

# FLEX-U

MARCH-2017

**UFLEX**  
'A part of your daily life'



**COMMUNICATE**



**COLLABORATE**



**ENGAGE**



*Dear Colleagues,*

"Communication has a thumb rule – *Listen to get listened*. From my personal and professional experience I can say that when you allow the other person to speak first, you get enough cues both verbal and non-verbal to weave a meaningful conversation and steer the dialogue your way. Therefore be all ears; be all eyes and above everything else be respectful to the person you are communicating with and what ensues shall be a pure 'Win-Win'. Synthesizing communication as a critical mass is quite an art. Given the finite resources that everybody has, communication has to be well articulated and to-the-point. I read Flex-U with a lot of interest and find it the quickest mode to get a complete rundown on all that's happening in our world at Uflex."

*Jagmohan Mongia*

**"Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships."**

**- Stephen Covey**

**Happy Holi**



# Uflex reigns at 'The World HRD Congress'



**Mr. Anantshree Chaturvedi addressing World HRD Congress**

The Silver Jubilee edition of the recently concluded World HRD Congress at Mumbai shone much brighter for Uflex. As a testament to our good HR practices that are followed in footsteps by many organizations, we were conferred with several coveted titles during the three day mega event that witnessed participation of Top Business & HR experts from across the globe.

The format of the Congress is based on breakout sessions on an array of emerging HR & Business related topics that are deliberated upon by Business Experts & HR Stalwarts.

Mr. Anantshree Chaturvedi presented his session on the main theme of the congress i.e. **'YOU WE CAN'** at the seaside lawn, Taj Lands End. He uniquely described 'Collaboration' by citing specific examples of collaborators and lone wolves from the world history. His thought provoking presentation evinced keen interest from the audience.

Mr. Rahul Jain (Head HR – Chemicals Business) delivered a presentation on the topic *'Managing talent for Results at Uflex'*.

Among various categories and titles, Uflex was particularly in fray for **Global HR Excellence, HR Tech and Dream Companies to Work for awards**. Nominations for each category were sent to the Jury along with a detailed write-up and supporting documents. These forms in turn were scrutinized and the contenders were shortlisted. The shortlisted organizations were subsequently invited to present before a Jury comprising eminent people from Business, HR and Academia. A designated team presented Uflex's case study to the Jury in person.

Uflex was conferred with the **'Dream Companies to Work For'** award in a fiercely contested competition. With 750 companies vying for the title only 75 could make the cut. Among these seventy five organizations we were ranked 4<sup>th</sup>. That's not all! We were also honored with the Talent Management Award by Times Ascent Dream Companies and ABP News Award for being the Best Training & Development Team. These awards were presented to us by none other than the globally renowned American Leadership Coach Dr. Marshall Goldsmith himself and Dr. Indira Parikh-Former Dean of IIM Ahmedabad.



**Mr. Rahul Jain presenting at World HRD Congress**



**Team Uflex receiving 'Dream Companies to Work For' Award**

Adding to the stellar flair, **Mr. Amitava Ray** who is revered as a luminary in the field of flexible packaging was honored with **"The Lifetime Achievement Award"** at the World HRD Congress. This was the 'Moment of Truth' for Uflex.



**Mr. Amitava Ray being conferred with 'The Lifetime Achievement Award'**



## From Sir with Luck ■■■■

As reported in the January 2017 Edition, the football team of Flex Films Europa (Poland) is preparing for a tournament to be held later this year. Other local teams from Września are also in the race for winning the title.

Recently Chairman visited the Poland Plant and interacted with the entire football team. He felicitated the team by giving away footballs to all players wishing them luck for the tournament. Chairman being a sportsperson himself called upon the team to put its best foot forward and play with passion. The players are all geared and motivated to put up a spectacular show on ground!



*The Ball of Joy!!!*



## Great Recognition for Sustainability Interventions by Uflex ■■■■

Promoting Socio-environmental sustainability is in our Corporate DNA.

Recently our social sustainability initiative '**Sports for Growth**' was adjudged as the '**Best Corporate Social Responsibility Initiative in Sports**' by the **Jury of ABP News CSR Leadership Awards 2017**. In the first week of February we made an elaborate presentation before the Jury in Mumbai and gained edge in a neck and neck competition among 8 corporate houses vying for this coveted title in sports category.

