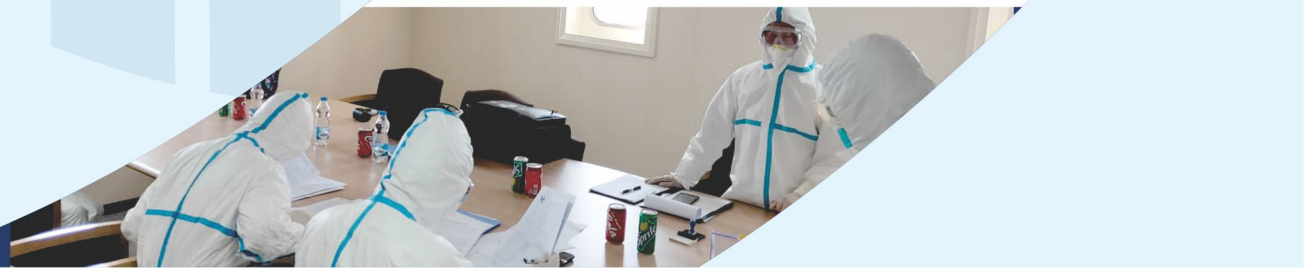
SCOPE
PROMOTING EXCELLENCE
STANDING CONFERENCE OF PUBLIC ENTERPRISES

Building Self Reliant, Resurgent, Resilient India

- PSEs Contribution Amidst COVID-19







MAHARATNA CPSEs

Bharat Heavy Electricals Limited



Dr. Nalin Shinghal
CMD, BHEL

BHEL is making a collective effort to maintain business continuity and ensure quick resumption of work post lifting of lockdown. Remote access has been provided through IT network to enable employees to carry out office activities and meetings are being conducted via video conferencing. Utilisation of this time to carry out initial material procurement, engineering and project activities are being encouraged during the Work from Home period.

Bharat Heavy Electricals Limited (BHEL), is a celebration of India's industrial achievements. Established in 1964, it is one of India's largest engineering and manufacturing enterprise in the energy and infrastructure sectors and a leading power equipment manufacturer globally.

BHEL serves the core sectors of the economy and provides a comprehensive portfolio of products, systems and services to customers in power, transmission, transportation, renewables, water, defence & aerospace, oil & gas industry from its widespread network of 16 manufacturing plants, 2 repair units, 4 regional offices, 8 service centres, 15 regional marketing centres, 3 overseas offices and more than 150 project sites across India and abroad. In all, BHEL has footprints in 83 countries in all the six inhabited continents.

The worldwide installed base of power generating equipment supplied by BHEL exceeds 185 GW – making it the undisputed leader amongst Indian power plant equipment manufacturers. BHEL has installed more than 1000 utility sets in thermal, hydro, nuclear and gas-based power plants, contributing 53% to the total installed conventional power generation capacity in the country.

All the entities of the company are accredited to ISO 9001:2015, Quality Management Systems, with major manufacturing units also accredited to Environmental Management Systems, ISO 14001:2015, and Occupational Health & Safety Management Systems, OHSAS 18001:2007.

Employees Strength

- Permanent: 33410 as on 01.06.2020
- Contractual: 18253 as on 06.06.2020

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

In response to the management's call for strengthening the fight against COVID-19, BHEL employees have expressed their solidarity by making a contribution of one day's salary to the Prime Minister's Relief Fund. Aimed at extending a helping hand to alleviate the effects of this pandemic, BHEL has made a contribution of Rs. 7 Crore through its CSR funds, while its employees have made a humble contribution of donating their one-day's salary to the Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund). To bolster the fight against this unprecedented medical emergency, a total amount of Rs. 15.72 Crore has been transferred to the PM-CARES Fund by BHEL.

Payment to Contractual Workers during Lockdown Period

In these trying times, it is of utmost importance to keep up the spirits of the workforce and boost their morale. BHEL has taken care to see that payments are made to contractual workers.

Social Support to needy by providing food & shelter

Lending a helping hand, BHEL's Haridwar unit along with its Ladies Welfare Centre, handed over dry ration kits to the Haridwar district administration for distribution to the needy, in the wake of the COVID-19 pandemic.

Hyderabad unit provided cooking provisions to truck drivers and cleaners who have been stranded due to the lockdown and are currently staying in the unit's premises. To help mitigate the problems being faced by essential services sanitary workers and their families due to lockdown, Hyderabad unit also distributed daily provisions



to its sanitary workers. The gesture was made to acknowledge and appreciate their hardwork and relentless contribution in improving sanitation and maintaining general cleanliness to control the spread of COVID-19 in the unit.

BHEL's Tiruchirapalli unit has also donated bags containing essential provisions, including groceries and vegetables to 250 under privileged families, reiterating BHEL's commitment to giving back to society, especially during calamities such as the COVID-19 pandemic. The bags were handed over to the residents of Devarayanery Narikkorava Nomads Colony.

Medical Support to Address Health Crisis Innovation

As part of the initiatives to check the spread of COVID-19, hand sanitiser was prepared in-house, in line with WHO guidelines, by a team of chemical engineers, doctors and human resource officials of BHEL Tiruchirapalli at its Coal Research Centre. Around 100 litres of sanitiser was produced for

distribution to BHEL Mail Hospital, OHS centre and Security department. In addition, Haridwar, Bhopal and Jhansi units, have made hand sanitisers in-house, for distribution and use at their local BHEL hospitals, dispensaries and also for distribution to the security personnel and essential services staff.

Three-ply masks have been made in-house by the company's Jhansi unit to meet the requirement of the unit's hospital, guest house, security guards and employees working under essential services. BHEL has also taken up a welfare project for distribution of masks which will be manufactured by BHEL's Ladies Welfare Association, Noida Township.

BHEL's Tiruchirappalli unit has developed a new set of in-house PPE products like 'Half-Sleeve Protective Gown', 'Splitter for Oxygen Cylinder', and 'Face Shield Prototype' for protecting its employees working under essential services from infection and for their care.

To address limited manufacturing capacity of Critical Care Ventilators in country and to meet the surge requirement of Critical Care Ventilators due to COVID-19, BHEL is extending its manufacturing facilities for assembly of critical care Ventilators. In this endeavour, BHEL has entered into strategic tie ups and signed non-exclusive Manufacturing Association Agreements with two domestic OEMs of critical care ventilators, i.e., M/s AgVa Healthcare, M/s AB Industries.

R&D and Technological breakthrough

- BHEL has developed in-house technology with the new BHELMISTER amongst others. Ranipet unit has developed in-house, a spray assembly that atomises sanitising liquid and can be used for mass sanitisation for combating COVID-19, while consuming comparatively less liquid. It has been named BHELMISTER and has been donated to the local administration of Ranipet for sanitising the whole town on a mass scale. The system is in operation on the streets of Ranipet in Tamil Nadu. The design is being shared with all other units of BHEL so that it can be adapted and used by them as well.
- BHEL Haridwar, in association with CSIR, has successfully developed an Electrostatic Disinfectant Spray Machine for sanitising indoor areas. The portable machine, through a mist of charged micro particles, achieves uniform coverage on target surfaces and reduces consumption of disinfectant. As a CSR project, five such machines have been deployed at various BHEL offices.
- BHEL's Haridwar unit have made their elevator systems free of human contact by making Touch-free Elevator Buttons. The process involves a simple mechanism of just waving one's hand





within 160 mm of the sensor, which registers the request in the existing control panel. The modification in the machine is a simple and easy solution which snugly fits in the existing location without impairing the aesthetics of the elevator.

- The Tiruchirappalli unit has also developed a compact, portable, battery-operated, Automatic Hand-Sanitiser. The system senses the user's hands and operates automatically without physical contact making it extremely safe in the current scenario. With a five litre tank to store the sanitiser, the system has a level indicator that shows the exact volume of liquid available for use. A photoelectric sensor provided at the opening senses the physical presence of the hands. The entire system operates on 12V DC which is supplied from a general purpose battery thus, making it conveniently portable and deployable.
- Tiruchirappalli unit has also developed a hands-free Sanitiser Dispensing Machine with an innovative design to promote hygienic hand sanitising as part of its initiatives to contribute to the nation's effort to contain COVID-19. The portable mechanical device allows the user to easily operate the dispenser by simply pressing on a foot-pedal. The device has been conceptualized, designed and manufactured completely in-house by Tiruchirappalli unit with available resources.

