



Vardhmān

Delivering Excellence. Since 1965.

roots
of
inspiration



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EDITOR'S NOTE



Dear Esteemed Readers,

Welcome to the latest issue of our magazine, a heartfelt tribute to the indomitable spirit of our organization. The theme for this edition is "Roots of Inspiration," and it is a profound exploration of the incredible success stories that have blossomed from the talented individuals within our organization.

Every day, we bear witness to the dedication, passion, and unwavering commitment of our employees, and this issue is dedicated to showcasing their remarkable journeys. These are not merely tales of professional accomplishments, but rather stories that unveil the intricate 'roots', i.e. our co-workers; that have nurtured and guided their growth.

In the world of business, it's often said that a company is only as strong as its people. In this sense, we are truly fortunate. Our organization is a tapestry of diverse individuals who bring unique experiences, skills, and perspectives to the table. The 'roots of inspiration' lie in the stories of those who, against all odds, have thrived and inspired others in the process.

This edition is an exploration of the extraordinary paths our employees have treaded to reach their current positions. It's a journey through the diverse avenues of ambition and the untrodden paths of dedication that have culminated in their achievements. These anecdotes serve as a navigator, guiding us through the intricate map of personal growth and professional accomplishment.

The recollections that follow serve as a reminder that our organization is more than just a workplace; it's a community of individuals who inspire, learn, and grow together. I hope that the stories shared here will ignite a new spark of motivation within each of you and remind us of all that our greatest potential lies in our collective efforts.

Each story, a unique chapter in our shared narrative, underscores the importance of fostering an environment where innovation and perseverance are not just encouraged but celebrated. The specific details may differ from one individual to the next, but the underlying theme remains the same: the remarkable human potential to turn dreams into reality.

The 'Roots of Inspiration' is not merely a collection of individual success stories; it's a reflection of our collective success as a whole. The bonds of trust, camaraderie, and shared purpose that permeate our workplace have been vital in nurturing our lives. It is our collective belief in growth, innovation, and the pursuit of excellence that has allowed these roots to deepen and strengthen.

As we explore these narratives of inspiration, I invite you to reflect on your own journey within our organization and outside. Each one of you has played a part in nurturing these 'Roots of inspiration.' Your support, encouragement, and commitment to excellence have made these stories a success.

Thank you for joining us in this exploration of these remarkable paths. We hope these stories kindle a renewed sense of purpose and motivation within each of you. Enjoy the read!

Vivarta Atre
Corp. Comm.



MANAGEMENT SPEAK

From the Chairman's Desk

Dear Colleagues,

Since our earliest years, we possess an innate yearning for acknowledgment from parents, teachers, and peers. From the tender years of our childhood to our initial steps into the professional arena, we've all experienced the power of recognition. Whether it was our parents celebrating our first steps, our teachers acknowledging our academic achievements, or our peers applauding our successes, validation has always played a pivotal role in shaping our motivations and responses. As we step into our career pursuits, the desire for acknowledgment doesn't wane; it evolves. It transforms into a force that not only motivates individuals but also drives the progress and prosperity of people around.

In the grand tapestry of our organizational culture, it is an immutable belief that our employees are not just the lifeblood of our organization but the master builders of our future. Their individual growth, both on a personal and professional level, is intricately linked to our company's overarching success. This symbiosis, where the flourishing of our employees is inextricable from the growth of our organization propels us towards our collective aspirations.

Life experiences, both positive and negative, can be a wellspring of inspiration. Joy, love, and moments of triumph can motivate us, while adversity and hardship can also drive us to overcome obstacles and strive for a better future. It is a complex and deeply personal aspect of human experience. It's what fuels our passions, drives us to pursue our goals, and allows us to overcome challenges.

In many ways, our achievements and our progress also symbolize adaptability. The ability to set personal goals and achieve them reflects an innate capacity to embrace change and seek continuous improvement. Amidst the fluidity of the present day, this adaptability is a crucial asset. It allows us to navigate challenges and seize opportunities with confidence, knowing that we are agile and capable of rising to any occasion.

Success signifies progress. It is a testament to dedication, hard work, and a commitment to self-improvement. When we achieve even modest milestones, whether it's running a marathon, earning a degree, or mastering a new skill, they exhibit qualities that are intrinsically valuable to our self-betterment. These achievements are emblematic of discipline, determination, and perseverance – qualities that drive success on all fronts. These

incremental achievements represent proof of progress, reinforcing our self-belief and instilling a sense of empowerment.

Recognizing significant life achievements is undoubtedly important, but it's just as crucial not to underestimate the value of small victories. In our journey, there may be times when we receive acknowledgment for our actions in some areas more readily than in others. This could be because our involvement in prominent life events makes our contributions more apparent. However, it's vital to keep in mind that every facet of our life, regardless of its visibility, holds its own significance. They also serve as a tangible record of our accomplishments, offering motivation during moments of doubt and guiding us towards more significant challenges.

Counting small victories forms the very foundation for lasting inspiration. They help to break down the bigger, more daunting goal into manageable and digestible steps. Each small win serves as a checkpoint along the way, offering a sense of progression and direction. It's a constant reminder that we are making progress, even if the ultimate destination still seems distant. This motivation helps maintain focus and enthusiasm, which are essential for the endurance needed to achieve significant long-term objectives. Celebrating these small victories creates a growth mind-set, reminding us that persistence and dedication lead to remarkable achievements.

The efforts we invest in various aspects of life serve as the foundation for more substantial accomplishments. Each role we play, whether public or private, contributes significantly to our overall life satisfaction. By appreciating and celebrating our small wins in every sphere, we cultivate a culture of inclusivity and self-appreciation, ensuring that we recognize the worth of our contributions to our own life's journey.

Understanding the root of inspiration is a deeply personal and multifaceted journey. It encompasses our values, experiences, role models, creativity, goals, and inner resilience. This root fuels our passion, drives us toward our aspirations, and provides the motivation to overcome challenges. As we move forward on our life's journey, let's remember that our achievements, whether big or small, personal or professional, not only define us as individuals but also illuminate the path to our collective success. The future is bright, and it is ours to shape.



S P Oswal
Chairman & Managing Director

From the Vice Chairman's Desk

Dear Colleagues,

Life is an incredible journey, filled with moments that challenge us, inspire us, and ultimately define us. As we traverse the landscape of our personal and professional lives, we often encounter stories that ignite the flames of determination, stories that remind us of the boundless potential that resides within each of us.

Each of us harbor significant ambitions and aspirations within our personal and professional realms. In a world that moves at an ever-increasing pace, it's easy to get caught up in the whirlwind of daily tasks and lose sight of the profound narratives that underlie our lives. It's easy to forget that behind every achievement, every milestone, is a story of determination, resilience, and a passion for turning dreams into reality. These are not just stories; they are the essence of our values and aspirations.

Inspiration, like the roots of a mighty tree, is what sustains us and enables us to thrive even in the face of challenges. It is the foundation upon which we build our aspirations and the driving force that propels us forward. But where does this wellspring of inspiration originate? It is not a singular source but rather a tapestry woven from various threads, each one contributing to our collective spirit.

When we are privy to the tales of remarkable achievements and inspiring stories, we uncover a mosaic of profound inspiration. Within each instance lies a treasury of life's most invaluable lessons, offering us an opportunity to introspect upon our own journeys. In the words of Albert Einstein, "In the midst of every challenge, opportunity arises."

In the same vein, growth fosters robust team dynamics for no one achieves greatness in isolation. They are not solitary triumphs but often involve collaboration, mutual support, and a shared sense of purpose. When one team member achieves success, it inspires and empowers others to set higher goals and strive for greatness. Life teaches us that every obstacle can become a stepping stone, every setback a setup for a comeback, and every achievement a testament to the strength of the human spirit.

Achievements in life impart the lesson of resolute tenacity, for it demonstrates that no narrative of success is bereft of its share of trials and tribulations. Through the experiences of others, we learn that no obstacle, no matter how imposing, is insurmountable. They teach us that with the right mind-set and steadfast determination, we have the capability to conquer even the most daunting challenges that life may place in our path. Witnessing individuals attain their goals and surpass expectations not only sparks our own ambition but also opens the floodgates of creativity.

It is crucial to realize personal achievements outside the workplace often lead to increased job satisfaction and performance. When our employees feel fulfilled in their personal lives, they bring a more positive and productive mind-set to work. This ripple effect not only enhances their own performance but also elevates the overall productivity and ambiance within our organization. When employees successfully navigate their personal growth journeys, a culture of inspiration and motivation flourishes within the organization. Their journeys depict the tangible realization of their aspirations and serve as beacons of encouragement for their colleagues. These narratives transcend the realm of abstract ideals and demonstrate that success is not just a distant concept; it is a palpable reality within reach.

As we reflect on our achievements, we're compelled to draw inspiration from the experiences detailed by our co-team members who have either ascended through the ranks by establishing and exceeding professional objectives or those who have dedicated themselves to charitable causes outside of work, we see a common thread: a never-ending quest for excellence. These stories are not just anecdotes but living testimonies to the values that define us as an organization.

I encourage each of you to immerse yourselves in these tales of success, for they carry the potential to inspire and remind us that greatness resides within us all. These narratives vividly illustrate the transformative power of determination, unwavering persistence, and the belief that together, we can accomplish extraordinary feats.

May these stories shine as beacons of inspiration, illuminating the path to your own aspirations, both in your professional and personal journeys. Let them serve as a constant reminder that we are integral parts of a remarkable voyage, where individual success contributes to the growth and prosperity of our collective narrative.

