

INTERNAL NEWSLETTER, FLEX-U

January 2018

**SPECIAL DESIGN SHOWING STACKS OF ARHIVED PICTURES OF
WITH NEW YEAR CONFETTI IN THE BACK DROP**



From Vice Chairman's Desk

Dear Team Mates and Friends,

2017 was a very interesting year both for Uflex as well as Planet Earth. It was a year filled with lessons and challenges that ensured that a new breed of leadership emerged at every level within our humble organisation. We also witnessed many unexpected changes and events that were beyond the scope of prediction or even expectation. All these developments can be looked upon in various ways. Through the lens of optimism or the opposite! What I recognize is that our industry is changing more rapidly today than how it has in the past 20 years. There is a struggle that has magnified between the B2B intermediaries to keep up with the eventual demands of the end customer. *This struggle is a simple one but it will define the next decade or two of our enterprise moving forward. As global competition and supply picks up faster than intermediary customer approvals' and end consumer demand how any business makes a reasonable rate of return and ensures growth through Net not Gross Earnings will be the litmus test!*

2017 was a year where I globally saw teams within Uflex come together to get ready to attack this challenge, at every level of the organisation. 2018 will be the year where the senior management team and I are looking forward to helping these teams execute their identified tasks. I request each and every one of you to ask yourselves honestly if you feel you are part of such a team within your particular section at Uflex. If you are, then I would encourage you to focus on execution, on getting the task done! If you don't feel that you are part of such a team, then I request you to take a look at your Department and identify just one area or task where you have the ability to make a dramatic improvement. Plan it out and submit it to your supervisor and follow its progress.

I and each and every senior leader's door are always open to get your respected project traction if you don't seem to be getting it from the current structure. Uflex is a family and this family is always dynamic with changes happening all across the spectrum every day. As members, we must keep up and ensure that these changes are positive as well as help other members of our family adapt. Help us in this

undertaking and by 2019 we shall be celebrating YOU...and your unique and spectacular progress and achievements. Happy 2018 everyone!

Aiming to serve you,

Anantshree Chaturvedi

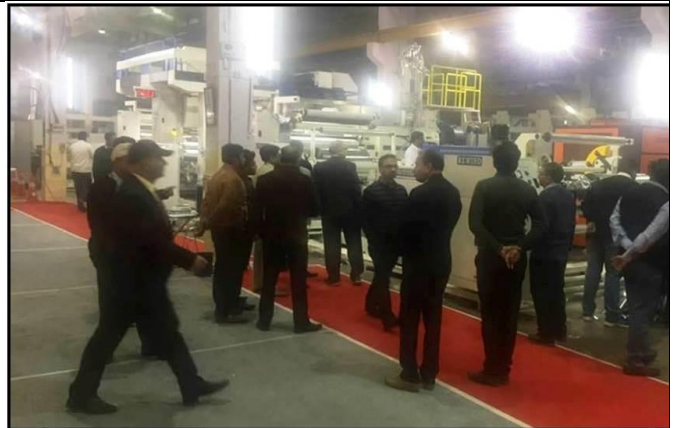
Spectacular Show of Strength by Engineering!

Engineering Business brings the real sense of completion to our flexible packaging solution portfolio. Chairman often quotes, "Providing packaging material and not the associated filling / packing machine is nothing short of offering someone a car without tyres!" The very fact that we manufacture packing machines and also a wide range of converting machines that make the flexible packaging material in the very first place makes us truly unique in the industry. During the third week of December, a special Red Carpet Event was organized for showcasing the Co-extrusion Lamination & Coating Machine and the first C.I. Flexo Printing Machine recently manufactured by our Engineering Business.

Considering the running costs and flexibility to play with various polymers, Co-Extruders are getting increasingly popular. In addition to economising the costs, Co-Extruders also play an important role towards enhancing barrier properties owing to multi-layered combination. Notably in the absence of quality manufacturers of Extrusion Coating/ Lamination machines in India, responding to an ever increasing demand from the Convertors' fraternity, we had launched Extrusion Lamination Machine EL-1300 in India earlier in mid- 2016. The machine received great feedback from Indian convertors and turned out to be a huge success. Innovation to create value added differentiation being our guiding vector the quest for re-engineering to come up with something more evolved and endearing for convertors to address their needs towards various types of applications continued and thus we manufactured the Co-extrusion Lamination & Coating Machine. At the Red Carpet Event, the machine was put on a Wet Trial Run.