Preventive Measures (for the Organisation and Employees)

For Employees

Continuing with the concerted efforts of the nation to fight COVID-19, preventive measures are in place at all BHEL units and offices. Strict social distancing is being practiced across offices by the employees working under the essential services category. Thorough sanitisation drives are being conducted as precautionary measures by units, not only in the factories and office buildings, but also entire township premises including hospitals, schools, shops/markets and banks/ATM areas. Monitoring and sanitising of vehicles is also being done at the single entry points and exit gates. Masks, gloves and sanitisers are being provided to employees. All these efforts are directed towards keeping the employees and their families safe during this pandemic.

For Organisation

BHEL is making a collective effort to maintain business continuity and ensure quick resumption of work post lifting of lockdown. Remote access

has been provided through IT network to enable employees to carry out office activities and meetings are being conducted via video conferencing. Utilisation of this time to carry out initial material procurement, engineering and project activities are being encouraged during the Work from Home period. Further, online training through video lectures, webinars etc. is being undertaken for employees to update knowledge and skills. BHEL is in association with external consultants is assimilating best industry practices to develop a SOP to restart activities keeping in mind the safety of its employees.

Undaunted by the unprecedented halt in operations due to the lockdown, the company has achieved a major milestone by successfully implementing a huge employee engagement initiative. During this phase, the company has reached out to nearly 21,000 employees to maintain continuity and to facilitate the transition to work-from-home. Significantly, in addition to focusing on the health and wellbeing of its employees, BHEL has effectively used this lockdown as an opportunity to sharpen the skill set and creativity and productivity of employees.

In line with government directives regarding workplace protocols, including strict adherence to social distancing and sanitisation guidelines, BHEL has commenced operations keeping in view work and production exigencies in all manufacturing units, divisions and offices, including the Corporate Office in New Delhi. All the necessary precautions are being taken while restarting operations.

Awareness Campaigns

BHEL's Units are creating awareness through displaying banners and hoardings regarding precautions and safety measures on COVID-19.

Banners, hoardings, pamphlets and displays on Notice Boards regarding safety measures and awareness on the pandemic have been displayed across the organisation at its office premises and townships.

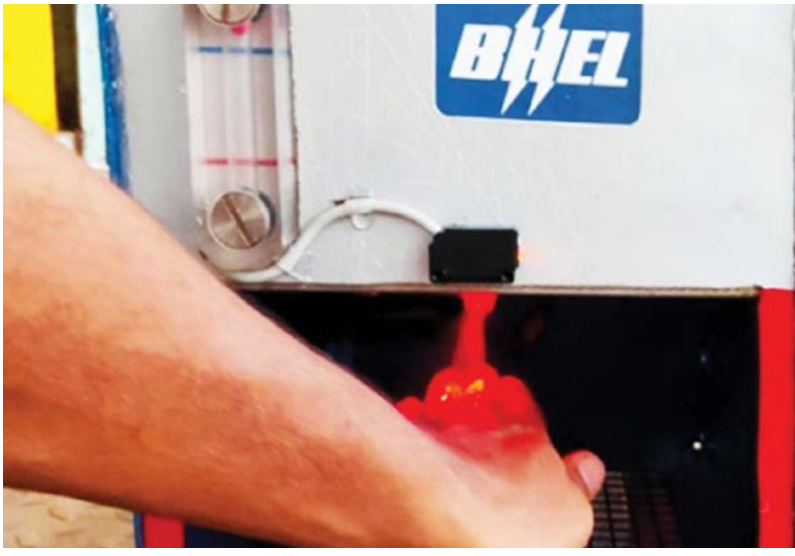
All employees are being sensitised through emails sent to them individually, information on internal web systems etc. Precaution methods and awareness messages are being shared via the in-house journal EKAM as well.

Any other Significant Measures taken by the Company

BHEL invites Global OEMs to Leverage its Facilities and Capabilities to 'Make in India'

In order to further promote Make in India and support international companies for setting up manufacturing in India, BHEL has floated an Expression of Interest (EOI) inviting global companies to partner with it and leverage its facilities and capabilities for setting up a manufacturing base in the country.

The ongoing economic disruption across the world, due to COVID-19 has highlighted the dangers of manufacturing activities being concentrated in a single location and thrown up the need for diversification of supply chains and manufacturing. This has thrown up a huge opportunity for India - one of the fastest growing economies of the world and an attractive investment destination which offers strong democratic governance, a well-established judicial system, a young work force, one of the largest domestic markets and favourable investment policies.



BHEL presented an in-house developed 'Electrostatic Disinfectant Spray Machine' to the Indian Railways

As a part of its ongoing efforts to support the nation's fight against COVID-19, BHEL handed over an Electrostatic Disinfectant Spray Machine to the Indian Railways. The machine has been designed by CSIR and manufactured by BHEL's Haridwar unit. The same was presented to the railways for disinfecting the New Delhi Railway Station.

The machine was handed over to Shri R.P. Pandey, Station Director, New Delhi Railway Station by Shri Anil Joshi, Executive Director, PS-PEM at an event which was attended by Dr. Vibha Malhotra Sawhney, In-charge (Innovation Protection Unit), CSIR & Shri K. Venkatasubramanian, Chief Scientist, CSIR. Other senior officials of BHEL were also present.

Udyog Bhawan sanitised using BHEL's in-house technological developments – BHELMISTER and Electrostatic Disinfection Machine

The Department of Heavy Industry, Ministry of Heavy Industries and Public Enterprises at Udyog Bhawan, New Delhi was sanitised using the 'Electrostatic Disinfectant Spray Machine', developed by BHEL in association with CSIR. With the help of this machine all indoor areas were sanitised for the safety of all employees. The building area outdoors was also sanitised with the BHELMISTER, another in-house development by BHEL to fight COVID-19.

Community Sanitisation Drives

In order to prevent the spread of COVID-19, the in-house fire service department of BHEL's Tiruchirappalli unit sanitised the neighbouring panchayat area of Krishnasamuthiram, Tiruverumbur Taluk, Tiruchirappalli District. The total area covered was more than 700 acres, comprising over 3,000 houses with a total population of nearly 18,000 residents. BHEL's efforts were highly appreciated by the residents and the President of the Krishnasamuthiram Panchayat. Tiruchirappalli unit



also engaged the services of its in-house fire services crew for spraying disinfectant from Palpannai to Thuvakudi area, covering a distance of about 15 kms. BHEL's Visakhapatnam unit arranged for spraying of sanitiser in the suburb of Gajuwaka, for a period of three days, using the company's in-house fire services. The Haridwar unit successfully utilised the BHELMister to carry out large-scale sanitisation drives in Jwalapur area of Haridwar.

Banking at Ease

To help prevent the spread of COVID-19, in line with the principle of social distancing, the Employees Co-operative Bank of BHEL's Tiruchirapalli unit has taken measures to enable easy withdrawal of cash for all its members. Cash was made available to the residents of the township at their doorstep. This was accomplished efficiently, without compromising with accounting accuracy and safety of cash handling, with the help of a mobile ATM which was driven around the township, enabling residents to withdraw cash.

Blood Donation Camp

Always willing to go the extra mile to help the nation especially in times of crisis, BHEL's Hyderabad unit organised a blood donation camp to alleviate the shortage of blood in local hospitals. Around 100 units of blood were collected in the camp, maintaining all preventive protocols against spread of any kind of infection.

Bharat Petroleum Corporation Limited



D. Rajkumar
CMD, BPCL

Bharat Petroleum is standing tall as one of the essential services provider playing a pivotal role in this hour of need and shall continue to serve our customers and the society with dedication and commitment, standing true to our core purpose of 'Energising Lives' of the nation.

Bharat Petroleum Corporation Limited (BPCL) came into existence in January, 1976 when Burmah-Shell was taken over by Government of India. A Fortune Global 500 Company, BPCL is one of the premier integrated energy companies in India, engaged in refining of crude oil and marketing of petroleum products, with a significant presence in the upstream and downstream sectors of the oil and gas industry. BPCL has attained the coveted Maharatna status, joining the elite club of companies enjoying enhanced financial autonomy and other decision making authorites.

BPCL's Refineries at Mumbai and Kochi, subsidiary Numaligarh Refinery Ltd. at Assam and Joint Venture Bina Refinery at Madhya Pradesh have a combined refining capacity of over 40 MMTPA. While BPCL's upstream subsidiary, Bharat PetroResources Ltd. has acquired participating interests in 27 oil & gas blocks in India and abroad, BPCL's gas subsidiary, Bharat Gas Resources Ltd. has been granted authorization to expand its City Gas Distribution network to 17 Geographical Areas.