Under '**Sports for Growth**' programme, we support Society for Transformation, Inclusion and Recognition through Sports (STAIRS) in rolling out special interventions for realizing the rights of under privileged children and youth to play freely irrespective of caste, creed, gender, religion, ethnicity, socio-economic status and physical/ cognitive abilities, as enshrined in the United Nations Convention on the Rights of the Child (UNCRC). We endeavour to provide the best possible sport infrastructure to the children playing at STAIRS centres that have been adopted by us in Delhi, Himachal Pradesh, Haryana and Uttar Pradesh. Particular attention is paid towards mentoring the children so that they are able to hone their skills and talent upholding true sportsmanship. Substantive efforts are also made towards Training of Trainers (TOTs) for ensuring best-in-class service delivery. One of the pivotal focal points of the initiative is inclusion of the girl child and the differently abled in the sports ecosystem.

Our environmental sustainability initiative '**Natural Resource Conservation & Optimization of Ecosystem Services**' has also been acknowledged as the **Best Environment Friendly Project** by the **Jury of ABP News CSR Leadership Awards**. Uflex has undertaken this intervention in alliance with implementation partners Fiinnovation - a global CSR consulting company and AROH Foundation - a leading civil society organization acclaimed for its work in social development and environmental restoration.



*Top ABP News CSR Leadership Honours for Uflex Limited's Socio-Environmental Sustainability Interventions*



Under this ongoing initiative rolled out in selected villages of Gautam Buddha Nagar District (Uttar Pradesh) earlier in April 2016, in-situ and ex-situ Rain Water Harvesting (RWH) structures are being constructed and the maintenance thereof is being carried out through Participatory Rural Appraisal (PRA) mechanism. This is aimed at improving the receding ground water level through construction of percolation ponds and recharging the aquifers.

An integral component of this intervention is to foster horticulture through plantation of fruit bearing trees on individual and community based participation model in each of the selected villages and safeguard them from wilting. Community training and sensitization workshops are regularly carried out at the villages promoting wise and judicious use of natural resources.

These awards were endorsed by World CSR Congress and World Confederation of CSR.

## CLAP CLAP in Dubai!!! ■■■■

*Pratishtha* is an employee reward and recognition program which is driven by Corporate. This program covers employees across businesses. It has four categories of awards with specific criteria. CLAP Club is the most coveted award under *Pratishtha*.

CLAP stands for Champion's League Appreciation Program where every year 10-15 employees demonstrating excellent performance, achievement, commitment, team work and aspiration are recognized for their merit.

For the year 2015-16, 11 employees were selected for this award after meticulous evaluation by the Jury comprising Mr. R.K. Jain, Mr. Rajesh Bhasin, Mr. Jagmohan Mongia, Mr. Chandan Chattaraj and Mr. Prashant Sharma. As a part of the reward, the selected employees were sent on an all paid 3 day trip to Dubai where they had blast of a time. They also visited our plant in Jebel Ali and interacted with the team there.

We received great feedback from CLAP winners with many of them sharing their experience over email.



***If you are happy and you know it CLAP your hands!!!  
CLAP Winners on excursion in Dubai***

## Holography scintillates @ Printpack ■■■■

Holography Business participated at PRINTPACK 2017 - one of the largest international exhibitions. The event ran from 4<sup>th</sup> through 8<sup>th</sup> February at India Expo Centre, Greater Noida.

We displayed an array of unique holographic products providing brand protection and anti-counterfeiting solutions like UV process manufactured Fresnel lens embossed film, holographic thermal lamination film, stamping foils, thermal lamination machines among others.

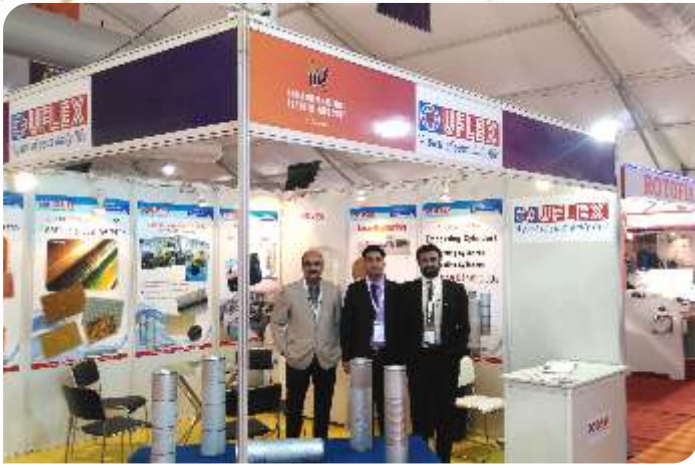
Our innovative products drew a huge number of visitors to the pavilion paying way for many fruitful business queries that the team is currently busy fructifying.



