

20% Bonus Agreement Signed between JCAPCPL and its Workers Union



JCAPCPL and its Workers Union signed a Memorandum of Settlement for payment of Annual Bonus for the accounting year 2022-23. In recognition of the unwavering dedication and commitment of all technicians and crane operators each employee will receive a substantial 20% bonus. This bonus will positively impact 145 of our valued employees who have been the backbone of our success.

The memorandum was signed by Managing Director of JCAPCPL, Mr. Ujjal Chakraborti and President JCAPCPL Workers Union, Mr. R Rabi Prasad.

During the signing of the bonus

agreement the people present from the JCAPCPL Workers Union were, Mr. Shahnawaz Alam (Working President), Mr. Amit Kumar Sharma (Vice President), Mr. Krishna Mohan Singh (Vice President), Mr. B Jitendra Kumar (General Secretary) and Mr. Ravi Kumar (Treasurer). On behalf of JCAPCPL the prominent members present were Mr. Pranav Kumar Jha (CFO), Mr. Ajay Kumar Singh (CHRO), Mr. Ajay Gupta (GM, MS, PPSD & IT), Mr. Kirit B Daxini (DGM, EHS & Maintenance), Mr. Vikal Mahendra (AGM, Operations), Mr. P Thangaraj (Assistant General Manager, AE & QA) and Mr. Tauseef Eqbal (Assistant Divisional Manager, HRM & Admin). JCAPCPL is committed to nurturing a culture of appreciation and

fairness, and this bonus is just one of the many ways we demonstrate our gratitude to our dedicated workforce.



Record-breaking 60KT + Achievements 2023

JCAPCPL marked a historic milestone in August 2023 by achieving its highest-ever production output, exceeding a remarkable 60,000 tons (60KT+). This achievement stands as a testament to the company's unwavering commitment to excellence and innovation.

To commemorate this momentous occasion, the management organized a grand celebration within the company premises. The highlight of the event was the ceremonial cake cutting, symbolizing the sweet success that the company had tasted. This gesture reflected the

management's appreciation for the dedicated efforts of their workforce.

The celebration was an inclusive affair, with all employees, from the hardworking staff on the production floor to the senior members of the management team and the active union members, participating enthusiastically. This inclusivity highlighted the sense of unity and shared accomplishment that runs deep within the company's culture.

As a token of gratitude and appreciation, sweet coupons were distributed to all employees. These sweet coupons not only added a delightful touch to the celebration but also represented the sweetness of success that the company had achieved.



JCAPCPL's record-breaking production in August 2023 is not just a statistical achievement; it is a testament to the teamwork, dedication, and resilience of everyone involved in the organization. This milestone sets a new benchmark in the industry and demonstrates JCAPCPL's commitment to pushing boundaries and reaching new heights.

JCAPCPL Teams Won Three Gold at the 31st Chapter Convention on Quality Concepts

JCAPCPL has once again demonstrated its prowess by winning three prestigious gold awards at the 31st Chapter Convention on Quality Concepts (CCQC-23) held on September 23rd and 24th, 2023 in Rourkela.

The 31st Chapter Convention on Quality Concepts is a highly regarded event within the industry, where organizations showcase



their dedication to quality improvement, innovation, and continuous excellence. This year, JCAPCPL's employees showcased their exceptional talents, ideas, and initiatives, which resulted in three gold awards - a remarkable

achievement that reflects the company's unwavering commitment to excellence. The first gold award was secured by a Team Spark with participating members as Gaurav Kumar Srivastava, Sajjad Hussain, Kumar

Gaurav, Angad Kumar, Makala Jagadeesh and Sashi Shankar Singh.

The second gold award was won by Team Tech Quest comprising of Namita Sonam, Sandeep Chatterjee, Deepika Mallidi and Prakash Das as participants.

The third gold award went to Team Tech Elites namely Vikash Kumar Singh, Rahul Srivastava Moushami Bhakat, Pooja and Ranvijay Kumar.

These three gold awards highlight the remarkable capabilities of JCAPCPL's employees and their commitment to excellence in quality and innovation. The company's success at the 31st Chapter Convention on Quality Concepts reinforces its position as a leader in the industry and sets a benchmark for others to follow.

