

65th Annual Report
2015-16





- Spiritually fulfilling
- Socially just
- Environmentally sustainable



Vision

- To be amongst the top four pigment players in the world

Mission

- World Class Global Colour Solution Provider with an
- Innovative & vibrant culture

Values

(S) SEVA

(C) COURAGE

(C) COMMITMENT & PASSION

(R) RESPECT

(T) TRUST

Higher Purpose



- Spiritually fulfilling
- Socially just
- Environmentally sustainable

Sudarshan is a Company that believes that just like the employee, the organization also is a living organism. Hence the Company has a Higher Purpose, which is **'Growing Together'**, where every endeavour we undertake should be **Spiritually Fulfilling, Socially Just and Environmentally Sustainable**.

'Socially Just' is lived through our CSR activities called **SUDHA**, which stands for 'Sudarshan's Holistic Aspirations'. It is a movement by Sudarshan to involve its people and community to create a better living standard & environment for ourselves and the people around us. It is an aspiration to create holistic awareness that matches with the vision of Sudarshan. It has been started to impact the lives of people not only in our community but the outside world. It is also linked to the higher purpose of the organisation of Growing Together.

There are several initiatives taken to achieve this Higher Purpose of the organization. For the **'Spiritually Fulfilling'** part, we have an initiative of **'Spiritually Fulfilling Life@Sudarshan'** which was started keeping in mind the importance of having a happy & focused workforce for achieving overall excellence. Also there is a basic human nature to find its spiritual side and enhance it for a better quality of life. Both personal and professional requirements gave birth to this initiative forming a foundation to the journey of being centered.

For this initiative, we have tied up with the corporate arm of The Art of Living' organisation, called 'APEX-Achieving Personal Excellence' and designed a customised program for Sudarshan in line with our Vision, Mission & Values.

Our Environment, Health & Safety function takes care of the **'Environmentally Sustainable'** part. Being a Chemical Company we are very careful that we do not pollute the environment around us. We have a large ETP plant to ensure the effluents are treated properly and we do not release any toxic chemicals outside in the environment. We are working on getting in greener technologies and move towards zero discharge plant.

Sudha's activities are divided in five Major Focus areas of Work:

- Women Empowerment
- Education
- Community Development
- Environment
- Health



times ascent
Catalyst your career

Presents

**Dream Companies
to work for**

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A glimpse into Sudarshan's Human Resources function - F.Y. - 2015-16

Overview

All companies have the resources available equally, what makes the difference and makes one stand out is the kind of Human Capital it has!

We at Sudarshan value our employees a lot and believe in the overall development and growth of people. To ensure this we have several initiatives, friendly processes and fun filled events throughout the year. Due to our efforts we have made it to the **Top 50 - Dream Company to work for**. The four main aspects that made Sudarshan a Dream Company are as follows:

- 1. Our Best in Class Practices*
- 2. High level of Employee Engagement*
- 3. Company that cares*
- 4. Several Learning & Growth opportunities*

Employee Engagement is a very important aspect when we want to make a Dream Company to work for. Hence Human Resources has a crucial role in identifying the pulse of the organisation and driving various initiatives accordingly. We take care that these initiatives are best

in Class and as per industry standards. We have host of world class practices like our PMS process, Induction & On-boarding, Living Sudarshan Culture, Suda Ratna, which is a celebration of promotions of employees in the Company.

We believe in continuous growth and improvement, hence Learning & Development has always been a very important part of Sudarshan's journey. We have several initiatives on Learning as per the requirement of the organization like Behaviour trainings, Technical trainings, Leadership trainings, Supervisory trainings, Value & Culture trainings. Apart from this, we also nominate our employees for various external trainings and programs. Learning & growth is incomplete without Reward & Recognition (R&R), hence we have a very strong R&R program, which includes Leader of the Year, Long Service Award, Good Job Done cards etc.

Sudarshan believes that its employees are its most valuable asset and their well-being is the Company's well-being. There are several initiatives like Fit Sudarshan, Fun@Work and People Connect etc. that give our employees a feeling of being cared.