***Uflex shines @ PRINTPACK 2017***



## Uflex @ India International Leather Fair ■■■■



***Uflex @ India International Leather Fair***

Earlier in February, our Cylinders Business exhibited at India International Leather Fair (IILF) in Chennai. We specialize in decorative technology and offer abstracts, natural textures and grains in large continuous forms to manufacturers of Leather & Leatherette, wall coverings, gift wraps, laminate, furniture, cabinets, coated metals, sheets, floors, decking and other niche applications.

On display at IILF were our Embossing Rollers; Printing Rollers; Profile/Contour embossing cylinders and Coating Rolls that brought encouragingly high foot-falls from across the country to our pavilion. Several promising business enquiries were generated during the three-day event which the team is now busy closing successfully.

## Egypt Plant inches closer to Lean Six Sigma ■■■■

Lean Six Sigma is a two stage approach that drives continual improvement in organizations and strives towards greater than 99% efficiency.

As a natural progression to the Yellow Belt Stage of Lean Six Sigma, the team at Flex Films Egypt earlier in February commenced on-job application of the principles learnt. Implementation of associated philosophies, tools and methodologies in work and integrating them with transactional and production system in an endeavor to achieve higher level of quality and productivity is now underway. This process is being instituted under the consultation of SGS- world's leading inspection, verification, testing and Certification Company.



***SGS consultant addressing the Production and Quality Team at Flex Films Egypt***

## Love thy Colleague ■■■■

Love is much beyond cupid's strike!

This is what we saw at Flex Middle East (FZE) -Dubai on Valentine's Day. The team made the most of this opportunity to express gratitude to each other for being together through thick and thin. They put up a special '**V - Board**' where employees pinned up thank you messages for each other. This was rhetoric of trust; faith, mutual respect and team building. The enthusiasm was simply infectious with the participation from the team nearing cent percent.

Dismantling barriers across hierarchy, all employees came together and participated in skipping competition; lemon & spoon race and building blocks. Adding to the frolic and fervor, the 'Best Dressed' employee was also felicitated. In the nutshell, Valentine's Day at Flex Middle East infused yet more cohesion in the team.



***A Special Valentine's Day at Flex Middle East***



***'Thank you colleague ---- Shukran!!!'***

## Spotlight ■■■



### Mr. Ajay Tandon

*President & CEO - Engineering Business*

- ▶ I will be exhilarated to see **a world full of peace and harmony** when I wake up one fine morning;
- ▶ **Sholay** is my all-time Bollywood favorite;
- ▶ Two business journals that I never fail to grab are **Economic Times & Outlook Business**;
- ▶ Engineering to me is **a tool of growth with precision, when applied**;
- ▶ **Soupy noodles** are absolutely tongue smacking;
- ▶ I will put cosmic debris in good use by **handing over to ISRO (not NASA) for an in-depth research**;
- ▶ **Sports activities during my college days** remind me of yesteryears!
- ▶ In my opinion **laminates with high barrier properties and as a product - tamper proof, laser scored 3D pouches with zipper-slider attachment** are the most startling innovations in the field of flexible packaging;
- ▶ My first question to the alien will be: **Hi, can we know more about each other?**
- ▶ My piece of advice for those on the threshold of their career is: **be focused, bold and disciplined**;
- ▶ My favorite travel destination is **Switzerland**.

## Diligence pays off! ■■■

'SANKALP' - The Operational Excellence Journey at Films Business Noida derives its strength and credence from the indomitable will power, utmost dedication and diligence of the shop-floor team. An initiative that commenced in 2014 has started bearing fruit now. Bi-axially Oriented Polyethylene Terephthalate (BOPET) film manufacturing Line 5 as a case in point has demonstrated stellar results. In January 2017 the line achieved 96% APEX (Approved 'A' grade Output/ Jumbo Output) score which is considered at par with the best in industry. B grade output was recorded at 0.2% while rejects stood at 3.5%. Production level has also risen consistently over the last three years. Last month the 12 micron equivalent production for Line 5 was highest ever within Noida operations.



**Line 5 @ Films Noida --- The team that created operational 'Magic'**



# Strides of Success--- The Uflex Way ■■■

*In this segment we present to you exemplary stories that have helped Uflex earn the stature of India's largest multinational flexible packaging materials and Solution Company thereby fortifying our value system.*

In the previous edition we talked about how our CMD brought about a metamorphosis in the Indian FMCG packaging sector by introducing sachet/ unit packs for shampoos, mouth fresheners, ketchup etc. In this edition we are covering how our CMD as a visionary looked at the larger picture and did not believe in serving piecemeal packaging products to the market.