JCAPCPL is proud of its employees who continue to drive the company's mission of delivering high-quality products and services to its customers. These gold awards are a testament to their dedication, hard work, and relentless pursuit of excellence, further solidifying JCAPCPL's reputation as a trailblazer in the world of quality and innovation.

TBEM Assessors Visit JCAPCPL



The visit of Tata Business Excellence Model (TBEM) assessors to JCAPCPL for their first TBEM assessment was a significant milestone in the company's pursuit of operational excellence and organizational improvement. This rigorous assessment process is a testament to the company's commitment to achieving the highest standards of business excellence.

The TBEM assessment is a comprehensive framework developed by Tata Group to evaluate an organization's performance across various dimensions, including leadership, strategy, customer focus, process management, people engagement, and results. This visit marked an opportunity for

JCAPCPL to showcase its efforts and achievements in these areas.

The assessors, who are experts in business excellence and come with years of experience, would have meticulously reviewed the company's processes, systems, and practices. They would have engaged with employees at all levels, from top management to front-line staff, to understand the organization's culture and its alignment with the TBEM criteria.

Throughout the assessment, assessors would have sought evidence of continuous improvement initiatives, innovation, and best practices within the company. They would have also analyzed

the organization's strategic direction, performance metrics, and customer feedback to gauge its overall competitiveness and customer-centric approach. The visit, although challenging, serves as a valuable opportunity for JCAPCPL to receive constructive feedback and recommendations from experts in the field. This feedback can be used to identify areas of improvement and further enhance the company's processes and performance. Achieving

success in the TBEM assessment not only reflects the company's commitment to excellence but also positions it as a leader in its industry.

The first TBEM assessment is a crucial step in JCAPCPL's journey towards business excellence, and it sets the foundation for continuous improvement and growth. It demonstrates the company's dedication to achieving the highest levels of operational efficiency, customer satisfaction, and sustainable business practices. The results and recommendations from the assessment will guide the organization in its ongoing pursuit of excellence and innovation in the years to come.



Successful Blood Donation Camp at JCAPCPL in Association with Jamshedpur Blood Bank

the JCAPCPL premises, received an overwhelming response from the employees, who willingly came forward to contribute

In a remarkable display of compassion and community spirit, JCAPCPL organized a blood donation camp that saw the enthusiastic participation of over a hundred of its employees. The event, conducted in collaboration with the Jamshedpur Blood Bank, proved to be a significant milestone in the company's commitment to giving back to the community.

The blood donation camp, held at

towards the noble cause of saving lives. The event was well-organized, ensuring a smooth and hassle-free experience for both the donors and the organizing team.

The collaboration with the Jamshedpur Blood Bank added an extra layer of professionalism and expertise to the event. The blood bank's team played a crucial role in ensuring the safety and efficiency

of the donation process. They provided all necessary medical support and equipment, ensuring that the donations adhered to the highest standards of hygiene and safety.

The success of this blood donation camp cannot be overstated. The collected blood will be used to assist patients in need across the region, potentially saving numerous lives. Furthermore, it showcased JCAPCPL's commitment to corporate social responsibility and community welfare. The company's employees, by actively participating in such events, exemplified their dedication to making a positive impact beyond their daily work.

Felicitations of Top 25 JCAPCPL Employees for Their Outstanding Participation in Tata Volunteering Week 19



In a heartwarming ceremony, JCAPCPL's top 25 employees were honoured for their exceptional dedication and community service during Tata Volunteering Week 19. This annual event, organized by the Tata Group, encourages employees to engage in volunteer activities, contributing to the betterment of communities and society at large. The felicitation ceremony was a poignant moment, where these dedicated individuals were acknowledged for their extraordinary contributions. Each honouree received a commendation certificate and a token of appreciation from the

company's senior management.

The top 25 employees engaged in a diverse range of volunteer activities, spanning education, healthcare, environment, and more. They volunteered their time and skills, making a meaningful difference in the lives of countless individuals. From conducting educational workshops for underprivileged children to participating in tree plantation drives, these employees showcased the true spirit of giving back.

The recognition of these employees not only celebrated their individual

efforts but also served as an inspiration to their colleagues. It sent a powerful message that community engagement and volunteerism are integral to the company's values, and that every employee has the potential to create positive change.

