

VOLUME LV
NOVEMBER 2011

ANAND 

Interaction



**INDIA'S LEADING
OEM SUPPLIER**

**Widest Range of Automotive
Components in India**

AWARDS AND RECOGNITION

MANDO INDIA - 'ASIA'S BEST EMPLOYER BRAND AWARD'



Mando India was awarded "Asia's Best Employer Brand Award 2011." by the Employer Branding Institute in recognition of having the 'Best HR Strategy in line with Business.'

Previous winners of the award are some of the best known companies in India including Hindustan Unilever, Tata Motors, Larsen and Toubro. This award follows Mando's recognition as one of the top 25 'Great Places to Work in India in 2009' and the award by International Federation of Training and Development, London for People Management practices in 2010.

Much of the credit goes to Mr. Yoon, Managing Director, Mando India, Mr. Madhavan, Deputy Managing Director, Mando India and the HR team led by J. R. Patrick. Mando hopes to continue to stretch its boundaries and set higher standards of achievement.

HENKEL TEROSON RECEIVES BEST SUPPLIER AWARD FROM M&M



L - R :
 Mr. Lalit Verma, Sr. Vice President, CDMM, AS,
 Mr. Sridhar, Sr. Vice President, SSBU, AS & FES,
 Mr. Sudhir Pathak, Sr. Vice President,
 Manufacturing & Supply Chain, FES,
 Mr. Mukund D Walanjuwani, KAM, Henkel Teroson India Ltd,
 Mr. Pramod Bawa, GM, Marketing, Henkel Teroson India Ltd,
 Mr. Rajan Wadhwa, Chief Executive TPDS,
 Mr. Hemant Sikka, Sr. Vice President Manufacturing & Operations AS,
 Mr. Subhash Mago, Sr. Vice President CDMM, FES,

AS - Automotive Sector; FES - Farm Equipment Sector;
 CDMM - Component Development & Materials Management;
 TPDS - Technology & Product Development Sourcing

On 12th July 2011, Henkel Teroson India was given the coveted 'Best Supplier' Award by Mahindra & Mahindra Ltd. during their Supplier Meet in Mumbai. Henkel was adjudged the best in the Paints and Chemical Category in a field of 359 vendors. This award is decided on the basis of overall technology, cost, delivery and service. Mr. Pawan Goenka, Group Management President (Automotive & Farm Equipment Sector) was the Chief Guest.

HENKEL TEROSON - DOUBLE RECOGNITION BY MARUTI SUZUKI



L - R : Mr. S. Nakanishi, Managing Director, Maruti Suzuki, Mr. S. Siddiqui, Managing Executive Officer, HR, Mr. M. M. Singh, Management Executive Officer, Production, Mr. K. Asai, Director, Engineering, Research and Development, Mr. Vidhan Choubey, Former COO, Henkel Teroson India, Mr. Pramod Bawa, Head, Sales and Marketing, Henkel Teroson India



L - R : Mr. S. Siddiqui, Managing Executive Officer, HR, Mr. M. M. Singh, Management Executive Officer, Production, Mr. Vidhan Choubey, Former COO, Henkel Teroson India



L - R : Mr. S. Maitra, Managing Executive Officer, Supply Chain, Mr. Vidhan Choubey, Former COO, Henkel Teroson India, Mr. Pramod Bawa, Head, Sales and Marketing, Henkel Teroson India

Henkel Teroson India has been recognised, twice over by Maruti Suzuki for the period 2010-11 as "Best Focused Cost Down Supplier" and "Best Quality Improvement Supplier". The recognition came at the Maruti Suzuki Annual Vendor Conference held at the Taj Palace Hotel, New Delhi in August 2011.

Henkel Teroson India has been Maruti Suzuki's preferred Adhesives and Sealant Supplier for the last 14 years.

BEML "EXCELLENCY AWARD" FOR MAHLE



Mahle received the "Excellency Award" from M/s Bharat Earth Movers Limited for its overall performance under the minor aggregates category.

BEML, a leading multi technology company provides high quality Earth Moving and Construction Equipment used by the Aerospace Industry, the Metro and Railways.

BEML organises a "Suppliers Meet" every year to appreciate and motivate its vendors. Mahle was short-listed from among 1,132 members of BEML's vendor base and was selected for the award based on Quality and Supply Performance.

The 2011 Suppliers Meet was held at The Chancery Pavilion Hotel, Bangalore on 21st July. The meet was chaired by BEML Chairman & Managing Director Mr. V R S Natarajan and attended by other top company directors.

Mr. Nikhil Agarwal, Manager Marketing from the Industrial Team receiving the Award in Bangalore

MAHLE RECEIVES BOSCH AWARD



Mahle Filter Systems India's ongoing commitment to Quality was recognised at a Bosch Supplier Meet in Bangalore held in July 2011. It ensured that the company won Bosch's award for Quality, Cost and Delivery.

Mr. Muralidharan (left), Senior Vice President, Bosch presented the award to Mr. Sunil Nair, former COO, Mahle Filter Systems India Limited and Mr. Tanuj Goyal, GM, Marketing, Mahle

DEGRÉMONT AWARDED CONTRACT FOR RITHALA SEWAGE TREATMENT PLANT



Degrémont awarded contract for rehabilitation and O&M services for Rithala Sewage Treatment Plant

The Delhi Jal Board, in charge of water and sewage management in Delhi, awarded the Rehabilitation and a 10 year Operation and Maintenance contract of its 180 million litres per day treatment capacity Rithala Sewage Treatment Plant to Degrémont Ltd. India. This plant caters to approximately 1 million people in Delhi.

The Letter of Intent for the works, worth Rs. 84.50 crores, was issued to Degrémont Ltd. India in June 2011 and the contract was signed in August 2011.

Originally designed, built and commissioned by Degrémont in 2003, the Rithala Sewage Treatment Plant Phase-2 is a landmark sewage treatment facility in India because of its advanced technology and high level of energy self-sufficiency.

The Delhi Jal Board entered into an agreement with Pragati Power Corporation Ltd. (PPCL) to supply treated effluent from this plant to its upcoming power plant at Bawana, Delhi.

After a competitive tendering process and intensive evaluation of bids, DJB decided to award the works to Degrémont.

The decision of DJB is an appreciation of the strong Health and Safety Practices in the treatment plants operated and maintained by Degrémont. Retaining this plant helps Degrémont maintain its pole position in the Services Sector of the Water Industry. It also helps improve Degrémont's competitive edge in the Design, Build and Services side of the Business.

VICTOR INDIA IS M&M'S OUTSTANDING PERFORMER



L - R : Lalit Verma, Head CDMM Auto, M&M, Shridhar Pathak, Head Manufacturing & Supply, FES, M&M, Deepak Malpure, Manager Sales OE, Victor India, Dilip Palve, COO Victor India, Rajan Wadhwa, CEO M&M, Hemant Sikka, Head Manufacturing Auto, M&M, Subhash Mago, Head Sourcing FES, M&M

Mahindra & Mahindra presented Victor Gaskets India with its PANCHRATNA AWARD for 100% Delivery, Zero PPM and for its contribution to Mahindra and Mahindra's customer service performance in spare parts supply.

VICTOR INDIA - "EXCELLENT PERFORMANCE AWARD" FROM CUMMINS INDIA



L - R : Vinit V. Date, DGM - Product Engg & OE Sales, Victor India, Anant Talaulicar, MD Cummins India, ABO & President Components Group, Cummins Inc., Dilip Palve, COO Victor India, Ignacio Garcia, VP & Chief Manufacturing & Procurement Office, Cummins Inc., Raj Menon, COO, Cummins India ABO, Sandeep Balooja, President, Group Business Development, Anand

Victor Gaskets India received the well-deserved "Excellent Performance Award" from Cummins India Ltd. for 100% Delivery, Zero PPM, Excellent Product Development and Quick Response to Cummins India's requirements. The award was in the Sealings, Stamping & Fabrication category for 2010.

MARUTI GIVES CHANG YUN NO. 1 TAG

Chang Yun, India has been rated as Maruti's No. 1 supplier for 2010-11. Chang Yun garnered 3 awards for Yield Improvement, Overall Excellency and Delivery. The awards were presented at Maruti's annual vendor conference held in Singapore in May 2011.



Award for Yield Improvement



Award for Delivery Excellence



Gold Award for Overall Excellence

GABRIEL HOSUR IS BEST SUPPLIER TO TVS



L - R : RG Periya Samy, Raghavendra, Jagadesan, Sarath Kumar

Gabriel, Hosur received the Best Supplier, Award (4th Quarter) from the TVS Motor Company. The award is given on a quarterly basis.

PLANT INAUGURATIONS

HON'BLE CHIEF MINISTER OF HIMACHAL PRADESH INAUGURATES NEW MAHLE FACILITY

Mahle Filter Systems (India) Ltd. inaugurated its second manufacturing unit at its facility in Parwanoo, Himachal Pradesh in March 2011. The plant was inaugurated by the Hon'ble Chief Minister of Himachal Pradesh, Prof. Prem Kumar Dhumal along with Mr. K. C. Anand, Member, Deep C Anand Foundation and Mr. Sunil Nair, Former COO, Mahle Filter Systems India Limited.

Parwanoo Unit - II utilises new enhanced technology to service requirements of MFSI's existing and new customers including the likes of Ashok Leyland and TATA Motors. It will also cater to the requirements of the replacement market in India and for exports. The installed capacity of the plant is 22 million filters per annum.

The plant manufactures PU Moulded filter elements, Ecological Plastic Embedded filter elements, Lube Oil spin-on filters with new crimping design, and high technology air management products. The process in the plant includes Poly-urethane Moulded elements, Filter Paper Embedment into Plastic and Felt media, Crimping process for sheet metal parts.



BEHR SETS UP CHENNAI FACILITY



Behr Chennai Facility

Behr India added Chennai as its 3rd location after Pune and Sanand. The 15,000 sq.ft. plant is located alongside the Mahle facility and is part of the integration programme. Behr, Chennai will supply products to Renault Nissan, and subsequently add new customers from the Chennai region. The plant started production of Nissan engine cooling modules from August. Behr has acquired many new businesses/platforms from Renault Nissan, which include products like HVAC's, rear AC's and engine cooling products. Going forward Behr will build its own factory adjacent to Mahle, with a capacity of 1 million heat exchangers. The Plant is ready to meet customer requirements and is equipped with an SAP system.

