

VIBRATIONS

MESSAGE FROM CEO

Ajay Kumar, CEO

Dear Colleagues,

In recent past, there have been few significant changes in our organization. Consequent to superannuation of R. Anandan, Vice President-Purchase, Tuhin Mitra has taken over this role in Hyderabad. Moreover, Koshy John and Susheel Raina have taken over charge of South & North region respectively. Apart from these changes, Santanu Guha has been appointed as CEO Designate. It is really heartening to see that all these positions have been filled up internally and this speaks of talent management in our company.

In SHV India, we are committed to invest in talent development of people across the organization. Exposure of people to new roles and locations immensely help in their faster talent development and bringing out their best in dealing with challenges in the business. I am very happy to see more and more people coming out of their comfort zones and accepting new roles and locations in the organization which helps in their faster development and keeping talent pipeline sufficiently full for growth of business. I feel that this is a unique strength of our organization and we should strive to make it even better in coming days.

Human Resource department is always working hard toward organizing various training programs to facilitate development of talent within the organization. I was very pleased to see induction program recently organized in Hyderabad for new joiners in the company. Other programs like LEAP, Joy of Performing, Learning to Perform etc. are indeed successful training programs and many colleagues have been benefited from these initiatives. Every year, few colleagues also get a chance to attend overseas training programs like Sprint, Ambassador, LINK, LEAD etc., which helps in strong leadership development in organization.

We are indeed fortunate to work for SHV India where opportunities are available not only for development of talent but also for recognition and appreciation of talent. It is also upon us as to how do we make good use of such opportunities and consciously work for self-development. I am sure these initiatives will make our organization more stronger and sustainable to move ahead in this challenging world.



“Colleagues Speak”



Discovering yourself through uncharted territories:

Supreet Ray

There is a beautiful saying “if you have to go fast go alone but if you have to go long get along.

As a testament, the journey so far is not a bed of roses but time and again testing my patience, persistence and perseverance and getting ‘along’.

Post my MBA, I wanted to get into a rotational program working in different business domains that could help me challenge myself to extreme. SHV 222 platform was a perfect fit for me because you need to learn, explore, grow and deliver in challenging scenarios. My current assignment is with Nutreco in Skretting division HQ, Norway where I am working as an operation consultant to the Skretting Management Board, advising them on current and future production capacity requirement (26 global operational factories), process improvements.

I have to talk to people from different countries, from different backgrounds, and with different working style. It is never easy to understand the cultural diversity. But the success mantra that helps me is already embedded in the SHV value system - keep things simple. My journey so far has been amazing and I am really happy what I am doing because I am evolving as a better person, growing beyond cultural bondages and understanding diverse business cycles. Above all, I love to explore uncharted territories like the beautiful Norges (Norway). Still I am in pursuit of the northern lights and have not got the so called the perfect shot. One day I will because I believe in never giving up.

See you soon my SUPERGAS family.

Lingfield to Tuticorin Project.....

A voyage full of challenging responsibilities

Commander A S Oberoi



I have relived many a times the emotion of witnessing discharge of the first LPG parcel from Merchant Vessel Lingfield into Porbandar terminal on 3rd May 2000, which was the culmination of my primary Project assignment with SHV. From thereon to Tuticorin project including building the ten odd filling plants.... my journey has, to say the least been full of challenges and there has never been a dull moment! SHV differentiates itself from many contemporary companies by developing and training its workforce to succeed and at times even risks entrusting them with responsibilities very different from what they may have handled in their entire career. This keeps the hunger of people to achieve alive and has perhaps been the key to SHV's success in becoming one of the key players in the LPG industry in India. I have personally benefitted from a such an approach and handled diverse portfolios in Operations, Technical, Projects and Sales

The style of leadership in SHV India is very open and modern and perhaps very similar to the model followed in the armed forces; developing leaders within leaders, loyal, selfless with the primary

objective of seeing the organization succeed.

The opportunity of heading West Region was something I had been longing for and I enjoyed every moment of the challenge. To succeed and come out with flying colours in a totally new role was a matter of great satisfaction for me and perhaps the highlight of the 22 odd years with SHV.

