate entity.”

“We will maintain absolute integrity, honesty, transparency and fair-play in all our official dealings and strive to maintain high standards of morality in our personal life.”





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CONTAINER CORPORATION OF INDIA LTD.

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## Seventeenth Annual Report 2004-2005

### CONTENTS

|     |  |    |       |
|-----|--|----|-------|
| 1.  | 10 Years Performance at a Glance - Financial & Physical      | .. | 1     |
| 2.  | Notice   | .. | 2-3   |
| 3.  | Directors' Report  | .. | 4-7   |
| 4.  | Addendum to Directors' Report                                | .. | 8-13  |
| 5.  | Corporate Governance Report                                  | .. | 14-19 |
| 6.  | Management Discussion and Analysis                           | .. | 20-23 |
| 7.  | Certificate on Corporate Governance                          | .. | 24    |
| 8.  | Balance Sheet  | .. | 25    |
| 9.  | Profit & Loss Account  | .. | 26    |
| 10. | Schedules Annexed to Balance Sheet and Profit & Loss Account | .. | 27-36 |
| 11. | Significant Accounting Policies                              | .. | 37-38 |
| 12. | Notes on Account   | .. | 39-47 |
| 13. | Balance Sheet Abstract & Company's General Profile           | .. | 48    |
| 14. | Auditors' Report   | .. | 49-50 |
| 15. | Annexure to the Auditors' Report                             | .. | 51-53 |
| 16. | Cash Flow Statement  | .. | 54    |
| 17. | Proxy Form   | .. | 55    |
| 18. | Attendance Sheet   | .. | 56    |
| 19. | ECS Mandate & Form   | .. | 57-58 |
| 20. | Offices  | .. | 59    |



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भारतीय कंटेनर निगम लिमिटेड

CONTAINER CORPORATION OF INDIA LTD.

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## Seventeenth Annual Report 2004-2005

### **BOARD OF DIRECTORS**

Shri S.B.Ghosh Dastidar  
Chairman (Non-Executive)

Shri R.N. Aga (till 31.07.2005)  
Chairman (Non-Executive)

Shri Rakesh Mehrotra (w.e.f. 15.06.2005)  
Managing Director

Shri P. G. Thyagarajan  
Director (Intl. Mktg. & Ops)

Shri Pradeep Bhatnagar  
Govt. Nominee Director, Ministry of Railways

Shri R. K. Narang  
Non-Executive Director

Dr. D. Babu Paul  
Non- Executive Director

Dr. P.S. Sarma  
Non- Executive Director

Shri Ravi Khandelwal  
GGM(Accounts) & Company Secretary

### **STATUTORY AUDITORS**

M/s. S. N. Dhawan & Co.,  
New Delhi

### **BRANCH AUDITORS**

M/s. D. K. Chhajer & Co.,  
Kolkata  
M/s. R. Gopala Krishnan & Co.,  
Chennai  
M/s Kedia & Kedia Associates,  
Ahmedabad  
M/s Ghalla & Bhansali,  
Mumbai

### **BANKERS**

ABN Amro Bank  
Allahabad Bank  
Bank of India  
Canara Bank  
Central Bank of India  
CitiBank  
Corporation Bank  
Deutsche Bank  
HDFC Bank Ltd.  
ICICI Bank Ltd.  
Punjab National Bank  
Standard Chartered Bank  
State Bank of India  
Syndicate Bank  
United Bank of India

### **Registrars & Share Transfer Agent**

M/s. Alankit Assignments Ltd., New Delhi

NOTE : AUDITED ACCOUNTS OF THE COMPANY FOR THE YEAR ENDED 31.03.2005 ARE SUBJECT TO REVIEW BY THE COMPTROLLER & AUDITOR GENERAL OF INDIA UNDER SECTION 619(4) OF THE COMPANIES ACT, 1956



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CONTAINER CORPORATION OF INDIA LTD.