SPICER GEAR PLANT INAUGURATION



Inauguration of Gear Plant

The new Gear Plant at Spicer India, Chakan, was inaugurated on 27th July with a simple, traditional Indian ceremony. This was followed by unveiling of the plaque and ribbon cutting by Mr. Aziz Aghili (President, Asia Pacific & OH Dana) and Mr. Deepak Chopra, Group CEO, Anand.

Other guests present at the ceremony were Mr. B. D. Singh (MD, Dana India), Mr. Michael Campbell (Regional VP, Human Resources, Asia-Pacific, Dana), Mr. Mark Schneider (Managing Director-Off Highway, China), Mr. Steve Ellis (Contoller, Strategy & Business Development, Dana India) and the employees of Spicer India Ltd. The event culminated with the planting of trees by all the guests.

The plant has a capacity to produce 2,40,000 gears per month. Spicer India's new 50,000 sq ft "greenfield" facility will be manufacturing gears to be used in AdvanTEK axles, offering a number of advantages to customers including 20% higher power transmission, improved gear power density for smaller, lighter axles, NVH optimization, reduced gear backlash and higher torque capacity.



Ribbon cutting by Mr. Deepak Chopra & Mr. Aziz Aghili



Unveiling the plaque by Mr. Deepak Chopra & Mr. Aziz Aghili

CAPACITY EXPANSION AT VALEO

The ground breaking ceremony for a new building extension at Valeo Friction Materials India Ltd. was held in June 2011. This expansion will increase capacity from 10 million to 14 million facings per year.

Mr. S. Sarathi, VP, Internal Audit, Anand, Mr. Eric Duno, Methods/Process Engineering Manager of Valeo Limoges, France and other VFMI Managers attended the ceremony.



TECHNOLOGY DEVELOPMENTS SPICER SUCCESS STORIES



NEW DANA ADVANTEK DESIGN DEVELOPED IN INDIA

Spicer India has developed the Independent Rear Drive Axle with Aluminium carrier for the M&M - W201. This new Dana Advantek design was developed in India for an Indian OEM. The development process had to overcome many challenges including lack of experience in Pressure Die Cast parts, weight reduction, and tight tolerances on casting and machining parameters.

The product met the customer's targets without compromising product integrity; passed all validation requirements and fitment issues and got the design right the first time with zero failure.

Engineering, SCMG, TSG, QA, backing by the Spicer India management and other support functions once again showed that the company has the capability to achieve tough targets through perseverance.

M180 AXLE FOR ASHOK LEYLAND NISSAN "DOST" First of its kind on Indian roads



Spicer India will be supplying the Advantek series M180 Axle for 'DOST', a brand new (SCV) Small Commercial Vehicle being introduced by Ashok Leyland and Nissan Motor Company. The Dana Advantek Series Axle will be the first of its kind on Indian roads. It offers additional features for higher efficiency, improved performance and weight reduction.

DOST is a brand new product, which compared to currently available products in the SCV (Small Commercial Vehicle) segment, offers its users a new experience and contemporary technology. It is designed for a higher payload of 1.25 Tonnes.

Ashok Leyland and Nissan Motor Company rolled out their first product, the 307T DOST, from their Hosur facility. The commercial launch of Ashok Leyland DOST is scheduled for later this quarter.

SPICER INDIA - SINGLE SOURCE SUPPLIER TO DAIMLER INDIA

The world's largest truck maker Daimler will operate in India through its wholly-owned subsidiary Daimler India Commercial Vehicles (DICV). The company is investing in a new Rs. 4,400 crore facility at Oragadam in Tamil Nadu. Daimler intends to locally source over 80 percent to make the products price competitive.

Spicer India has been nominated as a single source supplier of propeller shafts for the Light Duty Platform - 9T & 12T, Heavy Duty Platform - 25T, 31T & 49T.

Spicer India also hopes supply the SPL100 series propeller shafts for the 16T Medium Duty Platform.



REDEFINING RIDE COMFORT INDIA'S FIRST REMOTE CANISTER SHOCK ABSORBER FROM GABRIEL HOSUR

The ALL NEW N54 Tormax Remote Canister Shock Absorber

Gabriel Hosur has redefined the zenith of suspension technology in the country by introducing India's first Remote Canister Shock Absorber. Gabriel is the sole manufacturer to possess this technology in India. The shock absorber, code named N54, is for motorcycle rear suspensions.

This is the first and only "monoshock" design to use a remote housing for the pressurised nitrogen gas inside. The gas chamber is installed away from the shock absorber itself, leading to a more compact and efficient rear suspension, providing uncompromised ride comfort while negotiating the worst possible terrain.

This shock absorber also uses a new patented design that incorporates a monotube working chamber with independent valving for the two working strokes, taking the refinement in the ride quality to a whole new level, yet allowing the shock absorber to effectively dissipate heat.

Gabriel – Redefining Ride Comfort once again.

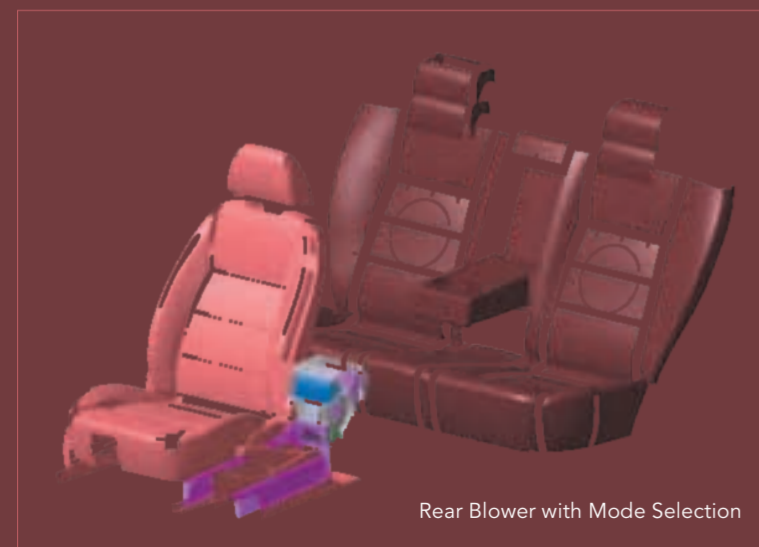


Gabriel Hosur team at the Tormax launch

NEW INVENTION PATENTS AT BEHR INDIA

The product design team at Behr India has made the organisation proud by adding new products to its portfolio. In the recent past the company has filed team invention patents that are improvements to the heating and cooling modules.

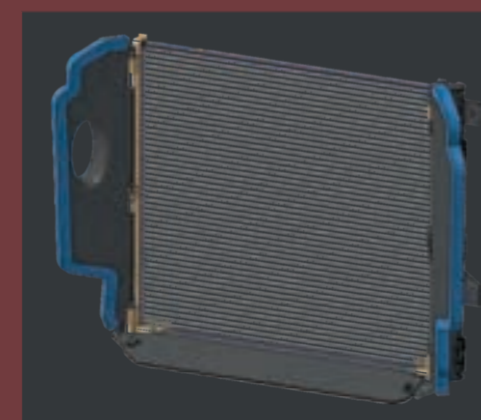
Patent Title: Sealing for heat exchanger device for motor vehicle - The invention relates to a condenser module assembly for passenger and commercial vehicles.



Rear Blower with Mode Selection

Patent Title: Air Distribution by Two Concentric Flaps - The new invention relates to the system for distribution of air from HVAC systems.

Patent Title: Rear Blower with mode selection - The present invention relates to the blower, which boosts air flow in a vehicular environment. The new invention is a blower that directs hot or cold air at rear passengers as per their requirement.



Condenser Sealing

DRIVING INNOVATION AT ANAND

Live Innovation Concourse held at Anand Headquarters



As contributed by Mr. M.S. Shankar, Director, Innovation, Anand

Innovation is an often misunderstood word. It is a process that improves an existing scenario and is not, as commonly assumed, the introduction of something new. Innovation comes from the Latin word 'Innovatus,' meaning 'into new' or "renew". Innovation has the power to convert problems and inconveniences into profitable elements for a business and the conversion of ideas into cash and can be understood as a:

- Systematic multi-stage process whereby ideas are transformed into new or improved products, processes or services
- Series of insights improving daily practices and developing concepts
- Successful implementation of creative ideas adding value to customers and organizations

An active focus on Innovation at Anand was ignited at the top by Mr D.C. Anand, Chairman of the DCA Foundation and Chief Mentor of Anand and the Anand Policy Committee. The core value system of Anand – "The Anand Way" clearly defines the principles that shape our organization and include among its other tenets the following - "We Encourage Innovation; We Nurture Talent; We Build Trust and Empower People"

In May 2010, Erehwon Innovation Consulting Pvt. Ltd was engaged to guide and mentor the first batch of companies shortlisted to commence the journey. Their methodology of Orbit-Shifting InnovationTM, led Behr, Chang-Yun, Perfect Circle and Victor Gaskets into improving Productivity

and Delivery Performance, Reduction in Product Launch Lead Time, Cost of Poor Quality, Consumption of Material, Total Product Cost, and Developing New Product Designs.

A total of 39 executives ranging from COOs to Engineers, were able to convincingly demonstrate their accomplishments at a Live Concourse held at the Anand Corporate Head Quarters, New Delhi in March 2011.

Mr. Deep.C Anand, Ms. Anjali Singh, Mr. Jaisal Singh, Mr. Deepak Chopra, Mr. Pravesh Srivastava, Mr. Sunil Kaul, Mr. K.S. Bhullar, and other senior leaders of Anand Companies from the Gurgaon Hub, participated keenly in understanding, recognizing and appreciating the efforts of the teams involved and the results thereof.

Mr. Rajiv Narang – Founder and Managing Director, Erehwon Innovation Consulting, Mr. Rahul Agarwal and Mr. Shreyas Bakshi spoke on the power of Orbit-Shifting InnovationTM, using the Three Gear Method of Insighting to make Innovation happen.

