

minds AND **mettle**



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BALDOTA
WE ARE LIFE

We are life

Life is not mere existence. It stands for vitality and vigour, for energy and zest. It represents evolution and innovation. For the Baldota Group, life has always stood for progress and growth. Because, the more we understand how best to use our resources, the more we realise how much can be added to life. And using our expertise across industries, we have been able to ensure progress and growth in everything around us. Whether it has been the economy, infrastructure, technology, our flora and fauna, or giving back to the society we live in, we have always strived to ensure that life flourishes in everything around us. We imagine possibilities, and with our knowledge and expertise, we have been successful in ensuring that our surroundings do not just 'exist', but 'live'. This is why WE ARE LIFE.

Our Logo: Symbolising life

The Baldota Group's logo, representative of its corporate identity, is a vibrant symbol of the Group's basic ethos, what it stands for, and how it expects to chart the future.

The logo is based on the Möbius strip – a single strip making a harmonious form in many dimensions, and inspired by the symbol of infinity. It symbolises the infinite possibilities in what we do, and the three loops show that while we have diverse business interests, we come together as one. The logo structure fuses together three 'B' forms stylistically, representative of the Baldota name.

The logo colours – blue for the sky, green for nature and brown for the earth – stand for the three prime sources of the materials we use. So, the logo depicts how they all exist in seamless harmony at Baldota.

Overall, the logo reinforces the fact that the Group is a conglomeration of diversified businesses, continuous motion, infinite possibilities and harmony with nature. Let us all – members of the Baldota family – understand the essence of this logo and feel proud to be crucial contributors to the growth and evolution of the Baldota Group.

Founder's Day celebrations

Shri Abheraj Hirachand Baldota: A legacy remembered

The 98th Founder's Day was a unique and moving occasion for the entire Baldota family. Even though it is an annual affair, the tributes by one and all are always very compelling. And every year, the event is celebrated differently.

Dr. Meda Venkataiah, the Executive Director of MSPL Limited, welcomed the gathering and reminded everyone of the inspirational leadership provided by AHB, due to his outstanding courage, determination, imagination and foresight, when the group was still in its infancy. He also spoke about the boundless energy of the founder, the values he practiced, and the legacy he left behind. He said, "AHB was a man who constantly updated himself with the latest trends and encouraged others to expand their horizons." His innovative thinking and boldness helped the company overcome innumerable difficulties. His caring nature laid the solid foundation for the company's philanthropic and developmental efforts.

The celebration was graced by Mr. Narendrakumar A. Baldota, Ms. Chitra N. Baldota, Mr. Rahulkumar N. Baldota, Ms. Lavina Baldota, Mr. M. Ravindra and Mr. R. H. Sawkar. They lit the lamp to inaugurate the ceremony. The rest of the Baldota family members were also present, along with the management team, executives and officers and their family members.



A 3D portrait of the late founder, Shri Abheraj H. Baldota has been installed in the reception area of the Corporate Office. It was unveiled by Mr. Shrenik Baldota who appreciated the excellent artwork conceived, designed and executed by artist Mr. Akash Choyal.



The guests of honour lighting the traditional lamp (L to R) Mr. R. H. Sawkar, Mr. M. Ravindra, Ms. Chitra N. Baldota, Mr. Narendrakumar A. Baldota, Mr. Rahulkumar N. Baldota, Ms. Lavina Baldota and Dr. Meda Venkataiah.



Extrasensory Perception: Unlocking the mind

The highlight of the 98th Founder's Day was a scintillating performance by Mr. Deepak Rao, one of India's foremost Edutainers (a word that stands for 'Educator + Entertainer') in the corporate world. He is a well-known conference energiser. Mr. Nabaghana Pany, Vice-President (HR), welcomed Mr. Deepak Rao and his team and gave an introduction on Extrasensory Perception (ESP).

Mr. Rao's ESP show was mesmerising, as it involved telepathy, telekinesis, intuition, levitation, premonitions, and déjà vu (the strong sensation of a current experience that has been experienced in the past). It was a demonstration of mental abilities and an insight into sensory capabilities.

Many employees, including members of the management, took an active part and enjoyed the programme.

The best of RMML at 'Mining Mazma 2014'



Mr. Narendra Singh Tomar, Union Minister of Mines & Steel, inaugurating the RMML stall.



Mr. Rahul Kumar N. Baldota, Executive Director, RMML, explaining to Mr. Narendra Singh Tomar, Union Minister of Mines & Steel, about the upcoming projects.

RMML participated in Mining Mazma 2014 organised by the Federation of Indian Mineral Industries (FIMI) in Bangalore from 18th to 20th September 2014 at the International Exhibition Centre.

Union Minister for Mines & Steel, Mr. Narendra Singh Tomar, accompanied by Mr. Anup K. Pujari, the Secretary for the Ministry, inaugurated the stall. They, and many other dignitaries from the Union Government, were received by Mr. Rahul Kumar N. Baldota, the Executive Director of RMML.

In the stall, RMML showcased its foray into gold exploration and mining through photographs and sample gold nuggets. The scope for development and the details of the GGP project were also explained. RMML's Wind Power and Exploration achievements were also prominently displayed.

The company's CSR work was also promoted at the expo. A model toilet on display showed our commitment to provide proper sanitation in rural areas, with the construction of over 2,000 such toilets in adopted villages. It attracted many visitors to our stall, who asked a number of questions about our CSR activities.