Multimodal Logistics Professionals

## 10 YEARS PERFORMANCE AT A GLANCE - FINANCIAL & PHYSICAL

### Financial

(Rs. In Crore)

| Description   | 1995-96 | 1996-97 | 1997-98 | 1998-99 | 1999-00 | 2000-01 | 2001-02 | 2002-03 | 2003-04 | 2004-05 |
|---|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Paid Up Capital   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   | 64.99   |
| Reserves & Surplus  | 116.41  | 197.37  | 298.87  | 407.36  | 542.77  | 711.43  | 844.32  | 1036.52 | 1312.25 | 1633.77 |
| Capital Employed<br>(Net Fixed Assets +<br>Working Capital +<br>Investment))                            | 171.60  | 252.84  | 337.78  | 424.58  | 559.53  | 723.88  | 956.75  | 1115.62 | 1391.35 | 1684.86 |
| Net Worth<br>(Paid Up capital +<br>Reserves - Preliminary<br>expenses to the<br>extent not written off) | 181.35  | 262.33  | 363.81  | 472.35  | 607.76  | 776.42  | 909.31  | 1101.51 | 1377.24 | 1698.76 |
| Fixed Assets (Gross Block)  | 157.41  | 189.62  | 218.21  | 352.78  | 457.57  | 605.00  | 752.65  | 982.50  | 1198.79 | 1538.62 |
| Income from Operations  | 389.36  | 534.32  | 606.25  | 684.77  | 831.42  | 1075.92 | 1286.46 | 1483.44 | 1764.43 | 2003.49 |
| Other Income  | 6.68    | 14.17   | 22.30   | 31.59   | 33.46   | 34.00   | 48.95   | 50.40   | 42.97   | 48.21   |
| Total Income  | 396.04  | 548.49  | 628.55  | 716.36  | 864.88  | 1109.92 | 1335.41 | 1533.84 | 1807.40 | 2051.70 |
| Gross Profit  | 115.78  | 176.73  | 191.49  | 220.26  | 287.89  | 356.29  | 422.64  | 474.74  | 554.00  | 676.22  |
| Depreciation  | 8.93    | 10.39   | 11.54   | 12.27   | 22.62   | 27.27   | 33.47   | 43.94   | 55.28   | 66.62   |
| Net Profit Before Tax   | 106.85  | 166.34  | 179.95  | 207.99  | 265.27  | 329.02  | 389.17  | 430.80  | 498.72  | 609.60  |
| Provision for Taxation  | 53.73   | 70.94   | 63.27   | 66.51   | 90.00   | 112.25  | 139.31  | 160.25  | 142.45  | 180.73  |
| Net Profit  | 52.23   | 95.25   | 115.80  | 140.66  | 177.59  | 216.65  | 249.48  | 272.85  | 367.59  | 428.60  |
| Dividend  | 7.79    | 12.99   | 12.99   | 29.24   | 35.75   | 43.54   | 64.99   | 71.48   | 81.24   | 94.23   |
| Earning Per Share : (in Rs.)  | 8.04    | 14.66   | 17.82   | 21.64   | 27.32   | 33.33   | 38.39   | 41.98   | 56.56   | 65.95   |

### Physical (TEUs)\*

|                        |        |        |        |        |        |         |         |         |         |         |
|------------------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|
| International Handling | 349141 | 424741 | 491481 | 576790 | 664490 | 753368  | 905058  | 1031925 | 1251618 | 1376516 |
| Domestic Handling      | 244977 | 278801 | 230238 | 225156 | 238661 | 291360  | 326775  | 351238  | 350501  | 351460  |
| Total                  | 594118 | 703542 | 721719 | 801946 | 903151 | 1044728 | 1231833 | 1383163 | 1602119 | 1727976 |

\* Twenty foot equivalent units



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CONTAINER CORPORATION OF INDIA LTD.

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## NOTICE

Notice is hereby given that the 17<sup>th</sup> Annual General Meeting of the Shareholders of the Company will be held as under :-

Day : Wednesday  
Date : 28<sup>th</sup> September, 2005  
Time : 3.00 P.M.  
Venue : Stein Auditorium, Habitat World,  
India Habitat centre, Gate No. 3,  
Lodhi Road, New Delhi-110003.

to transact, with or without modifications, as may be permissible, the following business :

### ORDINARY BUSINESS :-

To consider, and if thought fit, to pass the following resolutions as Ordinary Resolutions :

1. To receive, consider and adopt the Balance Sheet as at 31st March, 2005, Profit & Loss Account for the year ended on that date and the Report of Board of Directors and Auditors thereon.
2. To confirm the payment of interim dividend and to declare dividend on equity shares for the financial year ended 31st March, 2005.
3. To appoint a Director in place of Dr. D. Babu Paul who retires by rotation and being eligible, offers himself for reappointment.
4. To appoint a Director in place of Shri Pradeep Bhatnagar, who retires by rotation and being eligible, offers himself for reappointment.
5. To take note of the appointment of M/s. S. N. Dhawan & Co., Chartered Accountants, New Delhi as Statutory Auditors of the Company and to authorize Board of Directors of the Company to determine the remuneration of Statutory Auditors in terms of provisions of Section 224(8) (aa) of the Companies Act, 1956 and to pass the following resolution as an Ordinary Resolution :

