

10003573 Bipin Badlani

Employee Name : Bipin Badlani Manager's Name : Ajay Kumbhar

Goalsheet Approval Date : 24-Apr-2017

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 | Appraiser comment on actual achievement |
|---|------|---------------|-------|--------------------------------|-----------------------|--|--------------------------|-----------------------------|--|---|
| 1.FLAKER 24% increase production/day over present | Text | | | Not Available | Not Available | Rs 6 Lakh for balance period 2016/17 | Not Available | Not Available | 5.6 lakh (against 6 lakh) balance period 2016-17 | 1. Successfully completed the project of chilled water uses in both flaker instead of cooling water to increased the production rate. Chilled water was lined up in the month of November 2016. Saving will be continued in FY 2017-18 2. Power consumption was also reduced by installation of chilling circuit which helped to reduce consumption of cooling tower pumps of earlier circuit |
| *2.Process & column series Optimization Case A. Reduction of specific Consumption Over BOM for Standard runs (C-1214/1618/C-1698/Super flex/C-2022/P-12) Case B. C-302/303/401/402 SERIES for C-1698/1618TA) Case C. C-302/303/501/502 for C-1214/Oleic-k & C/1214/Stearic-92 * | Text | | | Not Available | Not Available | Rs 40 Lakh for balance period 2016/17 | Not Available | Not Available | Rs 49.61 Lakh (against 40 Lakh for balance period 2016-17) | optimization of reflux to column, column temperatures, recoveries, and also running Sec3 Sec4 in series. Reduction in utility in case of SPKO/C 1218/SCNO was by adjusting column temperatures and adjusting reflux. Reduction of SRMO based utilities was due to increase in production against BOM |
| 3.Reduction in Energy consumption of Thermic Pre-heater by using vent steam instead Coal | Text | | | Not Available | Not Available | Rs 20 Lakh for balance period of 2016/17 | Not Available | Not Available | No saving | Project cancelled |
| 4. Saving due to Condensate recovery (considering temperature difference) | Text | | | Not Available | Not Available | Rs 15 Lakh for balance period of 2016/17 | Not Available | Not Available | 10.33 Lac Rs saved (Tankfarm top work is going on) | Daily condensate leakage are attended and traps system is modified which helps in condensate recovery. Approx 53% recovery increased as compared to FY2015-2016. Tankfarm top modification is in process. |
| 5. Tracking and monitoring of specific consumption of standard products. | Text | | | Not Available | Not Available | 6 % reduction over BOM value | Not Available | Not Available | >6 % Reduction over BOM Values | Achieved reduction over BOM values by keeping watch on feedrates and specific consumption, continuous optimization of runs helped in maintaining consumption less than BOM values, Everyday utility consumption sheets are prepared to keep watch specific consumption's as per runs. |

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. Development through Instructor led training in Classroom A) Influencing skills B) Training on ISO 9001 & 22000* | Text | | | Not Available | Not Available | *A) TNI = 100% B) Training completion > 90% * | Not Available | Not Available | A) Not done B) training attended. | Brief knowledge about ISO 9001 & 22000 is taken, GMP training taken. Also training on ISO 14001 & OHSAS 18001 done |
| 2. On Job training of new joiners & GET | Text | | | Not Available | Not Available | 100% completion | Not Available | Not Available | 100% completed. | Informed new joiners about V/VF values and the work culture. Also gave brief knowledge about process and plant safety. |
| 3. Awareness of ISO 14001 And 18001 among field operator | Text | | | Not Available | Not Available | 31st March'17 a) Training completion > 90%. | Not Available | Not Available | Awareness achieved about >90% | Regularly training and idea given to associates & field operators for ISO14001 & OHSAS 18001, informing its importance and implementation benefits. MSDS in Hindi were circulated and also related documents were handed to operator which made them aware regarding environment and work place safety |