Our stall received industry professionals and officials from public sector companies, and state and central government departments. Delegates from Canada and other countries also visited the expo and appreciated our efforts. At the exhibition, other participants at the

three-day programme were Tata Steel, NMDC, Coal India, and other major companies.

The trade fair also had concurrent seminars on various issues concerning the mining sector, most importantly, the forthcoming amendments to the Mines and Minerals (Development and Regulation) Act, 1957. The details, and how they would affect the industry, were deliberated upon.

Speaking to the media after his visit, Mr. Tomar said, "The changes to the Act are expected to ease bottlenecks and bring in a transparent and efficient system for allocation of leases, with a robust regulatory framework that serves the best interests of the nation".



A view of the RMML stall being manned by Mr. Ashok Rao, AG-GGP.

Giving back to Mother Earth



Geo-textile work being done on the slope of the dump to develop a green belt at PVS Mine as part of the Reclamation & Rehabilitation project.

PVS has always been driven by the values of its founder, the most important of them being responsibility. To fulfil our responsibility towards our planet, a Reclamation & Rehabilitation (R&R) project has been started at the Baldota Group.

The aim of this project is to restore the landscape and make it thrive as a green area. After PVS came into Baldota Group fold, substantial work has been done both inside and outside the lease area. A report of the efforts has been submitted to the R&R cell (DMG) in Bengaluru.

Inactive dump stabilisation

A dry masonry toe wall has been constructed to stabilise the waste dump slope. Garland drains, gully plugs and a silt-settling tank have been dug. A stone masonry check dam and 12 logwood check dams (supported by boulders in narrow gullies) have been erected. A wire-crate (Gabion) check dam and a culvert to let water bypass the road have also been constructed.



Restoring the green cover

Once the land was secure, more than 50,000 saplings of various trees, including Kamara, Honge, Nelli, Semathangide and Agave, have been planted to develop a natural green cover. The encroachment dump is now fully covered with greenery with a 95% survival rate.

The whole place has shown promising growth and is completely stable. The comprehensive approach to restoration has paid off beautifully for MSPL, and for Mother Earth. She has regained her bountiful beauty!



Greenery, back in its glory.

Activities of Iyli Gurunath Iron Ore Mines (IGIOM)



Dr. Meda Venkataiah, Executive Director (Mines), inaugurating the Reverse Osmosis Plant. It can filter and store up to 50 litres of drinking water per hour.



Mr. C. Madhusudana, Safety Inspection Member, addressing the gathering.

Drinking water, the environmentally-friendly way

A Reverse Osmosis (RO) Plant for supplying drinking water was installed at the Iyli Mines in October 2014. Inaugurated by EDM Dr. Meda Venkataiah, the Plant can filter and store up to 50 litres of drinking water per hour.

Safety Week observed

A Safety Week function was organised at Iyli Mines on December 4, 2014. The chief guest was Dr. Meda Venkataiah, Executive Director (Mines), M/s MSPL Ltd., and it was presided over by Mr. Tapas Chattopadhyay, Vice-President (Mines), Mr. K. Madhusudhana, Vice-President (Mines), MSPL Ltd., Mr. Nagesh Shenoy, General Manager, GGP, and Mr. Sathyaprakash, Mines Manager, Iyli Mines. Mr. Tirupathi, Deputy Director-Mine Safety, Ballari, attended the function.

A presentation was made about the safety procedures at the Mines, while a Safety Inspection Team, comprising of Mr. Venkateshwarlu, Mines Manager, J. K. Cement, Muddapur, Mr. C. Madhusudana, Mines Manager, Tiffen Baryites Asbestos & Paints, and Mr. Kulkarni S. R., Mechanical Engineer, ACC Wadi, inspected various facilities at the premises.



Welcoming the Safety Inspection members.

Safety Week celebrations at VIOM

The Safety Week Celebrations at Vyasanakere Iron Ore Mines took place from 1st to 7th December 2014.

The Inspection Team, comprising of Mr. P. V. Krishnaiah Yadav, Sr. General Manager-Mines, M/s. Penna Cement Industries Limited, Mr. K. Nagatulasi Reddy, Sr. Manager-Mines, M/s. Rain Cements, and Mr. K. Sanjeev Kumar, Sr. Manager-HEMM, M/s. Ultratech Cement, Tadipatri, inspected VIOM after taking the blessings of Lord Ganesha. This was followed by a presentation by Mr. K. Madhusudhana, Vice-President (Mines).

The inspection of the mines was followed by a formal function with cultural activities and prize distribution at the Function Hall. The function started with a welcome speech by Mr. Hanumanth Pujar. Dr. Meda Venkataiah, Executive Director (Mines), Mr. Tapas Chattopadhyaya, Vice-President (Mines), along with other officers of the corporate office, were present in the function and were given a brief about management's actions since inception towards operational safety and efforts to maintain ZERO HARM status. This was followed by prize distribution for Trade Test winners, after which the function concluded with a vote of thanks by Mr. Venkateswara Rao, Mines Manager, VIOM.



A view of the mine inspection.

The inspection team, along with Mr. H. K. Ramesh, DGM-CSR and his team, also visited our adopted villages to see our CSR activities. The team appreciated our efforts in CSR, mining operations, ensuring team spirit, employee engagement and a great culture, and congratulated our employees for getting a number of prizes in the Trade Test competitions.



A proud moment. Receiving the Overall Performance prize for VIOM.



