

10002667 Anandrao Sangle

Employee Name : Anandrao Sangle Manager's Name : Vilas Kakade

Goalsheet Approval Date : 13-Apr-2017

KRA Category : Business

KRA Weightage : 40

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraiser comment on actual achievement |
|--|------|---------------|-------|---|---|--|--|--|---|---|
| Fatty Acid beads project execution and commissioning completed on time and cost | Text | | | 31.10.2016 (as per Capex date) with 70% production capacity | "30.09.2016 with 70% production capacity" | 31.08.2016 (2 months earlier) with 70% production capacity | 15.08.2016 (2.5months earlier) with 100% production capacity | 01.08.2016 (3months earlier) with 100% production capacity | Vendor delayed delivery of equipment by 2 months, however we managed to reduce project execution time by 1month, plant commissioned on 24.09.2016 | There was delay from vendor & purchase was not able to get the material in time as per schedule, they delayed delivery by 2 months & hence project execution delayed by 1 month. However we managed the project such a way that it started giving 100% output from day1 |
| Bitumen Storage Phase 1 | Text | | | | 15.02.2017 | 15.01.2017 | 31.12.2016 | 15.12.2016 | The project commissioned on 24.03.2017, the delay happened due to factors out of our control like funds nonavailability, vendor equipment delay by Purchase, IBR piping work delay by vendor etc. | The first consignment of Bitumen of 1400mt is successfully handled in the project with all safety measures. This has given new business to company. |
| P&ID, PFD, layout making of new projects using inhouse resources to the maximum extent | Text | | | . | . | 95% completion | 100% completion | . | P&ID, PFD, layout & basic engg deliverables for Beads project, Sewree project, spare exchangers 100% completed way earlier than expected. | All the stakeholders were kept involved so as to arrive first time right approach in all engg deliverables |
| Hazop study of new projects & implementation | Text | | | . | . | 95% completion | 100% completion | . | Hazop study for Beads project, Sewree project 100% completed and ensured that all recommendations are impleted. | there were no incidents during commissioning of projects. |

KRA Category : Process

KRA Weightage : 15

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraiser comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|---|--|--|---|---|
| Process simulation study of splitting, distillation & fractionation with external consultant for Baddi Plant and optimize the performance | Text | | | . | . | "0.5% Yield Improvement 5% Reduce energy consumption" | "1.5%Yield Improvement 7% Reduce energy consumption" | "2.5% Yield Improvement 15% Reduce energy consumption" | The study of Baddi DFA plant carried out with the help of consultant to get reduced energy consumption and better yield. Visited plant twice & made report for improvement. | Identified the areas of improvement, identified the existing assets to be used for this from Slon & asset transfer initiated. Once implemented this will give ~1% yield |
| Ensure the Committed Plant Capacity within 3 month of project execution (excluding if there is no demand/RM unavailability) | Text | | | . | . | 90% design capacity | 100% of design capacity | 110% of design capacity | Delivered 100% plant capacity for Beads plant during 72hrs PGR with all quality parameters | The same is done for Sewree project Bitumen handling 100% T no 7 utilization done for first consignment |

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--|--|
| "Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment" | Text | | | . | . | 1 | 2 | 3 | 1) NG use alternatives product making feasibility study given. 2) VegaETS new product established in pilot scale 3) VegaESI65 product established on pilot scale | The capex proposals were prepared for VegaETS, VegaESI65 product & is under consideration for management approval. Given all technical help during capex meetings & during plant trials |
| Spare exchangers for DFA plant taloja- proposal & technical | Text | | | . | . | 95% completion | 100% completion | . | Spare exchangers capex proposal prepared considering Taloja & Baddi critical exchangers & executed the project with TPI involvement. | Spare exchangers got delivered at taloja site on 25/03/2017. The one of Taloja & baddi failed exchanger replacing with the Universal exchanger in progress. This is giving benefits to the company |

