



Achievements

Quality:

- ISO TS 16949 Certified Organization
- 91.7% Reduction in customer end PPM in 2 wheeler automotive segment (From 06 ~ 07 to Sept 2009)
- 100% Reduction in customer end PPM in 4 wheeler automotive segment (From 06~ 07 to Sept 2009)
- 62.6 % reduction in In-process defects (From 06~ 07 to Sept 2009)
- Customer Satisfaction index on the scale 1 to 5 is 5 for 2 customers & 4 for 2 other customers. (Yr 08~09)

Safety, Health & Environment

- ISO 14001 certified organization
- Ergonomically safe practices resulted in OHSAS 18001 Certified Organization
- 100 % reduction in Loss Time due to Major Accidents
- No of Accident Free Days – 967 (Till 30th Sept 2009)
- 63.2% reduction in Oil Consumption (From 06~ 07 to Sept 2009)
- 38.6% reduction in energy consumption (From 06~ 07 to Sept 2009)
- Successfully implemented Green Vendor Development Program along with customer HERO HONDA MOTORS LIMITED, Gurgaon, India.
- Successful implementation of ETP (Effluent Treatment Plant)

Productivity, Delivery, Cost, Morale

- 99.98% schedule adherence (In the year 09~10)
- 50.41% improvement in labor productivity (From Year 2006~07 to Sept 2009).
- 54.8% improvement in OEE of the plant (From Year 2006~07 to Sept 2009).
- 60.4% reduction in tool cost (From Year 2006~07 to Sept 2009).
- 171.83% improvement in no of Kaizens (From Year 2006~07 to Sept 2009).

Recognitions

- Won Achievement Award given by our customer HONDA MOTORCYCLE & SCOOTER INDIA LIMITED, IMT Manesar, Gurgaon, India for achieving the Quality & Delivery Targets for the Year 2005 ~ 06 & 2007~08
- Won ACMA Gold (Automotive Component Manufacturing association of India) Award for Manufacturing Excellence for the year 2007 ~ 08
- Won ACMA Silver award for excellence in export for the year 2007 ~ 08
- Won TPM Excellence Award Category A from JIPM in Nov 2009.
- Won Excellent Trophy in National Level Quality Circle competition organized by Quality Circle Federation of India in Dec 09

People

Hi Tech Gears Limited nurtures the best talent in the industry and hones their skill & knowledge through Training & education. It has 380 strong work force (including engineers & support staff). Highly motivated employees participates in various TEI (Total Employee involvement) programs that are aimed at providing a equal opportunity for the involvement of all employees (Example TPM Initiatives, Kaizen Scheme, Quality Circle). These TEI programs are unique in nature as these are evolved considering our culture, environment & need of the time. Recognition of employees are based on defined threshold level of achievement so as to make many winners. Multiple platforms are provided for all employees to share their achievements.

Hi-Tech Gears has the culture of Extended Family. It involves all employees & their families & takes care of their well being just like family. This is illustrated by –.

- Scholarship for the brilliant students of the employees
- Grahini Scheme – Spouse of the employees are nominated in the vocational course.
- Medical Insurance policy coverage for all employees & their family.
- Family Day Celebration
- Awarding employees for long Term service



Hi Tech Gear understands its corporate social responsibility & this is illustrated by:

- Adoption of Government Technical college and looking after the various improvement activities
- Organizes Blood Donation camp
- Supports the local administration by periodic meetings and donations.

Process

From the inception of this plant in year 2004 ~ 05, lean practices forms the base of its Daily Work Management. The plant operations are guided by the company vision & mission, along with annual operating plan, new business requirements, operational excellence requirements & TPM requirements. These transforms into individual goals & objectives which are linked to individual performance through performance Management system. All the operational & financial measures are reviewed on monthly basis and course correction done accordingly if required.

The Plant is divided into Different Mini Factories (Factory within factory concept) and each Mini factory is evaluated on a predetermined criteria and the gap is determined. This criterion covers a wide range of topics from Visual factory to Business process VSM. Each Mini factory takes necessary actions to bridge the gap. This cycle is repeated and the mini factory is again evaluated. To increase the pace of improvement, all the Employees are trained in the lean Tools & principles and they are encouraged to make use of these tools in their daily working.

Product

We are making transmission gears & shafts for 4 wheeler & 2 wheeler automotive companies. Our customers for 2 wheelers (Motor bikes & Scooters) segment are

- HERO HONDA MOTORCYCLE LIMITED, Gurgaon Plant (India)
- HERO HONDA MOTORCYCLE LIMITED, Dharuhera Plant (India)
- MUSHASHI AUTO PARTS LIMITED, Bawal Plant (Rajasthan, India)

We export transmission shafts in technical partnership with Getrag Corporation. Our customer for 4 wheelers segment is:

- GENERAL MOTORS.

We are also into export of Ejector Flanges to US, Brazil, Japan, China & our customer for this segment is:

- ROBERT BOSCH

Plant

This Plant of Hi-Tech Group is situated at IMT (Industrial Model Township) Manesar, Gurgaon, Haryana State (INDIA) & was setup in the year 2004. It took 8 months from the foundation stone laying to start of commercial sale. Spread over an area of 3 acres (Built up area 1.82 acres), this plant has state of art machinery, product & equipment testing lab.

The plant was designed and built using lean principles. Lean systems like Mini-factory Concept, continuous flow, cellular manufacturing are embedded in the culture & daily working right from inception of plant. The plant also has Launched All 8 Pillars of TPM & has won TPM Excellence award in Nov 2009. It has a highly motivated work force working in Six Mini Factories with their own PQDCSM measures.

Hi-Tech Gears Manesar was set up with focus on Forward Integration into Finished Gears , Meeting requirements of Customers like Robert Bosch for Injector Flange & Developing Niche product PTU shaft for GM 2007 platform vehicle which was also its first product developed from prototype stage.

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