KRA Category : Process
KRA Weightage : 15 _

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|---|------|---------------|-------|--------------------------------|-----------------------|--|--------------------------|-----------------------------|--|---|
| *1) Accidents & Fire Incidences in Plant - a) Usage of PPE's b) Risk assessment in specific activity (other than routine) c) To arrest leakages like Process material, Thermic fluid, H2 gas, etc * | Text | | | Not Available | Not Available | *25% reduction in accidents over 2015/16 & Zero major fire incidences which can affected plant operation a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occurred * | Not Available | Not Available | 16.67% reduction in accidents & incidences over 2015/16 & Zero major fire incidences against target of 25% reduction a) 100% PPE usage b) 100% Risk assessment c) As & when leakage occurred | Daily rounds to plant is taken by me to ensure to have a check on any abnormality. Unsafe conditions are eliminated by taking right steps. importance of PPE is everytime told to people who violate the method of using PPE. C303 lines are isolated from air lines and also process air lines are disconnected in loop section. Net provided for C303 direct cooling tower. Leakage incident reports were regularly reported and solutions were discussed. Proper platform provision for C301&C302 thermic lines header valves which made operation of valves easy. C303 sample |

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|--|------|---------------|-------|--------------------------------|-----------------------|----------------------------|--------------------------|-----------------------------|---|--|
| | | | | | | | | | | point line modified to avoid spillage losses. |
| 2) Closure of safety audit findings | Text | | | Not Available | Not Available | Within agreed time frame | Not Available | Not Available | Achieved within agreed time frame | Regular monitoring helps us eliminate unsafe conditions and safety points are regularly discussed in point of view of field operators and associates. Safety related points were noted by EHS and Safety team and were timely rectified. |
| 3) ISO 14000:18000:22000 - Maintaining & updating of documents for the audit and audit compliance in current year. | Text | | | Not Available | Not Available | Maintain 100% compliance. | Not Available | Not Available | 100% compliance maintained | Maintained, achieved targets & same training given to field operators and people working around us. MSDS maintained and provided in Hindi to field operators for detailed understanding. Proper checklists maintained for flaker, beads and also field operator. |
| 4) Follow-up of work permit system | Text | | | Not Available | Not Available | 100% | Not Available | Not Available | 100% | I have a good practice of following work permit system. Daily lists of job is maintained in excel sheets and is updated with HOD and managers |
| 5) Reduction in Effluent generation | Text | | | Not Available | Not Available | < 42 M3/Day Average | Not Available | Not Available | 48 M3/Day(Excluding rainy season) Average against 42 M3/Day | Everyday leakages are checked and attended on urgent basis. Shift wise records are handled of effluent going from plant to ETP. Indirect cooling tower line leakages were more and same lines will be changed this FY. |
| 6) Updation of Existing ISO 9001:2008 into ISO 9001 & 2015 | Text | | | Not Available | Not Available | 31st March'17 | Not Available | Not Available | Updated by Feb 2017 | Necessary document and SOPs updated, pre-certification audit completed, final audit is pending. |

KRA Category : Process

KRA Weightage : 15 _

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|---|------|---------------|-------|--------------------------------|-----------------------|-------------------------------|--------------------------|-----------------------------|--------------------------------|---|
| *1 Product quality a. Daily monitoring of plant parameters and conditions b. Ensure proper sampling procedure to be followed c. Ensure proper tank isolation to avoid cross contamination d. Ensure nitrogen blanketing to finished product tanks e. Use of QC approved tanks for finished and semi-finished products" | Text | | | Not Available | Not Available | Zero rejection due to quality | Not Available | Not Available | no rejection due to quality. | a. Daily plant is monitored with parameters and also a daily round in plant is done. b. Instructions regarding sampling plan is given and I see that it is followed c. After each run we keep watch over tank isolations. d. Finished product tanks have N2 blanketing and are stored accordingly to specified tanks. e. After proper cleaning final tanks are QC approved for finished |

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|---|------|---------------|-------|--------------------------------|-----------------------|--|--------------------------|-----------------------------|--|---|
| "2 Raw material quality a. Ensuring quality raw material receipt b. Monitoring raw material quality with standard specifications c. Regular sampling of raw materials " | Text | | | Not Available | Not Available | To meet the VVF specifications of raw material | Not Available | Not Available | Met VVF specifications | products Daily basis raw material stock was checked as per process requirement and according the planning was discussed as per SNOP |
| "3 Quality of effluent a. Monitoring of quality of effluent streams b. Maintaining effluent quality" | Text | | | Not Available | Not Available | "To meet following quality: a. pH in between 6.5 to 7 b. TDS < 500ppm c. COD < 2500ppm " | Not Available | Not Available | Regular check on effluent streams and effluent going to ETP was done | We kept regular watch on any leakages and same were attended in quick time periods as to maintain quantity as well as quality of effluent |
| 4 No production lost due to stock out and quality for internal customer. | Text | | | . | . | 100% availability of customer | . | . | No loss to production to internal departments | Specifications were maintained as per the requirement of the next department and proper planning was achieved to fulfill raw materials for internal departments |
| 5 Monitoring of dispatches | Text | | | . | . | Daily basis | . | . | monitoring dispatches on daily basis. | monitoring flaker dispatches on daily basis. |