By felicitating the top 25 volunteers, JCAPCPL reaffirmed its dedication to being a responsible corporate citizen. It is a reminder that together, as a team, we can achieve remarkable outcomes and create a more inclusive and sustainable society.

Promoting Heart Health: A World Heart Day Awareness Session at JCAPCPL



On the occasion of World Heart Day, employees at JCAPCPL were treated to an insightful and informative awareness session organized by Dr. Mandar Shah, the Head Consultant and HOD of Cardiology and Cathlab at Tata Main Hospital. The session aimed to shed light on the importance of heart health, provide practical tips for a healthy lifestyle, and educate attendees about the significance of this global observance.

Dr. Shah, a renowned expert in the field of cardiology, kicked off the session by emphasizing the critical role the heart plays in our overall health. He delved into the staggering statistics of heart-related diseases

and the impact they have on society, underlining the importance of preventive measures.

The audience was engaged through a dynamic presentation, in which Dr. Shah explored various risk factors for heart disease, such as diet, physical activity, stress, and genetics. He stressed the need for regular health check-ups, as early detection can significantly improve the chances of managing heart-related issues.

Furthermore, Dr. Shah provided practical advice on maintaining a heart-healthy lifestyle. He highlighted the significance of a balanced diet, rich in fruits and vegetables, and the importance of regular exercise. Stress management and the role of mindfulness in reducing the risk of heart problems

were also discussed.

The session was not only informative but also interactive. Employees had the opportunity to ask questions and seek personalized advice from Dr. Shah, fostering a sense of participation and empowerment among the audience.

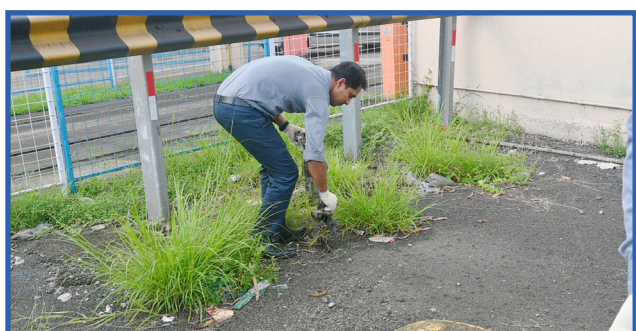
In conclusion, the awareness session organized by Dr. Mandar Shah was a resounding success, leaving a lasting impact on the employees of JCAPCPL. It served as a reminder that a proactive approach to heart health is essential, and that small lifestyle changes can go a long way



Glimpses of TVW 20



Swachh Bharat Mission conducted by employees inside the JCAPCPL premises.



JCAPCPL Employees Celebrated Janmastmi with Masti Ki Pathshala Children



The children were dressed in vibrant traditional attire reminiscing of the era of Lord Krishna.

The talented girls showcased their artistic talents through various craft activities, painting, anchoring and dance performances.

This event was not only a celebration of a religious festival but also a beautiful gesture of social inclusion and responsibility. It left a lasting impact on both the employees and the girls at Masti Ki Pathshala, emphasizing the importance of spreading love, knowledge, and joy. JCAPCPL's dedication to such initiatives is a shining example of corporate social responsibility and a commitment to making the world a better place for all.

Employees of JCAPCPL came together to celebrate Janmashtami with the girls of Masti Ki Pathshala, a residential bridge course (RBC) for all-round development of street children and child labourers with the goal of making Jamshedpur a child-labour free city.. This heartwarming event was a testament to the company's commitment to social responsibility and community engagement.

The celebration was a delightful blend of devotion, fun, and learning. A small Krishna temple was set up, where prayers and bhajans (devotional songs) were sung, creating a spiritual atmosphere that resonated with the essence of Janmashtami.



Monthly Birthday Celebration of Employees being celebrated at JCAPCPL



JCAPCPL Celebrated Vishwakarma Puja



JCAPCPL celebrated Vishwakarma Puja with great enthusiasm and devotion. The event was a grand affair, with the Managing Director (MD) and Executive Director (ED) leading the festivities. The presence of the senior leadership team and dedicated employees made the occasion even more special.

Vishwakarma Puja is a significant Hindu festival that honors Lord Vishwakarma, the divine architect and creator. It is a day when workers and craftsmen pay their respects to the deity, seeking blessings for success, safety, and prosperity in their endeavors.