The first C.I. Flexo Printing Press that our Engineering Business manufactured under a technology transfer agreement with Italian Firm Comiflex SRL was also displayed.

Our esteemed customers across the length and breadth of the country visited us for this event, which was presided over by the Chairman himself. CMD interacted with Team Engineering and Customers from 38 companies. We leave you with some pictures!





Engineering Prowess!!!

Ending the 22 year Exile!!!

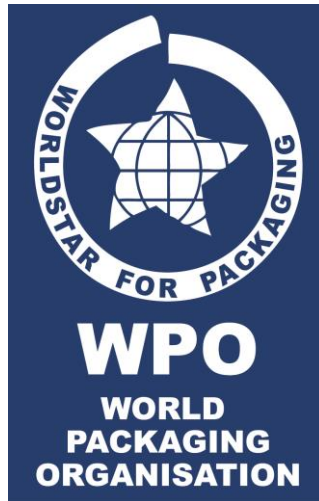
It was in 1995 that we last brought home a World Star Packaging Award. We ended this twenty two year exile with much panache by winning Top Honors at World Packaging Organization (WPO) for the following four products:

- Cast 'n' Cure Nescafe Pack (Seal of Authenticity) - Enhanced Anti-counterfeiting Feature
- Kasturikka, Extra Long Grain Rice - Easy carry & re-closeable bag for commodities
- Paras Ghee - Profile pouch for liquid with sonically sealed spout and Anti-Counterfeiting Features
- TOO YUMM! - Hour Glass Shaped Profile Pouch for Fox Nuts with superior aesthetics

Judging took place in Rio de Janeiro during the week of 6th November 2017. Representatives from 16 packaging associations that are members of the WPO judged 318 packaging projects from 38 countries that had applied for World Star Awards 2018.

Awards declared during the second week of December will be given away on 2nd May 2018 at the Marriott Resort, Surfers Paradise, Queensland, Australia in a Presentation Ceremony hosted by the Australian Institute of Packaging (AIP) during its Biennial National Conference.

The World Packaging Organization is the international federation of national packaging institutes and associations, regional packaging federations and other interested parties including corporations and trade associations.



Uflex reigns in at the World Packaging Organization

Waterless Internet Flower Packaging weaves its magic again!!!

In a Big Win for Sustainability our Waterless Internet Flower Packaging was conferred with the first prize as a breakthrough process innovation in manufacturing and services. The award presented by All India Management Association (AIMA) during the 7th Innovation Practitioners Summit further fortifies Flexfresh's position as an agile shelf life extending solution for fresh produce working on the principle of Active Modified Atmospheric Packaging (AMAP).

This unique packaging solution had also won 2 Gold and 2 Silver Medals at the Flexible Packaging Awards earlier in March 2017.

The Jury comprising Business Heads and CEOs of reputed organizations across industries while evaluating the case studies particularly noted that Flexfresh has tremendous potential for the exporters of fresh produce to switch from expensive air freight to cost effective sea freight thereby resulting in enormous savings for the importers. The Jury also noted that, in the day and age we live where almost one-third of the food produced for human consumption is lost due to spoilage, Flexfresh is a sustainable packaging solution to save food. This becomes all the more important for fresh produce which is extremely perishable. The Jury applauded the fact that Flexfresh Film is biodegradable by composting thereby having a further high sustainability quotient.

Companies/ Organizations like Maruti Suzuki, Taj Group, Sure Waves, Titan Company Limited, Tata Steel, Mahindra Group, SOS Children's Villages, BHEL, Berkeley Health Edu, Godrej Consumer Products, Indian Oil, HPCL and JUSCO among others had submitted their case studies for various categories of awards.



Big Win for Uflex and Sustainability

Gold Award for Chemicals Jammu

Chemicals Jammu has been recognized by Greentech Foundation for maintaining High Safety Standards – at the 16th Greentech Safety Conference held in Goa on 14th and 15th December 2017. Greentech Foundation is a non-profit organization committed to recognize and celebrate ethos of outstanding performance in safety related issues.

The Jammu Team of our Chemicals Business was honored with the 'Gold Award' which was handed over by Mr. K. Saran, Chairman, Greentech and Mr. Avneesh Singh, DG, The Directorate General, Factory Advice and Labour Institutes DGFASLI, Govt. of India.

Voicing joy over this triumph, Mr. Rajesh Bhasin said, "Safety is Uflex's first priority. We believe safe operations go hand in hand with good customer service. I congratulate the Jammu Team for its accomplishments and thank all the members for their unwavering commitment towards safety at their work place and within their communities."