In celebrating these stories, we not only acknowledge the remarkable achievements of our colleagues; we actively strengthen the bonds that unite us as a cohesive entity. This shared appreciation becomes the foundation upon which our organizational relationships thrive. Through mutual acknowledgment and support, we solidify a sense of camaraderie that transcends individual accomplishments. These experiences become a testament to the interconnectedness and shared aspirations that define our collective journey. Together, we will perpetuate the nurturing of our organization's roots, ensuring its continual flourishing and prosperity, mirroring our own journey.



Suchita Oswal Jain
Vice-Chairman & Joint Managing Director

COVER STORY

In the bustling world of our industry, where inspiration is the heartbeat of progress, our cover story unfolds like a vibrant tapestry, with yarns in the background symbolizing the continuous evolution and ingenuity that defines our field. This visual representation encapsulates the dynamic spirit of Vardhman, which never rests and is always spinning new ideas and possibilities.

This narrative emphasizes the importance of teamwork, showcasing the active participation of every individual. The intertwining threads highlight the strength that arises when individuals with unique perspectives unite towards a common goal. The multicolored yarns signify the diversity of talents, skills, and competencies that, when woven together, create a masterpiece of innovation.

Colors play a pivotal role in this visual story, not just as a palette but as a reflection of creativity and the boundless spectrum of

new possibilities. Each hue represents a facet of our collective imagination. The active participation of every individual in the depicted scene emphasizes the importance of inclusivity and collaboration. As each person engages with passion and dedication, their unique contributions weave seamlessly into the fabric of our success.

The image captures the infectious enthusiasm and inspiration that comes from working with passion. Employees engrossed in their tasks, driven by a shared commitment to excellence, serve as motivation for one another.

In essence, our cover story, "Roots of Inspiration," unfolds as a vibrant testament to the industry's dynamic nature, the power of diverse minds coming together, and the endless possibilities that arise when creativity knows no bounds.



IN THE SPOTLIGHT



FEMINA'S FAB 40



SUCHITA OSWAL JAIN
VICE CHAIRMAN AND JOINT MANAGING DIRECTOR,
VARDHMAN TEXTILES

YOU!

At the helm of textile manufacturing, Suchita Oswal leads new strategic initiatives with transparency, transformation, and empowerment. As the Vice-Chairman and Joint Managing Director of Vardhman Textiles, she has steered the company to attainable heights, being a champion of female leadership and empowerment.

Having worked with such a strong focus on the success of women empowerment, the company has been able to attract and retain top talent. In 2020, she was named as one of the 100 most powerful women in India by the Financial Express. In 2021, she was named as one of the 100 most powerful women in India by the Financial Express. In 2022, she was named as one of the 100 most powerful women in India by the Financial Express.

Suchita's journey is not just a personal one but a professional one. She has been instrumental in the growth of Vardhman Textiles, a company that has become a leader in the textile industry. Her focus on women's empowerment has been a key factor in the company's success.

Suchita's leadership style is marked by inclusivity and ongoing mentorship. She believes in the power of women and has been instrumental in the growth of Vardhman Textiles, a company that has become a leader in the textile industry.

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48TH ANNIVERSARY SPECIAL

THE SHE LIST

INDIA TODAY

TOP ACHIEVEMENTS

THE TITANS

SUCHITA OSWAL JAIN

PIONEERING LEADERSHIP IN BUSINESS, SUSTAINABILITY, AND WOMEN EMPOWERMENT

As the over-arching landscape of business, there emerges a leader whose journey transcends the ordinary, crafting a narrative of resilience, vision, and unwavering commitment. Ms. SUCHITA OSWAL JAIN, the Vice-Chairman and Joint Managing Director of Vardhman Textiles, stands as a beacon of inspiration, challenging gender norms and reshaping the dynamics of leadership. In conversation with MONIKA SHARMA, Ms. Suchita divulges details about her life as an entrepreneur and a woman of substance.

BREAKING BARRIERS WITH GRIT AND ENTHUSIASM
At the tender age of 22, Ms. Suchita embarked on the textile business, a decision that went beyond the ordinary and challenged prevailing gender norms. Her journey in the business world was not merely a professional climb; it was a testament of grit, audacity, and a resolute commitment to carve her own path. Navigating the complexities of managing a business and raising two daughters, Suchita's unwavering determination and the strength of women in multiplying, defying conventional expectations.

Ms. Suchita's journey is not just a personal one but a professional one. She has been instrumental in the growth of Vardhman Textiles, a company that has become a leader in the textile industry.

LEADERSHIP BEYOND BORDERS
Ms. Suchita's leadership extends beyond the confines of the boardroom. Facilitating cross-cultural dialogues and fostering innovation for Vardhman Textiles, she envisions a world where collaboration across gender contributes to a better future. Her commitment to rising global benchmarks has propelled Vardhman Textiles to exceed customer expectations, creating a culture of excellence that permeates through product, process, and people practices.

Ms. Suchita's leadership style is marked by inclusivity and ongoing mentorship. She believes in the power of women and has been instrumental in the growth of Vardhman Textiles, a company that has become a leader in the textile industry.

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ACHIEVEMENTS AND RECOGNITIONS

- "The Most Powerful Women 2022" by Business Today
- "CSR Person of the Year 2022" in the India Corporate Social Responsibility Awards
- Forbes India 100: Vardhman Textiles Ltd ranked no. 212
- Business Today's 100: Among India's most valuable companies for 2021
- Vardhman Textiles recognized as the most honest organization in Punjab Best Brands Leadership Awards, 2022
- Featured in Femina's Annual Achievement Issue "The Fab 40 List" in Nov '21

SUSTAINABILITY INITIATIVES

- Adopted approach to sustainability: 2.0 (Reduce, Reuse, and Recycle)
- Water and Energy Conservation: 2.0 (Energy Treatment Plant, 4.0 Power Treatment Plant, 3.0m Local Charge Treatment)
- Approved by the Ministry of Power for energy conservation with 15.00% installed solar energy capacity
- Successful collaboration with various entities and support by Government & Risk Policy Management

EMPOWERING WOMEN AND DRIVING INCLUSIVITY

- Over 30% of the Group's workforce comprises women from local backgrounds
- Successfully influenced the State Government to allow women to work in night shifts
- Introduced the Personal Development & Career Enhancement program: 30% of employees over 200 months benefitted
- Aiming to meet 85% of females across the group by December 2025

Empowering women isn't just a goal; it's a catalyst for organizational success and societal progress.

According to Ms. Suchita, "Empowering women isn't just a goal; it's a catalyst for organizational success and societal progress."

Ms. Suchita's leadership extends to policy changes, successfully influencing the State Government to permit women to work night shifts. Her strategic foresight in championing women's career advancement and only for contributing to diversity has also led to recognition of the enhanced potential within the Group's facilities.

In a nutshell, Ms. Suchita Oswal Jain's journey is not merely a success story; it is a saga of leadership that transcends boundaries, challenging norms, and leaving an enduring legacy. Her impact on Vardhman Textiles, the industry, and the welfare of women in leadership positions is profound. Ms. Suchita stands as a testament to the transformative power of leadership that values inclusivity, sustainability, and empowerment, reshaping the future of business for generations to come.

— By Kalpana Kalahasti

FEATURE ARTICLES



From Struggles to Strides

As the calendar pages turned and the days unfolded, this year became more than just a series of dates; it evolved into a journey of deep personal growth. Reflecting on the past months, I find myself amidst a tapestry woven with intentional choices, self-discovery, and the conscious addition of value to my life.

One of the noteworthy milestones in this journey was my induction in the sport of running, which I took up on my brother's insistence. They say that the hardest step you'll take in your running journey is the first one, out of the front door. And so it was with me. As I made up my mind to take up running and signed up for my first 3 km run, I was beset with doubt. The thought of waking up at 4 am on a Sunday morning was fraught with regret. I felt like giving up before having even started. But not being the kind to give up so easily, I steeled myself and set out for my very first run. The initial strides were anything but graceful. Gasping for breath, legs protesting, each step seemed like a Herculean effort. Yet, with every painful step, I found a reservoir of resilience within myself. What an exhilarating experience it was to cross the finish line! The sight of so many people, of all age groups, gathered with one aim was a wonderfully encouraging sight. I was hooked to the sport.

The first run was followed by another and yet another. And gradually, this became a Sunday morning ritual. To date I have accomplished 12 runs, steadily progressing to 5 km and onwards to 10 km.

This journey of mine has enabled me to come across deeply inspiring personalities. Fauja Singh, the turbaned tornado, who is a centenarian is still seen at marathons, encouraging and inspiring people. Age is just a number for him. Maj. DP Singh, Kargil War Veteran and India's first blade runner, started running after the amputation of his leg. He proves that physical challenges cannot disable the spirit.

As my running shoes accumulated miles, I discovered the symbiotic relationship between physical and mental well-being. Running became my sanctuary for mental clarity. The endorphin highs after a run were not just physiological; they were a testament to the mental fortitude developed on the track. In the cadence of my footfalls, I found solace and an escape from the cacophony of daily life. It became a moving meditation, a time to reflect, and a space to untangle the threads of my thoughts.