KRA Category : Customer
KRA Weightage : 15 _

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraisee comment on actual achievement |
|--|------|---------------|-------|--------------------------------|--------------------------------------|-----------------------------------|-------------------------------------|------------------------------------|---|---|
| Extra production on early commissioning of Beads plant | Text | | | . | 10.62 Lacs earning on 15 days before | 42.5Lacs earning on 60days before | 53.14Lacs earning on 75 days before | 63.77Lacs earning on 90days before | Due to no market demand, beads plant production stopped. for 3 months. Then 200Ton beads processed. | The extra production was not achieved due to factors out of our control. however we have tried to deliver the project to production team in such a way that for subsequent runs they have not called us for any problem, they were able to run the plant without any problem. |
| Saving on project cost by using existing plant machinery on approved material budget cost | Text | | | 1% | 2% | 5% | 7% | 10% | Beads project saving of 8.8% achieved over budget | This is achieved by use of available assets like steam generator, pump, pipes, structural material |
| "Process & technical support for initial phase of the new product development along with R & D Team - Understand Process - Coordinate trials with external vendors Coordinate with R & D and process team at shop floor for pilot plant trials - Coordinate for trial preparations at Pilot Plant - Analysis & trouble shooting for success of pilot trials" | Text | | | . | . | Match with R & D targets | . | . | 1) VegaETS product successfully established at pilot scale. received dream team award for working with RnD, maintenance, production & marketing for this product 2) VegaESI65 product successfully established at Pilot scale 3) VegaAcid pilot plant proposal prepared | VegaETS product milling facility created, VegaESI65 product was very challenging because of high titre & its colour reversal issue. this product handled well in pilot plant with correct modifications. more details see in attachment. |
| "Cost estimation for setting up of project on commercial scale of production - Conduct HAZOP studies and address all safety requirements - Prepare cost estimation for new project for desired capacity" | Text | | | . | . | Match with R & D targets | . | . | 1) VegaETS proposal prepared 2) EVaESI65 proposal prepared with different capacity workings 3) VegaAcid pilot plant proposal/costing done along with help of consultant design | All the proposals presented to management for approval. Approval awaited. Hazop studies also conducted to reduce risk. |

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraisee comment on actual achievement |
|--|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--|---|
| *Visiting the tolling manufacturers along with R & D team for feasibility and capability study for new products and the estimation of operating or manufacturing cost - Understand the capability of manufacturer for tolling - Estimate the operating cost - Estimate the additional cost for additions of equipment* | Text | | | . | . | Match with R & D targets | . | . | 1) Ms/ Esteem industries visited for VegaETS manufacture 2) M/s Symphony chemicals visited for VegaETS | Visited plant, prepared PFD, equipment details, Conversion costing worked out & given to marketing for taking decision. |

KRA Category : Business

KRA Weightage : 15 _

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraisee comment on actual achievement |
|--|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|---|---|
| Export quality noodle manufacturing at Talaja - Project proposal to be prepared with pre-engineered cost estimation | Text | | | . | 15.08.2016 | 31.07.2016 | 15.07.2016 | 01.07.2016 | Revival of saponification plant taloja proposal for making export noodles completed before 15.07.2016 | The inputs from StepUp program was used |
| Relocation of PCP manufacturing facility - Project proposal considering sion & kutch equipment for splitting & DFA plant | Text | | | . | 15.08.2016 | 30.07.2016 | 20.07.2016 | 10.07.2016 | The proposal given before 20.07.2016 | Baddi to kutch & guwahati shifting worked capex, layout, equipment list, basis of design |
| VEGA ESI 65 - New Product development - Project proposal to be prepared for large scale production. | Text | | | . | 01.07.2016 | 15.07.2016 | 05.07.2016 | 25.06.2016 | Proposal submitted before 05.07.2016 | The revised proposal is given to management for approval with different capacities in the month of Jan17 |
| VEGA ETS - New Product development - Project proposal to be prepared for large scale production. | Text | | | . | 15.07.2016 | 30.06.2016 | 20.06.2016 | 10.06.2016 | the capex proposal given before 20.06.2017 | The working done for taloja & baddi location and final budget given for Baddi location |
| BITUMEN storage facility at Sewree tankfarm- Estimation, costing, business case, concept freezing | Text | | | . | 31.07.2016 | 15.07.2016 | 21.07.2016 | 15.06.2016 | Business case, capex done, basis of design done before 21.07.2016 on preliminary basis | Completed the work of Bitumen project in coordination with all stakeholders, after visiting BPCL & learning from their experience |