BPCL markets its products through a robust marketing and distribution network comprising 16,250 Retail Outlets, 6,110 LPG distributorships, 733 Lubes distributorships, 123 POL storage locations, 52 LPG Bo□ling Plants, 58 Aviation Service Stations, 3 Lube blending plants and 4 cross-country pipelines.

Employees Strength

The Company employs 11249 regular employees (executives 5939, non-executives Clerical & workmen 5310) as on 31.3.2020.
Contract labour (FY 2019-20) – 28,923

- Non Project – 16,773
- Project – 12,150

FIGHTING THE PANDEMIC

Nation needed us in this traumatic time and we were ready

- As the ominous shadows of the ubiquitous Coronavirus reached Indian shores, it unleashed a reign of terror and dread that no one had ever witnessed before. Was this our day of reckoning? Everything changed in a flash of realization. The nation came to a standstill under a long, interminable lockdown, and we were compelled to come to terms with the new normal. While the streets went silent and communities mutely retracted into their abodes, a pall of gloom was cast over the entire nation. But for us in Bharat Petroleum, this was the call to action!



- We were never cut out to be silent sentinels. The nation needed us in this traumatic time and we were ready to give our 'blood, toil, tears and sweat' for the cause. And the BPCL Corona Warriors were born! They were the heroic soldiers, the frontliners, the service providers and the brave-hearts who stepped out of their homes daily for courageous and indefatigable action. As our C&MD, Mr. D. Rajkumar proclaimed, "We salute the undaunted spirit and relentless dedication of all our employees, channel partners and delivery staff, who are attending to the cause of fuelling the nation amidst such a threat to personal existence. Let us pledge to observe all precautionary and preventive measures in these times of severe stress and uncertainty and join forces to build a safe and healthy India."

Extending Support to Government



To strengthen the hands of the Government in the fight against the virus and in their relief missions, Bharat Petroleum and its subsidiaries have contributed Rs. 175 Crores towards the 'PM CARES Fund' as our humble contribution. Our employees have also contributed their one-day salary totalling Rs. 4.27 Crores for the cause.

Uninterrupted Supplies During Lockdown

- Rising to the challenge, BPCL sprang into an elevated mode of action to ensure seamless continuity of operations during the pandemic.



- With four petroleum refineries, more than 16,000 retail outlets and 6,000 LPG distributorships, Bharat Petroleum implemented a multi-pronged strategy to keep its operations, as well as its supply and distribution channels functioning in an effective and safe manner during this turbulent period. The first and foremost imperative was to ensure normalcy in daily life by maintaining supply lines of essentials for communities and organizing frontline workers of essential and emergency services.

Fuelling the Flying Angels



Our refineries have been running in optimized configurations, so that there is no shortage of petrol, diesel, lubricants, aviation turbine fuel and LPG cooking gas. Our storage terminals, depots and distribution points are operating diligently to serve our customers and communities. Apart from fuelling land-based frontline services across the nation, our aviation service is also refuelling emergency cargo flights that transport medicine, critical supplies, and air ambulances that fly serious patients to far away healthcare centres. Now that the lockdown is partially lifted, our aviation team is busy fuelling flights for domestic passengers across the country.

Care for People & Community



In recognition of the brave and selfless service provided by personnel at POL operating locations (depots and installations), LPG boiling plants, LPG distributorships (delivery boys, showroom and godown staff), retail outlets, pipeline TOPs and intermediate pumping stations, as well as crew of all transport services, including bulk LPG trucks, Bharat Petroleum has announced an ex-gratia amount of rupees 5 lakh to the family, in case of the unfortunate event of death of any such personnel due to COVID-19.

Resumption of Work at Projects



With the lockdown partially relaxed in certain regions on 20th April, 2020, BPCL has resumed projects involving over Rs. 14,000 Crores of investment, following all COVID-19 protocols to ensure safety of the workforce. The constructive move, geared towards contributing to the revival of the economy, will be a source of livelihood for more than 3,000 workers and their families. Progressively, more than 6,000 workers would be deployed on these projects. The projects are spread over the entire value chain of the company – refineries, exploration and production, pipelines, marketing infrastructure, and new fuel stations. These projects would involve an expenditure of about Rs.1900 Crores during the current financial year. Further, the company is likely to restart another 88 stalled projects involving an estimated investment of Rs. 23,210 Crores very soon, mainly at Kochi Refinery in Kerala. Further, restart of work for CGD networks in various Geographical Areas will provide employment to more than 3,600 people at an annual expenditure of an additional Rs. 2,000 Crores.

Reaching out to the Weakest Section of Society



Our weakest sections of the society need to be provided relief. BPCL in line with the GoI directive launched PMGKY (Pradhan Mantri Garib Kalyan Yojana) scheme providing three 14.2-kg LPG refills free of cost to PMUY beneficiaries during April to June 2020. Under this scheme BPCL delivered 3.25 Crore Refills to eligible customers while overall 11 Crore cylinders were delivered through our brave delivery boys.

Humanitarian Aids & Support to Corona Crusaders



- BPCL distributed over 3 lakh masks, around 30,000 gloves and 22000 PPE along with 1.5 lakhs sanitizers to the corona warriors of the nation, including police officials.
- BPCL provided assistance by distributing 80 Nos. of Injection Tocilizumab 400 mg for COVID 19 pandemic for MCGM Hospital LTMG Hospital. Apart from this BPCL also provided 14 ventilators, more than 200 infrared thermometers and 60 COVID ICU beds to hospitals.
- BPCL undertook awareness campaign on how to protect oneself from COVID 19 and covered 2 lakh people across the country.
- BPCL provided around 10 lakh meals to migrant workers, daily wage earners, poor and the needy and also distributed over 10 lakh food packets in humanitarian aid.

Promoted Digital Technology to Minimise Contact

- To reduce the risk associated with Cash Handling, BPCL has introduced an additional channel for LPG refill booking through WhatsApp. Additionally, several digital payments through Paytm, UPI, Amazon and PhonePe besides, online payments are in place to enable customers to make contactless payment.



- UPI payment: Customers are able to pay through UPI enabled app like GooglePay/Paytm etc at all major retail outlets via QR scan to promote contactless payment.
- Tap & Go: Customers are able to pay via tap & go through NFC enabled cards This facility was enabled via deployment of Android based POS terminals at outlets. NFC facility is enabled at 1500 retail outlets in major market and at other places the deployment of Android POS is in progress.
- To promote contactless payment, SmartDrive app is provided with QR mode of payment to enable our SmartDrive customers to pay via QR code at Retail outlets for the fuel purchase. This facility has been provided at selected outlets spanning 28 territories.

Safety First, Safety must



Fast on the heels of the deadly pandemic came the Health Advisories, the do's and don'ts, and detailed instructions on all the preventive measures to be adopted, like social distancing, personal hygiene, frequent hand washing, self isolation and educating people about the adverse effects of the Corona virus. A high level committee was constituted to coordinate and monitor the status of the COVID-19 outbreak and accordingly monitor

the efforts taken to control the spread of COVID-19. Further, role holders have also been identified at Regional, State and Location level to implement the guidelines/advisories issued by the Govt. from time to time. HR coordinators were nominated for each major offices to ensure implementation of the preventive measures and monitoring the day-to-day activities.



Safety mandates were also strictly enforced. Avoiding infection all along the production, supply and distribution chain is the top priority for everyone. A detailed SOP (Standard Operating Procedure) has been implemented to ensure safety of plant personnel, location staff, transporter crew as well as customers. Those who are more exposed to risk like Security Guards, LPG delivery boys, Retail Outlet Driveway Salesmen/ women, additional protection has been mandated. All our operational and backend premises are repeatedly disinfected with sodium hypochlorite or phenolic solutions, including installing of sanitization tunnels at some depots. All BPCL employees wholeheartedly participated in the important life saving initiative of the Government of India in the war against the deadly virus, by downloading the Mobile App, 'Aarogya Setu' and ensuring that their family and friends did likewise. At retail outlets, all staff wear masks at all times and practise social distancing and frequent hand sanitization. At LPG Plants, apart from ensuring personal safety and hygiene, sanitization of workplaces as well as disinfection of tank-lorries and LPG cylinders is carried out diligently. Every LPG cylinder at the plant is sanitized with sodium hypochlorite solution, using sprinklers at four different stages-at the entry gate, after unloading, after refilling and finally at the exit gate. Extensive deployment of digital technology is also helping in infection prevention. All the retail outlets and Bharatgas distributorships are equipped with digital payment systems,and customers are urged to use contactless transaction.