"RESOLVED that the appointment of M/s. S. N. Dhawan & Co., Chartered Accountants as Statutory Auditors of the Company for the financial year 2004-05 in terms of the order no. CA. V/COY/CENTRAL GOVT., CCIL(5)/360 dated 6.9.2004 of C & AG of India, be and is hereby noted.

FURTHER RESOLVED that the Board of Directors of the Company be and is hereby authorized to determine the remuneration payable to Statutory Auditors for the financial

year 2004-05 and future years as and when communication is received from the Comptroller and Auditor General of India regarding appointment of the Auditors of the Company.

Further RESOLVED that the remuneration of the Auditors of the Company so fixed by the Board of Directors shall be reported by the Company in its Directors' Report of the relevant year to the Shareholders."

### SPECIAL BUSINESS :-

To consider, and if thought fit, to pass with or without modification(s), the following resolution as an Ordinary Resolution :

6. "RESOLVED that Shri Rakesh Mehrotra be and is hereby appointed as Managing Director of the Company w.e.f. 15.06.2005 in terms of Railway Board's order no. 2004/E(O)II/7/28 dated 15.06.2005 and shall be liable to retire by rotation."

To consider, and if thought fit, to pass with or without modification(s), the following resolution as Special Resolution :

7. "RESOLVED subject to the provisions of SEBI (Delisting of Securities) Guidelines, 2003 and other applicable provisions of relevant Acts, Rules, Regulations, Notifications, Circulars, Stock Exchange Guidelines and such Amendments therein as may come into force or may be promulgated from time to time, that consent be and is hereby accorded for delisting of Equity shares of the Company from The Delhi Stock Exchange Association Ltd.

Further Resolved that Board of Directors of the Company be and is hereby authorized to take such actions as may be considered necessary to give effect to the aforesaid resolution."

By order of Board of  
CONTAINER CORPORATION OF INDIA LIMITED

(RAVI KHANDELWAL)  
GROUP GENERAL MANAGER (Accounts)  
& COMPANY SECRETARY

Date : 10.08.2005  
Place : New Delhi



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CONTAINER CORPORATION OF INDIA LTD.

Multimodal Logistics Professionals

#### NOTES :

- (a) A member entitled to attend and vote at the meeting is entitled to appoint a proxy to attend and vote instead of himself / herself and proxy need not be a Member.
- (b) The instrument appointing proxy should however be deposited at the Registered Office of the Company not less than forty eight hours before the commencement of the meeting.
- (c) The Register of Members and Share Transfer Books will remain closed from 16<sup>th</sup> September, 2005 to 28<sup>th</sup> September, 2005 (both days inclusive).
- (d) Members holding shares in Physical form are requested to notify immediately change in their address & Bank account details to the Registrar and Share Transfer Agent of the Company by quoting their folio numbers and those in demat mode, to their Depository Participant.
- (e) Dividend on Equity shares as recommended by the Directors for the year ended on 31<sup>st</sup> March, 2005 when declared at the Meeting, will be paid :
- (i) to those Members whose names appear in the Register of Members of the Company, after giving effect to all valid Share Transfers in Physical form lodged with the Company and its Registrar on or before 15<sup>th</sup> September, 2005.
- (ii) in respect of Shares held in electronic form, to those "deemed members" whose names appear on the Statements of beneficial ownership furnished by National Securities Depository Limited (NSDL) and Central Depository Services (India) Limited (CDSL), at the end of business hours on 15<sup>th</sup> September, 2005.
- (f) Pursuant to the provisions of Section 205A(5) of the Companies Act, 1956, dividends for the financial year ended 31<sup>st</sup> March, 1998 and thereafter, which remains unclaimed for a period of seven years from the date of transfer of the same will be transferred to Investor Education and Protection fund established by Central Government. Shareholders who have not encashed their dividend warrant (s) so far for the financial year ended 31<sup>st</sup> March, 1998 or any subsequent financial years are requested to make their claim to the Company or Registrar and Share Transfer Agents, M/s Alankit Assignments Ltd.