The lessons of the first leg of the journey to Innovation for the team involved could be summarised as:

- Innovation is not only about technology or inventing clever gadgets
- Insights that create exponential value propositions
- Innovation springs from the unlikeliest of people and places

BEHR - CO-CREATION WORKSHOP BY MAHINDRA & MAHINDRA



"Interconnectedness has changed the way we do business". This has compelled organisations to leverage co-creation and move from being firm centric to people centric. Co-creation is a common platform, for all stakeholders, for added value, mutual benefits, sharing experiences and appreciating the efforts of all stakeholders.

Mahindra & Mahindra has taken its business relationship with Behr to a new level with the "Co-creation Competition – 2011". The event held in March 2011 was led by the Quality Head of Mahindra & Mahindra, Behr Operating Engineers, and employees participated in Kaizen and Poka Yoke competitions.

Mr. Naveen Chopra, Head Quality, M&M, along with Behr Team for Co-creation Workshop

ISO 9001: 2008 CERTIFICATION FOR DEGRÉMONT LIMITED, INDIA

Degrémont India received the ISO 9001: 2008 Certification for Design, Implementation and Sale of Water Treatment Facilities in May 2011. The Certification was given by SGS ICS, the world's leading Inspection, Verification, Testing & Certification Company.

The presentation ceremony was held in Paris during 'Degrémont Days 2011' when Mr. Fusilli, President of SGS ICS presented the Certificate to Degrémont Limited India. The Certificate was awarded after a thorough audit of Degrémont India by SGS ICS in January 2011. The audit included interviews, observation of activities and reviews of documentation and records.

ACMA BUSINESS MEET AT CHAKAN

Spicer India along with Gabriel India and Behr India participated in the Buyer-Seller Business Meet sponsored by the Automotive Component Manufacturers Association (ACMA) on the 5th and 6th of July 2011. It was an opportunity for the manufacturers to find potential suppliers for their products.

The event was held at Autocluster, Chinchwad, Pune and was followed by an Exhibition, inaugurated by Mr. Pradeep Srivastava, CEO, Bajaj Auto Ltd.



STANDARDISATION WORKSHOP AT SPICER, PANTNAGAR

Spicer, Pantnagar conducted a standardisation workshop on the Centre Section line resulting in 33% space saving, 40% burden reduction and 45% inventory reduction.

All Operating Engineers from the Centre Section line participated in this layout change exercise (Driving Improvement in material handling and machine painting). The Layout change was inaugurated by Tata Motors Plant Head, Mr. Atul Renavikar in July 2011.

Mr. Atul Renavikar (Plant Head, Tata Motors) & Mr. Anand Joshi (Plant Head, SIL Pantnagar) inaugurating the Layout Change.

LONG TERM AGREEMENT AT MAHLE PUNE



MAHLE Pune's seamless efforts and positive frame of mind have contributed towards a successful, peaceful and harmonious Union Settlement. It was accomplished before the expiry date of the previous Union Settlement of 31st May 2011.

The MAHLE Management team sincerely appreciates the efforts Mr. C. S. Shirke, Mr. Vivek Tandon, Mr. S. B. Palande and Mr. Jafar Pathan.

SPICER NEGOTIATION SKILLS TRAINING



Spicer India's Supply Chain Management Group, Business Development and Aftermarket Team attended training on Negotiation Skills, organised by the SAB Group, USA.

The event took place on the 17th and 18th of June. It was a good learning experience for the 13 members of SIL. The key points of the training were the 7 elements of Negotiation and 3 Personality Profiles which are very effective while dealing with different types of suppliers and customers.

SAP IMPLEMENTATION GABRIEL HOSUR



Gabriel, Hosur successfully implemented the SAP ECC 6.0 system in April 2011 (Modules - MM, PP, QM, PM, SD and FICO), covering every operation in the plant right from the entry point at the gate to printing of invoices.



Mahle Filter Systems India celebrated the implementation of the SAP system across all its plants in the presence of the entire management team.

MFSI has also set up a SAP project office in Gurgaon, Khandsa to facilitate the implementation. Pre-project activities like "As" is process mapping and Master Data verifications have begun. The SAP project is slated to kick off in 2011 with the First 'Go Live' at the Head Office, Parwanoo, followed by roll out at other locations.

FIRST CONVOCATION CEREMONY HELD BY SUJAN SCHOOL OF HOSPITALITY

The Sujan School of Hospitality held a convocation ceremony for its first batch in 2011 at the Corporate Headquarters in Hauz Khas. The trainees were awarded Basic Level Certificates and Gifts on successful completion of the course.

The training included Behavioural and Attitudinal Training, Personality Development, Leadership Skills, Team Dynamics, First Aid Training, Yoga, Knowledge of Flora and Fauna, Hygiene Safety, English Language Skills, 5S, Emergency Procedures and on the job and theoretical Departmental Training

The convocation included a lamp lighting ceremony by Mr. Jaisal Singh, COO, Sujan Luxury Hotels, followed by the distribution of certificates to the candidates and an address by Col Sunil Chandra, Vice President, Sujan Luxury Hotels and concluded with high tea.



RANTHAMBHORE - THE TIGER'S REALM

SUJÁN Art Private Limited recently released "Ranthambhore - The Tiger's Realm" a book, co-authored by Ms. Anjali Singh, Mr. Jaisal Singh, and Ms. Priyanka Gandhi Vadra. This team has been photographing tigers at Ranthambhore, in Rajasthan for a number of years and the book is an expression of their love for Ranthambhore, an extraordinary wilderness, and for the tiger that rules it! This splendid coffee-table book takes the reader into the tiger's world. With superb photography and detailed narratives accompanying each of the photographs "Ranthambhore - The Tiger's Realm" aims to inspire people to appreciate, respect and preserve India's diverse and magnificent natural heritage.



ANAND SPONSORS PRESTIGIOUS DELHI HORSE SHOW



Mrs. Anjali Singh, Chairperson of the Anand Supervisory Board (centre), Mr. Jaisal Singh, COO, Sujan Luxury Hotels (extreme right) with Maharaja Gaj Singh - II of Marwar - Jodhpur



Mr. Jaisal Singh, COO, Sujan Luxury Hotels with the winners and officials of the APRC

Anand was the title sponsor of the prestigious Delhi Horse Show (DHS) 2011 organised by the Delhi Army Polo & Riding Club from 1st April to 10th April 2011 at the Army Equestrian Centre, Delhi Cantonment.

Ms. Anjali Singh, Chairperson, Anand Supervisory Board, Mr. Jaisal Singh, COO, SUJAN Luxury Hotels along with other Senior Management Members of Anand at the event.

The event was attended by celebrities and international dignitaries including the Deputy British High Commissioner, Nigel Casey and his wife, Clare, Malvika Singh, Publisher, Seminar, Tejbir Singh, Editor, Seminar, His Highness the erstwhile Maharaja Gaj Singh II of Marwar - Jodhpur. The Chief Guest was Gen V.K. Singh, Chief of Army Staff & President, APRC.

The Delhi Horse Show is the premier equestrian show in the country. This remarkable international sport has gathered an impressive and enviable status over the last decade. It has also become an immensely popular and highly fashionable spectator sport.

Spicer India, SUJAN Luxury Hotels and Purolator India were active and visible sponsors of one major event each. The events were Spicer Senior, Young Rider and Junior Rescue Relay, The SUJAN Open Jumping Six Bar and Purolator Open Jumping Puissance.

A grand marquee was put up by SUJAN Luxury Hotels exclusively for Anand invitees to witness this glittering and spectacular event!



Anand guests enjoying the event at the Sujan Marquee

GABRIEL AGM

Gabriel India Limited held its 49th Annual General Meeting for its shareholders on 28th July 2011 at Gabriel Chakan, Pune. The meeting was chaired by Mr. Deepak Chopra, Group CEO, Anand and Chairman, Gabriel India Ltd.,

Gabriel posted a more than satisfactory performance, having exceeded the industry average, and shareholders went back extremely satisfied with the progress and expansion plans reported by the company. The company also announced a dividend of 100% including an interim dividend of 30% announced earlier in the year.



IEHS

SPICER CHAKAN INCREASING SAFETY KNOWLEDGE

Spicer Chakan conducted a "Train the Trainer" Programme under the guidance of Mr. Ken Thompson from Dana USA and Mr. Narendra Deshpande from Spicer India in July 2011.

The programme emphasised safety as a component of implementation. It sought to identify Team Leaders, Group Leaders and increase safety knowledge and capabilities. The other objectives of the programme were to employ quantifiable means to identify risk through a robust audit process and encourage the identification of Safety Hazards.

There was a lot of learning derived that demonstrated the success of the exercise.



Participants along with the facilitators

MANDO - EMBRACING SAFETY



Mando, Chennai observed Safety Day with a number of activities. The event began with the MD, Mr. Yeong Bok Yoon hoisting the flag and leading the 'Safety Pledge'. The highlights of the activities were a mock drill and a Safety Poster Painting competition.

HEALTH, SAFETY & ENVIRONMENT INITIATIVES AT DEGREMONT



School Kids Participating in Tree Plantation Ceremony- CSR Initiative

Degremont has always been committed to OHS Management to eliminate/minimise risks to employees and all stakeholders. With this objective in mind the company recently took several initiatives to achieve continued excellence in Health, Safety and Environment.

The objectives of these initiatives are to increase HSE awareness

among employees especially subcontracted manpower, ensure their well being, nurture the environment and carry out several awareness campaigns among locals.

The activities included health check ups and surveillance at the Bhandup and TK Halli sites; blood donation, AIDS awareness and 'Alcohol Anonymous' camps at Bhandup and Bangalore. Extensive internal and external training on hazards and observing National Safety Week were the other main events at all locations.

GABRIEL HOSUR - SAFETY WEEK

Gabriel, Hosur observed Safety Week with a The programme that included a Quiz and Poster and Slogan competitions. All employees enthusiastically joined in. Winners of the various competitions were awarded at the monthly communication meetings.



World Environment Day was celebrated across Anand companies in June 2011. Along with the tree plantation drive, poster and slogan competitions were also organised. Employees participated with great enthusiasm and besides planting saplings, delivered speeches on the importance of planting trees so as to make our environment pollution free and a greener place to live in!