Work from Home Practices



Office work has undergone a sea change. Administrative offices and non-critical locations are working with skeletal level of staff, resorting to staggering of working days and hours. Work-from-Home (WFH) is the new norm adopted for many others, thus obviating all non-essential travel. Paperwork is avoided or minimized in favour of digital documents and connecting remotely makes it possible to avoid social contact altogether for various organizational requirements. Virtual conferencing, which was already an existing practice in the company, is being utilized extensively for group meetings and file sharing. More than 6,000 employees use this platform for collaborative work. A task force has been set up to supervise all matters related with COVID-19, ensuring the welfare and safety of our employees and all stakeholders.

Banking at Doorstep and Fuel Stations



Bharat Petroleum offers banking facility at more than 6,600 fuel stations across the nation. These have come in handy, especially during the lockdown. Also, the freeze on travel has left many people with a severe shortage of cash, as they are unable to access ATMs or visit banks. BPCL retail outlets have come to their rescue by disbursing cash through the Aadhaar-enabled payment service of FINO Payments Bank by literally going door to door and providing this banking service. As a responsible corporate citizen, we decided to step up our efforts, as the common people in the rural areas were finding it difficult to visit banks due to the lockdown and withdraw money from ATMs to transfer to their families located at other places. Pensioners have also been finding it difficult to withdraw their pension amount. This is where BPCL has come to their rescue by providing them FINO bank digital Payment facility at their doorstep.

Serving the Army at Remote Locations

Fuelling the nation's border defenders in forward areas is another proud service of Bharat Petroleum. This time honored tradition founded on trust continues with the same alacrity even under the lockdown, despite numerous challenges. Braving all odds, our tank-lorry drivers undertook a 6-day-long arduous round trip from Numaligarh Refinery and its supply points to reach isolated locations at elevations of thousands of feet in Arunachal Pradesh under all weather conditions, to serve the Army, the paramilitary forces and the Border Roads Organisation.

Awareness campaigns

BPCL undertook awareness campaign on how to protect oneself from COVID 19 and covered 2 lakh people across the country.

An engagement exercise was undertaken not only with the employees but also with more than 16,000 Retail dealers, over 6,000 LPG distributors and transport fleet owners on how to rise to the occasion of not only fighting the pandemic by taking all the necessary precautions but also serve the nation at this time of crisis, ensuring enough supplies of fuel across the country.

Maintaining social distancing at the location so as to contain any chance of spread of COVID-19 pandemic at our locations/ROs

The following steps to ensure the social distancing during operations at the bulk supply locations/ROs:

- Reduced PCVO reporting in Locations;
- Reduced Contract Staffs for the maintenance works at ROs/locations;
- Supply locations were instructed to operate either in one shift or on alternate days. If it is daily operations – 50 % of staffs are on duty.
- All ROs were instructed to operate with lesser number of staffs and on the time period set by State Administration.
- Initially rotation system was followed for officers and later only officials at critical position were attending the office. Rest were operating from Home and were geting connected through VC/ conference call for works/meetings.

Displays / Banners/ Posters/ Leaflets/Videos

- COVID awareness banners with inputs from Kochi Refinery Occupational Health Centre have

been displayed at all main gates of Refinery and Refinery Offices.

- COVID - Do's and Don'ts banners in Malayalam, English and Hindi have been displayed at Refinery Offices, Project Sites and Canteen.
- COVID Awareness Leaflet (in Malayalam and Hindi) with inputs from Kochi Refinery Occupational Health Centre published and distributed for Contract Staff, Guest labourers and Refinery staff- (Quantity : 10,000 nos).
- COVID Awareness videos created with inputs from Occupational Health Centre and in association with Health Dept, Govt of Kerala have been uploaded on KR Digital Notice Boards and Social Media platforms.
- Launched an awareness video on in-house sanitizer (AROMA) shared on , BPCL Portal, Social media and Kochi Refinery Digital notice boards.

Any Other Significant Measures taken by the Company

Take stock of the situation in the field and fast decision making to take necessary corrective action

Control Rooms have been set-up at HQ/Region and States which included coordinators with a major objective of information flow through mutual sharing of local and central communication received from the authorities and government. On the other hand, ensuring seamless running of each of the activities concerning mode of logistics, supply from various sources, operations, HSSE and maintenance activities.

State Business Plan Manager is the Nodal Agency for the State and will be approachable 24X7 thru Mobile/ mail. He also would prepare the situation report daily and submit it to Regional Business Plan Manager everyday morning by 9.30 am. After compilation at regional level, it reaches to headquarters.

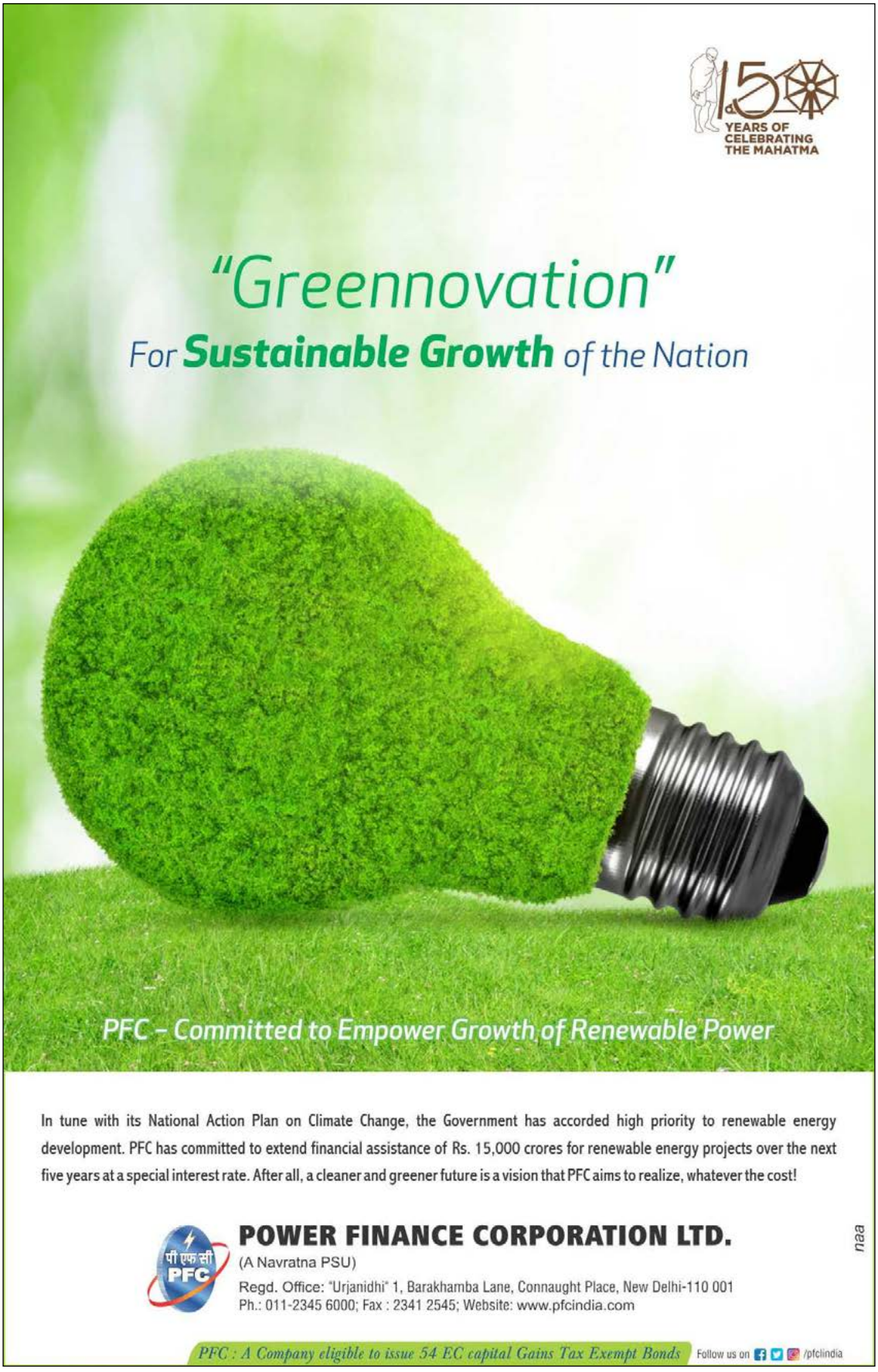
Appropriate demand assessment and action plan to ensure smooth supplies to the required markets including stock monitoring at Fuel Stations end

Carry out the assessment on a daily basis to estimate the demand for each of the Fuel Stations / States / Regions through the help of officers and situation report. Managed the inventories top ups and availability of products at installations as well as at RO levels. This also helped to plan the refinery throughput, logistics and production planning.