Upon launching the sachet/ unit packs we were very clear that we wanted to offer wholesome flexible packaging solutions to the market. As a matter of fact there was a discernible need gap for doing so which we perceived well in time. Our CMD realized that offering packaging material without introducing associated filling/packing machines is much like launching a car without tyres. He wanted to create real value for his clients--- something that required utmost pragmatism.

This led to the germination of our Engineering Business. A business that fairly and squarely complimented our packaging material manufacturing business. Hereafter we started designing and manufacturing packaging machines in order to offer structured and well-rounded packaging solutions to our clients.

CMD's solution oriented approach was a perfect fit for the Indian market and thus kick started the growth story that continues till date.

## Reminiscence ■■■



### Mukesh Agarwal

*AGM-Marketing,  
Engineering Business*

As a fresh Mechanical Engineer Trainee from Dayalbagh Education Institute, Agra I joined Uflex (erstwhile Flex Industries Limited) back in 1994 with a zillion star in my eyes. As a summer intern at Shri Ram Group of Companies, I had seen many employees switching over to Flex Industries. Instinctively, I also applied in the company and was shortlisted for an interview. When I came to know that I have made it, my happiness knew no bounds. I was inducted as a Junior Engineer Trainee in the PMD Department of Engineering Business.

The best way a fresher can learn is getting hands on experience in an on-job training set-up. If you throw a novice in the swimming pool, chances are rife that the person will learn it much faster. That's precisely what happened with me. My line manager soon upon briefing about the business asked all the new entrants to start assembling packaging machines on the shop floor. We were left to fend for ourselves. I enjoyed it to the hilt. There has been no looking back ever since.

As engineers we also travelled to client sites both in India and overseas. I still remember the technical snag we faced while installing a Pick Fill and Seal Machine at one of our esteemed MNC clients' plant in Mumbai. Firefighting for several days, I was in complete charge of the situation as a Team Leader. We worked for almost 17 hours a day and ensured that the machine was up and about at the soonest. When the Head at the Client's Plant called us at his office on a Sunday morning to express his gratitude for all the hard work that we had put into commissioning, we were absolutely thrilled. As I write this, I am getting goosebumps.

When you assemble a machine you need to know in and out of each component. In 2008, I decided to take a leap of faith. I expressed my keen desire to switch over from Production to Marketing. I had learnt a lot about machines by then. I was pretty confident of what lay ahead of me. The management posed faith in me and I was laterally shifted. More responsibilities were vested on my shoulder that I overwhelmingly accepted.

I love what I do. We experiment new things and techniques to which the management has always been supportive. I have grown with the organization. My journey has been more than enriching. I am proud to say that Uflex is the company where I belong.

## Innovation @ Uflex we are proud of ■■■

After rigorous R&D activities of over two years the engineers at our Films Business have come up with a specialized polyester film that will replace the BOPA (BON) and PVC films from a cold formed Alu – Alu blister pack. The conventional 25 micron BOPA/60 micron soft aluminium foil / 60 micron PVC laminate structure will now be transformed into 36 micron special polyester/ 50 micron soft aluminium foil/ 36 micron special polyester laminate.

Polyester is a para-crystalline material which possesses excellent barrier, clarity, printability, and hardness properties. Film forming and orientation of polyester augurs well for the creation of thin profile webs with excellent properties for use in flexible packaging.

This speciality film that has been developed by our Films Business can be laminated on both sides of the aluminium foil. The engineers at Films Business of Uflex have been successfully able to bring metaphase morphology which has made it possible to form the film in Z direction which happens to be a pre-requisite for blister packaging.

A conventional cold formed pharmaceutical blister pack when dumped in the land-fill gives away chlorine upon coming in contact with sunlight. This is extremely harmful for the environment. PVC also contains plasticizers with phthalates that are linked to a host of health disorders that can damage the liver, kidneys, lungs and reproductive system. PVC film leaves high carbon footprint making it further undesirable from the environmental perspective besides exhibiting very low temperature resistance which is yet another shortcoming.

BOPA (BON) on the other hand is also fraught with challenges like high moisture absorption to the tune of 8-10% making its processing difficult; leading to de-lamination and impairing the ability of the film to be chemically primed.

By developing the specialized polyester film, the engineers at Uflex have manufactured a viable alternative to BOPA (BON) and PVC substrates that clearly overcomes all shortcomings of these two films. Now that's what we call INNOVATION at its best!!!



## Did you know? ■■■



Source: American Chemistry Council