KRA Category : People

KRA Weightage : 15 _

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1) Unsatisfactory Performance | (2) Needs Improvement | (3) Good Solid Performance | (4) Superior Performance | (5) Outstanding Performance | Actual achievement of year end | Appraisee comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|--|--|
| "1 Special project execution " | Text | | | . | . | 100% | . | . | Special project of finding alcohol derivatives was completed successfully. My teams product was Ethoxylation of fatty alcohol. This is 100% completed. | The product presentation done at various group leader meetings & final presentation done to MD |
| 2 Self TNI fulfillment | Text | | | . | . | 100% | . | . | 100% completed | 100% completed |
| 3 IDP & PIP of team member fulfillment | Text | | | . | . | 100% | . | . | Team member encouraged to fulfill his IDP. 100% completed. | he was allowed to participate in advanced excel workshop & accessed his progress on that |

vvf57e264fd8d3ef

Individual Development Plan (WI.CHR.03 F.NO. 1)

| | | | |
|----------------------|-----------------|-----------------------|--------------|
| Employee Name | Anandrao Sangle | Manager's name | Vilas Kakade |
| Employee Code | 10002667 | Year | 2016-2017 |

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

| No | Name of program | Faculty | Days | Please explain why the training is needed | Program completed | Comments |
|----|--|------------------|------|---|-------------------|---|
| 1 | Interpersonal skills | Amit Sanas | 2 | | | |
| 2 | Advanced Communication skills(only AGM & above) | Charles Carvalho | 2 | Communication is very important while leading the team. | Yes | Learned important aspects of two way communication |
| 3 | Effective time management and execution | Amit Sanas | 2 | | | |
| 4 | Inspirational Leadership (only AGM & above) | Charles Carvalho | 2 | | | |
| 5 | Advanced Excel (only AGM & above) | | 2 | | | |
| 6 | Environment Health and Safety * | EHS Team | 1 | For safety refresh training | Yes | Learned regarding Fire safety in factory & house. Participated in fire drill. |
| 7 | Training on ISO 14001, OHSAS 18001 ** | EHS Team | 0.5 | | | |
| 8 | Training on ISO 9001 & 22000 | ASHOKR AO PATIL | 0.5 | | | |
| 9 | Good Manufacturing Practices (GMP +) and cGMP | ASHOKR AO PATIL | 0.5 | | | |

| | | | | | | |
|----|-------------------------------|------------------|---|--|--|--|
| | ** | | | | | |
| 10 | Influencing skills | Internal TBD | 2 | | | |
| 11 | Strengths based team building | Charles Carvalho | 1 | | | |

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

| No | Topics required | No. of Days | Internal faculty name | Program Completed | Reviews |
|----|-----------------|-------------|-----------------------|-------------------|-----------|
| 1 | | | | undefined | undefined |
| 2 | | | | | |

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

| No | Relationship | Name of leader | Number of Meetings planned | Target date | Program Completed | Reviews |
|----|---|-----------------------|----------------------------|-------------|-------------------|---|
| 1 | Coaching through leader in own function for functional inputs | Mr. Pramath Sanghavi. | One/month | 31/Mar/2017 | Yes | This is done as & when time permitted. 1) Project management 2) learned importantly on Utility area, energy saving, solar power etc |
| 2 | Coaching through leader in own function for functional inputs | Mr. Aniruddha Bansod | One/month | 31/Mar/2017 | Yes | 1) Past work experiences 2) handling of crises |

Part C: Development through action learning projects

| | |
|----------------------|--|
| Project Title | Business case for Value added alcohol derivatives and progress 2 recommendations for implementation. |
| Review date | Once in a month. |

| | |
|--|---|
| Target end date | 31/Dec/2016 |
| Project scope | 1. Listing of alcohol based products. 2. Technology /technical evaluation. 3. Market evaluation/applications/competition local abroad. 4. Capability gaps. 5. Possibility of toll manufacturing. 6. Product costing. 7. Capex 8. Product selection criteria. |
| Project exclusions | 1. Market survey. 2. Marketing strategy. 3. R &D and pilot work. |
| Project deliverables (Target at rating 3: good solid performance) | 1) Business case for two products delivered by Dec 2016. |
| What is the employee expected to learn from this project | 1.Exposure to alcohol derivatives market. 2.Familiarization of fatty alcohols and oleo chemical language. 3.Manufacturing processes. 4.Developing business cases. 5.Project/ product costing. 6.Toll processors available. 7.Project management. |
| Reviewer(s) name | 1. Vijay Rao. 2. Ramesh Doraiswami. |
| Project Status | Completed |
| Project Status Comments | Extensive study done on finding alcohol derivatives & summarizing the once which are beneficial to VVF in long run. myself, Mr Rajan & Mr Pratik worked on Alcohol Ethoxylation product and make business case fo VVF. This presented to MD on 16.01.2017. Please find attached ppt for more information. |