Anayat Sodhi
Corporate Office Ludhiana



वर्धमान क्वालिटी सर्किल : एक अनोखी विचारधारा



मेरा नाम रीटा रानी है, मैं वर्धमान टेक्सटाइल यार्न डाइंग डिवीजन में पिछले 8 साल से यार्न डाइंग मशीनों पर धागा कलर करने का काम कर रही हूँ।

मुझे यह बताते हुए बहुत प्रसन्नता हो रही है कि औरो टेक्सटाइल यार्न डाइंग डिवीजन में मुझे क्वालिटी सर्किल में पार्टिसिपेट करने का मौका मिला और मुझे सदस्य के रूप में 'उमंग' टीम में शामिल किया और क्वालिटी सर्किल से अवगत कराया और सभी स्टेप की जानकारी भी दी गई।

जिससे मैंने यार्न डाइंग डिवीजन के अंदर क्वालिटी सर्किल और विभिन्न पहलुओं में सक्रिय भूमिका निभाई है और मुझे क्वालिटी सर्किल में प्रदर्शन करने का मौका मिला। सबसे पहले हमने अपने ही यूनिट में क्वालिटी सर्किल प्रतियोगिता में भाग लिया और फर्स्ट अवॉर्ड जीता जिससे हमारे आत्मविश्वास में बढ़ोतरी हुई, जिसके बाद QCFI हरिद्वार और NCQC औरंगाबाद मुंबई में प्रदर्शन किया और सभी जगह से गोल्ड अवार्ड प्राप्त किया।

इसके बाद हमारे जनरल मैनेजर तथा उच्च अधिकारी गणों ने हमें और हमारी टीम उमंग को आगे बढ़ते रहने के लिए प्रेरित किया और पुरस्कार से सम्मानित किया। हमें अपने ग्रुप की ED मैडम से मिलने का सौभाग्य प्राप्त हुआ जो हमारी जिंदगी के बहुत अच्छे लम्हे थे। अब हमें किसी प्रतियोगिता या कहीं स्टेज पर बोलने में थोड़ी भी हिचकिचाहट नहीं होती है और हमें यह गर्व होता है कि हम वर्धमान जैसी कंपनी में कार्य करते हैं जहां पर अपने अंदर छुपे हुनर को दिखाने का मौका मिलता है साथ ही साथ मनोबल में बुद्धि होती है

मंजिल ना मिली तो रास्ते अंजान रह जाते हैं और दिलों के कुछ अरमान रह जाते हैं अब जरूरी नहीं हर समस्या से डरते रहे क्योंकि क्वालिटी सर्किल से हर मुकाम आसान बन जाते हैं

धन्यवाद!

रीटा रानी

औरो टेक्सटाइल्स,
यार्न डाइंग डिवीजन, बही





Overcoming Adversity and Rediscovering Strength



Life's intricate tapestry often weaves threads of inspiration from the unlikeliest of places. This tale of a young boy's journey, marked by tenacity, takes shape against the backdrop of a traumatic incident during his return from his 1st job in Nagpur to New Delhi. This pivotal moment not only tested the mettle of his physical strength but emerged as the crucible for forging an indomitable spirit.

Fueled by dreams, our protagonist ventured from Nagpur to New Delhi, unaware of the unforeseen twist that fate had in store. Falling critically ill during the journey, he lost consciousness, and in the tumultuous aftermath, his phone, money, and bags were mercilessly stolen. Disembarking at multiple stations, he grappled with the haunting specter of memory loss, initiating a frantic search spearheaded by his deeply concerned parents. Eventually tracked down through a filed FIR. His condition was far from reassuring. Unable to recognize his own parents, he uttered bewildering questions about the train to Delhi, casting a shadow of despair over the family. It was a heart-wrenching moment as he asked his parents, "Uncle and aunty, Will this train go to Delhi?" The trauma had taken its toll on his memory and cognitive abilities.

The aftermath of the incident was equally challenging. The young man found himself unable to walk, trapped in a body that seemed to betray him. His diaphragm weakened due to a nervous problem, rendering basic tasks like climbing stairs to his 4th-floor

house an arduous endeavor. His mother emerged as a constant source of consolation and inspiration. Her support, coupled with his personal goals of contributing to his family and the environment, served as the driving force that kept him going.

The roots of inspiration often find nourishment in the most challenging soils. Against all odds, the young man emerged from the crucible of adversity. With sheer willpower, determination, and the support of loved ones, he not only regained his physical abilities but also reclaimed his creative spirit. This young man's journey has become a beacon of hope. As he celebrates his recovery and his one-year milestone at Vardhman Special Steels Limited, his story reminds us of that adversity, when faced with courage and supported by love, can be the fertile ground from which inspiration blooms.

Anish Kumar Gupta
Vardhman Special Steels

सफलता के पथ पर



मैं साल 1987, 88 की बात करने लगा हूँ। मैंने उस समय हायर सेकेंडरी स्कूल पूरा कर लिया था। उसके बाद मैं सेना में शामिल हो गया। ट्रेनिंग पूरी होने के बाद मैं अपनी यूनिट में पोस्टिंग पर चला गया जो कि अरुणाचल प्रदेश में थी। बस फिर एक नई जिंदगी, एक नई दुनिया, एक नई जगह, नए विचारों की शुरुआत हुई।

मेरे पिता भी उस समय सेना में इंजीनियर ट्रेनिंग सेंटर पुणे सूबेदार मेजर की ड्यूटी कर रहे थे। मुझे याद है कि जब मैं प्रशिक्षण ले रहा था तो मेरे पिता मुझसे मिलने आये थे। दो दिन रुकने बाद मेरे पिता जी जब वापिस जाने लगे तो उन्होंने ने मेरे कमांडर को कहा कि मैं अपने बेटे को वापिस घर लेकर जाना चाहता हूँ, मैं उसे प्रशिक्षकों की लाठियाँ खाते हुए नहीं देखना चाहता। लेकिन मैंने अपने अधिकारी के सामने कहा कि मुझे अपना काम करना है और मैं पीछे नहीं हटूंगा। मेरे पिताजी ने कहा तुम मेरे सामने वादा करो कि मैं अपना काम पूरी ईमानदारी और निष्ठा से करूंगा। मैं अपने देश और अपने माता-पिता का नाम रोशन करूंगा।

नतीजाकार मेरे पास राज्य स्तर फुटबॉल, वॉलीबॉल, हैंडबॉल प्रतियोगिता के प्रमाणपत्र है। सेना में अपनी सेवा के दौरान, मैंने अपनी यूनिट के साथ विदेश (कांगो) का भी दौरा किया।

अगर हम सफलता की बात करें, तो मेरा प्रमोशन बहुत मेहनत के बाद ही हुआ। सुबह चार बजे उठकर रात बारह बजे तक काम करना, फिर सुबह उठकर पढ़ाई करना-इस तरह की मेहनत के बाद ही मुझे आगे की ऊँचाइयों तक पहुँचने का मौका मिला। यहां तक कि बर्फीले इलाके में भी दिन में हमें डिब्बा बंद चीजें ही खानी पड़ती थीं। प्याज, आलू, हरी मिर्च, टमाटर, सब्जियाँ आदि देखने इंतजार रहता था और गर्मी में ही जब रास्ते खुलते थे, तब हम अपने परिवार के साथ मिलते थे। अगर हम कहते हैं कि हमें घर बैठे ही सब कुछ मिल जाएगा, तो यह हमारी गलत फहमी है। जीवन में कड़ी मेहनत से ही सफलता मिलती है।



जसविंदर सिंह

अरिहंत स्पिनिंग मिल, मलेरकोटला



Lessons Learnt as a Labor Welfare Trainee

In my role as a Labour Welfare Trainee at Arisht Spinning Mills, I delved into the intricate roots of inspiration within the industrial landscape. From the buzzing machinery to the dedicated workforce, my journey encompassed a myriad of experiences that contributed to my professional growth.

From day one, I was immersed in the dynamic world of textile manufacturing, where the rhythmic hum of machinery became the backdrop of my learning. The resilience of the workforce became a source of profound inspiration. Witnessing the synchronized dance of man and machine, I grasped the essence of teamwork and its pivotal role in the success of the organization.

As a Trainee, my responsibilities extend beyond the technical aspects. I found inspiration in the compassionate initiatives undertaken by the company to ensure the well-being of its employees. The roots of inspiration intertwined with the genuine concern for the workforce, manifested through welfare programs ranging from health and safety, environment measures to skill development initiatives.

Engaging with the diverse group of individuals on the factory floor that is heart of the unit known as "khata", I discovered stories of perseverance and dedication. Each worker became a living testament to the transformative power of hard work and commitment. This realization fostered a deep appreciation for the human aspect of the industrial process, highlighting the symbiotic relationship between the company's success and the well-being of its employees.

In the domain of Labour Welfare, I navigated through the complexities of creating a harmonious work environment. The roots of inspiration extended into the strategies deployed to enhance employee satisfaction, ranging from recreational activities to educational programs. Witnessing the positive impact of these initiatives on the workforce's morale is the cornerstone of any organization's success.

Deeksha
Arisht Spinning Mills



BUSINESS BUZZ



Office TPM Inauguration Ceremony at Corp Office



Inauguration of KAESER Air Compressors by JMD Mr. Neeraj Jain at VSGM, Ludhiana



Madam Sagarika inaugurating Admin Block at Vardhman Fabrics, Budhni



Town Hall Meeting at Vardhman Apparels



Creche Inauguration at Vardhman Apparels



Klopman visit at Vardhmann Fabrics, Budhni



Synergy In Action



In the midst of navigating challenges with our company's event entry system, Atul and I recognized an opportunity for transformation. The reliance on paper invitations was causing inefficiencies and leaving events vulnerable to gate crashing and unauthorized entries. We decided it was time to script a new narrative for event entry by introducing a QR code-based solution.