VICTOR, CHAKAN



MANDO, CHENNAI



PERFECT CIRCLE, NASIK



SPICER, CHAKAN



GABRIEL, HOSUR



SPICER, SATARA



MAHLE, KHANDSA



SPICER, JODALLI



SPICER, PANTNAGAR



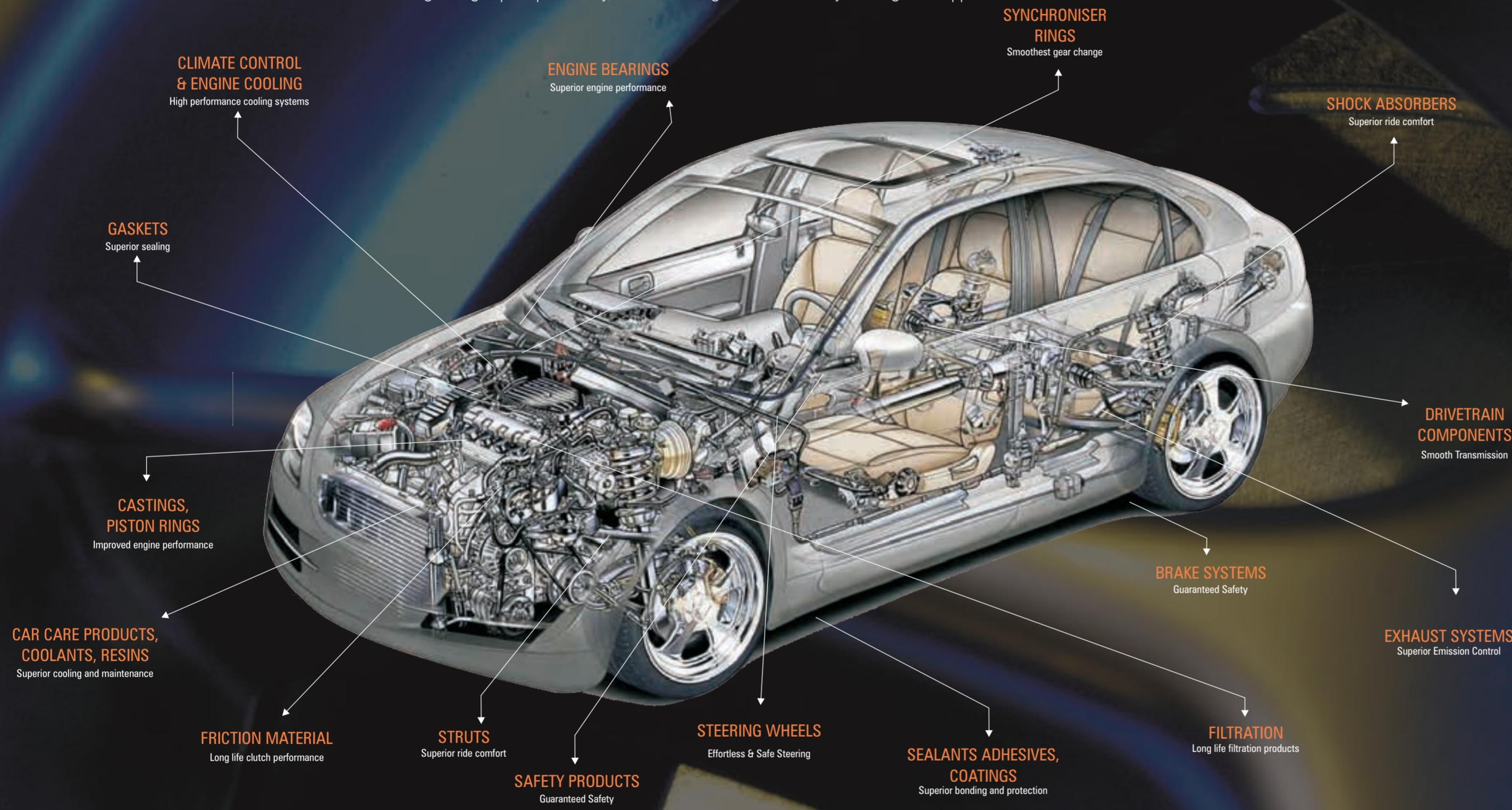
WHAT MAKES ANAND INDIA'S LEADING OEM SUPPLIER

Develop Corporate Competence to act globally | Aspire and dare to be innovative | Attain Leadership in technology | Achieve excellence through entrepreneurship | Bridge the gap between percept and practice

Every tenet of the Anand vision has defined all that the group stands for today. Anand supplies components to virtually every vehicle & engine manufacturer in the country. The reasons for this achievement vary from domains as contrasting as world class manufacturing and state-of-the-art products to a strong faith in the group's delivery. With an unmatched variety and high-quality range of products featuring in almost the entire range of automobiles in the country, large and small – Anand has secured its leadership role in the industry. The value that Anand delivers is not merely being present in the entire spectrum of automotive manufacturing. It is more. Anand has always gone boldly where no others ventured. To bring the latest, technologically advanced and most efficient products into the market, the group has always partnered closely with all its stakeholders to ensure they get the best, and in turn the end customer is presented with delightful experience. This in fact proves to be a greater reward like no other dividend can.

Anand is widely respected for its spirit of partnership that is evident in its wide range of strategic global alliances today. The group has married its constant desire to excel and an intense customer focus, by engaging in joint ventures and technological tie-ups with world leaders in automotive technology. This has led to the introduction of high-end, cutting edge products that are cost-saving, efficient and touch every aspect of the end customer's driving experience. This focus on its product and service delivery has brought the group accolades, awards and appreciation from every one of its customers - and the industry at large.

Anand is not an overnight phenomenon. Rather it is the product of close to five decades of dedication, hard work, forward thinking, tireless effort and the never ceasing aspiration of being the best in the country. Companies trust Anand, depend on its promises and have developed an implicit faith in what the group can do and deliver. It is this confidence in Brand Anand that has brought the group to a place today, known and recognised as the country's leading OEM supplier.



Anand is one of India's most trusted Automotive brands



Sunil Kaul
Group President,
Technology, Innovation &
Automation, Managing
Director, BEHR, India

Anand is a highly respected name in the Automotive Industry in India today. Everything that Brand Anand is known and respected for - quality, stability, reliability, trustworthiness is an outcome of what the group has always believed in. We have taken the time and effort to understand our customer well and the products of the group are manufactured with the clear vision that they must meet international standards and not merely satisfy, but also delight the customer and the end user. We are engaged with the Engineering teams of our Customers right from the concept stage and this gives us an opportunity to innovate, design and develop a product especially for Indian conditions jointly with the OE Engineering teams. These are our keys to winning and keeping our customers' faith in us.

BEHR India is dedicated to creating and developing the best products in the market through the use of the latest technology. We work closely with our customers to develop products that fulfil their requirements and ensure a world class experience for the end user.

Quality is our hallmark



Manoj Kolhatkar,
Managing Director,
Gabriel India

Gabriel's status as the country's leading OEM supplier is no accident. Right from the company's inception we have been committed to the highest quality standards and the best global practices. This commitment is on display at every step of our manufacturing processes. Even as I write this, we are celebrating November month as a Quality Month to reinforce this continued commitment to Quality. And I daresay that we still have miles to go...

Our best practices range from engaging with the best, educating and upgrading the skills of our human capital and constantly working towards improving our products and processes – the learning never stops. Our commitment to these ideals have consistently delivered superior results and made our products industry benchmarks. This has gained the trust of all our customers and it is this attitude that has determined Gabriel's leadership in the market.

MILESTONES

1961 Ride Control Products, Gabriel India	1962 Piston Rings, Gaskets, Perfect Circle Victor India	1966 Air, Oil, Fuel & Hydraulic Filters, Purolator India (now Mahle Filter Systems India)	1978 Engine Bearings Gabriel India	1986 Water & Waste Water Technology, Degremont Limited, India	1992 Synchroniser Rings, Chang Yun India	1993 Axles, Drive-Shafts & Drive-Train Products, Spicer India	1997 Air Conditioning & Engine Cooling Systems, Behr India. Exhaust Muffler assemblies, Catalytic Converters, Instrument Panel Reinforcement assemblies (IPRT) and Door Side Impact Beams (SIB), Arvin Exhaust India now Faurecia, India	1997 Sealants, Adhesives & Coatings, Henkel Teroson India. Hydraulic Brake Systems, Mando India. Non-Asbestos, Solvent & Lead-free Clutch Facings, Valeo India	1998 Automatic Brake Adjusters & Manual Slack Adjusters, Haldex India	2006 Cast Iron Covers & Plates, Perfect Circle India	2007 Luxury Hospitality, SUJÁN Luxury Hotels. Purolator India becomes MAHLE Filter Systems India	2008 Synchroniser Rings, CYMAI Engine Bearings - becomes Federal-Mogul Bearings India	2009 Seat Belts, Airbags & Steering Wheels, Takata India	2011 EGR Technology, BEHR India. Cylinder Head Covers & Intake Manifolds, MAHLE Filter Systems India Ltd.
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WIDEST RANGE OF COMPONENTS IN INDIA

Interaction speaks to Mr. Sandeep Balooja, President, Group Business Development, Anand for his views on what makes the group a preferred choice for customers across the Country.



Sandeep Balooja, President, Group Business Development, Anand

"Anand has always looked at the OEMs needs with respect to technology and has therefore partnered with the world's best manufacturers to ensure our customers get the latest technology products".

practices. Most of our COOs and Plant Heads have gone through the VLFM (Visionary Leader For Manufacturing) programme and our vendors have now been inducted into the VSME (Visionary Leader for Small and Medium Enterprises) programme to make certain that they follow the right processes and meet high standards of quality. Moreover, Anand has always looked at the OEMs needs with respect to technology and has therefore partnered with the world's best manufacturers to ensure our OEMs get the latest technology products.

Anand's unique policy of deploying young operating engineers to run the machines has paid rich dividends, as these engineers have great enthusiasm, generate and implement great ideas to improve shop floor practices thus resulting in better process control, high quality standards and ultimately leading to customer delight.

Are there any special initiatives that we undertake at a group level to strengthen customer relationships and create an increased awareness about the group?