The MD and ED's active participation in the celebration exemplified the company's commitment to its employees and the values of inclusivity. Their presence not only added a sense of unity but also encouraged a sense of belonging among the workforce.

The senior leadership team's involvement showcased

their dedication to the company's cultural and religious diversity, fostering an environment of respect and unity within the organization. This celebration provided a platform for employees to come together, share their devotion, and celebrate their cultural heritage.

The day was marked by various rituals and ceremonies, including the worship of tools and equipment used in the organization, which are considered instruments of their trade. The puja's vibrant decorations, traditional music, and the aroma of incense filled the workplace with a festive spirit.

As the day concluded, it left a lasting impression on the employees, instilling a sense of camaraderie, cultural pride, and a renewed commitment to their work. JCAPCPL's Vishwakarma Puja celebration was a testament to the company's ethos of unity, inclusivity, and acknowledging the importance of its diverse workforce in achieving collective success.



JCAPCPL Employees Participated in Badminton Tournament

JCAPCPL employees participated in the Tata Steel Inter Divisional Badminton Tournament for Men. The game was held at the prestigious New Badminton Hall, JRD Tata Sports Complex from 27th to 29th September, 2023.



1. Session on **POSH AWARENESS** was Conducted by Ms. Jyoti Pandey on 15th & 29th September. Participants were given a detailed idea on what POSH ACT is its importance in workplace and its applications.



3. Session on **Fire Fighting** was conducted by IRQS On 19th September. The participants got hands on training of tackling with various types of fire.



5. Session on **CSMS Awareness Training** was conducted by IRQS on 22nd September. Participants were given an insight into the Safety precautions and measures that they should adopt whilst working in and for JCAPCPL. Employees were also briefed about the standards to qualify in CSMS audit.



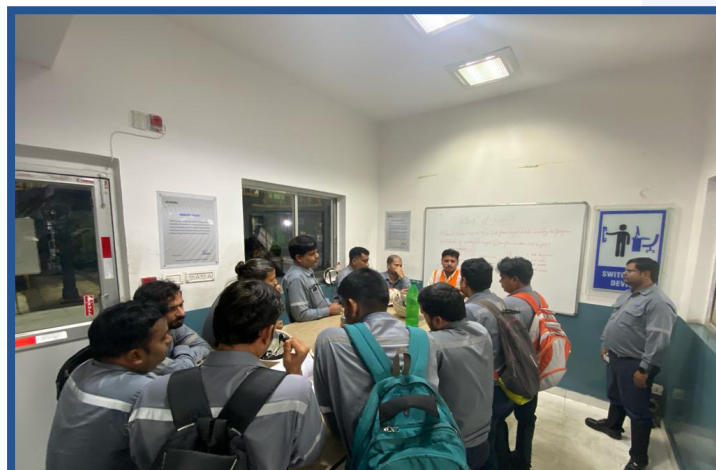
2. Session on **Advanced Excel** was Conducted by Mr. Ajay Pathak from TSIC on 19th September. It was a highly interactive session wherein participants got a vivid knowledge of Advanced excel tools like V Lookup, X Lookup, Power Query and Transpose. The subject matter was relatable to a great extent and all the participants agreed that the learnings would be every apt and applicable in their daily work. Pre & Post Exams were taken to check effectiveness.



4. Session on **Safety leadership** was conducted by TSIC on 21st and 22nd September. Participants deep dived into the skill of demonstrating safety leadership during daily duties. Sustaining a risk-averse culture comes as a challenge when our workforce is diverse. This program enabled the leadership teams to make conscious decisions to make this journey of safety excellence a successful one.



6. Session on **Training Course on Design of Fire Protection Systems** was conducted by CBRI (CSIR) on 25th, 26th & 27th September. The Training session highlighted the significance of Safety, Sustainability and Functionality of Buildings with special reference to Fire Risk Management. The trainers also suggested the need for better/ stricter adherence to prevention techniques complemented through control/ mitigation of fire incidents.



7. Session on **Work at Height** was conducted by Mr. Om Upadhyay, from Fire and Safety Department on 27th September. The safety measures to be taken while working on height were discussed during the session.