VIOM team receiving the 1st Prize for First-Aid Competition at the Zonal level.

Lots of prizes for MSPL!

State Level Trade Tests

Mr. Vyas Srinivas and Mr. K. Yallappa stood 1st in 'Wagon Drill'; Mr. Sachitanand Singh won the 1st spot in 'Foreman (Non-Dip)'; Mr. Bhattaraj secured the 1st spot in Hy. Excavator 3 Cu. m. & above; and in 'Welder', Mr. H. C. Shantiverma stood 2nd.

In 'Kabbadi', we grabbed the 1st prize. Kudos to our Kabaddi team comprising Mr. Lingappa (Coach), Mr. H. Pujar (Team Manager), Mr. R. M. Basha (Captain), Mr. Raghavendra T. (Vice-Captain), and team members Mr. K. Suresh, Mr. K. Raju, Mr. D. Ravindra Naik, Mr. G. Venkatesh, Mr. Druva Kumar, Mr. Venkatesh K. Naik, and Mr. Umesh.

Zonal Level Trade Tests

Mr. H. C. Shantiverma stood 1st in 'Welder'; Mr. Venkatesh Naik won the 1st spot in 'Mechanical Foreman'; and Mr. Sachitanand Singh won the 1st spot in 'Foreman (Non-Dip)'. Mr. Bhattaraj secured the 1st spot in Hy. Excavator 3 Cu. m. & above, while Mr. T. Somappa won the 'Best Supervisor' prize.

Mr. B. K. Nagabhushan, Mr. Ganamanikyam, Mr. B. Parameshwar, Mr. D. Hanumantappa and Mr. Ramesh grabbed the 1st place in the 'Tug-of-War'.

In the Songs and Slogans competition, Mr. S. Ram Mohan won the 1st prize for the English song as well as the 2nd prize for the Telugu song. Mr. Akbar Ali won the 3rd prize for the Hindi slogan and Mr. K. H. Manjunatha won the 2nd prize for the English slogan.

In 'Kabbadi', we grabbed the 1st prize again. Kudos to our Kabaddi team consisting of Mr. Lingappa (Coach), Mr. H. Pujar (Team Manager), Mr. R. M. Basha (Captain), Mr. Raghavendra T. (Vice-Captain), and team members Mr. K. Suresh, Mr. K. Raju, Mr. D. Ravindra Naik, Mr. G. Venkatesh, Mr. Druva Kumar, Mr. Venkatesh K. Naik, and Mr. Umesh.

In 'First-Aid', our team grabbed the 1st prize. It comprised of Mr. R. Venkatesh (Captain), Mr. K. Rajashekar, Mr. R. Shreeram Sastry, Mr. N. M. Basavaraj and Mr. G. Srinivas.

Mr. Vyas Srinivas and Mr. K. Yallappa grabbed the 2nd spot in 'Wagon Drill'; Mr. C. Nagaraj secured the 2nd place in 'Tipper Driver'; Mr. Pratap won the 2nd place in Hy. Excavator below 3 Cu. m.; and Mr. O. M. Kotraiah secured the 2nd place in Electrician (ITI). Mr. B. Anjinappa won the 3rd spot in 'Mine Mate', while Mr. Mabu Sab secured the 3rd place in 'Wheel Loader Operator'. Mr. S. Ram Mohan won the 2nd spot for the Telugu Song, and Mr. K. H. Manjunatha won the same place for the English Slogan.

The final-day celebration of Mines Safety Week took place at Vidyanagar, Jindal Steels, hosted by M/s Mysore Minerals Limited. It was organised by Mr. K. Madhusudhana, Secretary, MSAK Zone-1, with guidance from Dr. Meda Venkataiah, Hon. Secretary, MSAK.

We bagged a number of inter-mine prizes under Mechanized Group-A1: the 1st prize for Overall Performance, Swachha Bharat Abhiyan, Crusher, Electrical Installation, Drilling & Blasting; the 2nd prize for Safety Management System; and the Special Prize for Preparation & Implementation of SOP.



Mr. S. Ram Mohan receiving the prize for Telugu Song and English slogan.



The victorious 'Kabbadi' team.

For a greener planet

The green cover on Earth acts as the lungs of the planet, playing many important functions. So on Earth Day, to give back a bit of what we take from Mother Earth's bounty, planting trees is the best thing we can do.

And that is exactly what MSPL does. Every year, we plant hundreds of trees in our own campuses and outside. This year, we partnered with schools, village panchayats and government offices, to plant more than 600 trees in public parks, schools, and on the roadside in many towns and villages.

The simple act of planting a tree is symbolic of putting down roots in a place and looking to the long-term future. And plants and trees grow, they give us fresh air, food and shelter, prevent soil erosion, and much more. Without trees, there would be no other life. So make a pledge on Earth Day (April 22), and join us in keeping this planet clean and green for a long time to come.



Vanamahotsava in action.



Mr. B. R. Keshava, GM (Costing), representing MSPL Limited, is seen receiving the award from Mr. Jayant Sinha, Minister of State for Finance, Govt. of India, at the function held in New Delhi.

Let's celebrate. We won a national award!

MSPL has bagged the coveted National Award for Excellence in Cost Management-2013. The 11th edition of this award, instituted by the Institute of Cost Accountants of India, Kolkata.

MSPL Limited was selected for the award under the Private Manufacturing Organisation (Medium) category. The jury was headed by Dr. Arijit Pasayat, former Justice of the Supreme Court of India.