Awe Inspiring!!!

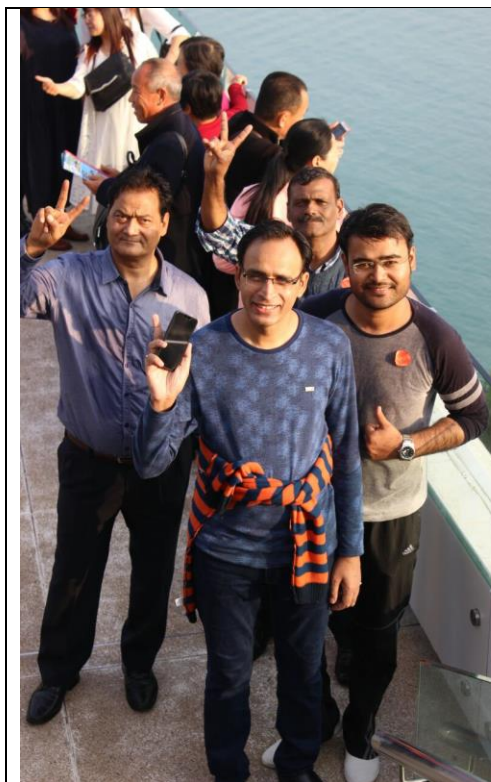
CLAP your hands; Stomp your feet; Jump in the air

CLAP is the most coveted award under our Corporate Reward and Recognition Program- Pratishtha. The selection of CLAP from among the various nominations has always been a challenge for the jury and this year without exception the judges again had to deliberate and discuss threadbare all viewpoints, agreements and disagreements to arrive at the final list.

This year's jury comprised Mr. Rajesh Bhatia, Mr. Jagmohan Mongia, Mr. Anup Kansal, Mr. Chandan Chattaraj and Mr. Prashant Sharma. 9 champions finally flew to Hong-Kong; Macau in December as a reward for their commendable work and merit. The winners had a gala time during the memorable trip!

Upon arrival, the winners wrote to the Leadership and HR Team narrating their joyous experience! Congratulations to all winners! Keep up the Good Work!!!





Clap for Glitzy Success!!!

All for the Green Cover!

Amidst alarming pollution levels across the country every single tree planted is a boon for the people and the future generations. Recently, Team Chemicals in collaboration with 'Give Me Trees Trust' undertook a plantation drive at Sorkha village in Noida. Our team was sensitized about the myriad benefits of plantation as a definitive contribution towards a Clean and Green Environment.





The Green Pledge!

Christmas with a Conscience!

Celebration becomes far more meaningful if it rises above mere observance and assumes conscientious disposition. Flex Films Europa and Flex Films Mexico led by examples spreading the Real Christmas Cheer!

Flex Films Poland delightfully surprised the children at the Kołaczkowo Orphanage by bringing them a Live Christmas Tree. Children, Caregivers and the Team from our Poland Office enthusiastically decorated the tree. Sweets and candies packed in a special film made at our Września Plant were also distributed to double up the fun taking the children on cloud nine!

In yet another philanthropic initiative, the team at Flex Films Europa donated a printer and scanner to the Occupational Therapy Center in Września – a cause that we have been supporting for long. This center helps nearly sixty differently abled people towards rehabilitation and their re-integration in the mainstream society. The pupils get the opportunity to work at special laboratories where they learn to work with various materials like wood, glass, wax, soap etc. The center also conducts classes for music, IT, kitchen, tailoring and sports for the people with learning disabilities. This festive season for our colleagues at Poland blossomed with benevolence and the joy of giving.

Flex Films Mexico wasn't too far behind, celebrating Christmas reaching out to children of the Sor Juana Ines De La Cruz Children's Garden distributing candies and bringing smiles on their faces. Our colleagues from Mexico also donated warm clothes at a nursing home kindling love and gratitude in everyone's heart. Now that's the true spirit of celebrating Christmas! Isn't it!!!



Have Yourself a Merry Little Christmas!

'Tis the Season

Here's a compilation of the Christmas cheer from across the Group! Immerse yourself in this spirit like never before!!!





Spreading the Christmas Cheer!

Yet another feather in Chemicals Business' cap! (BOX)

Our Chemicals Business has once again given us a reason to celebrate! Having treated every drop of waste water and even reusing it within the site both in November and December 2017, Chemicals Noida is now a Zero Discharge Site. Employing advanced wastewater recycling/treatment technology can be quite a complex and cumbersome process.