The absence of work place politics has been another fabric of our culture and is a big reason for a healthy and pleasant environment in the organization, that has led to fostering great team work and attainment at all levels. Over all these years I have made great friends and shared wonderful camaraderie in SHV. On the lighter side the hilarious conversations and leg pulling that formed a regular part of the tea breaks will be missed for sure! I wish to carry this friendship and these memories to the next chapter of my life.

Sports have always been a part of my life and I have played most games during my time. However only after switching to Golf I realized why they say Golf is forever. Like most avid golfers, I believe that the joys and challenges of golf and the joys and challenges of living are profoundly connected.

Finally, I have been blessed with a lovely family and enjoying marital bliss to the hilt. A retired husband though is often a wife's full-time job. She along with my two beautiful daughters are trying to cope up with this new domestic development and urging me to curtail my itch to correct anything and everything! Time will tell!

Thank you SHV and all my colleagues for being a part of my enjoyable journey

Wishing everyone the very best and God speed!



Unlocking the door of potentials

Bidyut Borgohain

Hallo collega's – (it means Hello Colleagues in Dutch; I am trying to get acquainted with the basic Dutch phrases). I have joined Erik's, Rotterdam on 1st May as part of my 2nd assignment of the SHV 222 program. My designation right now is Project Manager and my project is to manage the product portfolio of the Tools, Maintenance and Safety division of Eriks Netherlands and Belgium. It is an interesting project as Eriks is undergoing change management in multiple levels and the successful completion of my project will help Eriks in optimizing the business processes.

I had joined the SHV family 2 years back as a 222 candidate. A candidate selected under this program has to work in 2 different SHV companies in 2 different countries and 2 different roles. Having worked for more than 5 years in PSUs prior to my MBA in ISB, I was aiming for a role which will develop my leadership abilities across

diverse functions and people. This role at SHV was a perfect fit. My first assignment as Purchase Manager at Supergas made me well acquainted with the LPG business and also the technicalities of the LPG supply chain. Further by getting involved in various process improvement and automation initiatives at both India and Global level, I got opportunities to work in a number of projects at both at both India and Global level. I can heartily say that this level of dedication and interest to take the company forward is seldom seen in other companies which is very visible in Eriks, a testament to the entrepreneurial culture in SHV.

SHV has a plenty of opportunities for everyone and if the intent and dedication is right, I believe there are plenty of doors to open. I will keep trying my best to contribute to the growth of this company. Till next time, Vaarwel (goodbye).

SIS ANNUAL ACHIEVERS



Tuhin Mitra



Upanshu Singh



Saurabh Gharde



Shankar Jadhav



Avinash Patil



Bhooshan



Pushpendra Kumar



Goutam Sinha



Dharun Siddharth



Vinay Nair



Satish Babu



Sunrita Bhattacharya



Solaimanikandan



Visaka



Kishore



Shanmuga Raja

BREAKING THE GLASS CEILING



First women colleague to achieve SIS Annual Achiever award

Sunrita Bhattacharya, Sr. Account Manager, South Region

My journey in SHV comprises mainly of two chapters: Operations and Industrial Sales. While working in Operations I got an opportunity to join Industrial Sales. Initially I was not sure that I could perform in Sales but meeting with customers and solving the issues gave me great satisfaction. I understood that I am enjoying my work more than ever. Though it was bit challenging initially but overcoming the challenges was always a motivation for me. It feels awesome to become SIS Annual Achiever 2018. This is possible because of guidance and support by my seniors.

Being proud to be a SHV Ambassador

Goutam Kumar Sinha, Sr. Manager- Industrial Sales, South Region

My sincere thanks to SHV India for giving me an opportunity to be part of the prestigious Ambassador Program at SHV Energy, The Netherlands. It was an exciting moment when I proudly joined hands with 20 colleagues from 11 different business units for the program towards our one & only goal "Advancing Energy Together".

Ambassador Program is a global development and interacting program, where you will be given a number of sessions around different business topics related to our "Advancing Energy Together" ambition as well as the sessions on leadership, team building and personal insights. Also you have an opportunity to interact, exchange ideas with your colleagues from other Business Units and extend your network across the company in global platform !!! The program was augmented with a briefing of the SHV history since inception and Strategy for 2018-2021 and I could clearly see the passion among our other colleagues from the different countries of variant domains with the expertise in their own areas. I felt gratified when our SHV India was projected among the growth countries in the group strategy session.