Kudos to our Costing team who brought laurels to the Baldota Group! Let the celebrations begin!



Dr. Meda Venkataiah, Executive Director (Mines), MSPL Limited, was honoured by The Indian Institute of Engineers, Mining Engineering Division, as 'EMINENT ENGINEER' in Bengaluru on 5th December 2014 on the occasion of the 26th National Convention of Mining Engineers.

DARE to protect yourself

Prompted by the rising attacks on women and the outcry that has followed, MSPL has started self-defence classes called DARE – Defence Against Rape and Eve-teasing.

Ms. Vaamaa Baldota, who has been trained at the UCCA, conducts a 2-hour workshop to teach women – in theory and practice – how to defend themselves when their safety is threatened.

The training has been rolled out in many schools and colleges in South India. It has helped both students and teachers identify threats, build self-confidence, and defend themselves against attacks. The module involves:

- Utilising a handy object or the environment to protect oneself
- Role-plays on real-life scenarios that simulate the emotionally-charged nature of attacks and show how to react
- Learning proven techniques that work under stress
- Scenario-based training under stress to avoid 'freezing' and panicking
- Post-conflict must dos

The women are encouraged to not feel like a victim if attacked and, instead, fight back – irrespective of size and number of attackers.

The training sessions have already been conducted at: SGRS, Vysankere; Deepayan School, Hosapete; Narbada Devi Memorial School; National School; Mahila Samaj School; Jaycees School; National PU College (twice); Kendriya Vidyalaya; DAV Public School; Sapthagiri High School; VNC High School; Theosophical PU College; Hosapete Government High School; Hyderabad and Bengaluru.

These sessions have already reached more than 1,200 women, and will be introduced in more schools and colleges as a regular feature. So, you can ask yourself, do you have what it takes to DARE?



Learning to stand up for themselves.

CSR Live Week 2014: A glimpse

MSPL got the perfect opportunity to showcase its CSR activities and promote the social initiatives it has undertaken, when it participated in the CSR Live Week exhibition held at the World Trade Centre in Mumbai on 27th and 28th August 2014.

The event also attracted leading corporations like Tata & Sons, Wockhardt, Bosch, IDBI Group and NTPC, and NGOs like HelpAge India, SMILE, World Vision and many more. The two-day event was organised by The Live Week Business, New Delhi.

The exhibition gave public companies, public sector enterprises and NGOs a common platform to create awareness about corporate social responsibility, organised governance and sustainable growth.



A visitor looking at MSPL Limited's CSR stall.



Mr. Narendrakumar A. Baldota, Chairman & Managing Director, interacting with visitors.

The various activities we promoted through our stall – one of the largest – covered various pressing issues like Health & Hygiene, Protecting the Environment, Education, and Women's Empowerment. The stall attracted the attention of nearly a hundred delegates who wanted to associate with us through our CSR activities.

The two-day programme helped MSPL immensely. It sparked partnerships with other corporate entities and NGOs, and demonstrated our commitment to sustainable development through sustainable business practices.



Ms. Chitra N. Baldota, wife of Mr. Narendrakumar A. Baldota, and Mr. Shrenikumar N. Baldota, Executive Director, MSPL Limited, interacting with visitors. Between them, Mr. H. K. Ramesh, DGM-CSR, looks on.

Self-help is the best help

In our continued efforts to empower the people of rural areas, MSPL has been running a programme to start Self-Help Groups (SHGs) in the adopted villages. At present, there are 120 SHGs, and 2 new ones were started at Basapur and Kidadal villages in this quarter. The scheme now covers 1,687 families, and the new additions have increased the borrowing capacity for the families. The groups also provide a platform for the families to share their problems and find solutions. Here is a look at the various benefits the SHGs have been able to deliver to their members.

A Revolving Fund and Bank Linkage

A Revolving Fund has been set up for 30 SHGs with ₹ 12,92,000. The fund can be used for programmes like Animal Husbandry and for LPG connections during this quarter.

Five SHGs can also avail bank loans of up to ₹ 7,50,000, which can be invested by its members to generate regular income. This income can then be used to construct or repair houses, run a restaurant or other small businesses, and for agriculture.

It is a matter of pride for MSPL that none of the groups have defaulted on any loan, and banks are keener to finance our SHGs due to their excellent track record.

Animal Husbandry Programme

The initiative to provide financial assistance for animal husbandry helps the families in adopted villages to supplement their income. They can apply for loans through the SHGs and use the money to buy livestock.

Till date, 54 families have benefitted from this programme. It enhanced their income and their standard of living. Six more proposals are under review.

35-year-old Imambi of Hanumanhalli belongs to the Bibi Fatima Women's Self-Help Group, started by MSPL as a women's empowerment initiative in rural areas.

When she heard of the financial assistance scheme for animal husbandry, she knew that this was an opportunity to get her family out of financial difficulty.

She applied for a loan of ₹ 20,000 with which she bought a cow. Today, by selling the milk, she is able to maintain the cow, repay the loan, as well as live comfortably. She says, "I am indebted to MSPL for helping my family overcome financial problems."

Shantamma and her husband Bhamappa are daily-wage labourers. They could barely make ends meet. That is, until Shantamma heard about the Animal Husbandry programme started by MSPL.

She applied for an interest-free loan through the local Self-Help Group, bought a second cow with the money, and started a home-dairy.