#### **EXPLANATORY STATEMENT PURSUANT TO SEC. 173(2) OF THE COMPANIES ACT, 1956**

##### Item No. 6

The Government of India has appointed Shri Rakesh Mehrotra

as Managing Director of the Company w.e.f. 15.06.2005 and communicated through Ministry of Railways, Govt. of India vide order no. 2004/E(O)II/7/28 dated 15.06.2005.

Accordingly, the Company has filed the requisite particulars of Shri Rakesh Mehrotra, in the prescribed forms with the Registrar of Companies, NCT of Delhi & Haryana, New Delhi.

In terms of Section 255 of the Companies Act, 1956, the appointment is required to be confirmed in the forthcoming Annual General Meeting.

None of the Directors except Shri Rakesh Mehrotra, is concerned or interested in the resolution.

##### Item No. 7

Consequent to the recent rapid changes in the capital market and with the availability of nationwide trading facility coupled with wide and extensive networking of centers on BSE and NSE, investors have access to online dealing in the Company's securities across the Country and substantial volume of trading is carried out through these two principle exchanges. There is virtually no trading on DSE. Moreover, the Company's equity shares is one of the scripts which Securities and Exchange Board of India (SEBI) has specified for settlement only in demat form by all investors.

The proposed delisting of the Company's equity shares from the DSE will not adversely affect any investor/member.

SEBI (Delisting of Securities) Guidelines, 2003 permit voluntary delisting from any stock exchange including the regional stock exchange without providing exit opportunity. The Company's equity shares will continue to be listed on the other two nation wide stock exchanges viz. BSE and NSE.

In accordance with the Delisting Guidelines, shareholders approval is required by passing special resolution for delisting of equity shares from Delhi Stock Exchange.

The Board recommends the passing of special resolution.

None of the Directors of the Company is concerned or interested in the resolution.

By order of Board of  
CONTAINER CORPORATION OF INDIA LIMITED

(RAVI KHANDELWAL)  
GROUP GENERAL MANAGER (Accounts)  
& COMPANY SECRETARY  
Date : 10.08.2005  
Place : New Delhi



भारतीय कंटेनर निगम लिमिटेड

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CONTAINER CORPORATION OF INDIA LTD.

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## **DIRECTORS' REPORT**

### **To the shareholders**

Your directors are pleased to present their report on the business and operations of your company for the financial year ending March 31, 2005.

### **FINANCIAL RESULTS (RS. IN CRORE)**

| Particulars                                | 2004-05 | 2003-04  |
|--|---------|----------|
| Income from operations                     | 2003.49 | 1,764.43 |
| Profit before depreciation & tax (PBDT)    | 676.22  | 554.00   |
| Profit before tax (PBT)                    | 609.60  | 498.72   |
| Provision for tax                          | 180.73  | 142.45   |
| Profit after tax (PAT)                     | 428.87  | 356.27   |
| Profit available for appropriations        | 428.60  | 367.59   |
| APPROPRIATIONS:                            |         |          |
| Interim Dividend                           | 38.99   | -        |
| Proposed Dividend                          | 55.24   | 81.24    |
| Tax on dividend                            | 12.85   | 10.62    |
| Transfer to general reserves               | 42.86   | 36.76    |
| Balance carried to Balance Sheet           | 278.66  | 238.97   |
| Basic and Diluted Earnings per share (Rs.) | 65.95   | 56.56    |

### **DIVIDEND**

Keeping in view the Company's capex programme, your Directors recommend a dividend of 145 % of the paid up share capital inclusive of Interim Dividend paid @ 60%. The pay out on account of dividend would be Rs. 14.50 per share of Rs. 10/-. The total dividend payable amounts to Rs. 94.23 crore as compared to Rs. 81.24 crore (excluding dividend tax) during 2003-04.

### **FINANCIAL HIGHLIGHTS**

The operating turnover of your company has registered a growth of 13.55% during the year under review, increasing from Rs. 1,764.43 crore in the previous year to Rs. 2003.49 crore.

Total expenditure has increased in line with the growth in income by 10.20%. After adjusting for the expenditure of Rs. 1442.10 crore as compared to Rs. 1,308.68 crore in the previous year, the profit before tax works out to Rs. 609.60 crore, which shows a growth of 22.23%. After making provisions for income tax, prior period/tax adjustments, the net profit available for appropriations stands at Rs.428.60 crore, which is a growth in

net profit of 16.60%. Increase in Profit After Tax (PAT) is due to better operating margin and increase in amount of tax deduction availed by the company under Section 80IA of Income Tax Act.