Wearing of Protective gears

Across our network we have made it mandatory that all our employees, contract workers, Transport Crew, and all other stakeholders, will use N95 / Triple layered Masks, Nitrile gloves, Goggles, protective coveralls etc. Those who are more exposed to risk like Security Guards, LPG delivery boys, Retail Outlet Driveway Sales men/women, additional protection has been mandated. This is apart from the basic preventive measures like social distancing, frequent hand washing, sanitising, respiratory hygiene, which has also been made mandatory. Detailed SOPs have been laid down for all our staff at operating locations.

Bharat Petroleum is standing tall as one of the essential services provider playing a pivotal role in this hour of need and shall continue to serve our customers and the society with dedication and commitment, standing true to our core purpose of 'Energising Lives' of the nation.


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Coal India Limited



Pramod Agrawal
CMD, CIL

Coal India Limited (CIL) is the largest coal producing company in the world and is also a Maharatna company - a privileged status conferred by Government of India to select State Owned Enterprises in order to empower them to expand their operations and emerge as global giants.

CIL operates through Company operated 356 collieries and 12 washeries in remote / interior areas which are located across eight states in India. CIL is an apex body with 7 wholly owned coal producing subsidiaries and 1 mine planning and consultancy company spread over 8 provincial states of India as given below:

- Eastern Coalfields Limited (ECL)
- Bharat Coking Coal Limited (BCCL)
- Central Coalfields Limited (CCL)
- Western Coalfields Limited (WCL)
- South Eastern Coalfields Limited (SECL)
- Northern Coalfields Limited (NCL)
- Mahanadi Coalfields Limited (MCL)
- Central Mine Planning & Design Institute Limited (CMPDIL).

In addition, CIL has a foreign subsidiary in Mozambique namely Coal India Africana Limitada (CIAL). The mines in Assam i.e. North Eastern Coalfields are managed directly by CIL.

Coal is the single largest basic source of energy and prime source of electricity in India. Coal India Limited produces over 83% of coal in India which is approximately 40% of primary commercial energy requirement of the country. CIL and its subsidiaries are primary source for supply of coal to thermal power plants, steel, cement and other industries.

During FY 2019-20, CIL produced 602.13 Million Tonnes (MTs) of Coal.

Coal India ran a "Coronavirus Awareness Campaign" in all subsidiaries especially for Front line employees, housekeeping and maintenance personnel where they were informed about the preventive measures and precautions to be taken while at work.

Employees Strength

- Permanent (on Roll) As on 1.05.2020, employee strength is 2,71,525
- CIL and its subsidiaries engage contractors' workers for outsourced jobs through contractors.
- Contractors' workers as on 1.05.2020 are 74,021.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Coal India Ltd. has contributed an amount of Rs. 221 Crores to the 'PM CARES Fund' to fight the COVID-19 pandemic. (Employees of CIL have contributed one day's salary amounting Rs. 61 Crores and CIL contributed an amount of Rs. 160 Crores from its CSR fund).

CIL's subsidiary company, NCL contributed Rs 20 Crores to Madhya Pradesh CM relief fund, SECL Contributed Rs 10 Crore to Chhattisgarh State Disaster Management Authority, CCL supported Rs 20 Crores to Jharkhand State Disaster Management Authority and CIL supported Rs 20 Crores to West Bengal Disaster Management Authority.

Payment to Contractual Workers during Lockdown Period

Full Payment of salary / wage has been ensured by the Contractors to their workers during the lockdown period.

Social Support to needy by providing Food & Shelter

CIL and its subsidiaries have distributed 2, 75,837 cooked food packets and 1, 32,754 packed rations to the downtrodden and needy, till 9 June, 2020.

Medical support to address the health crisis

Coal India's 35 hospitals spread across eight coal producing states have set aside 1053 beds for Corona suspected cases and corona positive cases.



Central Hospital of Bharat Coking Coal Ltd. in Dhanbad, Jharkhand, Central Hospital, Gandhinagar, Jharkhand and Regional Hospital, Ramgarh of Central Coalfields Ltd. have been taken over by the State Government of Jharkhand and have been converted into COVID Hospitals. A 50 bedded main hospital of South Eastern Coalfields Ltd. in Korba, Chhattisgarh has also been taken over by the State Government of Chhattisgarh to fight COVID. Mahanadi Coalfields Ltd. has fully funded a state-of-the-art 500 bedded SUM – COVID Hospital in Bhubaneswar, Odisha.

CIL has distributed 12,99,650 masks and 46,264.7 litres of hand sanitizer to its employees and people

living around its operations to fight COVID-19 till 21 May 2020.

CIL has procured N95 masks, ventilators, PPE suits, thermal scanners & oxygen cylinders to help fight the COVID pandemic.

CIL has also implemented a policy to engage medical consultants / retired paramedics to fight COVID-19 on contractual basis.

Innovation, R&D and Technological breakthrough

Use of State-of-the-art-technology 'Fog Cannons' are being pressed into service to sanitize residential colonies, camps of contract workers and neighboring villages.

CIL employees have developed a pedal based wash basin. The user has to press a pedal with the foot to start the flow of water and another pedal to dispense hand wash. So without touching the knob of the tap or the hand wash bottle, hands can be washed safely.

Wearing a face mask is an effective way to stop the transmission of corona virus. CIL and its companies have put their skill development centers on the job of stitching masks which are then distributed to employees and people living in and around their mines.

Preventive Measures (for the Organisation and Employees)

The guidelines issued by DoPT / DPE / MHA and State Authorities are implemented.

Coal mining equipments, workplaces and residential areas are sanitized to help prevent the spread of COVID-19.

Awareness Campaigns

CIL has published a digital flip book 'Ready Reckoner' on how to fight COVID-19 which has been sent to all employees and is also posted on its website, url: 'http://web.coalindia.in/flipbook/en'.



Coal India ran "Coronavirus Awareness Campaign" in all subsidiaries especially for Front line employees, housekeeping and maintenance personnel where they were informed about the preventive measures and precautions to be taken while at work. The guidelines of maintaining physical distancing at the work place and sanitization were adhered to both in the mines and offices of CIL.







Any other significant Measures taken by the Company

The subsidiary companies of Coal India have attended 43 Shramik Special Trains at different Stations falling in their command areas and distributed 61,971 food packets and water bottles to migrants returning to their native places.

Recently, an 85-year-old woman weighing 22kg emerged victorious in her fight against COVID-19, at the Mahanadi Coalfields funded SUM-COVID Hospital in Bhubaneswar, Odisha.



GAIL (India) Limited



Manoj Jain
CMD, GAIL

GAIL has supported the District administrations of various districts in providing food packets and ration kits with essentials to migrant workers, destitute and the needy. Food and essentials ration kits worth more than Rs. 1.5 Crores have been distributed in Ujjain, Ranchi, Palakkad, Kannur, Karaikal, Madhubani, Delhi-NCR, Bhubaneshwar and Amalapuram.

GAIL (India) Limited is India's leading Natural Gas company with diversified interests across the natural gas value chain. It owns and operates a network of around 12,200 km of high pressure trunk pipelines. It is working concurrently on multiple pipeline projects, aggregating over 5400 kms at an investment of about Rs. 24,000 Crores, to operate over 18,000 kms by 2021. GAIL also has a formidable market share in City Gas Distribution. In the Liquified Natural Gas (LNG) market, GAIL has one of the largest portfolios in the world. GAIL is a pioneer in city gas distribution (CGD) business in India. It has presence in 62 Geographical Areas across India with 10 JVs and one wholly owned subsidiary. GAIL is also expanding its presence in renewable energy like solar and wind. GAIL has renewable portfolio of 128.71 MW including 117.95 MW of wind and 10.76 MW of solar energy. GAIL commands 75% market share in gas transmission and has a Gas trading share of over 50% in India. It markets gas for 75% of the fertilizers produced in the country. It also produces LPG for every 25th LPG cylinder in India, transports LPG to tune of 17% in terms of market share and operates more than 66% of CNG stations through alliances.