Today, the family's income has more than doubled, and she proudly says, "We have already paid back 60% of the loan, and will be independent soon". Thanks to MSPL.



LPG connections give women an easier time

Among the various programmes started by MSPL for women, the financial assistance programme to get LPG connections is one of the best received. 96 families have benefitted from the scheme in the last three months, and 825 families since the commencement of this programme.

LPG connections help women by making cooking easy, reducing CO₂ emissions, improving kitchen hygiene, reducing the use of firewood, and lightening the burden on women of collecting firewood.

Helping rural students excel in studies

MSPL has started conducting tuitions and computer classes for high school students in adopted villages. This has been done to overcome the non-availability of good teachers and tuition classes in rural areas. Classes are regularly conducted for Mathematics, Science and English in villages like Halavarthi and Basapur.

In the last quarter, more than 40 students have been trained on computers and nearly a 100 more are undergoing training in four centres run by MSPL.

Darshan and Asha have excelled in the 10th Standard Board Exams, having passed all the papers with flying colours. Their families are proud, and thank MSPL for the educational initiatives.

Such results for our students inspire us to conduct more such classes.

My son, an engineer

Kamar Begum is a daily wage worker, who dreamt of making her son an engineer. Through hard work, she was able to send him to college. But in the 2nd year of BE in Computer Science, he needed a laptop. Where would the money come from?

So Kamar Begum approached MSPL for help. She received a sum of ₹ 15,000, with which she got her son the much-needed laptop. Today, he is well on his way to becoming an engineer. The proud mother thanks MSPL. We are always happy to lend a helping hand, and wish him all the best!



A motorcycle leads the way

Rangaraju was not happy that wife Jayamma had joined the Self-Help Group started by MSPL in their village. However, his objection gave way to acceptance when he realised the various benefits of belonging to such a group. And he was completely won over when she took a loan and bought a brand new motorcycle for him.

With it, he was able to commute to work in an area where public transport was unpredictable. It is also very useful for the family. Jayamma says, "He (my husband) looks at me with more respect and cares for my opinions". She thanks MSPL for bringing this sea of change for her and other women across the villages adopted by the company.

A step towards cleanliness

The subject of sanitation is a touchy one for rural communities, even though it relates to a very basic function of life. The different opinions of people, coupled with the unwillingness to talk about it, make it a tough subject to broach in a CSR setting. However, improper sanitation can have deadly consequences due to the diseases it can cause. The construction of modern toilets with clean sanitation system is thus, a revolutionary step in areas that lack them.

Keeping this in mind, 13 families adopted in Hosapete received assistance from MSPL to construct household toilets. This will go a long way in improving sanitation, and cleaning up garbage dumps that serve as public toilets. It will keep people safe from water-borne diseases and give the community what the world considers a basic human right. So far we have constructed 1,980 household toilets.

More developmental activities are in the pipeline in association with the Self-Help Groups we have formed in Hosapete.

Help for Health and Education

At MSPL, giving people access to basic healthcare is the cornerstone of its CSR policy. A lot of people, especially women and children, do not have access to public healthcare services. But MSPL has taken up the challenge of changing that. Through its CSR activities, it aims to make healthcare affordable and accessible to local communities, especially the marginalised sections.

Here is a look at the various camps that we conducted in the last quarter. After the basic diagnosis at these health camps, some patients were referred to local dispensaries for medicines, while others were sent to hospitals for treatment.

A **Gynaecology Camp** was conducted in Shankarnagar, where more than 60 women underwent check-ups. Three serious cases were referred to a hospital for further treatment.

A **Dental Camp** was conducted for school children and the general public at Kanavihalli, where 84 persons were screened.

A **General Health Camp** at Belvinhal screened 56 people and advised them to keep an eye on their health using simple measures.

An **ENT Camp** was held at Hanumanhalli for parents and children.

Various training programmes on Health and Hygiene, Food and Nutrition Awareness, Reproductive Child Health Care, Stress Management, Yoga, and First Aid have also been conducted.

Blood Pressure & Diabetes Camps

Diabetes and Hypertension (High BP) have become major health problems today, even in rural populations. During our Jaipur Foot Camp, we realised that more than 60% of patients had lost their legs due to diabetes. So, we conducted screening camps at Danapur and Kidadal for a pilot study. We screened 222 people older than 40 in the two villages. It was alarming to find that out of 35 patients diagnosed with diabetes, only three were aware that they had diabetes. So, in the next quarter, all the cases will be followed up and awareness camps on diabetes and hypertension will be organised.

We also held a camp at Shankarnagar, where 11 villagers were identified as diabetic and 13 were diagnosed with hypertension (high BP) out of 78 people screened.

Training for Mother and Child Health

Our field executives conducted nine Reproductive and Child Health (RCH) training sessions for adolescents, pregnant and nursing women in seven villages: Hosalli, Hanumanahalli, Danapura, Ingalagi, Srungarthota, Halavarthi and Kanvihalli. The staff of the Department of Health, and the Department of Women & Child Development, were also involved in educating the women about nutrition, vaccination, mother and child care, breast feeding and personal hygiene. The women were also told about the problems of early marriage and early childbirth.

Other than these, a **Health Awareness Programme** has been initiated with the aim of making people understand the importance of daily exercise and other good health practices. All these will ensure that MSPL remains dedicated to its CSR Policy.