Our success didn't halt at the pilot phase. We made it a point to showcase the cost-effectiveness of our solution, demonstrating how we could save the company money by streamlining entry processes and fortifying security. The vulnerability to gate crashing vanished, leaving only authorized individuals with access.



Our mission was clear: save time, resources, and streamline the entry process while enhancing security to prevent gate crashing and unauthorized access. Our journey began with the design and implementation of a tailored prototype for events. Immersing ourselves in the world of QR code technology, we crafted unique QR codes for each attendee. The scan at the entrance would seamlessly log entries, boosting security and bidding farewell to paper-based invitations.

Our innovation not only saved time and resources, enhancing efficiency for event entries, but it also became a formidable barrier against gate crashing and unauthorized access. This story is a testament to the power of collaboration, problem-solving, and forward thinking within our team—a reflection of our shared values of efficiency, creativity, and dedication to enhancing the company's operations while maintaining a secure environment.

The exhilarating phase of testing followed. Piloting the QR code system with a select group of attendees yielded remarkable results. Entry time significantly decreased, accurate logs were generated instantly, and security was substantially improved, effectively thwarting gate crashing and unauthorized entries while eliminating the need for traditional paper invitations.

Rahul & Atul
Fabric Division, Baddi

Drawing Inspiration from Varied Perspectives



Inspiration can be drawn from various sources such as human interactions, nature, animals, books, dreams, and movies etc. It requires a receptive mindset to embrace inspiration, which may come from qualities like communication style, attire, presentation, knowledge, and values in individuals.

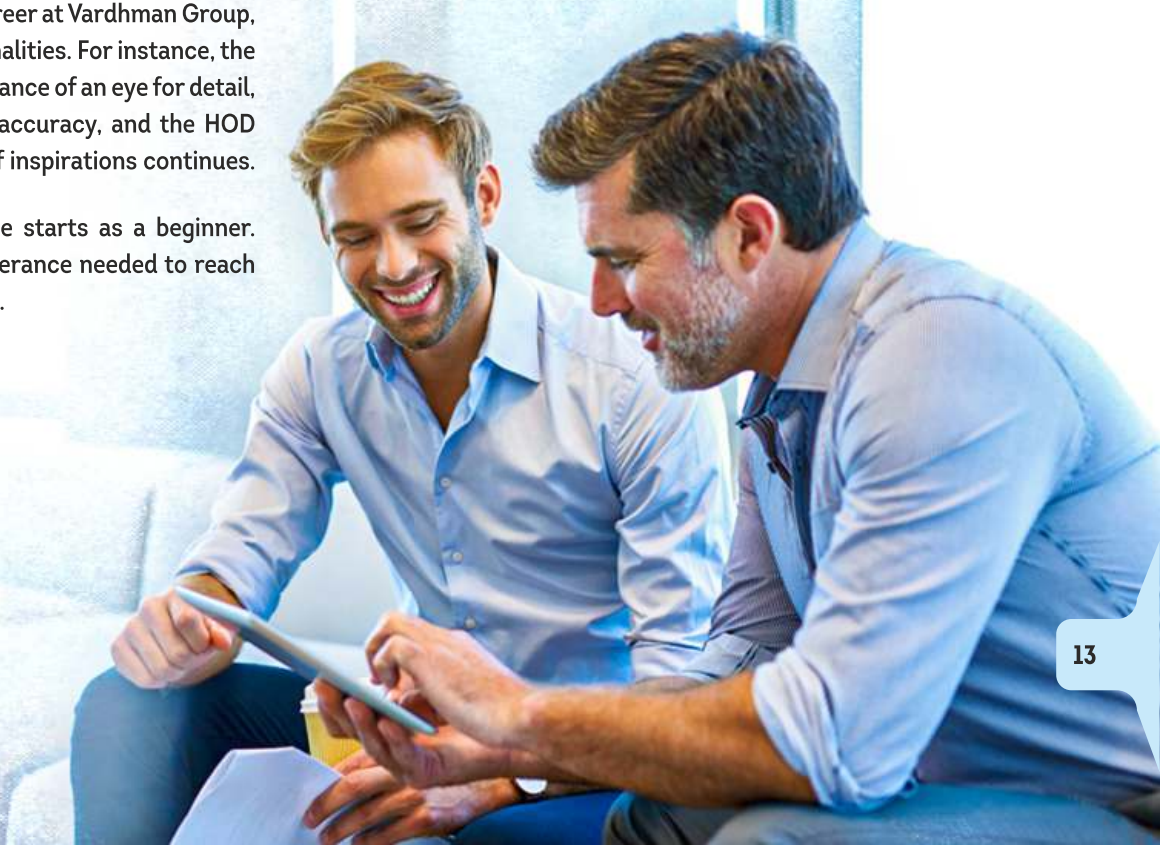
People often find inspiration in diverse aspects, not limited to a single person or thing. This inspiration evolves over time, influenced by age, circumstances, and personal growth. Life's phases introduce new sources of inspiration, shaping an individual's growth. The key lies in recognizing inspiring qualities and acknowledging them as sources of inspiration.

In the early days of my career after post-graduation, I vividly recall a moment that left a lasting impression. Focused on meeting a deadline, I sent a draft to my superior who suggested changes. When I went to his office to make the adjustments on his computer, he insisted I sit in his chair, emphasizing that his position wouldn't diminish if I did. This simple yet profound act taught me to always stay humble irrespective of the position you hold in life, and this inspiration remains with me even after almost 16 years.

Throughout my career, I have been fortunate to meet various mentors, each having unique set of competencies and attributes. Having spent a significant part of my career at Vardhman Group, I drew inspiration from different personalities. For instance, the Director- location taught me the importance of an eye for detail, the Unit Head exemplified speed with accuracy, and the HOD instilled a go-getter attitude. This list of inspirations continues.

It's crucial to remember that everyone starts as a beginner. Within you lies the courage and perseverance needed to reach for the stars and create your own history.

Mukesh Vaths
Anant Spinning Mills





Harvesting Thoughts and Ideas

In the vast landscape of a writer's imagination, words bloom like seeds, scattered with care across the fertile fields of expression. Picture a diligent farmer, carefully tending to each crop, as a writer selects and nurtures words that carry the essence of their thoughts and ideas. Just as a farmer can't count every grain, the writer faces an abundance of words, each holding the potential to cultivate meaning and connection.

This metaphor extends to the laborious yet rewarding process of harvesting words, mirroring the farmer's commitment to reaping a bountiful harvest. The selection of words becomes a deliberate act, akin to choosing the finest seeds for future plantings. As we dive into the journey from planting seeds of ideas to refining language, a writer must be discerning, using words judiciously and preserving the most potent for future expression.

In contemplating the resonance of language on readers, the writer, like the farmer, must be mindful of the impact their chosen words have. This reflection underscores the importance of avoiding excess and focusing on the quality of words. The realization that words have weight and should be thoughtfully chosen becomes a guiding principle, emphasizing a conscientious approach to both written and spoken expression.

In embracing this newfound understanding, my commitment for learning in 2023 revolves around writing and speaking with utmost consideration. I pledge to think twice and thrice to ensure that my expressions are devoid of any unintentional harm. This awareness harmonizes a compassionate and thoughtful approach, shaping both my written and spoken communication. May this commitment serve as a compass, directing me towards interactions imbued with empathy and impact throughout the year.



Gagandeep Singh
Corp Office, Ludhiana

READER'S DIGEST



Inspired by Leaders

Joining Vardhman Group 1.9 years ago marked the beginning of a significant chapter in my career. Starting as an intern and subsequently transitioning to an employee within the same organization has been a notable achievement for me. This journey has been instrumental in shaping my career path, providing a platform to cultivate and enhance not only professional skills but also personal, behavioral, and interpersonal capabilities. The satisfaction of being recognized for both hard work and smart work adds to the fulfillment of this professional milestone.

Vardhman has demonstrated the transformative impact of promoting and supporting women in various facets of life and career. The tangible results of such practices are evident. The active support and encouragement from superiors have played a pivotal role in shaping my career in the organization. Witnessing the achievements of women in leadership positions serves as a powerful motivator for me. Their success becomes a source of inspiration, reinforcing the belief that if they can achieve it, I too can aspire to reach similar heights in my professional journey with Vardhman.



Parul Tiwari
Vardhman Fabrics, Budhni

READ TO LEAD

One Amazing Thing

"One Amazing Thing" is a novel written by Indian-American author Chitra Divakaruni. The story is set in a visa office in an unnamed American city, where a diverse group of people from various backgrounds and walks of life find themselves trapped together after an earthquake strikes the city. As they wait for rescue, tension and uncertainty mount.

To pass the time and distract themselves from the fear and anxiety of their situation, each person in the group is asked to share one amazing thing from their life, a significant and positive memory. The book explores themes of cultural diversity, human connection, and the power of storytelling to bridge divides. It delves into the individual stories of the characters and how these shared stories help them find common ground and a sense of unity in the face of adversity.

"One Amazing Thing" is a beautifully written and emotionally resonant novel that delves into the depths of human experience, relationships, and the way stories can shape and connect lives. It highlights the transformative power of sharing personal experiences and the universality of human emotions across cultural boundaries. The novel is a poignant and thought-provoking exploration of the human condition, illustrating the universal need for connection and understanding, regardless of cultural or social differences.