We have been very close to the customer and this is extremely important to understand the changing needs with respect to technology, new products being introduced etc. The Corporate Business Development at Anand conducts regular surveys with most of the OEMs to get first hand information as to where our group companies stand on various parameters like Quality, cost, delivery, logistics, engineering capabilities, warranty etc and ascertain where we rate with our competitors. The endeavour is to take the remarks positively, take corrective actions and ensure that Anand is the best. Anand regularly organises Technology Days when each of our companies showcase their products and new technologies. The idea is to understand the technology requirements of our customers in the next 5 years and we at Anand strive to bridge the gap, if any. Technology Days also give many of our new companies an opportunity to introduce their products to our customers.

We also have regular reviews with the top management of our OE customers. This encompasses areas/issues relating to quality, cost, delivery, warranty, product launches. Detailed action plans are then made and monitored closely. Participation in trade fairs like Auto Expo and others help our customers to understand what we do.

How does Anand fare with its international customers and exports?

90% of Anand's exports are primarily to our joint venture partners but some of our products are sold in the aftermarket to countries such as Sri Lanka, Bangladesh, Australia, Middle East, UK and the USA. Our products are also exported directly to the OEMs and our present international customers include, Volkswagen, Lister Petter, Cummins, Ford, Chrysler and Renault among others. We are also pursuing aggressively to penetrate into the Aftermarket in Indonesia, Vietnam and CIS.

There are totally 30 IPO's in India. What are Anand's plans to export to international OEM's?

We engage with many of the IPOs in India for the products which we can export and for us it is a great opportunity. Presently, the significant businesses which we have acquired through IPOs in India are Cummins (Gaskets), Renault (Shock Absorbers), Fiat (Gaskets), Volkswagen (Gaskets), Kubota (Filters).

How does the group plan to sustain its position as the country's leading OEM supplier?

We are on an accelerated growth path and we are confident that we will be a US\$ 2 billion Group by 2014. This will be achieved by the normal growth of the auto industry, introduction of new products by our JVs e.g. plastic cylinder head covers, intake manifolds and EGR coolers. We are also looking at increasing our penetration of existing products to the existing and new OEMs in India. We at Anand are always on a look out for new business opportunities and what we can bring to Indian OEMs.

STANDING TESTIMONY TO A BELIEF ANAND CUSTOMERS SPEAK



B B Parekh (Chief - Strategic Sourcing), Tata Motors

"Anand is Customer Centric and Agile. More often Anand will take the untrodden path to deliver value to its customers...."

Despite being Diverse, Anand is able to synergise its group strength to leverage its businesses. With a consistent track record of good practices in Human Resource development, the group has been able to create a pool of dedicated employees with the skills and expertise to manage various facets of the group's businesses. However the biggest strength of the group is managing partnerships with culturally diverse multinational partners to deliver the best value to its customers. Anand is Customer Centric and Agile. Very often Anand will take the un-trodden path to deliver value to customers.

TATA Motors have had several good experiences, in dealing with Anand, with regard to new product introduction, cost management, quality improvement etc. Anand companies that deserve to be especially commended, for their efforts, are BEHR, Spicer and Gabriel among the others - all of whom have played a pivotal role in their own product areas in TATA Motors' pursuit of developing Indica, Nano and Cross over Aria platforms.



Jagadish Hegde, Sr. General Manager (Materials & ADD-CVBU), Tata Motors Ltd.

"Factors that differentiate Anand from others are their focused approach to our requirements, their ability to ramp up fast and their close proximity to our plants for JIT delivery...."

Factors that differentiate Anand from others are their focussed approach to our requirements, their ability to ramp up fast and their close proximity to our plants for JIT delivery. Anand's key strengths lie in their active collaborations that involve strong leadership and effective Joint Venture management.

One of our most significant experiences in dealing with the group was the fact that it was one of the first groups to establish a fully operational Spicer plant in Pant Nagar wherein the projections were given even though there was no conviction amongst the stake holders



R Sridhar (Senior Vice-President SSU), Mahindra & Mahindra

"The differentiating factors that have helped the Anand group to stand the test of time have been their good business judgement, their success in bringing value to their customers in the areas of Technology, Cost etc....."

The differentiating factors that have helped the Anand group to stand the test of time have been their good business judgement and their success in bringing value to their customers in the areas of Technology, Cost etc. The key strength of the Anand Group lies in successfully managing and nurturing their partnerships with Global leaders in Technology drawn from various countries with diversified expectations and cultural backgrounds. They have developed the art of managing partnerships, retaining talent through excellent HR initiatives and are successful in bringing value to their customers in the areas of Technology, Cost and so forth.



S N Maitra (Managing Executive Officer), Maruti Suzuki Ltd.

"Excellent JV management, very Progressive HR practices & their overall Corporate structuring are some key strengths that set Anand apart....."

Anand has very progressive HR practices, excellent JV management and overall corporate structuring and Corporate Governance. What differentiates Anand is their active focus on CSR, Green Initiatives, 5S and their HR focus and Talent Management practices. Their prompt and wholesome action in taking corrective measures infuses productivity and efficiency.



Mr. Anuj Kathuria, Executive Director (Sourcing & Supply Chain), Ashok Leyland

"Anand's strength lies in adapting & customizing technology to the Indian environment..."

Anand's strength lies in adapting & customizing technology to the Indian environment through their various Joint ventures. What differentiates them is their Cost competitiveness, their complete synergy at the group level, offering complete solutions rather than products and their strong engineering capabilities. We had a great experience with Takata India wherein Takata offered an even better design for steering wheels as compared to Leyland's specifications provided to them.

A Shashank, President (Sourcing & Special Projects), Force Motors Limited

"Anand is a very professionally managed company and we have experienced complete transparency in all the dealings that we at Force Motors have had with group..."

Anand is a very professionally managed company and we have experienced complete transparency in all the dealings that Force Motors, has had with Group. Anand's strength has been the fact that they have partnered with the best JV's and hence offer the best technology for a variety of products. Within a short span of time, the Anand group has diversified into a wide range of products, leading to a one stop shop for our requirements. We are also happy with their speed in providing inputs viz., on the development of shock absorbers for Force one.

FIRSTS FROM ANAND- Glimpses of a few interesting facts

Mahle India	Behr India	Gabriel India	Spicer India	Victor India	Perfect Circle India
<ul style="list-style-type: none"> Has the only integrated Filter paper impregnation plant providing unique filtration solutions to OEMs - the largest of its kind in India! Is a Center of Excellence for design and development for Mahle worldwide Pioneered the manufacture of Metal Free Filters in India and holds a patent for the design 	<ul style="list-style-type: none"> Was the first to introduce EGR technology in India Indigenously designed and developed the cooling system for the world's most affordable car - The TATA Nano 	<ul style="list-style-type: none"> Were the pioneers of shock absorber manufacturing in India starting in 1961 Were the first to introduce adjustable rear suspension for motorcycles in India Were the first to design and develop Remote Canisters Were the first to introduce front forks for Higher CC Performance Bikes Co-developed suspensions for Volkswagen Polo Introducing the concept of hollow piston rods in India 	<ul style="list-style-type: none"> First to introduce Advantek Axles technology Designed 'Rough-n-Tough' Banjo axles - unique solution for Heavy Trucks in India 	<ul style="list-style-type: none"> Was the first Gasket company in India to go green and eliminate the use of Asbestos Were the first to introduce MLS Gaskets in India 	<ul style="list-style-type: none"> Were the first to introduce PVD coated rings, Moly inlaid type of design and Chrome Scraper rings in India.



VISITS

DR. MARKUS FLIK VISITS SPICER CHAKAN

Dr. Markus Flik, Member, Anand Supervisory Board visited the Spicer India Limited Chakan Plant on 8th July 2011. He was given an update on Spicer's growth plans, products, capacity and capabilities.



L - R : Mr. Sunil Kaul, Group President, Technology, Innovation & Automation, MD, Behr India, Anand, Dr. Markus Flik, Member, Anand Supervisory Board, Mr. R. K. Jain, General Manager, Finance, Mr. N. N. Vakil, Director, Axle Division



L - R : Mr. Dhananjay Navale Production Head, Mr. Sunil Kaul, Group President, Technology, Innovation & Automation, Anand, Mr. V. R. Shukla, Maintenance Head, Dr. Markus Flik, Member, Anand Supervisory Board, Mr. Prabhakara Kunte, Axle Plant Head, Mr. N. N. Vakil, Director, Axle Division



L - R : Mr. Mayur Bumb, Mr. Pankaj Agarwal, Mr. Brahm Singh, Mr. P. K. Srivastava, Group President, EIM Dr. R. Paulik, Mr. Arnd Franz, Mr. Subodh Korde and Mr. Deepak Chopra, Group CEO, Anand

MAHLE GERMANY VISITS PCIL INDIA

Dr. Rudolf Paulik, Member of the Mgmt Board, Mahle GmbH and Mr. Arnd Franz, Executive VP & GM, Aftermarket, Mahle GmbH, Germany visited Perfect Circle India Limited to strengthen ties and further business development.



L - R : Mr. Mong Won Chung, Chairman, Halla Group, Mr. Frank Kun Chung, Vice President, Mando Korea, Mr. YB Yoon, Managing Director, Mando India Ltd, Mr. JW Son, Managing Director, Mando India Steering Systems India Ltd, Mr. Jong Hyo Kim, General Manager, Mando Korea

HALLA GROUP CHAIRMAN VISITS MANDO

Mr. Mong Won Chung, Chairman, Halla Group along with Mr. Frank Kun Chung, Vice President and Mr. Jong Hyo Kim, General Manager from Mando Korea visited the Mando plant in Chennai on 25th April, 2011.



L - R : Mr. Brahm Singh, Mr. Arun Palve, Mr. Arun Kumar, Mr. Mesut Karakoc, Mr. Subodh Korde and Mr. Sanjay Kulkarni

PCIL GETS VISITORS FROM VALEO

Mr. Mesut Karakoc, Valeo Group Segment Director for Castings from France and Mr. Arun Kumar visited Perfect Circle India Limited in June 2011.