MSPL organised an **Eye-screening Camp** for the employees in association with Vasana Eye Care Centre in Hubli. About 240 employees participated, of which 85 were referred to the Vasana main branch for further treatment.



Preserving vision.



Ensuring good health.

Keeping the 32 intact



In keeping with MSPL's human endeavour, a free dental checkup and awareness camp was recently organised at Danapur and Hanumanhalli, where a team of specialists and para-medical staff carried out a comprehensive examination of more than a 100 residents.

The camp started with a dental awareness talk which educated the villagers about common dental ailments – especially tooth decay and gum diseases, the side effects of drinking high fluoride water, and preventive measures. They were also informed about the eating patterns and food choices that cause tooth decay, and the formation of harmful acids when bacteria (plaque) comes in contact with sugar in the mouth – causing tooth decay.



Preserving vision

MSPL organises eye-screening camps in the adopted villages on a monthly basis. In association with Ashwini Eye Hospital, Hosapete, where Mr. Srinivas Deshpande is the visiting doctor for our camps. The clinical team examines patients for eye problems, offers free eyeglasses to those who cannot afford them, and counsels those requiring eye surgery.

We conducted three eye camps, one each at Belavinhal, Basapur and Hosapete. A total of 222 people were screened and 40 were recommended surgery. For the convenience of the patients, we had arranged all logistics and facilities, such as food, travel and medical expenses.





Mr. K. Madhusudhana, VP-Mines, distributing computers to Shankaranagara, GG Camp, and Nagappa Camp schools.

Bringing Technology and Toilets to Government schools

When MSPL received applications from three higher primary schools in Shankarnagar camp, GG camp and Nagappa camp to provide them with computers and toilets, this was as an opportunity for us to improve sanitation habits as well as to foster the technological development of students for a better future.

Conducted in November 2014, the programme was attended by Mr. Veerabhadrappe, Block Education Officer, who dedicated the newly-constructed toilets. Mr. K. Madhusudhana, VP-Mines, distributed the computers. Gram Panchayat members and other village leaders, along with school children and the CSR staff of MSPL, attended the function. The school teachers and village residents expressed their heartfelt gratitude to the company.

We are proud to foster better sanitation and hygiene amongst children for a clean and healthy life, and to ensure enhanced learning and economic opportunities for a brighter future.



Encouraging the artist in them

To bring out the creativity and artistic talents of school students, MSPL conducted a drawing competition in Srungarthota and Danapur villages.

Over 70 students exhibited their creative skills through paintings on environmental and social topics like 'Save water, Live better' and 'Gram Swachhta Abhiyan'. The topics were meant to make children understand the importance of water and of cleanliness and sanitation.

An open-category competition for college students and parents was also conducted.

Free tuition for better learning

MSPL has been conducting free tuition for the benefit of needy class 10 students of government schools in the rural areas of Danapur, Hanumanhalli, Kanvihalli, Srungarthota, Halavarthi and Basapur.

Around 11 teachers, employed specially for this purpose, visit these villages regularly and give intensive coaching in Mathematics, Science and English to improve students' performance. A total of 127 students have been trained in these centres; out of them, 11 students are school dropouts who have been given financial assistance.

The results of this project, started in 2008, have indeed been impressive.



Empowering the women of Ingalgi

MSPL believes not only in empowering unemployed and underprivileged women but also in improving their social status in the society, by upgrading their current skill sets and creating alternative sources of income.

To help such women get better employment opportunities, and to encourage entrepreneurial ventures, MSPL provides them with tailoring training and a sewing machine at the end of training, so that they can start their own venture immediately.

Ms. Vaama Baldota and Mr. K. Madhusudhana, VP-Mines, gave away sewing machines to 17 women. This will help these women to realize their dream of becoming entrepreneurs, and to conduct tailoring classes for other women or girls in their villages.

Ensuring better health through clean drinking water

Three years ago, MSPL had helped to establish a Reverse Osmosis (RO) Plant at Hosahalli as well as organise its management committee, comprising of Gram Panchayat members, village leaders and one MSPL representative. The RO Plant reduced the health risk of fluoride water as well as of water-borne diseases.

Mr. Raviraj, GM-Gases, and Mr. C. S. Madhumanjunatha, GM-CC, were also present. Water cans were distributed to residents as part of the inauguration. This Plant now meets the drinking water requirements of over 630 families of the village.

This is certainly an example of how community initiatives can make a project successful and facilitate social development.

RO Plant at Kallhalli village

Kallhalli is not among our adopted villages, but its Gram Panchayat wanted us to provide them with an RO Plant due to the unclean drinking water.

An RO Plant of 1,000 litres capacity was installed, and inaugurated by Dr. Meda Venkataiah, ED-Mines, Mr. K. Madhusudhana, VP-Mines, PDO, Panchayat members and village leaders. Mr. H. K. Ramesh, DGM-CSR, explained the Plant's operation and maintenance. The villagers rendered a song about water, and the village leaders thanked MSPL for its initiative, proposing that MSPL should adopt Kallhalli village. Sweets and snacks were distributed among the locals to celebrate the grand success.



RO Plants at Hosahalli and Hosaningapura villages

A sporting spirit

National Sports Day 2014

As every year, this year too, MSPL Limited conducted National Sports Day on 25th August. Mr. V. R. Beedu, a well-known athletics coach from Bengaluru was the chief guest. He inaugurated the day's proceedings by hoisting the national flag and speaking about the importance of sports.