It's a reminder that, in times of crisis, the stories we share can bring us together and help us find hope and strength.



EVENTS AND ACTIVITIES

Diwali Celebrations



VSGM, Ludhiana



Corporate Office, Ludhiana



Auro Club, Baddi



Auro Textiles Fabric Division, Baddi, HP



Girls Hostel, Vardhman Fabrics, Budhni



Anant Spinning Mills, Mandideep



Arihant Spinning Mills, Malerkotla



Vardhman Apparels, Ludhiana



VSS, Ludhiana



Vardhman Yarns, Satlapur



Chhat Pooja



Arihant Spinning Mills, Malerkotla



Auro textiles (Processing Division), Baddi



Vardhman Fabrics, Budhni



VSGM, Ludhiana

Christmas Celebrations



Corporate Office Ludhiana



Arihant Spinning Mills, Malerkotla



Vardhman Apparels, Ludhiana

Other festivities



Gurburab Celebrations, VSGM, Ludhiana



Thanks Giving Day Celebrations at Vardhman Apparels, Ludhiana



Astronomy Show Organised for colony kids at Vardhman Fabrics, Budhni



Quiz competition organized on Children's day in Workers' colony at Arihant Spinning Mills, Malerkotla



Inauguration of Mansuran Park, VSS





Nav Durga Jagran organised at Vardhman Yarns on the occasion of Navratri



Durga Puja Auro Textiles (Weaving Division), Baddi



Durga Puja Celebration at VMT Spinning Mills



Garba Night organised at Vardhman Fabrics, Budhni



A Decade and More at Vardhman



As I reminisce about my professional journey at Vardhman, it feels like traversing through the roots of inspiration that have shaped my career over the years. From embarking on this exhilarating adventure as an Executive Trainee in 2005 to currently steering the HR division of the Spinning Division in Baddi, each step has been a profound learning experience.

Stepping into an industry for the first time, the sight of massive machines and the hum of production was intimidating. However, the comprehensive training plan designed for scheme recruits not only acquainted me with the functional aspects but also played a pivotal role in developing essential soft skills.

The Executive Development Program at VTDC Ludhiana and subsequent training in various sections of HR and IR translated theoretical knowledge into practical application. It was during this time that I encountered the exciting world of Quality Circle concepts under the guidance of Mr. D.K. Sindwani. Leading initiatives such as strengthening worker training, implementing functional tests, and introducing "Mera Kaam Asaan" highlighted my growing proficiency.

I achieved the position of the first female HR&IR Head of Auro Dyeing in Baddi. This milestone is a testament to the trust and

guidance of Mr. I.M.J.S. Sidhu and Mr. Mukesh Saxena. Entrusting me with various assignments, they supported me consistently, significantly contributing to my growth and achievements. Among many, one was organizing the 'Annual Function' of Auro Textiles and closing of the 'Suggestion Week' in Auro Dyeing on the same day, affirming the trust placed in me to handle the responsibilities.

In 2019, a new challenge emerged—ensuring consistent facilities for female workers in Baddi. I was tasked with overseeing all female workers, whether residing in hostels or commuting. Little did I know that the onset of the COVID-19 pandemic would transform this challenge into a unique opportunity to connect with each female employee, fostering trust and assurance of their safety here.

These instances have shaped me into the person I am today, fostering confidence and pride in my little achievements. My Vardhman journey has been transformative, teaching me adaptability, leadership, and the essence of teamwork. These roots of inspiration continue to nurture my growth, and I eagerly anticipate the exciting chapters ahead.

Reena Kumari
Spinning Division,
Baddi

From Gloom to Glory



As the year 2023 began, the world, while grappling with the socio-economic challenges emanating from global conflicts and a lingering pandemic, shifted its focus to fundamental needs like food and medicine. While, even the most developed economies faced challenges in managing the basic needs amidst high inflation, developing economies, notably India, demonstrated resilience and a unique demographic advantage.

Vardhman's product development team encountered a distinctive challenge. Clothing consumption became secondary in a world grappling with high inflation, which was reflected in the subdued and neutral color trends that prevailed throughout the pandemic until 2023. In response, the team, fueled by a culture of innovation, embarked on a journey to create a product aligning with the evolving needs of consumers. The challenge was to innovate amidst the gloom, emphasizing practicality over extravagant fashion.

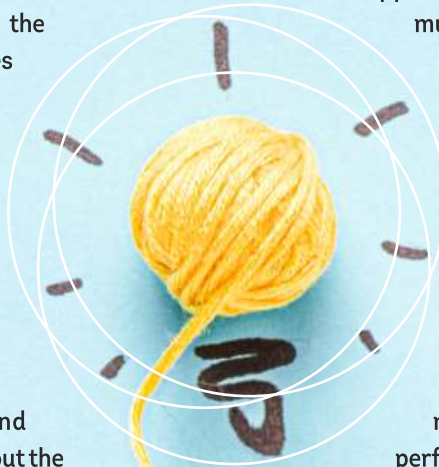
Inspired by a commitment of innovation, the team, through brand and buyer interactions and real-time user engagement,

identified a prevalent issue in the hosiery segment—fabric peeling in certain garment types. Leveraging an innovative approach and employing the 'add-subtract-decide-multiply-replace' technique, the team conducted trials with a poly filament as the core in core spun yarn technique. The team identified a gap in achieving desired yarn parameters for low peeling and natural stretch, leading to the use of the *mélange* process.

This innovation resulted in two trendsetting products - CotDura and Aura. These products, with their technical intricacies such as differential twist, elasticity, and filament migration, aimed to enhance overall garment performance, marking a shift from traditional norms and promising transformations in the garment industry.

Currently, the team has secured small industrial trial orders from esteemed brands like Jockey, Puma, Van Hussein, Next, and GAP. The team is energized and fully committed to establishing a benchmark with these products, as evidenced by the overwhelming response received from our buyers.

Dipankar Kar
Arihant Spinning Mills



Beyond Profession : My Personal Evolution with Vardhman



This year my transformative journey of personal growth, anchored by the pillars of social compliance and personality development, was all made possible through the invaluable support of Vardhman's leadership. Over the past year, my commitment to engage in social work has been deepened and enriched through several initiatives.

The organization's emphasis on ethical practices and responsible citizenship has not only shaped my professional outlook but has also influenced my personal interactions. Vardhman's commitment to social responsibility lit a fire in my soul, transforming me from a passive observer to a passionate community contributor.

Simultaneously, Vardhman's commitment to holistic employee development has played a pivotal role in my personal journey. Through tailored programs and resources, I have honed essential soft skills, navigated challenges with resilience, and witnessed a tangible improvement in my interpersonal relationships. The emphasis on self-discovery and continuous improvement at Vardhman has been instrumental in shaping my confidence and effectiveness.

I am immensely grateful to Vardhman for being a partner in my growth journey, and I hope that my experiences inspire others to embrace opportunities for self-improvement and skill acquisition in their respective paths.

Samunder Singh
Vardhman Apparels



SPORTS AND RECREATION



Corporate Sports Meet 2023 Award Ceremony at Corporate Office, Ludhiana



Ballon Racing Games in VMT Spinning Mills, Baddi



Blind Shepherd Game at Anant Spinning Mills, Mandideep



Employee Engagement Activity for employees at Vardhman Fabrics, Budhni



Engagement Activity at shop floor Auro Textiles (Processing Division), Baddi



Indoor Sports held at Vardhman Apparels, Ludhiana



Recreation Activity at Auro Textiles (Processing Division), Baddi



Indoor Games Closing In Arisht Spinning Mills, Baddi



Seven Stone game organized at Auro Spinning Mills, Baddi



Outdoor Activities for workmen
Auro Textiles (Weaving Division), Baddi



Fun Activity Organised at VSM , Baddi



Session On Mental Health at Anant Spinning Mills, Mandideep



World Heart Day Celebrations at Vardhman Apparels

Safety



Spreading PPE Awareness among the workers at Anant Spinning Mills, Mandideep



Security Manual Release at Anant Spinning Mills, Mandideep



Safety Oath taking at Vardhman Yarns Satlapur



Fire & Safety Training Program for Contract Workers at Anant Spinning Mills, Mandideep



Birthday Bash



Anant Spinning Mills, Mandideep



Arisht Spinning Mills, Baddi



ASM & Vardhman ReNova, Baddi



Auro Textiles (Processing Division), Baddi



Auro Textiles (Yarn Division), Baddi



Vardhman Fabrics, Budhni





Vardhman Apparels, Ludhiana



VMT, Baddi



VSGM, Ludhiana



VSS, Ludhiana



Birthday Celebration of Mr. IMJS Sidhu,
Director Location, Baddi



**HAPPY
BIRTHDAY**





ਖੁਸ਼ਹਾਲੀ ਹੀ ਇੱਕ ਸਫਲ ਵਿਅਕਤੀ ਦੀ ਨਿਸ਼ਾਨੀ ਹੈ।

ਖੁਸ਼ਹਾਲੀ ਬਹੁਤ ਜ਼ਰੂਰੀ ਹੈ ਇਹ ਮੈਨੂੰ ਆਪਣੇ ਜਿੰਦਗੀ ਦੇ ਅਨੁਭਵ ਤੋਂ ਪਤਾ ਚੱਲਿਆ ਆਪਾਂ ਤਕਰੀਬਨ ਸਾਰੇ ਸੋਚਦੇ ਹਾਂ ਆਪਣੇ ਕੋਲ ਪੈਸੇ ਅਤੇ ਇੱਕ ਵਧੀਆ ਅਹੁਦਾ ਹੋਵੇ। ਤਾਂ ਜੋ ਆਪਾਂ ਇੱਕ ਸਫਲ ਇਨਸਾਨ ਬਣ ਸਕੀਏ। ਮੇਰੀ ਵੀ ਪਹਿਲਾਂ ਇਦਾਂ ਦੀ ਹੀ ਸੋਚ ਸੀ, ਪਰ ਜਦੋਂ ਮੈਂ ਆਪਣੇ ਸਹਕਰਮੀਆ ਅਤੇ ਦੋਸਤ ਮਿੱਤਰਾਂ ਦੇ ਦੁੱਖ ਸੁੱਖ ਸੁਣੇ ਤੇ ਮੇਰਾ ਮੰਨਣਾ ਹੁਣ ਇਹ ਹੋ ਗਿਆ, ਜੋ ਬੰਦਾ ਖੁਸ਼ ਨਹੀਂ, ਉਹ ਇੱਕ ਸਫਲ ਇਨਸਾਨ ਨਹੀਂ ਹੈ।