Very few chemicals producing companies in India can stake claim for this distinction. As per the norms of Central Pollution Control Board, a statutory organization under the Ministry of Environment, Forest and Climate Change (MoEF & CC), Chemicals Noida is now eligible to be qualified as a Zero Discharge site.

“This major achievement has been possible through the most sincere and unrelenting efforts by the Chemicals' Team without hiring any external consultant” said Mr. Rajesh Bhasin expressing delight over the development.

Spotlight



Mr. Sundeep Saxena
Business Head,
Flex Films, Poland

Comfy pajama & Portable battery are a must have in my travel bag.

Lean in by Sheryl Sandberg makes a very good read.

Losing my baby fat is my resolution for 2018.

Spoon Free Yogurt Pouches is one of the most startling innovations in the field of flexible packaging of contemporary times.

Madhuri Dixit in Beta or Madhuri Dixit in Hum Aapke Hain Kaun? **The innocence of Madhuri Dixit in Hum Aapke Hain Kaun!**

I absolutely relish eating **Puri Aaloo for my Polish Sunday brunch.**

Dunkirk is the most botched up movie of recent times.

If there was scope of making the sequel of Tiger Zindaa Hai, it would be best named as **Tiger Amar Hai.**

Flexible Packaging & Packaging World are two magazines that one must read as a Packaging Specialist.

When All Hell Breaks Loose, **make an extra-large drink with a dash of lemon!**

Value for Money or Status Pomp? **Value for Money!**

You educate a man; you educate a man. You educate a woman; you educate a generation, in my opinion is the best one liner to diffuse *The Royal Battle of the Sexes.*

Zanzibar is where you will find me holidaying next.

Selena Gomez or J-Lo? **J-Lo any day!**

All White Suit & Longline Jackets are the two latest *couture trends* that I have my eyes on.

Reminiscence



AJS Rajpoot
Senior General Manager - PMD
Engineering Business

Making a career choice is one of the most important decisions in a persons' life where one cannot afford to go wrong!

As an Electronics and Communications Engineer, after having worked with several reputed organizations like L&T Cement, Cement Corporation of India, JCT Electronics, Flex Films, Al Watania Plastics Riyadh, following my heart's calling, I made up a good mind to start my second innings at Uflex back in 1999 and here I am poised and steadfast, right on the pitch sharing about my journey with all of you!

For the second stint to be twice as eventful as my first, I stuck to the basics keenly observing and learning from each and every process that I was tasked with at the Engineering Business. As an Engineer, going to the core of a machine and analyzing how it can perform more efficiently is the way I have been professionally groomed. Logic and Reasoning are the two most powerful tools that can help anyone crack toughest and the biggest of the challenges into tangibly finite segments for bringing about positive change. That's precisely what I do every single day at work and that's also what I earnestly encourage my team to practice.

Back in the nineties, the packaging and converting machines that we used to engineer were far less automated and required substantive manual intervention. Over the years our Engineering Business evolved as one of the most revered packaging machinery manufacturing entities not only in India but Overseas too. Our state-of-the-art machines are largely automated for delivering infallible precision and quality. I am proud to say that I have witnessed this metamorphosis.

On the organizational culture front we have progressed tremendously. I am elated to state that nobody's idea is snubbed or brushed aside at Uflex. Everybody is given a fair chance to experiment and bring about a change that is positive and helps us inching towards the larger goal of becoming the most preferred supplier of flexible packaging solutions globally. The whole journey of going multinational has been so very fascinating!

Though we have always been a learning and innovation driven organization, now we have started measuring the concomitant changes through robust systems and processes that we have in place. Not only does this continually track the progress of all team members but also gives insights into what should be done differently to reap maximum advantage with the most optimized set of resources. I have learnt my fortune on the job and strongly feel that putting your educational theory into practice skillfully is what eventually differentiates one person from the other.

My family much like my colleagues has been the pillar of my strength helping me deliver whatever I conceive in my mind. My enchanting journey continues at Uflex – the place where I belong!

Innovation @ Uflex we are proud of

Sometime around July 2017 a leading snacks brand in North India that also happens to be an existing client of ours approached us for developing flexible packaging solution for its new range of cold beverages.

The brief from the client was crystal clear. They wanted an optimized packaging solution with a shelf life of 6 months for the cold beverages at room temperature doing away with the cold chain. Taking this up as a challenge we engineered first Indian four tier retortable spouted bottom gusseted stand-up pouch with a specialized retort sealant layer to withstand sterilization at elevated temperatures. This pouch offers a shelf life of 6 months at room temperature and actually does away with the cold chain be it during transit (using reefers), at the point of sale or at the consumers' end for that matter. Coming to think of it, this packaging solution is quite a sustainable option because cold chain/ refrigeration is absolutely not required in this case resulting in much lesser emission of GHGs (Green House Gases).