Employees Strength

- Permanent (on roll): 4,650
- Contractual: 9,900 (approx.)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

GAIL and its employees contributed Rs 53.8 Crores to the Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund). Out of this, Rs 50 Crore was contributed by the Company from its Corporate Social Responsibility (CSR) fund while GAIL employees chipped in with Rs 3.8 Crore from their salaries.

Payment to Contractual Workers during Lockdown Period

Rs. 26.76 Crore approx.

Social Support to needy by providing food & shelter

GAIL CSR has been taking active relief measures in helping the country during these challenging times in 8 states and 2 Union territories. GAIL has taken a 3-pronged approach in its fight against COVID-19.

GAIL supported the District administration in these areas in terms of providing financial and logistics support for food, PPE, medical equipment etc.

GAIL has supported the District administrations of various districts in providing food packets and ration kits with essentials to migrant workers, destitute and the needy. Food and essentials ration kits worth more than Rs. 1.5 Crores have been distributed in Ujjain, Ranchi, Palakkad, Kannur, Karaikal, Madhubani, Delhi-NCR, Bhubaneshwar and Amalapuram.

In order to further assist in containing the spread of this deadly virus in various regions, GAIL supported Mobile Medical Units have been placed at the disposal of and are therefore being utilized by District Administrations in Satna and Khera (Ujjain) in Madhya Pradesh, Nalbari in Assam, Purulia in West Bengal and in various districts of Odisha.

With the belief that 'Prevention is better than cure', GAIL has taken active measures to create awareness on social distancing, preventive measures and sanitation amongst the people so as to stem the transmission of COVID-19. GAIL has also supported in providing Preventive Protective Equipment (PPE), including masks and sanitizers, worth more than 80 lakhs in P Gannavaram, East Godavari, Andhra Pradesh and other districts mentioned earlier.

With the COVID-19 stretching our resources, there has been an acute need for more masks and protective equipment. Masks are being made by members of Self-help Groups, who are also the beneficiaries of GAIL CSR Projects in Vijaipur. Through GAIL Gas Limited, it also included distribution of five industrial tailoring machines to Bengaluru Police to make 2,500 masks every day.

GAIL has also played its part in aiding the many health workers by helping in establishment of quarantine wards, hospital necessities, medical equipment and ventilators worth more than Rs. 1 Crore. Recently, GAIL's major establishment in Guna region in Madhya Pradesh has provided financial support of Rs. 50 lakhs to District Administration of that region for procurement of ventilator units and other necessary equipment required to manage the spread of epidemic. Rs 50 lakhs have been provided at Auraiya District Administration towards purchase of ventilators. A further Rs 40 lakhs has been disbursed for medical equipment, PPE and essentials in eight districts, i.e., Rs 5 lakhs each in Bokaro, Ramgarh, Khunti, Simdegi, Chatra, Dhumka, Giridih and Singhbhum.

At major GAIL work centres, such handmade masks were made in quite a good numbers and distributed to poor also. At GAIL work centre townships, needy people were provided with groceries, vegetables etc.

Medical support to address health crisis

Corporate Medical Section issued advisories from time to time informing employees about COVID-19, medical tips to be followed for its avoidance and management.

Quarantine facility has been developed at GAIL Training Institute Hostel at Noida and at GAIL's two major work centres viz. at Pata (Uttar Pradesh) and Vijaipur (Madhya Pradesh).

A dedicated team of GAIL's senior doctors was formed to address medical needs of regular and superannuated employees through tele/video consultation during the lockdown period. During this period, number of cases relating to mental stress, and psychological problems were treated. In one serious case from remote location emergency tele-consultation was arranged from a super specialty hospital at New Delhi and patient benefitted and treated efficiently.

During the lockdown period, medical professionals and para-medical staff viz. CMOs, GAIL doctors, GDMOs/SDMOs, regular paramedical staff attended webinars on COVID-19 related topics especially conducted by Public Health Foundation of India (PHFI), New Delhi.

Prior to resumption of office on 20.04.2020, sanitization work of whole buildings were carried out, hand sanitizer dispensers placed at appropriate areas in the buildings. In addition, regular sanitization related work is being done at all office buildings in GAIL. Sanitization of parking area, official vehicles is also done on regular basis.

Innovation, R&D and Technological breakthrough

GAIL funded Start-Up M/s. PerSapien Innovations has designed and developed N99 masks. These masks are affordable and are made with better breathable technology and also reusable upto 20 washes. The Start-Up has already introduced these Masks in the market. This technology development is helping India in achieving self-reliance in PPE production.

All the ongoing R&D projects are being monitored through regular video conference with the Principal Investigator(s).

Preventive Measures (for the Organisation and Employees)

The health and safety of its employees and workers remains a top priority for the company and it has provided masks and hand sanitizers to all who are out on the field and offices, including contract employees. Even for those working from home, telemedicine facilities have been established to mitigate any health issues. All employees have registered for "Aarogya Setu" application and are using it.

A High Level Committee constituted in GAIL to coordinate and monitor all efforts vis-à-vis COVID-19 pandemic within the organization. At operational level, a dedicated Task Force has also been created as an interface between the work centres and the Corporate Management.

Messages from top management like Chairman & Managing Director and Directors were shared with employees at regular intervals to boost morale and appreciate the efforts of those reporting to work for essential jobs.

Through initiative SPARSH (bridging the physical distance to let active & superannuated employees feel GAIL's SPARSH with our kind words and care), led by Director (HR), a team of 55 Executives from HR Directorate (HR/Training/CSR/Law/L&PA) tele-called 4,614 active employees spread across 200 + locations Pan India and USA/Singapore and 600 + superannuated employees during COVID Lockdown. As part of SPARSH, the HR team connected with employees to check on their well-being as well as that of their immediate

family (spouse/kids/parents). The Initiative was launched on 30th March, 2020 and completed on 03th April, 2020 in which 5200 + employees (regular/superannuated) were contacted. A video message from Director (HR) was also shared with the employees to drive home the message of togetherness and solidarity in this situation.

Awareness Campaigns

GAIL is using its social media platforms to maximise effect for disseminating information about COVID-19 and ways to prevent the spread of the virus. Over the platforms of Twitter, Facebook, LinkedIn and Instagram, GAIL has made over a hundred creatives, videos, GIFs and other posts suggesting various ways of prevention from novel coronavirus, information about Government inititatives and the importance of installing AarogyaSetu app. GAIL has 3,70,000 followers on Facebook, over 80,000 on Linkedin and 66,000 on Twitter.

The idea behind GAIL's constant efforts to engage with the audience on social media is not only to inform them about preventive measures to protect from from COVID-19, but to also initiate them about the role of GAIL in helping the nation fight the coronavirus.

A short video film prepared by a GAIL's employees' daughter depicting the commitment and dedication of GAIL's employees who are working in these tough situation to ensure uninterrupted energy supply was also circulated to boost morale and camaraderie.

In an innovative approach, GAIL employees recorded a song to highlight the importance of social distancing and unity in these difficult times. The entire song titled 'EkDoosreKeLiye Hai KhadeAap Hum, EkDoosreKeLiyeSavdhan Hum' was recorded and put together by employees while working from home and uploaded on the company's social media channels. Another song, 'RukJaanaNahin', sung by the company's employees, showcased the spirit of the 'GAIL Yoddha (Warrior)' executing critical projects of national importance while taking all precautions against the coronavirus. To salute the frontline warriors like doctors, nurses, police, sanitation workers, etc. GAIL released a motivational video 'BadhteRehna Hi Nayako Ka Swabhav Hai' which was very well received by the social media community.

Under the initiative titled 'Lockdown Chronicles', GAIL invited entries from employees to share their stories, experiences or any thoughts they might have expressed in form of poem, prose, photographs or paintings on the ongoing Lockdown Situation. Around 60 varied and creative entries were received in form of a pdf titled 'LOCKDOWN CHRONICLES'.

To make best use of this time and to keep the employees and their family members engaged, an initiative has been launched to prepare and bring out an in-house publication of GAIL ebooks, comprising entries from budding authors of GAIL Pariwaar (Active and Superannuated). An overwhelming 400 entries have been received in the form of management articles, short stories, poems and cooking recipes from employees and their family members.