ਇੱਕ ਉਦਾਹਰਨ ਦੇ ਤੌਰ ਤੇ ਆਪਾਂ ਗੱਲ ਕਰੀਏ, ਹੁਣ ਕਈ ਵਾਰ ਕੀ ਹੁੰਦਾ ਵਾ ਕੁਝ ਲੋਕ ਘੱਟ ਉਮਰ ਚ ਤਰੱਕੀ ਕਰ ਲੈਂਦੇ, ਤੇ ਆਪਣਾ ਸੰਸਾਰਿਕ ਜੀਵਨ ਵੀ ਜਲਦੀ ਪੂਰਾ ਕਰ ਲੈਂਦੇ। ਕੁਝ ਲੋਕ ਦੇਰ ਬਾਅਦ ਤਰੱਕੀ ਕਰਦੇ ਤੇ 100 ਸਾਲ ਤੱਕ ਜੀ ਜਾਂਦੇ। ਅਸਲ ਗੱਲ ਤਾਂ ਰੱਬ ਨੇ ਸਾਰੀ ਸਮਾਂ ਸੂਚੀ ਬਣਾ ਕੇ ਰੱਖੀ ਹੋਈ ਆ। ਆਪਣਾ ਕੰਮ ਇਮਾਨਦਾਰੀ ਨਾਲ ਖੁਸ਼ ਰਹਿ ਕੇ ਮਿਹਨਤ ਕਰਨਾ ਹੈ।

ਰੋਜ਼ ਇਦਾਂ ਦੀਆਂ ਕੁਝ ਚੀਜ਼ਾਂ ਲਈ ਸਮਾਂ ਜ਼ਰੂਰ ਕੱਢੋ ਜਿਨ੍ਹਾਂ ਨਾਲ ਤੁਹਾਡੀ ਆਤਮਾ ਨੂੰ ਖੁਸ਼ੀ ਮਿਲਦੀ ਹੈ। ਖੁਸ਼ ਰਹਿਣ ਦੇ ਨਾਲ ਸਿਹਤ ਬਹੁਤ ਵਧੀਆ ਰਹੂ, ਹਮੇਸ਼ਾ ਚੜ੍ਹਦੀ ਕਲਾ ਚ ਰਹੋਗੇ ਅਤੇ ਤੁਹਾਡਾ ਕੰਮ ਤੇ ਵੀ ਮਨ ਲੱਗੇਗਾ। ਵੈਸੇ ਵੀ ਸਿਆਣੇ ਕਹਿੰਦੇ ਨੇ ਕੀ ਖੁਸ਼ੀ ਨਾਲ ਕੀਤਾ ਕੰਮ ਦੁੱਗਣਾ ਹੋ ਜਾਂਦਾ ਹੈ ਜਿਸ ਦਾ ਫਲ ਪ੍ਰਮਾਤਮਾ ਵੀ ਦੁੱਗਣਾ ਹੀ ਦਿੰਦਾ ਹੈ

"ਮੈਂ ਪੂਰੀ ਦੀ ਜਗ੍ਹਾ ਅੱਧੀ ਹੀ ਖਾਣੀ,
ਪਰ ਮੈਂ ਖੁਸ਼ ਹੋ ਕੇ ਲਿਖਾਂਗਾ ਆਪਣੇ ਸਫਲ ਹੋਣ ਦੀ ਕਹਾਣੀ"

Gurkirtan Singh
Auro Textile (AD), Baddi



Spiritual Consciousness and Emotional Resonance



As we approach the year-end, it's time to reflect on the profound lessons that life has imparted, echoing the age-old wisdom encapsulated in the Sanskrit verse,

आचार्यात् पादमादत्ते पादं शिष्य स्वमेधया ।

पादं सब्रह्मचारिभ्यः पादं काल क्रमेण च ॥

which translates to -

A disciple gets a quarter of his knowledge from his teacher, a quarter through his self-intellect, a quarter through his colleagues and a quarter with due course of time. Thus, he learns from different sources, and he needs to continue this process of learning throughout his life consciously.

This past year, my journey has been shaped by five essential rungs on the ladder of learning, each contributing to my evolution as an individual:

Spiritual Consciousness : Drawing from the teachings of the Bhagavad Gita, I've found solace in spiritual consciousness—a potent tool for fostering positivity.

Emotional Availability : True leadership goes beyond advice; it involves being present for others. Recognizing the importance of emotional availability, I've created a space for open sharing, nurturing a culture of kindness.

Focus on your Deeds : Rooted in spiritual beliefs, this philosophy guides me in moments of disappointment. It promotes mindful focus on personal deeds, fostering accountability in the interconnected web of life.

Make Kindness the Norm : Embracing kindness as a way of life has transformative potential. By adopting a judgment-free attitude, minimizing complaints, and accentuating the positive, I've positively shaped my personality.

More Compassion, Less Judgment : Moving beyond labels, I've embraced the understanding that individual actions spark positive societal change.

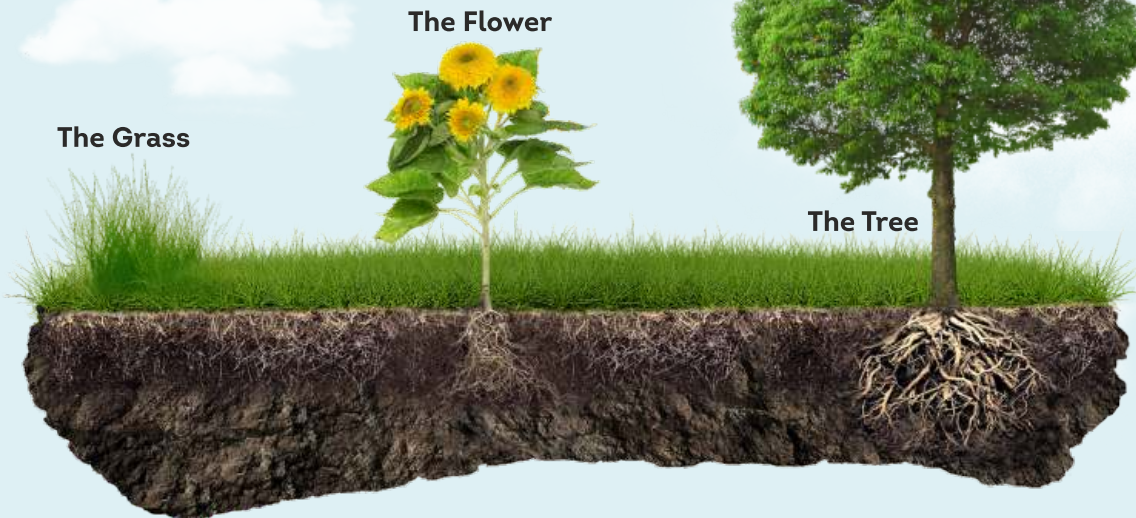
As I continue this journey of personal growth, I am reminded that progress lies in learning something new every day. With every skill acquired and each piece of information, I grow both personally and professionally.

Bhawna Kapil

Auro Textiles-Printing Division, Baddi



Leadership Lessons from Nature



The presence of three distinct plant types coexisting to sustain life on Earth parallels the intricate design of the entire work system, symbolizing the essence of leadership and its roots. Each person assumes a crucial role, akin to our responsibility in preserving the work's delicate balance. Allow me to guide you through a lesson I learned in school, which has been a constant source of inspiration during challenging times.

The Grass:

Thriving with vitality, the grass exemplifies rapid growth, its small and narrow roots firmly anchored in the soil, showcasing an unparalleled adaptability to diverse weather conditions. The grass teaches us the importance of adaptability, unity, and concealing challenges for a positive exterior.

The Flower:

Seeking rapid growth, flowers aspire to uplift themselves without attending to their roots, resulting in a vulnerability that hampers their stability. Their performance excels in favorable conditions, yet their grasp on the soil remains tenuous. The flower reminds us of the delicate balance between vulnerability and beauty, the importance of tending to our roots, and the challenges hidden behind a pleasant exterior.

The Tree:

Growing alongside the grass and flowers, trees embody a deliberate and slow approach, prioritizing the development of a robust root system even as others around them surge in rapid growth. Gripping the soil firmly, they create a stable foundation, often allowing others the opportunity to flourish. The tree teaches us the value of deliberation, slow growth, resilience, and sustainable success.