L - R : Mr. Richard Knowles, Section Manager New Model & Supplier Development, Mr. Gurpreet Dhani Asst. Manager, Purchasing, Mr. Koji Katsumata, Asst. Chief Engineer, Mr. Masaaki Takeuchi, Deputy Chief Engineer Quality, Mr. Parminder Leyhal, Engineering Staff (2nd - 3rd from right) and the Victor, India Team

HONDA, JAPAN AUDIT VISIT TO VICTOR

Auditors from Honda, Japan and UK visited Victor, India to conduct an audit of the facilities.

VISITS AT GABRIEL HOSUR



Tree planting by Mr. Masaru Kamata. Also seen are Mr. Manoj Kolhatkar, MD, Gabriel India Limited along with the Gabriel team

HONDA MOTORS LTD

Mr. Masaru Kamata, Deputy Director, Honda Motors Ltd visited Gabriel Hosur to explain new business opportunities.



Tree planting by Mr. Tariki and the Gabriel team

SUZUKI MOTORS INDIA LIMITED

Mr. Tariki, Suzuki Motors India Limited visited the Gabriel, Hosur plant to review capacity plans.



Mr. Saito San (left) from Yamaha Hydraulics System and Mr. S Jagadeesan (right) from Gabriel Hosur

YAMAHA HYDRAULICS SYSTEM, JAPAN

Mr. Saito San of Yamaha Hydraulics System, Japan visits the Gabriel, Hosur Plant to carry out a process audit.

TATA MOTORS VISITS BEHR

The TATA Motors Team visited Behr India in July 2011 to carry out the Tech Day Project Review. The team was led by Dr. Jindal (Head-ERC, CVBU), Mr. Kapoor (Technical Chief-Climate Control), Mr. Agarwal (DGM-Vehicle Integration), Mr. Mani (AGM-ERC) and other team members from TML, ERC (CVBU and PCBU).

The TATA Motors team reviewed the entire Commercial Vehicle Business and Passenger Car Units. The visit brought both teams on to the same platform and will be useful in taking projects to the next level.



Mr. Anand is greeted with flowers.

MR. DEEP C. ANAND VISITS FACILITIES

SPICER JODALLI

6th July 2011 was an important day for Spicer India, Jodalli. Mr. Deep C. Anand, Chairman, Deep C. Anand Foundation and Chief Mentor, Anand visited the plant. He urged employees to benchmark with world standards and strive towards excellence in every area of operation.

MANDO CHENNAI



Mr. Anand being greeted by staff at the Mando, Chennai facility

GABRIEL HOSUR



Mr. Anand visited the Gabriel, Hosur plant in July 2011. He expressed his happiness with the efforts and achievements of the entire team.

AFTERMARKET

SPICER HYPES UP THE BRAND



Training Workshops in progress

Spicer Products kicked off a wide-ranging programme of Retailer Meets, Van Campaigns and Dealer Training Workshops.

During the year 2011, the programme will conduct 24 Retailer Meets and 60 Van Campaigns. As of June, 11 Retailers meets, 29 Van campaigns and 2 Trainings were conducted.

The campaign is running well, successfully involving dealers, building awareness and growing market share.

SPICER INTRODUCES NEW PRODUCT



Spicer has introduced a new product specifically for the Aftermarket - the Inter Axle - LFL for TML LPK 2518. There is a high demand for these products in the aftermarket though they are currently not being supplied to OEMs.

HR Initiatives

We build trust and empower people

MAHLE INDIA - HR MEET



Mahle India organised its HR meet in Parwanoo in February 2011. Through the sharing of experiences and lively panel discussions the participants got an insight into best HR practices. The learning sessions were invaluable for solutions day-to-day issues, planning, delegation and efficient use of resources.

SPICER PANTNAGAR'S ONE-DAY TRAINING WORKSHOP



Spicer Pantnagar held a one-day training workshop on the 'Power of Responsible Employees' in June 2011. Lalita Joshi (HR), Deepak Joshi (Prod.), Nagendra (Prod.) and Suresh (Despatch) attended the sessions.

Skill Hub Training Consultants conducted the course, making participants aware of their responsibilities and the importance of creating an organisational culture based on strong value systems.

STAR PROGRAMME - SPICER JODALLI

Spicer Jodalli conducted the Supervisory Training for Action and Results (STAR) sessions in July 2011. The aim of these STAR sessions is to help Team Leaders and Group Leaders understand their roles and responsibilities, improve communication with in teams, improve performance, learn motivation, handle grievances, reduce absenteeism, instil positive discipline and improve work place habits.

The Training was facilitated by Mr. Satya Bhargava (Corporate HR, Anand) and Mr. Manoj Sharma (Head HR, Spicer India Ltd.) and assisted by Ms. Shital Mane (HR, Spicer) and Ms. Jessy (HR, Behr). The participants included Team Leaders and Group Leaders from Spicer Satara and Spicer Jodalli.



DEGRÉMONT - GROOMING FUTURE LEADERS

The Degrémont Management Campus-1 is a well designed training programme, which focuses on grooming future leaders. It is a four day programme with an intervention of 3 months, where participants put learning into practice under the guidance of training facilitators. The first batch was a residential two day programme. It was conducted in collaboration with IIT, Delhi under the guidance of Prof. Harish Choudhary and Dr. Kanika Bhal who designed its content design and delivery. Both have a rich history in training and are consultants with top companies in the country. The training emphasised Communication Skills, Interpersonal Skills, Leadership Skills, Conflict Management, Time Management, Team Building and Delegation. The modules were supported by case studies, psychometric testing, simulations and role playing.



Participants of the Degrémont Management Campus Training Programme

DEXTERITY SELF-LEARNING CENTRE AT GABRIEL PARWANOO

To fully develop the potential of its operating engineers (OEs), Gabriel Parwanoo has set up a DEXTERITY Centre. The centre, created on the shop floor enables OEs to learn independently through self-learning initiatives. The DEXTERITY centre has two parts: The first part allows the OEs from the shop floor to observe and benchmark their stations/areas with a model machine. Before deploying OEs on the piston rod assembly station, they are first trained on the practice station with actual components till they develop skill in assembly sequence and are able to match standard cycle time. The second part involves a self-learning kiosk, which is a computer terminal loaded with training modules. Here the OEs can learn from the training modules, videos and case studies.

KAIZEN EVENTS: BEHR INDIA

AT BEHR SANAND

Behr India kicked off the Kaizen Promotion activities along with members of TATA Motors management at its Sanand facility in June 2011. Mr. Valmik Sangale (Production Head) was present at the event.

Guests from Tata Motors included Mr. Ramesh Vishwakarma (Plant Head, TML Sanand), Dr. Wolfram, (TML Consultant for World Class Quality Drive), Mr. S K Singh (Supply Chain Head, TML Sanand), Mr. Siddharth Ray(Head, TML KPO) and Mr. Alok Dwivedi (Sr. Manager, KPO).

The programme concluded with a tree planting ceremony.



Dr. Mr. Wolfram - Consultant, TATA Motors Ltd at the Inauguration event at Behr Sanand



AT TATA MOTORS

A KPO - 'Kaizen Promotion Office' was organised by Tata Motors Ltd. in Sanand, Gujarat in June 2011. Behr India was among the five selected participating teams.

Mr. Takashi Shimura, a Japanese Consultant provided guidance to all teams. Behr's project was on Internal PPM reduction. The Consultant reviewed the defects of the previous three months and suggested improvements. Immediate remedies were made and an action plan developed for completing all other improvements.

At the end of the four day session there was a closing meeting where all the teams presented their Event Activities. The session was attended by top members of TML Sanand. Behr's team received great appreciation for their efforts and were lauded for their approach and attitude to improvement.



Behr Sanand Kaizen Team led by Mr. Yogesh Pawar, Management Representative, Behr India



Mr. Takashi Shimura, Japanese Consultant along with the Kaizen team, Behr India Sanand

BEHR ENGINEERING SERVICES

BUILDING COMPETENCY - GET BATCH 2011

BEHR Engineering Services (BES) is the development arm of Behr Global. It has over 200 engineers providing design, simulation and purchasing support to the global team.

To achieve operational excellence and meet customer requirements, BES inducted 18 new Graduate Engineers into the team with the objective of building strong competencies and capabilities in combating attrition.



Newly Inducted GET Batch of 2011

CAD METHODS LEADERSHIP TRAINING & FUN

Every design engineer undergoes training on Behr Methodics to perform at optimum efficiency. Training sessions are organised to enhance the knowledge and skills of the talent pool. Behavioural and Leadership training is given to key BES talent to broaden their horizons and prepare them for challenging roles.

The team was taken on a picnic to Splendour Country. Cricket and Football matches were organised to keep them motivated and instill a sense of belonging.

VALEO CHENNAI - MONTHLY COMMUNICATION MEETING



Valeo conducted its monthly communication meeting in August 2011. Mr. L. R. Rajakumar, Director, Valeo congratulated the team for the highest ever sales performance of 103 MINR in July 2011.

Mr. L. R. Rajakumar, Mr. C. S. Sivakumar (DGM Production) and Mr. Satish Rao (DGM Quality) presented awards to the operators involved who had achieved Zero PPB (parts per billion) Customer Line Return for the period of Q1 & Q2 2011 and for the best cell performance.

GURGAON HUB FUNCTION 2011

The annual Gurgaon Hub Function 2011 was held at the Khandsa premises of Mahle Filter Systems India. The beautifully organized cultural evening saw a fabulous turnout of employees with their families, who were all seen thoroughly enjoying the amazing dance performances put forth by each of the Hub companies - Mahle, Gabriel, Chang Yun, Degremont, SUJAN, Henkel, Takata and SNS Foundation. The corporate office team from Hauz Khas also participated and kick started the evening with an amazing dance performance directed by Ms Devika Anand Puri.

The theme for the evening was 'Incredible India' and teams were required to reflect this in their costumes, props and performances. The major credit for choreography belonged to Ms Devika Anand Puri who worked tirelessly in ensuring every team was able to put their best forward!

The Annual Hub function was preceded by the annual sports event in which employees enthusiastically participated in various indoor and outdoor sports i.e. Cricket, Kho-Kho, Table Tennis, Chess, Volleyball and Badminton. The winners of various sport events were awarded on the annual hub function day.