All employee get together

Some highlights of the F. Y. - 2015-16

SUDA CONNECT – As part of our culture, an 'All Employee Annual communication Meet' was celebrated for the second year to communicate the Company's performance and objectives to employees at all levels by the top management. The event also provided an opportunity to reward exemplary performances at individual level based on meritocracy. Employees with long service in the Company were also felicitated during this occasion with 'Long Service Awards' for various milestones reached starting from 10 years to 35 years. The culture of transparency was demonstrated through a question answer session where employee questions were responded by leadership team of the Company. Employees demonstrated their talents through a cultural programme where the organisation's new Mission and Values were launched. The meet established a perfect blend of communication and celebrations.

We had our Chief Guest Mr. Bhushan Gagrani, CEO, MIDC Maharashtra, talk to us on 'Collaboration of Industry and Government towards Industrial Growth'. Among other eminent speakers we also had Mr. Pradeep Dhoot, Director of Videocon Group sharing his views on 'Emerging India leads Sudarshan Growth and Impact of Spirituality in business'. It was a grand event and was successfully executed by the internal Sudarshan Team.



SUDA RATNA



SUDA RATNA – We have a special event to honour our employees who get promoted every year. This event is organised to felicitate them along with their Spouses and make the event special for them. This also shows the appreciation of the hard work and dedication put in by the employees and promotes meritocracy.



Fit Sudarshan

Sudarshan believes in the well being of its employees and hence we have a Fit Sudarshan initiative under which we have several activities as follows:

- Annual Health Check – up
- Canteen Management with Healthy menus
- Knowledge session by Dr. Manisha Bandishti
- Health Awareness Newsletter, on various health matters
- Healthy Recipes, for employees to share at home as well
- Run Sudarshan, to take our fitness initiative forward and inculcate the habit of running in employees for fitness, we have started another

program called Run Sudarshan. Through this, we are motivating our employees to run on a regular basis, which is the best and freely available exercise which everyone can do. To have more and more employees participate in running, we have also organised **Roha Minithon**, which is a huge event of 10 KM run at Roha. In this event not only employees but their family members are also invited to participate. Amit Seth, the international marathon runner and writer of Dare to Run is our mentor. Even though this is for fitness the purpose of the run is for '**Clean Roha, Healthy Roha**' which is a CSR initiative of waste management in and around Roha villages. For this event the Chief Guest was Mr. Sunil Tatkare, NCP, Maharashtra State Unit President.



There are some more activities which comes under Fit Sudarshan as they help our employees to keep fit and also get covered under Fun@Work, since they are a lot of fun too!!

- **Yoga classes**, for employees who like to take it slow. The digital age has made us immobile and as a result we end up with rounded shoulders, protruded heads, upper back humps and slumped gait. Lot of employees are opting for yoga as a complete body exercis. Keeping this in mind, we have started with weekly yoga classes at all locations.
- **Sports club**, for the sporty ones who like a good game. We have various games at our Factory locations and also inter location competitions. Our Sudarshan Team also participates in the local company association matches.
- **Dance classes**, for the groovy ones with high energy. Dance is considered as a stress buster. It also helps in keeping body fit & in shape as well. A professional choreographer teaches various dance styles, the session is divided into two parts – Warm up exercise and Choreography.
- **Sudarshan Kriya**, for the more Spiritually inclined.





Fun@Work

There are various initiatives launched under employee engagement, but FUN is the most exciting part of it. We celebrate Birthdays of employees on monthly basis at every location. Fun activities like Traditional day, Sports day, Photography contest, Twin's Day, Passing the Ball, Movie screening etc. are also organised each month.



Awards

We have won as many as 10 Awards for our people centric practices. To name a few -

1. Award for Managing Health At Work(Fit Sudarshan) - World CSR Congress 2016
2. Best Organisational Development Program (VMV) - World CSR Congress 2016
3. Best HR Strategy in line with Business (PMS) - World CSR Congress 2016
4. Dream Companies To Work For- Top 50 companies - World CSR Congress 2016