This was a lesson taught to me by Mr. K.M. Singh, who has been a guiding force whose life lessons continually fuel my pursuit of excellence. As a dedicated learner, I regularly collect and cherish the profound words spoken by influential leaders of Vardhman. These impactful expressions serve as constant motivation, propelling me towards continuous self-discovery and personal growth.

"Speaking assertively is the only way to convey the truth."
- Mr. R.S. Yadav (CGM-VAL)

"Mending people is more challenging than yarn mending, and we must employ effective engineers to engineer them."
- Mr. Sudesh Sharma
(VP, L&D Vardhman Yarns & Anant Spinning Mills)

"Success isn't always defined by numbers; sometimes, your gut feeling indicates that you have achieved something significant"
- Mr. Neeraj Jain (JMD - Yarn Business, Vardhman)

"Always express gratitude to your organization, which provides you the opportunity to contribute to our society."
- Mr. S. Pal (Director MP Location)

Ravinder Kumar Saha
Anant Spinning Mills, Mandideep

Shrimad Bhagwad Gita & Theory of Karma



God has bestowed upon us this human life, a unique opportunity for self-realization and liberation from the cycle of birth and death. We inhabit a material world, often referred to as "Mritu Lok," where suffering is ubiquitous, and mortality is inevitable. However, amidst the transient nature of life, there exists a profound purpose for each one of us.

Amidst this crossroads of existence, the timeless wisdom of the Bhagavad Gita, becomes my guiding light. Extending beyond its spiritual teachings, the Gita encompasses diverse facets such as management, science, arts, knowledge, and actions. It acts as my Guru, dispelling the darkness (Gu) and revealing the path to illumination (Ru) and has played my root of inspiration.

**कर्मण्येवाधिकारस्ते मा फलेषु कदाचन।
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि॥२.४७॥**

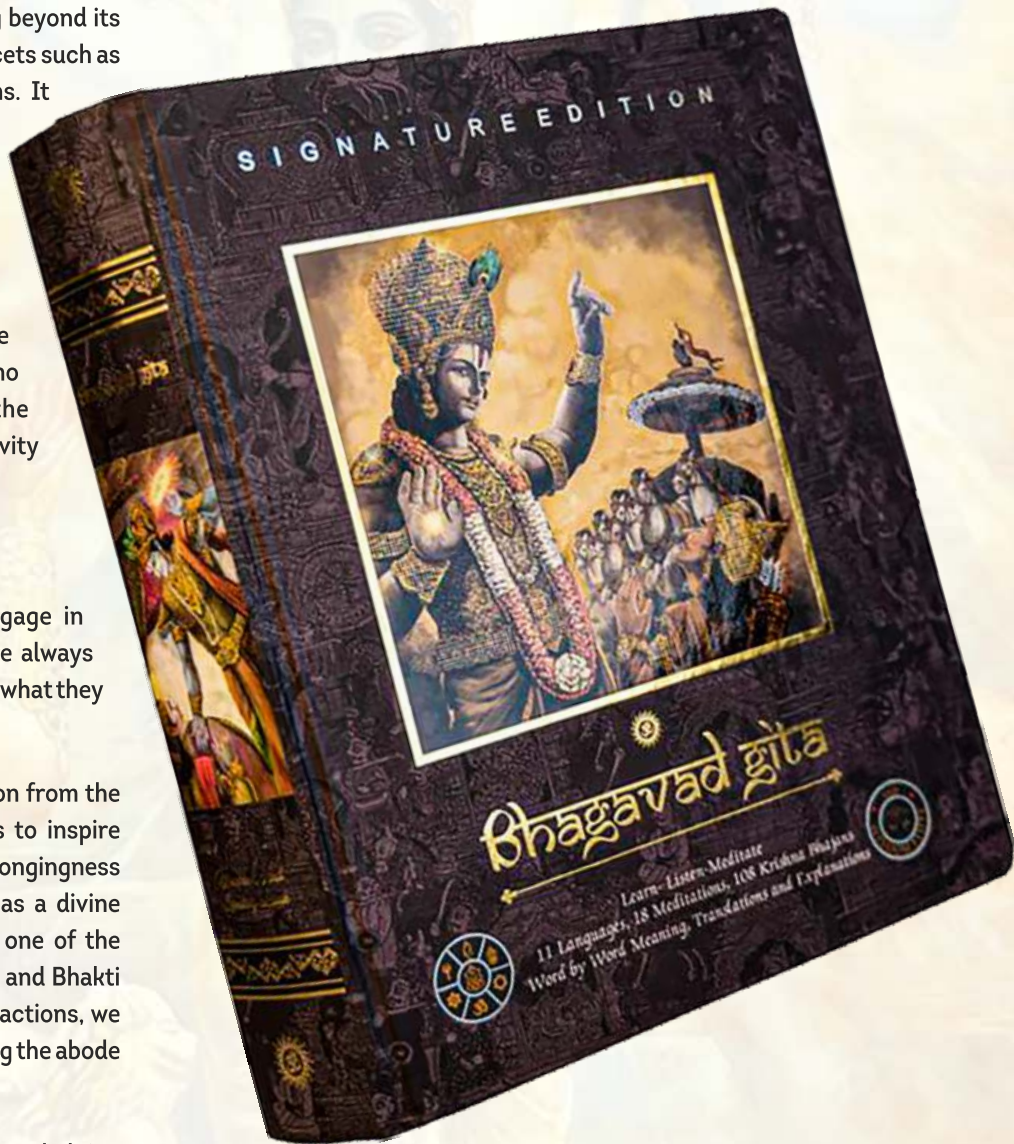
You only have a right to action (karma) and not to the fruits of your karma. Do not become a person who constantly meditates upon (gets attached to) the results of one's karma. Do not get attached to inactivity (no karma).

**अनन्याश्चिन्तयन्तो मां ये जनाः पर्युपासते।
तेषां नित्याभियुक्तानां योगक्षेमं वहाम्यहम्॥९.२२॥**

There are those who always think of Me and engage in exclusive devotion to Me. To them, whose minds are always absorbed in Me, I provide what they lack and preserve what they already possess.

Renowned figures across time have drawn inspiration from the Bhagavad Gita, and this timeless source continues to inspire generations. The key lies in adopting a sense of belongingness and ownership in our work culture, treating work as a divine responsibility. This concept aligns with Karmayog, one of the three paths for God realization, alongside Giyan Yog and Bhakti Yog. Embracing a sense of duty and devotion in our actions, we strive to become true Karmayogis, ultimately reaching the abode of the Lords.

The Bhagavad Gita has been a guiding light for me, helping navigate life's complexities and inspiring a purposeful and devoted existence. I wish for all of you to discover the same profound inspiration within its teachings.



Pardeep Malhotra
Arihant Spinning Mills, Malerkotla

TRAINING & DEVELOPMENT



A training initiative 'संस्कार' was conducted for new joiners at Baddi



ACE Session by External Faculty at Anant Spinning Mills, Mandideep



Behaviour Training Program - Managing Senior's Expectation at Auro Club, Baddi



Girls Participating in Activities during PACE Classes at VMT, Baddi



Admin Policies Awareness Session in Auro Spinning & Vardhman Renova



POSH training at Auro Textiles, (Yarns Division), Baddi



Staff Training Program at Vardhman Fabrics, Budhni



Skill Convocation Ceremony Auro Textiles (Weaving Division), Baddi

CSR : DOING OUR BIT

Education



Chairman Sir providing financial support of Rs 1 Cr. to Vice Chancellor of Punjab University for Establishment of advanced Computation facility to boost startup Ecosystem in Punjab



Inauguration of Science Block at GSSS Karoa Paragpur District Kangra (HP) Constructed by Vardhman



Distributed bags along with stationary items to 600 students under CSR activity at VSS, Ludhiana

Healthcare



Distributed Artificial Limbs to 15 Divyang Individuals in Sehore & Raisen (MP)



Conducted Menstrual Hygiene Awareness Session as part of the "NANDINI" Project in Baddi and Budhni.



Conducted Gyan Vigyan Mela in the Balaknath area of Baddi (HP) for the Empowerment of Adolescent Girls and Parents of the Community



Contributed to the Neurology Department at CMCH Ludhiana to support the organization for an awareness campaign and bike rally

AWARDS & RECOGNITIONS



VSGM, Ludhiana won Punjab State Energy Conservation Award for the year 2023



Anant Spinning Mills Maintenance team Won Super Challenger Award (Top Most Award) in CII Champion PM Circle trophy Competition held in Nov-23



Corp HR Team Won Gold award in 7th CII National HR Circle Competition 2023



Auro Textiles (Yarn Dyeing) team won Gold Award in QCFI-2023 Haridwar Quality Circle Umang



Darpan Team from Auro Textiles (Weaving Division) won GOLD Award in 13th HCCQC-QCFI Haridwar





Quality Circle "Manzil" of Auro Spinning won QCFI gold award 2023 at Haridwar



QC Team Udaan from vardhman Fabrics, Budhni won ICCQC 2023 Inter National level competition-Gold Award



QC - Umang Team, Auro Textiles (Yarn Dyeing Division) won Gold Award in HCCQC in Haridwar



QC OSE Reward Ceremony at Anant Spinning Mills, Mandideep



Vardhman Yarns Satlapur won 1st position in 5S Audit FY22-23



LET'S MEET

What have been the most significant challenges you've faced in the performance of your role, and how did you overcome them?