During the Lockdown, Slogan Competition was organised for slogans in Hindi and English, to engage employees and their family members in creative activities. More than 800 entries from 228 employees were received.

Any Other Significant Measures taken by the Company

To ensure continued development of human resources, the GAIL Training Institute (GTI) launched the Customized Micro learning program for 2,000 employees which included 29 micro learning modules covering Soft Skills, Behavioral skills and Technical skills and Massive Open Online Course (MOOC) in collaboration with Corporate HRD department.

GTI conducted digital learning solutions such as

'Finance for Non Finance'. Many other Technical, Functional, Cross Functional and Behavioural training programs have been designed and are under implementation in virtual/online mode. Mentor - Mentee interaction of 225 Mentees was enabled in Virtual mode (Webex platform).

For resumption of office work, a Standard Operating Procedure (SOP) has been prepared and distributed among employees, elaborating detailed process, procedure for running the office in post-lockdown period. Accordingly, GAIL offices are functioning duly following the guidelines contained in SOP. In line with guidelines, a Task Force at all GAIL work centres has been formed which is managing the COVID-19 situation at local level.

Similarly, an SOP has also been prepared and circulated to all work centres for dealing with any suspected or positive COVID-19 case in case any such situation arises in GAIL.

Necessary instructions have been issued across GAIL to reduce the meetings / gatherings as far as possible. No Conferences/events are being conducted. Any such scheduled programmes were all cancelled/ postponed. Meetings are being done through Video Conferencing.

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IndianOil
60 YEARS
of serving India

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Your support fuels our passion to serve.

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Hindustan Petroleum Corporation Limited



Mukesh Kumar Surana
CMD, HPCL

HPCL is a Maharatna CPSE. HPCL owns and operates 2 major refineries producing a wide variety of petroleum fuels and specialities, one in Mumbai (west coast) of 7.5 Million Metric Tonnes Per Annum (MMTPA) capacity and the other in Vishakapatnam (East Coast) with a capacity of 8.3 MMTPA. HPCL owns and operates the largest Lube Refinery in the country producing Lube Base Oils of international standards, with a capacity of 428 TMT. This Lube Refinery accounts for over 40% of the India's total Lube Base Oil production. HPCL in collaboration with M/s Mittal Energy Investments Pte. Ltd. is operating a 11.3 MMTPA capacity Refinery at Bathinda with 48.99% equity and also holds an equity of about 16.95% in the 15 MMTPA Mangalore Refinery and Petrochemicals Ltd. (MRPL).

HPCL has the second largest share of product pipelines in India with a pipeline network of more than 3370 kms for transportation of petroleum products and a vast marketing network consisting of 14 Zonal offices in major cities and 128 Regional Offices facilitated by a Supply & Distribution infrastructure comprising Terminals, Pipeline networks, Aviation Service Stations, LPG Bottling Plants, Inland Relay Depots & Retail Outlets, Lube and LPG Distributorships.

Employees Strength

- Permanent (on roll) ----9527
- Contractual ----------17600 (Marketing Division)

In order to support health care interventions during this present crisis situation, various initiatives were undertaken which included provision of hand gloves, masks, PPE Kits, soaps, sanitizers etc. to people engaged in different duties in the fight against COVID.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 120 Crores

Social Support to needy by providing food & shelter

Our business locations PAN India undertook various initiatives to support the needy. These included provision of food packets and grocery/ ration kits to labourers, daily wage earners and their families and to migrant workers stranded due to lockdown and support to community kitchen.

Medical support to address health crisis

In order to support health care interventions during this present crisis situation, various initiatives were undertaken which included provision of hand gloves, masks, PPE Kits, soaps, sanitizers etc. to people engaged in different duties in the fight against COVID.

Preventive Measures (for the Organisation and employees)

Standard Operating Procedures developed to provide detailed steps to be followed in our Administrative Offices /Field Locations /Refineries towards ensuring health and well being of employees while at work as well as providing the structure, individual responsibilities and monitoring plan.

The Standard Operating Procedures specifies the proactive and preventive measures and practices that need to be institutionalized in the administrative offices /Field Locations/Refineries to make the workplace safe for all the stakeholders.

Awareness Campaigns

Various On Line Sessions conducted on "Awareness Session on COVID-19 "through CDP and through Doctors of Reputed Medical Hospitals. Regular Corona Virus advisory has been published for all employees through our Public Relation and Corporate Communication and through our HR.

Any Other Significant Measures taken by the Company

PROJECT CHETNA –officers in HR Fraternity engage in proactive conversations with each one of our employees to create awareness, show our genuine concern and empathy, listen to the fears and apprehensions of the employees, just lend an ear to help them express themselves, to know concern of their health, well-being and safety along with that of their families.

Indian Oil Corporation Limited



Shrikant Madhav Vaidya
Chairman, IOCL

IndianOil is a diversified, integrated energy major with presence in almost all the streams of oil, gas, petrochemicals and alternative energy sources; a world of high-calibre people, state-of-the-art technologies and cutting-edge R&D; a world of best practices, quality-consciousness and transparency; and a world where energy in all its forms is tapped most responsibly and delivered to the consumers most affordably.

The company had a turnover of Rs. 5,66,950 Crore or US$ 76 billion in 2019-20. It ranked 117th among the world's largest corporates in Fortune's 'Global 500' listing in year 2019. IndianOil, has over 33,000-strong workforce.

The business interests encompasses the entire hydrocarbon value chain- from refining, pipeline transportation & marketing, to exploration & production of crude oil & gas, petrochemicals, gas marketing, alternative energy sources and globalisation of downstream operations. The company has its presence in Sri Lanka, Mauritius, the UAE, Singapore, Sweden, USA, Bangladesh, Myanmar and The Netherlands. It is pursuing diverse business interests with the setting up of over 20 joint ventures.

IndianOil has built up a portfolio of leading energy brands, including Indane LPG cooking gas, SERVO, XTRAPREMIUM, XTRAMILE, PROPEL, etc.

Please visit IndianOil official website – www.iocl.com

Employees Strength

- Permanent - 32998
- Contractual - 168

IndianOil is proud to light up the stoves and help spread happiness by providing free cylinders to the PMUY beneficiaries. Since the implementation of the lockdown, IndianOil has reached about 9 Crore refills to Indane customers out of which nearly 2.5 Crore refills have been provided to PMUY beneficiaries.

FIGHTING THE PANDEMIC

An empowered committee was set-up under the leadership of Director (HR) of IndianOil. The process owner is Executive Director (HSE), Corporate Office and Convenor is ED (HR), Corporate Office. The Heads of HSE for each Division are process owners for their respective Division and Heads of HR are Convenors for their respective Division. Since 21st March 2020, daily meeting of the Empowered Committee and other senior Officials is being held, through video conferencing, to discuss issues/ update on COVID-19 & also the business activities being undertaken across the organisation & issues thereof if any.

The Committee has held 122 meetings till date and has not just interacted with every State/Region Head, Refinery Head and Business Heads of IndianOil but also taken the pulse of field through interaction with location incharges. Executive Committee of IOCL (headed by Chairman, IndianOil) is also being communicated the summary of discussions, developments in a total perspective of business continuity. Over 225 hours of brainstorming by this Committee supported by indomitable spirit of service that every IOCian possesses, has resulted in wide-ranging unprecedented and innovative steps taken toward fighting the pandemic.

Monetary Contribution to PM CARES Fund

- IndianOil has aligned and associated with the initiatives of Government in full force. Team IndianOil along with its business partners is also supporting Government and the community.
- The Total Contribution to PM CARES Fund is as under:

-	By IOC	- Rs.	225.0	Crore
-	By Employees	- Rs	23.9	Crore
-	By business partners	- Rs	3.3	Crore
-	**Total**	**- Rs**	**252.2**	**Crore**

Contractual Workers during Lockdown

- We provided Health insurance coverage of around 3.23 lakh Retail Outlets Customer Attendants, LPG Delivery Boys, Tank Truck Crew members etc who are ensuring catering of LPG/Diesel/ Petrol to public during the Pandemic COVID-19.
- An Ex-gratia coverage of Rs. 5 lakhs was extended to workers engaged by our business associates, in the unfortunate event of death of a worker arising out of infection of COVID-19.