While Gabriel was a proud winner of the Sports Trophy, Mahle won accolades for its magnificent portrayal of the 'Incredible India' dance show and was awarded the 'Annual Cultural Champion' Trophy.

A lucky draw was also held that had many surprises in store for some lucky winners followed by the distribution of awards and a sumptuous dinner for all!





WOMEN'S EMPOWERMENT AND SAFETY WORKSHOP AT SPICER, JODALLI

The Director of Labour Laws (Hubli Division), Mr. Parth Sarathi, conducted a workshop for the women employees of Spicer, Jodalli in July 2011. The workshop was meant to educate them on laws and rights pertaining to working women. The importance of having a healthy work/life balance and a safe work environment was emphasised to them.



NEW HOSTELS FOR OPERATING ENGINEERS INAUGURATED

GIRLS HOSTEL - PERFECT CIRCLE, NASHIK



Mr. Korde, inaugurating the OE Girls Hostel

A new girls Hostel facility was inaugurated for its female operating engineers by Perfect Circle, Nashik.

The Hostel is well equipped with various amenities and can comfortably accommodate 10 residents and provides enough recreational options as well.



L - R : Mr. Pradhan, Mr. Braham Singh, Mr. Sunil Narke, Mr. Subodh Korde, Mr. Vijay Nikumbh, Mr. Arun Palve with the female operating engineers

BOYS HOSTEL - SPICER, PANTNAGAR



Mr. Anand Joshi (Plant Head, Spicer Pantnagar) Inaugurating the New Boys Hostel

Spicer Pantnagar inaugurated a new boys' hostel facility for their male operating engineers. The Hostel is equipped with all the basic amenities including an in-house canteen, dining area and common room.

The hostel was inaugurated by Plant Head, Mr. Anand Joshi in July 2011 in the presence of staff and their families.



New Boys Hostel Building

SPICER, SATARA - CAREER COUNSELING & EDUCATIONAL TOUR

A visit to the "Career Nama" Educational Awareness Programme was arranged by Spicer Satara for its operating engineers in May 2011. The objective was to examine various higher education options and provide them with counselling. A team of 20 operating engineers visited the Exhibition. It was an innovative education and awareness programme, that provided many insights to the team.



WORKSHOP ON SUJOK ACUPUNCTURE & ACUPRESSURE BEHR INDIA



Employees and Operating Engineers engaged in SuJok Workshop

Behr India conducted an Acupuncture and Acupressure workshop in June 2011 for its employees. The workshop was conducted to treat everyday working physical problems without the use of drugs.

"SuJok" is a combination of two Korean words - 'Su' meaning hands and 'Jok' meaning feet. Thus, SuJok means treatment by the hands and feet. SuJok Acupuncture is instant and effective for a number of ailments, is absolutely safe and does not have any side effects.

APPOINTMENTS

GROUP COMPANIES



Mr. Manoj Kolhatkar as Managing Director, Gabriel India Limited and member of the Anand Management Committee.



Mr. Shyam Bhan as Managing Director, Degremont Limited.

CORPORATE HEADQUARTERS



Mr. Sunil Kaul, Managing Director, Behr India as Group President, Technology, Innovation & Automation.



Mr. Arvind Walia as President, Corporate Planning, Anand & Managing Director, Asia Investments Pvt Ltd.



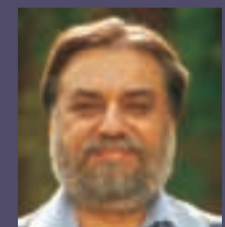
Mr. Alok Agarwal as Chief Information Officer, Anand.



Mr. Jagdeep Singh Oberoi as Group Controller, Anand.



Mr. S. Sarathi as Secretary, Anand Supervisory Board & Trustee, Deep C Anand Foundation.



Mr. Sachin Puri as Vice President, Corporate Aftermarket, Anand.



Mr. Vish Iyer as DGM, Corporate Planning, Anand.

We support continuous education

LEADERSHIP SCHOOL

- STAR (Supervisory Training for Action & Results) was re-launched in March, 2011 and is being aggressively taken up at multi-locations (hub-wise) every month to control OE attrition. The process for STAR - Train-the-Trainer is also in progress, to have more STAR trainers in each hub to make this intervention a success.
- A 3-day workshop, from 2nd to 4th June 2011 APECS (Anand Program on Effective Communication Skills) was launched at Chennai. Its objectives were to understand the importance of communication in the organisation; improving Listening, Presentation Skills and Business Writing Skills and methods to conduct effective meetings.
- A 3-day workshop was held between 3rd and 5th August on PLSE (Personal Leadership Skill Enhancement) at Gurgaon for Human Capital and Suján Luxury Hotels. The objectives were to understand organisational Communication, Situational Leadership, developing Delegation and Time Management Skills for effective planning and execution through motivation techniques.
- AMP-2011 was launched on August 18, 2011 by Mr. Deepak Chopra, Group CEO, in the presence of Mr. S C V Rathnam, President and Dean, Anand U for the 14 Anand Mentees. AMs were inducted into the understanding of Caliper Profile Report and the process of Mentoring, integrated with M'Power Program with B-School for next 25 months.



Personal Leadership Enhancement Program conducted for Human Capital and Suján Luxury Hotels at Gurgaon

LAUNCH OF ANAND LEADERSHIP DEVELOPMENT PROGRAM (BATCH-2)



Mr. Deep C. Anand, Chairman DCA Foundation & Chief Mentor Anand addressing the inaugural function of ALDP, Batch-2



Mr. S C V Rathnam, President & Dean Anand University, Addressing the inaugural function of ALDP, Batch-2.



L-R: Mr. Deepak Chopra, Mr. D C Anand, Mr. P K Srivastava & Mr. KS Bhullar at the inauguration function of ALDP, Batch-2



Participants of Anand Leadership Development Program Batch-2, at the inaugural ceremony



Mr. Ratnakar Acharya, Anand University, Pune receiving a certificate for successful completion of Master Black Belt from the Director, Indian Statistical Institute, Bangalore.



Mr. Dheeraj Khanna, Gabriel India Limited, Gurgaon receiving a certificate for successful completion of Master Black Belt from the Director, Indian Statistical Institute, Bangalore



Mr. Prasanna Halgi, Haldex India Limited, Nashik receiving a certificate for successful completion of Master Black Belt from the Director, Indian Statistical Institute, Bangalore

Conferral of Decoration on Dr. Shoji Shiba



Dr. Shoji Shiba was recently honoured by His Majesty, The Emperor of Japan with the 'Order of the Sacred Treasure - Gold Rays with Neck Ribbon' for his immense contribution towards fostering academic exchanges between Japan and India.

Team Anand is proud of its association with Prof. Shiba and extends its heartiest congratulations to him for this prestigious recognition.

Dr. Shoji Shiba is currently Professor Emeritus, University of Tsukuba, Japan, Advisory Professor, Shanghai Jiao Tong University, China, and Distinguished Honorary Professor, Indian Institute of Technology, Kanpur. He is also Chief Advisor to the Visionary Leaders for Manufacturing Programme (VLFM) in India. It is the first worldwide innovative management transformation programme being implemented in collaboration with Japan International Cooperation Agency, to create a critical mass of Visionary Leaders to lead India's manufacturing sector in to future growth.

NEW PROGRAM FOR SUPPLY CHAIN ENGINEERS

In a recent survey by the Economic Times, supply chain inefficiencies were identified as the single most important challenge for Indian manufacturing in 2010. Our Group, realising this has launched the VSME initiative. It was also felt there was a need to train Supply Chain engineers who could then be used, along with VSME engineers, to reduce inefficiencies and make the value chain stronger.

A new programme has been developed and launched successfully, with OMNEX academy, Chennai, to develop supply chain engineers who have been exposed to state-of-the-art techniques in this field and develop a growth plan for the Operating Engineers,

Their projects during their module 1 period were realistic and focused towards the improvement of the supply chain. There are 6 broad categories of 18 projects like inventory reduction, logistics, supplier development, strategy improvement, Engineering & Manufacturing with a cost saving impact of around Rs. 4 crores with an investment of Rs. 25 lakhs.



Mr. Rathnam, President & Dean, Anand University, lighting the lamp at the inaugural ceremony of the Supply Chain engineering programme at OMNEX Academy, Chennai.

SIX SIGMA BLACK BELTS MODULE DIRECTORS SELECTED

Eleven certified Six Sigma Black Belts of Anand Group were selected as module directors for our group of companies. These module directors successfully coached 3 batches of Six Sigma Green Belt to be facilitators. 43 Six Sigma Green belts successfully completed their projects under the guidance of these Black Belts. Furthermore 3 out of these 11 Black Belts were sent for their Master Black Belt to the Indian Statistical Institute Bangalore, a world renowned institute for quality and Six Sigma initiatives.

Mr. Ratnakar Acharya from Anand University, Pune, Mr. Prasanna Halgi from Haldex, Nashik and Mr. Dheeraj Khanna from Gabriel India Limited, Gurgaon successfully completed their Master Black Belt programme from the Indian Statistical Institute, Bangalore.

LEADING CHANGE: AN IMPERATIVE TO ACT NOW!



by Saideep Rathnam

President & Dean, Anand U

The speed and extent of change that we are witnessing in the industry is not unique to any one industry. Every industry is impacted, including our own. Toyota, which displaced General Motors as the leader a few years ago, itself, went into a vicious spiral from which it is still trying to

get out. The strengths that got you to the top won't keep you there. You need to change with the times or ahead of them. Hence there is this strong imperative for us, as individuals as well as a corporate, to act now.

The rate of change (or Clock Speed of change) is increasing, even in industries such as ours. Change that occurred over 20 years in our industry in the 60's, happens in 20 months now! Change therefore will occur; leaders have to make it as positive as possible.

Businesses are living organisms. Like animals, they have certain characteristics that enable them to survive in their environment. When the environment changes, the organism must evolve too, or it will die. If the organism is unable or unwilling to change fast enough, it will be unable to survive in the new environment. Those organisms that change quickly survive, and prosper.

Change is never unannounced. There are always signs that change is coming. The more sensitive you are to your environment, the more likely you are to notice changes. Awareness of course is the first step to a considered response to it. Prof. Shiba's Five Step Discovery Process (FSDP) is a powerful tool to make sense of a rapidly changing world.