Reward & Recognition



Shibhashis Chandra



Chandan Prasad



Prakash Behera



Mahendra Kumar



Manish Kumar

Reward & Recognition



Manoj Pal



Ainul Haque Ansari



Suman Kalyan Das



Subhashish Mishra



S K Kushmani



Prakash Das



D Kameshwar Rao



Tabrej Khan



Arendra Kumar



Sudeep Kumar



Shibhashis Chandra

New Joiners



Name - Shivaji Banerjee
Department - Operation
Designation - Jr. Officer
Location - Jamshedpur
Date of Joining - 01st Sep23



Name - Deepak Reshmi
Department - EI&A
Designation - Deputy Manager
Location - Jamshedpur
Date of Joining - 25th Sep23



Name - Dnyaneshwar S Mandlik
Department - EI&A
Designation - DDM
Location - Jamshedpur
Date of Joining - 25th Sep23

PPSD

1. Start of Trim scrap dispatches to SRB from North Zone.
2. Highest ever direct sales from Jamshedpur in South Zone - 6.5 KT surpassing previous best of 5.4 KT in Aug'23.
3. Trial CAPL Production of 44WI and 59RI using TSK Material.
4. Start of Sales under GTM Initiatives (421 ton) in month of Sep'23

H1 FY24 Highlights - West Zone

Inline with Consistent achieving ABP from 6 Months , West Zone have Achieved the Best H1 performance in FY24 with growth of 32 % from previous Best of FY23

North Zone M&S

1. 16330 MT against OSP of 16100MT .
2. Payment collected 147 Crores against plan of 126 Crores.
3. High age for the month was 1098 MT which is as per the target of 5% of total stock.
4. TSK substrate trial material supplied to MSIL Ancills in HSS Grade(CR 590). Approval already received from Veegee and Caparo with additional sales potential of 250 TPM.
5. P8 samples submitted to MSIL Inhouse team for CR590 material from TSK substrate .

Highlights

Central M&S

1. The company has achieved highest ever monthly automotive sales of 41506 T surpassing previous best of 40712 T in the month of Jul'23
2. The south zone has achieved highest ever monthly automotive sales of 14207 T surpassing previous best of 13511 T in the month of Jun'23
3. The Bangalore region has achieved highest ever monthly automotive sales of 8364 T surpassing previous best of 6480 T in the month of Jul'23
4. The company has achieved highest ever monthly automotive sales of 5664 T to TTSI - Suzuki surpassing previous best of 3860 T in the month of Sept'22
5. The company has achieved highest ever monthly exports via container shipment of 7628 T surpassing previous best of 5130 T in the month of Mar'23
6. The company has crossed 40KT + monthly automotive sales first time for consecutively 3 times
7. The company has achieved highest ever Quarterly automotive sales of 122.6 KT surpassing previous best of 118.3 KT in Q4 FY21

West Zone M&S

1. 10967 MT against ABP of 10091MT
2. Achieved 109 % Sales Target against ABP (Despite Production failures in TML & Shut down in VW)
3. High Tensile and skin panel sales is 34 % of Total Sales.
4. Payment collected 86 Crores against plan of 72 Crores.

South Zone M&S

Achieved these results despite supply challenges in Sept'23 (upstream issues affecting material availability) & market challenges (downward production revision in Kia/RNAIPL).

- Best ever monthly sales in Sept'23 - 14.2 KT surpassing previous best of 13.5KT in June'23. Crossed 14kT monthly sales milestone for the first time ever.
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- Best ever quarterly sales in Q2 FY24 - 39.9 KT surpassing previous best of 36.1KT in Q1 FY24
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- Best ever half yearly sales in H1 FY24 - 76 KT surpassing previous best of 68.8KT in H2 FY23. (H1 FY24 - ABP compliance 105%, YoY growth - 36%)
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- Best ever monthly sales of 5664 MT for D22 business surpassing previous best of 3860 MT in Sept'22.
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- Best ever monthly sales from Bangalore region at 8363 MT surpassing previous best of 6,490 MT in July'23
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- Highest ever direct despatch sales for South Zone at 6.6 kT surpassing previous best of 5.4kT in Aug'23.
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- \H1-FY24 JCAPCPL South Region CR SOB increased to 26 % (From 23% in FY23)
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- Initiated sales of diverted/downgraded materials to TSL CR distributors. 34 MT sold in Sept'23.