Followed by couple of out bond programs on "Team building and Leadership" which was One of the most exiting sessions was Insight discovery which offers the framework for self understanding and development. Research & reports suggests a good understanding of the self, both strengths and weakness and also blind spots which enable me to develop effective strategies for interaction in order to respond to the demand of the situation.

Lean workshop thinking was the central topic of this session covering "Lean Expertise & Lean thinking" which really leads to smart way of working and optimum utilization of resources for faster, Cheaper and better output leads improvement of competitive position.

Another exiting session was on Renewable Energy which shows our strategy that was built on an intrinsic motivation of SHV coupled with market developments towards the effective and sustainable way.

In short This was a hands-on, thought-provoking program that left me inspired; feeling much more influential with many actionable take-aways I can apply immediately!"



SUPERGAS CRICKET TEAM



Pele said " No individual can win a game by himself"

Sports teaches you to understand the meaning of a team. You need to be able to work with everybody and you don't have to be their best friend. You can experience the fun of competition and driving toward a common goal without pushing to bond in some major way with each individual on a project. Here is kudos to our cricket team in Corporate office.

Voice of our team player - Varun and Sabuj, Corporate Office

"Cricket is not only a gentleman's game but also tests our team spirit and camaraderie to the utmost possible extent. Our cricket team was formed on an ad-hoc basis but even then we put in the best

of efforts to build in the teamwork, work out the differences (internally and externally) to raise the "Josh" of the team.

We practiced hard after office hours to make sure we give the best of our efforts in the field. Through rigorous training and team work we were able to play our game well in the HCCL Red 15 league against teams like Genpact, Thoughtworks, etc.

We formed a fraternity built on trust, sacrifice and we hope that we will be able to play more tournaments in the future!



Corporate Team

Where there's a will, There's a way

B.Gunasekhar , General Manager – Auto LPG

“Used to say that if someone has the desire and determination to do something, he or she can find a method for accomplishing it “

My ALDS Hi Drive journey started in 2014, with modest 5 ALDS Stations and 215 MT /Month volumes in South region.

With the caption “Where there's a will, there's a way” we put forth our hard work to make a difference. In 2019, currently we had grown the number of ALDS to 23 and our ALDS Volumes have multiplied from 215 MTs to 1550 MTs per month. And another 10 hot ALDS prospects in pipeline which is expected to be completed in rest of 2019 and in 2020. It is my

ambition to grow to 40 ALDS stations by Dec 2020 which I and my team are confident of achieving.

We had our ups and downs and being the Team Leader, I always workout myself to combat worst situation as well as to manage the lighter moments. All because first I must be sure on the objective and implementation, so I can exhibit high confidence to my team which they can follow.

“SUCCESS is a vehicle which moves on a wheel called HARDWORK but the JOURNEY is impossible without a fuel called SELF CONFIDENCE.”
Way to go.... Together Everyone Achieves More as a TEAM – SHV ALDS Family



“No work or activity is so important or urgent that Safety can be compromised”

Maheswaran. S, Manager - Safety

All of us who leave for work in the morning expect to return home with good Health & Safety. Can you imagine the knock on the door to tell “your loved one will never be returning home?...” (or) a phone call to say “your loved one is in the hospital and may never walk again?...” A serious workplace injury or Ill-health can result in major crisis for the families & impose substantial time demands on uninjured family members. Also it has the potential to change lives forever for families, friends, communities, and co-workers too. Obviously Health and well-being is the biggest motivator to all of us & everyone should choose to work safe always.

That's why, SHV wants everyone working here should be able to go home at the end of the working day without having suffered or caused harm in any way. We will not compromise on Health & Safety of ourselves, our Colleagues, Customers, Business partners and the communities we do business for any reason what so ever. We encourage everyone, who work for us to stop the work and report the circumstances, if they believe an activity to be unsafe. We are committed to do suitable changes that address the root cause of all incidents, with special focus of those with potential for severe injury or fatal outcome. We ensure that, sufficient measures are in place to prevent major incident.