### **OPERATIONAL PERFORMANCE**

| Handling in TEUs | 2004-05   | 2003-04   | % age Growth |
|------------------|-----------|-----------|--------------|
| Exim             | 13,76,516 | 1,251,618 | 9.98%        |
| Domestic         | 3,51,460  | 3,50,501  | 0.27%        |
| Total            | 17,27,976 | 16,02,119 | 7.86%        |

### **CAPITAL STRUCTURE**

There is no change in the capital structure, with the Government of India continuing to hold 63.09% of the shares, the balance 36.91% being held by the public.

### **LISTING AND DEMATERIALIZATION OF CONCOR'S SHARES**

CONCOR's shares are listed with the bourses i.e. Mumbai, Delhi and National Stock Exchanges. The listing fees of all these stock exchanges have been paid. To facilitate dematerialization of shares by its shareholders, CONCOR has signed agreements with both the Depositories (NSDL & CDSL). As per SEBI guidelines, CONCOR's shares have been placed under 'Compulsory Demat Mode'. Out of 2,39,91,496 shares listed on the Stock Exchange, 2,39,88,367 shares were in demat mode as on 31st March, 2005.

### **WORLD BANK LOAN**

Out of the outstanding balance of US\$ 2.73 million as on 31 March 2004, the company has repaid an amount equivalent to US\$ 0.32 million during the current year. The outstanding balance as on 31 March 2005 is US\$ 2.41 million.

### **CAPITAL EXPENDITURE**

Capital outgo of Rs. 382 crore approx. was incurred mainly on development of terminals, acquisition of wagons and handling equipment.





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## **NEW TERMINALS**

In line with the expansion plan for setting up new terminals and expansion of existing facilities, the following new terminals were commissioned during the year:

|   |   |                                |
|---|---|--------------------------------|
| Combined terminal at Desur              | - | commissioned in September 2004 |
| Combined terminal at Ankleshwar         | - | commissioned in January 2005   |
| ICD at Tirupur                          | - | commissioned in January 2005   |
| Combined terminal at Rawtha Road (Kota) | - | commissioned in March 2005     |

In addition expansion work was carried out at 13 locations.

## **HIGH SPEED WAGONS**

The existing CONCOR fleet of wagons increased by 1435 additional high speed wagons increasing the holding of high speed wagons to 4606. This is the highest ever induction of High Speed Wagons by CONCOR in any single year.

Order for 1315 high speed wagons were placed during the year.

## **CONTAINERS**

The container fleet (owned and leased) as on 31.03.2005 was 10874 TEUs.

## **HANDLING EQUIPMENT**

During the year 4 Rubber Tyred Gantry Cranes (RTG's) have been commissioned at ICD/Dadri, an order for two RTG Cranes for ICD/TKD was placed. Both the machines were received during the year. An order of two RTG cranes for ICD/Dandharikalan (Ludhiana) was also placed.

## **INFORMATION TECHNOLOGY**

Your company made further progress in the field of Information Technology. The dedicated and reliable communication network through VSAT was extended to 5 additional locations bringing the total coverage to 52 at the end of the year. The customized ERP packages for Oracle Financials & HR Payroll implemented last year based on centralized architecture is running smoothly and is being used by all the locations. The Terminal Management System for Domestic Terminals is

already implemented in 25 Domestic Terminals and 140 adhoc locations. The coverage for EXIM Terminals (ETMS) was extended to 35 EXIM Terminals during the year. With this coverage, the centralized packages have been implemented throughout the company in majority of its functional areas. As a further step towards providing "Customer Friendly Services", your company has established Web Enabled System through a web server for enabling dynamic customer queries.

With the considerable advancements in IT front, your company has been in the forefront of technology which is being used to enhance efficiency, cost competitiveness and customer satisfaction.