We have fitted the pouch with a Tamper Locked special grade PP spout to withstand the retort application without any degeneration and leakage at the seams. This is the first time that a PP spout has been used in a retortable pouch in India. The cap is inter-locked with the shoulder of the spout and this lock is broken when the cap is opened for the first time, ensuring an absolutely tamper-proof pouch. Spout fixing is done on high-end imported machines to ensure leak-proof seal integrity. We have imparted a profile shape to bring about the much needed product differentiation at the point of sale. This is indeed a flexi-bottle if one would like to term it for convenience. You can well imagine the reduction at source that this packaging paves way for when compared to rigid PET bottles for similar usage and application. Upholding the ethos of flexible packaging this packaging solution clearly uses much less energy throughout its life-cycle i.e. manufacturing; transportation and disposal.

It took us nearly three months to design this packaging for cold beverages which happens to be an altogether new category in our portfolio. The product has been well received by the market and getting good response from other brands as well.



And the High Decibel Slogan is...

In response to our case-study inviting slogan for convincing a prospective customer (Managing Director of an Edible Oil Manufacturing Company) to switch from rigid to flexible packaging, we received several entries from across the Group. The slogan that made its way right to the top is:

"Since oil is heavy,

Packaging should be light...

All external factors, it should constantly fight...

Enough energy wasted, no more on packaging...

Must adopt flexible,

And you'll be the king...!!!"

**Winner: Uddeshya Singhal
Holography Business
Noida**

Uddeshya, your slogan is much more than just a marketing jingle. It beautifully summarizes the advantages of flexible packaging. The Editorial Committee congratulates you for the absolutely thought provoking piece that you have christened! Keep it up!!!

My New Year Resolution will stand the Test of Time! (NEW BOX)

January witnesses some of the best laid resolutions, but by the time it's Valentine's Day, most of these self-commitments go up in the smoke. We do hope your resolution is not that short lived. Tell us what do you stand resolute for in 2018 within your professional orbit? If we are able to sense your genuine underlying conviction, you will walk away with a Gift Voucher besides being acknowledged in the February 2018 Edition of Flex-U.

The task does not end here. The Editorial Committee will keep a track on how you steer your way all through 2018 upholding your resolution. If you are able to demonstrate the same gusto and show us the associated results too, your next New Year's Eve will be an affair to remember.

So what's holding you back? Mail across to us your resolution along with your name, mobile number, business vertical, employee code and location to set the ball rolling! The deadline for sending this is close of business on Thursday, 25 January 2018.

December's Quiz Wizards are... (BOX)

- (a) Sanjay Pandey – Holography Business, Noida
- (b) Abhay Kumar – Films Business, Noida

The quiz was as puzzling as a labyrinth, but Sanjay and Abhay exactly know how to come out of the maze with flying colors! The Editorial Team congratulates both of them on this commendable win and wishes them luck for all their endeavors in 2018!

Quiz Time!!! (SPECIAL BOX ITEM)

Zip-Zap-Zoom.....Are you ready for January's Quiz?

Here are the questions!

- (a) **At what level is the humidity maintained in Flexfresh Liner Bags?**
- (b) **How many panels does the packaging for Veetee Rice have?**
- (c) **What does 78 signify in the Asepto Smart 78 filling machine?**

Rules of the Game

- (i) This competition is open only for employees till the DGM level across businesses and locations;
- (ii) Two early birds who answer all the three questions correctly will be rewarded;
- (iii) The answers must be mailed across to the Editorial Committee at news@uflexltd.com latest by 12:00 Noon (IST) on Tuesday, 30 January 2018;
- (iv) Please do mention the source from where you find out your answer. Without the source, your submission will not be entertained or considered for the prize. The source cannot be a person. You will have to mention the name of the magazine/ journal or else share the web link at the time of mailing your answers;
- (v) You will have to clearly mention your name, designation, employee code, business vertical, location and mobile number while submitting your entry, failing which you will be disqualified;
- (vi) Only the responses received from official email address shall be entertained;
- (vii) Names of the lucky winners will be brought out in the next issue (i.e. February 2018 edition) of Flex-U;
- (viii) The decision of the Editorial Committee shall be final and binding.