Bridging the better half

Which part of drawing is mine?
A question left unanswered
No indication or sign
As to whom belonged the treasures unidentified.
The unidentified holders were uniquely diverse
While one was benign, the other acrimonious
How do they overcome their differences and embrace
an answer
With each caring about their individual wellness
Abruptly three sharp metals attacked the property
Dividing it into two equal halves
Oh ...a pattern of symmetry
Now they became the equal halves.
The stapled fence lucidly
explained the good neighborhood
between the two halves of the paper.



Saswati Parida
D/o Shreekanta Parida,
Vice President, CO

Women's Day Celebration at all locations of SHV



Ghaziabad



Hyderabad



Chennai



Ahmedabad

TRAVELOGUE

Chandan Aich, Sr. Executive-Finance, North



My journey to Ladakh

I must say that even the road leading to Ladakh has its own appeal. When you're about to reach Ladakh, the very first glimpse of this snow laden heaven brings a twinkle to your eyes! Just imagine looking down on a silent, placid, greenish blue lake – beautiful, isn't it? Or imagine the sight of magnificent mountains greeting you – that was a welcome I can never forget.

I would advise fellow travellers to Ladakh to spend the first day in Ladakh acclimatizing with the climatic conditions. For me, two things had an epic showdown. Logic and reason demanded that I should rest. But my incorrigible curiosity kept nagging me to explore this place some more. Thankfully, food came to the rescue. The wonderful thukpa and tsampa served by the hotel not only delighted the taste buds, but also convinced me that exploring can wait; a lazy nap cannot!

Ladakh is a world of rugged valleys, snow-covered mountains, endless hills, barren lands, clean and curvy roads and the mystical Lamas where centuries old monasteries have still maintained their charm. The confluence of the Indus and the Zaskar rivers is a rare sight. One can clearly differentiate between the two waters from a distance. The rare phenomenon of Magnetic Hill leaves everyone astonished. For the uninitiated, the hill possesses magnetic properties that can pull cars uphill. Can the sound of a duck moving on water ever be distinctly audible? Yes, only at the Pangong lake. Here you can stand knowing that across the turquoise waters lie the mountains of an even more isolated and gorgeous land – Tibet.

DREAM COME TRUE...

Sanjay Sarkar, Manager-Finance, East R.O.



Being born and brought up in the Mecca of Indian Football that is Kolkata, the city of joy; can I afford to be not a Football fan? The spirit, the highs, the cheering, the roaring sound of the supporters and the disdain after a loss of a match still reverberates in my thought the moment I think of Football. As every child has a dream, I too had one: Watch a World Cup Football match in the stadium.

After eons of waiting, we could get two match tickets - England vs Panama at Nizny Novograd and France vs Denmark at Moscow . It's time for countdown with crossing of the days in the calendar with bated breaths for the D-day. We couldn't hold our excitement when we started our Journey from Kolkata to Nizny Novograd. This beautiful town of Nizny Novograd is approximately 500 Km from Moscow. We stayed there for 4 days and saw England beating Panama hands down with a 6-0 score. We moved around city, attended cultural events and then moved to Moscow by train for the local feel.

From the moment of touchdown, we found Russia to be amazing. The sights from airport to hotel and hotel to stadium were fabulous. The locals even with language barrier went out of their way to foreigners. People came from different countries, different cultures but we were united by our common language - Football.

» ALL ROUNDER OF SCHOOL «



Devadharshini. K - 6th Std
D.o. K.Sumalatha - CSSA Chennai



P S Dhanuv Aadharsh
S.o S.P Shanmugaraja- ASM Indl.



Art work
Uma Maheswari
w/o Ravindran
South Region



WEDDINGS



Eldho David & Riya
South Region



Mohammed Arshath & Sabana
South Region



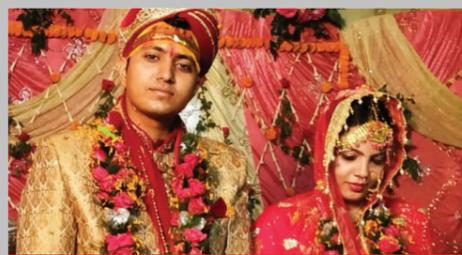
Sathishkumar & Sujithra
South Region



Sundarraman & Swetha
South Region



Jai Shah & Kreena
West Region



Ritesh Ranjan & Manjusha
West Region



Shiva Singh & Shubhi
North Region

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