Mr. Rahul N. Baldota then felicitated Mr. S. Harshith – an under-20 high jump champion from Bengaluru who now represents India – for his achievements in the field of sports at such a young age.

After the inauguration, the day progressed with competitions in carrom, slow cycling race, and swimming for employees. For the first time ever, a quiz competition was held with eleven five-teams.

After the athletic events, prizes were distributed by Mr. Narendrakumar A. Baldota (Chairman and Managing Director). Ms. Lavina R. Baldota and Ms. Chitra N. Baldota were the other guests of honour.

A bit of culture, a bit of colour

In the evening, a cultural programme by Stay Fit Ladies Club, Junior Stay Fit and Stay Fit Members showcased many colourful activities. Ms. Hamsini sang a devotional song, followed by the Ladies Club Members dancing to a song on Lord Ganesha. Mr. Chandrashekar and Ms. Sowmya also sang songs to entertain the gathering.

To end on a high note, Mr. Shrenik N. Baldota greeted the gathering through a video message, which delighted the employees.

Dr. Meda Venkataiah brought the curtains down on a wonderful day with the vote of thanks, and with Ms. Hamsini Kumar singing 'Sayonara, Sayonara'.

Mr. Beedu then conducted a fitness training programme for the employees and their families the next day.



Inaugurating National Sports Day 2014



Inter-School Dance Competition

Ms. Ankitha Vinod of Stay Fit Junior Club won the 2nd place in a solo dance competition conducted by Jaycees School in August 2014.



Inter-Unit Athletic Meet 2014

In the month of July, an inter-unit athletic meet was conducted for all the employees and their families. More than 60 employees actively participated in activities like running race, shot-put, javelin throw and discus.



District-Level Swimming Competition

A district-level swimming competition was held at Hosapete in the month of July where Master Jyothirmay Baldota won the 2nd place in the 50 m free-style category and was honoured by the Hosapete District Commissioner on August 15th, 2014. Masters C. S. Akash & R. Pavan and Ms. Lasiya were also part of the team for the competition.



Inter-Unit Volleyball Tournament 2014

2014 is the 4th consecutive year in which MSPL has been conducting this tournament. It started on 7th November at the Corporate Office A & B, amongst Teams Iyili mines, VIOM, Blood Bank, Pellet Plant and PVS Mines.

The Corporate Office and Pellet Plant teams entered the finals, with the latter emerging the winner after a tough match. They were presented the Winner's Shield by Mr. Kashinath Prasad, DGM-HR.

Children's Day celebrations

"We were all children once. And we all share the desire for the well-being of our children, which has always been and will continue to be the most universally cherished aspiration of humankind."

Children's Day celebrations focus on children and on what they enjoy. At MSPL, Children's Day is marked by various activities and events, conducted with immense joy and enthusiasm by staff and parents alike.

This year, the event was inaugurated by Mr. Nabaghana Pany, VP-HR, Mrs. Rekha Madhusudhana, member of the Ladies Club and Mr. Siddalingaih, GM-Treasury. They addressed the children and asked them to be responsible citizens of tomorrow.

The children participated in activities like quiz competition, dance, playing poison ball, 1 minute games, etc., and were treated to sweets and snacks. Each child got a gift, and Mr. Mabou presented them with a Ball Stand crafted out of waste iron rods. Their excitement and happiness delighted everybody.



StarTrak State-level Athletic Meet 2014, Bangalore

14 Stay Fit Junior Club members from different schools participated in the StarTrak Athletic Meet held in November in Bangalore. All members put up a great performance on the field in the various athletic competitions such as shot-put, running race, etc. Master Darshan won the 1st place in shot-put and made us proud.

Bengaluru Midnight Marathon 2014

Some 10,000 professional and amateur runners from 20 countries had registered for the Bengaluru Midnight Marathon and the preceding smaller runs. Held between 6 p.m. on 20th December and 6 a.m. the next day, this was the eighth marathon being organised in a row since 2007. With star boxer Mary Kom as its brand ambassador, veteran Olympian Milkha Singh flagged off the marathon at the KTPO Trade Centre at Whitefield. It covers the city's area that predominantly houses its flagship IT sector. 14 MSPL employees participated in the Marathon and finished with good timings.





Green Saturday

This initiative started by us completed its 1st year in September 2014. Every Saturday, we give seasonal fruits to our employees who come walking or by cycle to office. In September, we celebrated Green Saturday in a grand way, wherein all the employees were requested to wear green coloured clothes. Junior Stay Fit club members also participated, displaying messages related to the benefits of walking.



Badminton Tournament

The Badminton Tournament for employees was organised by MSPL's Stay Fit Club for the third time. Held from 1st to 14th December, there were more than 40 teams and groups such as Men's Singles, Men's Doubles, Mixed Doubles, etc.

A total of 56 participants made the event a great success. The winners were as follows:

In the Men's Singles, the winner was Mr. Guru Prasad (PVS), while the runner-up was Mr. Ravi S. Patil (Corporate Office). In the Men's Doubles, the winners were Mr. Satish and Mr. Ramaraju (Corporate Office), while the runners-up were Mr. Ujjwal Jain and Mr. Shivaprasad (Pellet Plant). In the Mixed Doubles, the winners were Mr. Dundappa Chougala and Mr. Amrutha Bai (Corporate Office), and the runners-up were Dr. Deepti S. Menasagi and Mr. D. Manju Prasad (Blood Bank).