Intuition that change is coming is never enough. The FSDP process forces you to observe symbolic manifestations of change and convert these observations into a language of fact (4W1H format which defines what/where/when/who/how). This however is only the beginning. Using a well defined process of increasing levels of abstraction, one is able to create a model of what the change implies. The fifth and final step of this process is to validate the intuition using this model. The leader is now ready to respond to change in a proactive manner.

Success builds complacency. The response to change depends on how well equipped the organisation is to deal with it. Sometimes the issue is size, sometimes longevity. Always it is an issue of leadership. Success can breed complacency, dulling the need for change. The leader's role is to break this complacency by creating a disruption, because it is hard for people to let go of methods of doing things that have contributed to past successes, even though their current relevance is marginal. Our own successful experience of Q90 (Quality Transformation in 90 days) project in 2008 validates the need for creating disruption in order to create something new.

The Indian mythology has three symbols – the Destroyer (Shiva), the Creator (Brahma) and the Preserver (Vishnu). The role and significance of the Destroyer in creating something new cannot be overstated.

Getting things moving is the key. The speed of execution is the difference between good and great. It is never possible to get commitment of all people involved. There will always be some strong supporters (a minority), fence sitters (a majority) and strong dissenters (a small percentage). The trick is to start the flywheel of change moving using the help of the strong supporters. The fence sitters will then start joining the team. The strong dissenters can never be converted, and as a wise leader one must recognise this and move on with appropriate actions.

Negate Inertia Using Urgency as a weapon. Nothing is more important in creating positive change than a sense of urgency. This sense needs to start from the top and permeate into the whole organisation. Urgency is defined as 'compelling immediate action; conveying a sense of pressing importance'. This can only be done by giving them a reason to act outside their comfort zone and keep them moving.

One of the most powerful methods to keep them moving is through the concept of the 'snow ball' effect. Create change in a small setting, publicise this widely as a success story and then roll it on to progressively larger areas. Just as a small snow ball on top of a mountain rolls down and gathers mass, ultimately becoming a giant ball of snow, small success can motivate the whole organisation to combat inertia and achieve much greater success.

In conclusion, I would like to summarise that leading change is a vital aspect of leadership because it requires dynamic and focused action. However, creating a sense of urgency is the best tool for ensuring that this action happens.

Corporate Social Responsibility

We are committed to social responsibility

PROJECT NEERAJA - HELPING TRIBAL WOMEN

Perfect Circle Nashik and SNS Foundation seek to make life easier for the poor tribal women of Rural Nashik

The Neeraja Project is a joint activity of the SNS Foundation, Perfect Circle, India and a Nashik Charitable Trust. Neeraja seeks to minimise the nearly six hours of daily drudgery of women in the target areas and mitigate acute water shortage in the Trimbakeshwar Block of rural Nashik through watershed development activities.

It would result in harvesting and conserving all potential sources of water and enhancing employability by creating opportunities through skills training activities for young adult tribal women.

Project Neeraja has armed tribal women with newly acquired entrepreneurial skills, uncovering their potential for self-improvement and economic empowerment and giving these women the freedom to divert much needed time to better their quality of life.

In Jhambulpada a check dam was constructed, harvesting about 15 lakh litres of water to meet the needs of 343 households and cattle in 4 villages. In the Trimbakeshwar block, SNSF works closely with 100 SHGs (roughly 1200 women/households), which are spread across 80 villages.



Mr. Korde addressing an audience at the inauguration of the check dam



The check dam



Mr. Korde inaugurating the dam

SPICER INDIA & SNS FOUNDATION - TREE PLANTATION PROGRAMME

Spicer India collaborating with SNS Foundation conducted a Tree Plantation Drive as part of CSR activity in Kad Wasti School, Kuruli Village in August 2011. Staff from Spicer India the "Green Thumb" Team, 45 Operating Engineers and others from Gabriel India and Victor India participated in the programme.

After a welcome speech by the village sarpanch, Col. Thomas, Head, Administration, Spicer India Mr. Shukla, Sarpanch, Mrs. Sonawane and the Kendra Pramukh inaugurated the programme by planting a sapling in the school campus. A thousand medicinal saplings of Amla, Kadu, Neem, Lemon, etc. were provided for the programme. Teams of school children and employees planted trees to drive home the point that the school children should take care of the plants.



Tree Plantation Drive by Spicer India and SNS Foundation

MANDO OPERATING ENGINEERS PARTICIPATE IN FUND RAISING DRIVE FOR POLIO ERADICATION

On 19th February 2011, the Rotary Club organised a cultural programme to raise funds for the GATEZ Foundation's efforts to eradicate polio in India. All the OEs participated in the programme.



Mrs. Indira Varadarajan with HATP students.



Singing of the National Anthem at the end of the programme.

SPICER - SNS JODALLI VISIT HATP FACILITY

Mrs. Indira Varadarajan, Executive Director, SNS Foundation and Mr. Shrinivas Acharya visited the new HATP facility at Dharwad. They were greeted warmly by the 19th batch of HATP students.

Mrs. Varadarajan was briefed on the functioning of the HATP and given a tour of the facility. Mrs. Varadarajan answered numerous queries from the students. The visit concluded with the singing of a prayer.

VICTOR EMPLOYEES PARTICIPATE IN BLOOD DONATION CAMP

All employees of Victor India participated in a Blood Donation Camp and made it a huge success. Sixty-five donors contributed to this noble cause. The camp was supported by Sahyadri Hospitals, Pune.



JOINT MEDICAL CAMP BY GABRIEL INDIA & SNS FOUNDATION

Gabriel India Ltd. and the SNS Foundation jointly organised a special Medical Camp for women in May 2011. They received help from the Bombay Hospital Indore with the Royal Nursing Home providing their premises to conduct the camp.

Dr. Sachin Gothi, Consultant Gynaecologist, Bombay Hospital examined the patients, prescribed treatment, tests and medicine distribution. The SNS Foundation staff coordinated the arrangements while volunteers from Gabriel assisted in the organisation and running of the Camp.

The beneficiaries were mainly women from the slums and lady operators / Operating Engineers from Gabriel. A total of 85 patients were treated. Women from the slums were chosen based on a detailed survey carried out by the SNS Foundation. Medicines were provided free of cost due to the support of Gabriel and SNSF.



MANDO CONDUCTS SPORTS EVENTS FOR CHILDREN

A group of enthusiastic Operating Engineers from Mando India conducted a sporting event for the children in nearby Katrabbakkam village primary school. They also spent plenty of time with the children. Winners of events were awarded with gifts and sweets.



IT IS THE HEART THAT MATTERS

by Indira Varadarajan

Executive Director, SNS Foundation



My friend struck up a conversation with a five year old boy, who had accompanied his mother to a 90 minute lecture. The lecture was on the spiritual perspective of what it means when we say that treasures of the heart are more important than the other two treasures- those of the store house (material comforts) and of the body (skills, social position, etc). On asking what he thought of the lecture, he said, without a

moment's hesitation that it was "most boring." The reply was clear, precise and concise. She noted that the child's heart was unafraid of any judgments, but fully aware of the many people around, as they looked on to see how this 'well behaved child' would react. He was fearless, not dismissive of others, but with complete confidence spoke his heart out. Just as it should be. A five year old with all his senses in a purified state!

I see a connection between the above incident and Corporate Social Responsibility (CSR). When asked to expand on CSR, I feel compelled to point out that it's a vast subject, which encompasses several areas of responsibility that run on, seemingly, different tracks but are impelled by the laws governing Life to draw close in the distant if not the near future. Like the many rivers which seek the ocean's embrace, the many dimensions of CSR too must meet where the heart, the mind and one's faith and beliefs converge. To harmonise like a musical symphony rehearsed to achieve ultimate perfection. CSR is the testing ground for each individual to reflect on how their stand-alone spirit combines to uphold their organisation's workplace's commitment to social responsibility (along many and varied tracks), starts with themselves, as individuals.

In SNSF, finding ways of bringing to life the challenge of fulfilling the twin objectives, of our very existence, is real. It is our belief that an effective response to this onerous task (of fulfilling the twin objectives) is to offer a practical individualistic guide to manifesting the corporate CSR intent, the philosophy and beliefs as visible, tangible distillation. While this may appear to be a slow process, but time flies, and we believe that it won't be long before we are able to provide a blue-print for our businesses to lead a conclusive debate on the subject.

Doing good to those who are disadvantaged is offered on a platter to those working in SNSF. This is how we respond to one of the two objectives. Purifying our six senses, when dealing with people, is no easy mountain to climb. With an eye on winning in life- learning to get along with people, not to be defeated by one's own judgments. People are emissaries who test your ever disparaging attitude to help you tenaciously persevere in never making disparaging judgements in one's rules of engagement.

Coming back to the title and also to pursue the topic of treasures of the heart, I had once asked a spiritual guru how I could stop myself from being self-centred and selfish. I was told that the more I am able to think, speak and act to bring solace and relief to others is one sure-shot way of 'purifying your six senses' (the heart/mind included). In other words, engaging with people is the way to polish your life, become a 'truly good human being', responding with compassion and wisdom without martyring yourself at the stakes.

The opportunity to do good is a search, a struggle in itself, that many often complain they have reached a dead end- 'I am keen, but don't know what to do' is a familiar refrain. Writing out a cheque is the easiest and smuggest way to feel good. The cheque is the donor incarnate, who on entering the receivers' domain is subsumed by his/her value systems. So also, the effects of the use to which that cheque is put. It is an entry point for the donor to make or mar his/her karmic rewards. That is, it seals the donor's fate with that of the donee. All the good and the not so good of the donee, is inherited with that one signature on the cheque by the donor.

So, it is a spiritual obligation to engage, voluntarily, with the receiver's own mission, vision and goals. The deductive implication is that employees, on whose behalf, the donor dispatches their annual contributions have no choice but to willingly, knowingly and actively engage with the value systems of the receiver's institutionalisation process. One may feel lost deciphering who the lead dancer is in the donor-receiver duo, but it really is not so very complicated. Their destinies are mutually connected and inseparably bound.

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