KRA Category : Customer

KRA Weightage : 40 _

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|--|------|---------------|-------|--------------------------------|-----------------------|---|--------------------------|-----------------------------|--|--|
| " a. Downtime reduction due to line chocking. b. To sign check list of DCS operators and field operators daily. c. Provision of critical pumps(Feed pump sec-4,5 new spd) indication on DCS d.Maintaining running shutdown list for sec-4,5and New SPD plant e.Availability of critical pumps for PM,CM for sec-4,5 and New SPD f. Replacement of C-303 hotwell schedule 10 line into schedule 40 g. Reduction in changeover downtime over financial year 2015-16 1) Final tank line ready in advance by flushing 2) Attending tracing leak 3) proving valve in transferring linr to avoid unwanted hold up" | Text | | | Not Available | Not Available | a. 20% reduction over 2015/16 b. Daily basis c. completed by March 2017. d. daily and weekly reviewed with section head. E. Monthly. f March 2017 g. .20 % reduction | Not Available | Not Available | a. downtime reduced. b. Daily checklist checked and signature done. c. Indication given d. Done e. Availability done. f. Work on. g. In progress | Downtime were tried to avoid by overcoming obstacles such as due to chock lines to which steam tracing system was modified. Regular steam system was kept watch and accordingly planning and preflushing of lines to next run tanks was done to avoid any downtime. Critical pumps such as Sec 303 feed and vacuum DCS indication was given. Shutdown lists were maintained accordingly and planned shutdowns were taken for particular sections. Pumps were readily available for CM, PM. Sec 303 hot well line replacement work is on. |
| 2 Yield as per BOM | Text | | | Not Available | Not Available | 1. Erucic 90-42%(for fine and export grade) & 41%(for Upcity special grade) 2. DFA 1214 - 61% (SPKO) & 65% from DFA C1218 3. Oleic K - 50% 4. Palmitic Acid - 40% 5. Superflex -62% | Not Available | Not Available | "1. Erucic 90-41.6%(for fine and export grade) & 40.7% (for Upcity special grade) 2. DFA 1214 - 61.4% (SPKO) & 67.5% from DFA C1218 3. Oleic K - 58.08% 4. Palmitic Acid -43.04 % 5. | Optimization of column helped in maintaining yield of runs. |

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| "3. Throughput and volume as per SNOP 1)Preparing list of frequent leakage 2)To keep stand by pump radially available 3)To check coloum internal on daily basis 4)Study of parameter " | Text | | | Not Available | Not Available | 100% of Monthly RCCP | Not Available | Not Available | Superflex- 63.6% 100 % met SNOP target. | Regular shutdown of columns is done and pressure testing helps finding leakages in plant. Any feed or product line leakages are attended on urgent basis with help of supportive departments. Regular pumps PM is done. And with proper coordination downtime due to breakdown of pumps is minimized. New run parameters are maintained and also current data of parameters is updated accordingly to any changes. Proper planning is done and coordinated accordingly. |
| "4. Specific consumption as per BOM 1)Monitoring of steam consumption 2)Daily analysis of power consumption 3)Monitoring of plant heat load 4) To be moniter for all exchanger should online & Provide new E-406" | Text | | | Not Available | Not Available | As per BOM | Not Available | Not Available | As per BOM | Achieved reduction over BOM values by keeping watch on feedrates and specific consumption, continous optimization of runs helped in maintaing consumption less than BOM values, Everyday utility consumption sheets are prepared to keep watch specific consumption's as per runs. |
| 5 Reduction in process & changeover downtime | Text | | | Not Available | Not Available | 5% over 2015/16 | Not Available | Not Available | "54.49% reduction in process downtime over 2015-16 against targeted 5 %. 44% increased in changeover downtime against FY 2015-16 " | Proper knowledge of setting of plant parameters and also ways of attaining them according to previous runs helped in maintaining downtime at bay. We keep ready feed and transferring lines ,eliminating delay for planned changeover . Standby pumps were kept ready and PM was regularly done. Due more number of changovers, changeover down time was more than last FY |