## **NEW VENTURES**

The strategy initiated last year, of expanding business horizons by diversifying in allied areas by way of strategic alliances and Joint Ventures, was continued and pursued with full vigour. Following events are noteworthy in this regard:

1. The CFS constructed in Dadri by M/s Star Track Terminal (Pvt.) Limited a JV company formed with Maersk last year, was made operational in February 2005.
2. Other two JVs initiated during last fiscal for ICD Dadri with M/S Transworld Group of companies and APL were also cemented and JVs put in place. Both the companies have since started functioning and are in the advanced stages of construction of their respective CFSs in Dadri. Both CFSs are likely to be commissioned in 2005-06.
3. One new Joint Venture was initiated during the year for ICD Dadri with M/S CMA-CGM, a French line. The negotiations with them were brought to final stages and detailed JV/ shareholder agreement put in place. Construction work for this terminal is likely to commence in 2005.
4. The Joint Venture initiated during last fiscal for third berth at JN Port was cemented in form of Gateway Terminal. The construction work is in full swing. The terminal is likely to be commissioned during next fiscal.
5. A Joint Venture was initiated for participation in Management of Rajiv Gandhi Terminal and International Container Transshipment Terminal at Cochin port with M/S Dubai Ports International (DPI). The negotiations with them were brought to final stages and detailed shareholder agreement put in place.



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6. Yet another JV initiated during last fiscal for Management and Operation of Rail Container Terminal in Birgunj (Nepal) was also finalized in form of M/S Himalayan Terminals. The terminal was commissioned during July 2004.

7. In BOD Meeting dated 27.7.2005 it has been decided to initiate cold chain project in a phased manner.

### **HUMAN RESOURCE MANAGEMENT**

Along with the expansion of the business of the company, the working strength has also risen from 915 to 988 employees. The cost however, continues to remain within the self-imposed limit of 2% of the total cost. The information about employees history and record is available on ERP system.

### **INDUSTRIAL RELATIONS**

Industrial relations remained peaceful and harmonious and no man-days were lost during the financial year.

### **FOREIGN EXCHANGE EARNINGS (Rs. in lakh)**

Details of total foreign exchange earnings and outgo during the year are as under:

|                             |   |         |
|-----------------------------|---|---------|
| Foreign exchange earnings   | : | 66.08   |
| Foreign exchange outgo      |   |         |
| a) CIF value of Imports     | : | 18.56   |
| b) Capital Goods / Advances | : | 1530.78 |
| c) Repayment of loan        | : | 139.99  |
| d) Others                   | : | 74.82   |

### **PRESIDENTIAL DIRECTIVES RECEIVED FROM THE GOVERNMENT**

No presidential directive was received during the Financial Year 2004-05.

### **RAJBHASHA**

This year, as in the past, there has been considerable progress in CONCOR in the use of Hindi particularly in matters relating to correspondence. As far as possible the provisions of section 3(3) of the Official Language Act have been complied with. Every effort is made to correspond with offices situated in 'A' and 'B' regions in Hindi, in terms of the Official Language Act.

During the period under review, one employee passed the Hindi Typing examination conducted under the aegis of the Hindi Teaching Scheme organised by the Department of Official Language, Ministry of Home Affairs.

Hindi books of reputed authors are kept in the Library at Corporate Office. Leading Hindi Newspapers as well as monthly and fortnightly magazines continue to be subscribed.

Quarterly meetings of Official Language Implementation Committee were conducted regularly and the decisions taken therein complied with.

In Sept. 2004, on the occasion of Hindi Pakhwara, a Hindi General Knowledge and Glossary of Hindi contest was organised. The officers and employees of CONCOR participated in this competition with tremendous enthusiasm.

CONCOR's website and all the computers are bilingual.

### **VIGILANCE**

Vigilance Division continued its focus on "Preventive Vigilance" during 2004-05. 14 checks were conducted at various Regional Offices/Inland Container Depots/Container Freight Stations, including 4 intensive Examination of major works. In addition, 25 cases were registered/investigated on the basis of complaints and other information.

A sum of Rs. 20.92 lacs (approx.) was recovered from various contractors/customers/employees during the financial year. In addition, 14 improvements in procedures and systems were recommended to various functional divisions, on the basis of experience gained through preventive examinations and other investigations. Administrative action was taken against 18 employees and minor penalty was imposed in respect of 1 officer and charge sheet for major penalty against 2 officers and minor penalty in respect of 1 officer were issued. The Vigilance awareness week was celebrated in the Corporate as well as Regional Offices by undertaking various activities. Training programs and workshops were organized in different regions in order to create awareness about various aspects of Vigilance.

### **PARTICULARS OF ENERGY CONSERVATION, TECHNOLOGY ABSORPTION ETC.**

Provisions of Section 217(1) (e) of the Companies Act, 1956 read with the Companies (Disclosure of Particulars in the Report of Board of Directors) Rules, 1988 regarding conservation of energy, technology absorption are not applicable to the Company at this stage.