Words of wisdom for IES graduates

Convocation address by Mr. Narendrakumar A. Baldota

The Chairman and Managing Director of the Baldota Group addressed the graduating students of Indian Education Society, Mumbai, on 13th September 2014 at their 14th Convocation. In his address, Mr. Baldota spoke crisply about various topics relevant to students. The short speech was inspiring, motivational and helpful to the students as they step into the professional world.

Starting the talk, Mr. Baldota reminisced about his own college days: "I feel a special kinship with you, as I remember my graduation day in Bombay in 1963. It is hard to believe that it was over fifty years ago... it feels like it was just yesterday". Talking about learning, he advised the students: "Learning is a life-long pursuit. When you leave these premises, do continue your quest to acquire knowledge. Keep asking questions, and keep seeking the truth".

Then, Mr. Baldota spoke about the Baldota Group and how he had taken the company through a difficult time. Talking about dreams, he inspired the students with: "I encourage you to think big. Your dreams must always be bigger than your present means. Draw out a plan for yourself and where you want to go in life". And about having the courage to aim big, he said "Our greatest strength has to be our cherished personal values, not material wealth. Always take a stand for yourself and your personal values; you are defined by what you stand for".

Then, touching on the pursuit of happiness, he echoed: "A lot has been said about this, and I will repeat it – Follow your heart. Never lose faith. Love what you do, and do what you love. It is a very clear path to happiness". And, in a moving voice, he told the students, "Know and accept your own strengths and weaknesses".



Mr. Narendrakumar A. Baldota delivering a speech on the 14th Convocation of the Indian Education Society.

Excerpts:

There are a number of ways in which you can reach the top.

But whichever way you go, you will find that hard work, humility, confidence, and persistence are the keys to success.

Risks involve failure, but failure is the world's best teacher.

Without the possibility of failure, there is no possibility of success.

He also touched on the challenges we all face by saying, "Your generation faces a tougher environment and fiercer competition than some of us did decades ago. Develop confidence in your abilities and continuously build on them".

He gave the students a boost of confidence with his advice: "Remember that a prepared mind can face any situation. Draw inspiration from your own experiences and from those of others around you".

Touching on the things everyone has to prepare for at work, like teamwork, failure, taking risks and leadership, he had this to say: "The importance of teamwork should not be ignored. Success in the 21st century is based on your ability to work effectively in a team".

He ended the address with three important points, about leadership, taking risks, and giving back to society. "Without the possibility of failure, there is no possibility of success". "Leaders don't worry about their mistakes, they learn from them".

He ended by highlighting the philanthropic activities of the Baldota Group and encouraged the students to be graceful and grateful. He said "It's very important to give back to society. We have a responsibility to one another. So give back to your community by volunteering or any other way you can...I wish you good luck!"

Shiv Khera's formulae for success

"With a commitment to values, a vision and positive thinking you can reach great heights" said motivational speaker and author Shiv Khera, when he conducted his signature 'Can Do' workshop for senior executives of the Baldota Group at the Malligi Hotel in Hosapete on 2nd August 2014.

The objective of the workshop was to increase productivity by cultivating a positive attitude and creating a culture of trust and accountability. This will help build effective teams that will perform better and go the extra mile in everything they do.

As part of the workshop, Mr. Khera gave us a lot of tips and insights. The interesting thing was that he also put them succinctly in easy-to-remember quotes. One of his first and most important tips was this: "Positive thinking alone cannot guarantee success – it is a supplement, not a substitute, to your action-plan."

Will vs. Skill

Speaking about developing skills and relationships in our personal and professional lives, Mr. Khera said "Will power, more than skill, contributes to personal success. Many problems can be solved by building relationships – because it is the people who will help you." And he stressed that even though Technical Skills and People Skills are both essential, People Skills become vital as we build our careers.

Mr. Khera also spoke about the problems of technology and how it can sometimes hinder our efforts: "Today's generation is tech-savvy, but on the flip side they have become uncomfortable with people." And he observed that few are willing to pay the price for success – preparation – but everyone wants to be successful.

Character

For most of us, negative thinking has become a habit. So we need to consciously practice positive behaviour till it becomes our reflex action. Khera counselled "Develop good habits – it contributes to building positive habits and attitudes. Give importance to your reputation and your character. Keep up your self-esteem."



Khera says:

- Avoid miscommunication
- Egos can destroy team work and effort
- Set your goals. Know where you are heading
- A vision is the ability to see and achieve the impossible
- Credibility and integrity are vital
- It is better to be honourable than be honoured
- Don't quit. Don't ever give up.



SHIV KHERA is the founder of Qualified Learning Systems, USA. He is an author, educator, business consultant, successful entrepreneur and a much sought-after motivational speaker.

He inspires and encourages people, making them realise their true potential, and has taken his dynamic personal message across the globe. His more than thirty years of experience have helped people on the path of personal growth and fulfilment.

He has been recognised by the Round Table Foundation and honoured by Rotary International and Lions International.



EVERYTHING AROUND US HAS A BIT OF EARTH IN IT.

Right from the days of early man to our surroundings today, everything we have constructed or invented has always borne a natural element as part of its structure. The world beneath our feet has always influenced our innovations and defined every step we have taken towards progress.

And that is why mankind has sustained itself, civilization after civilization, age after age;
because everything that helps us thrive comes from the Earth.

BALDOTA GROUP

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