Since my joining in 1993, I came across several challenging situations, being the first person in Technical Services at the Corporate office. My primary role was to assist the group units in the implementation of the Chairman's vision of technology upgradation and to provide inputs to the corporate projects team in the selection of plant and equipment for yarn spinning operations.

One of the challenges arose when Kyungbang/Marubeni invited only one technical person from Vardhman to Seoul, Korea, for discussions on the Melange project in Baddi (VKM). I was assigned the role to act as a coordinator for all the ongoing projects, including Auro Dyeing, Mahavir Mercerizing, BVTL and VMT among others. Extensive review discussions and site visits with the Chairman proved to be an enlightening experience.

In 1996, I was nominated lead the team of all Technical Heads of our group units to ITMA, Italy. A very powerful and comprehensive technical agenda was set by the Chairman for the Expo. During several interactions with the vendors and exhibitors at the Expo, I could clearly sense the image and respect that Vardhman commands in the textile world.

Implementing the Maintenance Health Audit system followed by American & Effird (A&E), was another significant challenge. With the active co-operation and support of Mr. Praveen Dhingra, currently, CGM, Vardhman Yarns, we achieved results better than A&E. The technical audit system turned out to be a unique process across Vardhman group. Another important change that we could bring about has been to convince the units to eliminate the concept of Sub-Stores across the group.

Another interesting challenge that came my way was to determine the Complexity Index of each group unit in terms of technology, product mix, size, and manpower deployment. This required extensive discussions with all the stakeholders, in-depth understanding of the technology deployed, and real-life situations demanding alignment with the varying demands of customers. Over the years, the concept got refined and gained acceptance across the board.

Can you share something about your family or personal routines or practices that help you stay balanced?

I take immense pride in sharing my role as a father of two wonderful children, Riju and Rishika. Riju is currently pursuing MBBS while Rishika has successfully completed her BDS from CMC Ludhiana. Rishika is a very good badminton player and Sports Secretary at CMC, Ludhiana. Riju plays guitar and drums very beautifully and made proud by winning nation's biggest MEDFests at AIIMS-Delhi & AIIMS-Rishikesh since last 2 years



My wife, who holds a Ph.D. degree from NIT, Kurukshetra in Chemistry, is a dedicated educator at Punjab University College. Passionate about the environment, she has done a Diploma in Environment and is now pursuing a Diploma in Solid Waste Management. She is also actively engaged in social work, including the creation of compost from household waste of our Society.

In terms of personal routines, I derive immense joy from dedicating quality time to my family. Whether it involves supporting Riju and Ritika in their pursuits or actively participating in my wife's commitment to social work through various initiatives, our collective efforts allow us to make positive contributions to the community.

How has your experience evolved since joining Vardhman, and what changes do you foresee in the organization?

Since joining Vardhman, I've witnessed a notable shift from a decentralized to a centralized organizational structure, showcasing the company's commitment to adaptability and continuous improvement.

Another significant change has been a visible increase in Social and Cultural activities, with VC & JMD Madam Suchita and ED Ms. Sagrika actively participating in such activities.

Productivity (Labor & Machine both) along with Digitalization has gained good momentum in our organization with the new initiatives of Mr. Neeraj Jain. This achievement has yielded positive outcomes, including reduced down time, enhanced overall efficiency, and improved incident recording.

Are there any books, movies, or other forms of media that have had a profound impact on your life?

Certainly. While I typically haven't been drawn to movies, one film that resonated with me is "3 Idiots." It prompted me to reconsider the expectations we impose on our children regarding their capabilities.

As for books, "You Can Win" by Shiv Khera is a personal favorite, and I can recall specific pages from it. Another influential source is "The Bhagavad Gita," which has significantly shaped my perspectives and influenced my actions. Beyond studying its teachings, I have shared insights from Gita in numerous lectures within different units. Motivated by its philosophy, I've developed my own interpretation, placing importance on the sequence of "gyan" (knowledge) preceding "karam" (action), with an enduring commitment to "bhakti" (devotion) throughout the journey.

What guidance would you offer to the upcoming generation at Vardhman?

My advice, applicable to individuals of all ages, is rooted in the teachings of Gita, which emphasizes performing one's "karm" with such dedication and passion that it doesn't feel like work. I believe in approaching tasks with utmost dedication and passion, ensuring that the work becomes a source of fulfillment rather than a mere obligation.

A crucial message I wish to convey is the importance of trusting in God's plan and finding contentment in our achievements. It's essential to work with unwavering dedication, and for the younger generation entering Vardhman, my advice is to prioritize "karam" - dedicating yourself to your efforts. Emphasize hard work and let results naturally unfold without becoming excessively fixated on immediate outcomes. Continuous diligence is the cornerstone of success, and at Vardhman, the ethos, values, hard work, ethical conduct and sincere efforts are recognized and rewarded by the chairman himself.

Are there any causes or charities that are particularly meaningful to you?

Yes, my wife and I are actively involved in two meaningful causes.

Firstly, we are dedicated to promoting environmental sustainability by implementing waste composting practices in our household. We strictly adhere to a zero-plastic policy and have successfully influenced our community to ban plastic usage among vendors. Together, our society engages in composting household waste, contributing to a waste-free environment and making manure for the society gardens.

Secondly, we are passionate about education and spend our holidays visiting schools. My wife conducts insightful lectures on environmental awareness and waste control, while I share my knowledge of Vedic Maths with primary students. These causes hold great significance for us as we actively contribute to creating a positive impact on both the environment and education.

Recognizing that the future of Vardhman is led by women, I would encourage female members to step forward and aspire to occupy senior positions through learning and growth. Having women in top leadership positions will give the organization an enriched perspective.

Rajeev Mehani
Senior Vice President
CTS

Empowered by Growth



I joined the Vardhman Textile Group as an Executive Trainee on July 1, 2014, embarking on what turned out to be a transformative nine-year journey.

During my tenure, Vardhman Textile Group consistently presented avenues for growth, providing me with opportunities to expand my skills and knowledge base. Despite being initially on a one-year training roadmap, I found myself leading Talent Acquisition from December 2023 onwards. The company prioritized individual self-development, fostering an environment where personal and professional growth were actively nurtured. Collaborating with diverse departments and teams exposed me to cross-functional learning, offering a holistic understanding of the organization's functioning and enhancing my skillset.

Throughout my journey, Vardhman Textile Group's emphasis on training and development was evident. Continuous learning initiatives ensured that I remained updated on industry trends and equipped me with the tools needed to excel in my role. The support I received from both seniors and management was instrumental, providing guidance and mentorship crucial to my professional development. Leading various project implementations and working with the corporate HR department allowed me to contribute directly to the company's success.

One of the most remarkable aspects of my Vardhman journey was the constant opportunity for learning. The organization's commitment to fostering a culture of continuous learning ensured that there was always something new to discover. The positive and collaborative culture at Vardhman Textile Group created a conducive atmosphere for learning and growth, making my tenure a rewarding and enriching experience both personally and professionally.

My tenure at Vardhman Textile Group has been immensely fulfilling, marked by continuous growth, learning, and the support of a vibrant and nurturing work environment. I am grateful for the experiences, learning, and relationships that have shaped my professional journey here.

Govind Patel
Vardhman Fabrics, Budhni



WELCOME ABOARD



Mr. Dipayan Saha
Sr. Manager, Research & Development
Vardhman Special Steels Ltd



Mr. Arghya Ghoshal
Vice- President, Manufacture Excellence
Vardhman Special Steels Ltd



Rajan Khurana
Manager, Corporate Projects & Purchase
Corp Office, Ludhiana



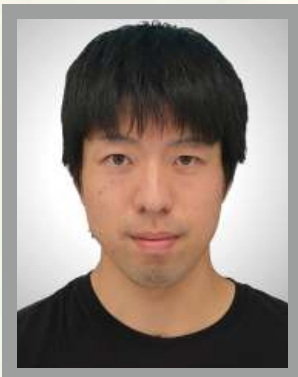
Mukesh Mathur
Manager, Digital & IT
Corp Office, Ludhiana



Rajesh Shukla
Chief Manager, Unit Commercial & Accounts
Vardhman Fabrics, Budhni



Harpreet Singh Virdi
Chief Manager, Fabric Sales & Marketing
Auro Textiles



Nakagawa Takahiro
Manager, Steel Melt Shop
Vardhman Special Steels Ltd





Sri Aurobindo

Meditation

The thinking mind is the one instrument we possess at present by which we can arrive at a conscious self-organisation of our internal existence. But in most men thought is a confused drift of ideas, sensations and impressions which arrange themselves as best they can under the stress of a succession of immediate interests and utilities. In accordance with the general method of Nature much is used as waste material and only a small portion selected for definite and abiding formations. And as

in physical Nature, so here the whole process is governed by laws which we rather suffer than use or control.

By meditation we correct the restless wandering of the mind and train it like an athlete to economise all its energies and fix them on the attainment of some desirable knowledge or selfdiscipline. This is done normally by men in ordinary life, but Yoga takes this higher working of Nature and carries it to its full possibilities. It takes note of the fact that by fixing the mind luminously on a single object of thought, we awaken a response in general Consciousness which proceeds to satisfy the mind by pouring into it knowledge about that object or even reveals to us its central or its essential truth. We awaken also a response of Power which gives us in various ways an increasing mastery over the workings of that on which we meditate or enables us to create it and make it active in ourselves. Thus by fixing the mind on the idea of Divine Love, we can come to the knowledge of that principle and its workings, put ourselves into communion with it, create it in ourselves and impose its law on the heart and the senses.