Social Support to Needy

- IndianOil is proud to light up the stoves and help spread happiness by providing free cylinders to the PMUY beneficiaries. Since the implementation of the lockdown, IndianOil has reached about 9 Crore refills to Indane customers out of which nearly 2.5 Crore refills have been provided to PMUY beneficiaries.
- Keeping in view the requirements of the society, about 50 Lakh food packets, 20 lakh masks and 2 lakh sanitisers have been distributed so far.
- In addition to the above, IndianOil has ensured the availability of grocery/food packets for all the drivers at every 50 KM on State & National Highways.
- A pictographic view of the activities is as follows:





CARE FOR PEOPLE AND COMMUNITY

- Health insurance coverage of around 3.23 lakh Retail Outlets Customer Attendants, LPG Delivery Boys, Tank Truck Crew members etc who are ensuring catering of LPG/Diesel/Petrol to public during the Pandemic COVID-19.
- An Ex-gratia coverage of Rs. 5 lakhs extended to workers engaged by our business associates, in the unfortunate event of death of a worker arising out of infection of COVID-19.
- Our Installations (Terminals/Depots/ BPs/ROs) has arranged food distributions for migrant labours
- IndianOil has ensured the availability of grocery/food packets for all the drivers at every 50 KM on Highway

INDIANOIL IS DOING ITS BIT IN THE TIME OF CRISIS



HELPING PMUY BENEFICIARIES

IndianOil is proud to light up the stoves and help spread happiness in different parts of the country by providing free cylinders to the PMUY beneficiaries as a part of the Pradhan Mantri Gareeb Kalyan Yojana. Since the implementation of the lockdown, as on 1st May 2020, IndianOil has reached 8.5 Crore refills to Indane customers out of which 2.3 crore refills have been provided to PMUY beneficiaries.



FUEL SUPPLY FOR EMERGENCY SERVICES

IndianOil Aviation refuelled different aircrafts of defence forces maintaining fuel supply to forces and helping them deliver medical supplies. Also refuelled Air India flights for Vande Bharat Mission



ADOPTING DIGITAL TECHNOLOGY TO MINIMISE CONTACT

- IndianOil is taking new measures every day to meet customer requirements by adopting robust digital technology and functioning seamlessly to maintain the supply line of essential fuels.
- To minimise human contact and facilitate social distancing, IndianOil is providing a wide range of digital payment solutions.



RESUMPTION OF WORK OF VARIOUS PROJECTS:

After Central Govt. permission to certain relaxations during the lockdown, with approvals from local administration, limited manpower and precautionary measures, the work has been resumed at various locations across the country.



DEMONSTRATING UNDAUNTED SERVICE TOWARDS THE NATION

- IndianOil Teams at various locations across the Nation handed over face masks and sanitizers to Police personnel, as a measure to provide relief.
- They also distributed ration packets to contract workers providing essential services during the lockdown.
- RNA Extraction Machine, RT PCR equipments, work-testing equipment's, PPE Kits, Ventilators, ICU beds, etc. are provided to various hospitals across the country.



MAINTAINING SOCIAL DISTANCING AT RETAIL OUTLETS

IndianOil is taking utmost care to follow the norms of social distancing and maintain all the necessary standards of safety at its ROs. While we are ensuring the safety of all our customers, IndianOil released various films on Social Media to request people to be a responsible citizen and step out only when it is absolutely necessary.

SWADHYAYA - E-LEARNING PLATFORM FOR IOCIANS.

5.3 Lac e-Learning courses completed by 17500 employees during this lockdown till 10th May 2020. In total, these are more than 3 Lac Learning hours in 450 modules in 70 Functions

IndianOil

Medical Support

- Quarantine/ Isolation facilities have been developed at various Refineries and Marketing locations with a total availability of over 250 beds. Quarantine Centres, Covid Care Centres and Dedicated Covid Health Centres have been set up.
- A Quick Response Team has been formed, which can be approached by employees/ family members in emergency situations.
- In order to ensure timely detection of Corona Infection among employees/ex-employees/ Other Stake holders and their family members and to minimize their exposure at hospitals for COVID Testing in NCR, a Medical Counter for sample collection for COVID-19 testing has been set up. Sample collection counters have also been made operational at Panipat Refinery, Gujarat Refinery and Paradip Refinery.
- 4.75 lakh employees, their family members, contract workers and business associates are using the Aarogya Setu App.
- A medical teleconsulting application has been developed for employees, ex-employees & their family members for online medical consultation during the ongoing COVID-19 pandemic.
- A Dashboard for monitoring of positive COVID-19 cases at IOCL developed for ensuring

timely information and help for IOCL employees and stakeholders.

Innovation, R&D and Technological breakthrough

- Much before the pandemic emerged, Indian Oil had earmarked the year 2020 as the year of digitalisation. As the situation changed after February, 2020, the advent of the concept of remote working, physical distancing, and need for keeping a track of people's health, triggered the opportunity for implementation and utilisation of technology.
- One such application for medical teleconsulting have enabled easy access to medical consultation for the employees and their dependents, thereby preventing overcrowding of hospitals.
- Another application was an e-attendance portal that enabled the organisation to not just keep a track of employee attendance but also the employee heath.
- The COVID Dashboard has played a unique role in tracking information and taking immediate steps.
- To minimise human contact and facilitate social distancing, IndianOil is providing a wide range of digital payment solutions.
- IndianOil developed an alcohol-based hand rub solution, IOC Clean, which was distributed free of cost to government hospitals and police.
- To minimise surface contamination, Indane cylinders are sanitised at godowns. The tank trucks carrying empty and filled cylinders are sanitised at the bottling plants.
- To reduce the contact touch points between location employees and TT crew at bulk installations, IndianOil has started auto image printing on delivery challan instead of physical signature.

Preventive Measures

Some of the major measures for safety and precautions being carried out at workplace have been enumerated below:

- Upon opening up of offices, specific guidelines were issued and an Action Plan for resuming operations post Lockdown was widely circulated as below:

ACTION PLAN
FOR RESUMING
OPERATIONS POST
LOCKDOWN

FROM THE DIRECTOR (HR) DESK



R. K. Mohapatra
Director (HR) and Head of
Empowered Committee, IOCL

Dear Colleagues,

We are together combating the unprecedented challenges of COVID-19. This pandemic has challenged human life across the world.

Central and State Governments are leading the management of this health calamity. Corporates are aligning and associating with these initiatives in full force. Team IndianOil along with its business partners is also supporting Government and the community.

My compliments to the real heroes who are executing these initiatives at ground level, risking their lives. Under such a situation, aligning with the national policy and government guidelines we will progressively resume operations in a graded manner. However, post lockdown we must continue to take all necessary precautions for a much longer duration. Aspects like 'Physical Distancing' will have to be integrated into our lifestyle.

Individually and collectively, as a team, we have to ensure that we are:

SAFE FOR SELF		
Safe at **Home**	Safe in **Transit**	Safe at **Workplace**
Safe for **Family**	Safe for **Colleagues**	Safe for **Community**

for Overall Safety of the Nation

These may appear simple words but these carry a huge responsibility and an enormous challenge. Implementing these surely means a change in our way-of-life. Changes in how we walk, talk and even breathe. How we keep ourselves safe and also ensure safety of other human beings will decide how soon we win this battle.



To facilitate this change, our COVID-19 Task Force, under guidance of management, has worked out a detailed SOP for safe start of operations. Each element of this plan integrates YOUR SAFETY at the core.

Guidelines include starting from home to going back safely. Aspects like behavior at workplace, usage of canteen and other common facilities, guidelines in case of sickness and health emergency are explained in detail.

Any changes in Government's guidelines to align with advices from WHO and medical fraternity will be communicated separately in the COVID-19 Advisories. In addition, the 'Aarogya Setu' mobile app will help you to stay updated about developments related to COVID-19. Please keep a close watch for such updates.

You may note COVID-19 has brought several economies to a standstill. Businesses (large, medium, small and micro) have been severely impacted. Several of them today are facing the challenge of their existence. As such the situation may not improve instantly, however, I am sure that our solidarity as a Nation will defeat this invisible enemy and we will emerge stronger.

I am confident that "Team IndianOil" will show the right spirit of being safe towards this challenge.

Stay safe. Stay positive.

Ranjan Kumar Mohapatra
Director (HR)

INDIANOIL CARES





EXTENDING SUPPORT TO GOVERNMENT:

- IndianOil families including Employees, Business associates (Dealer/Distributors) TT crew, contractor, contract labour, etc. has given ~ Rs 3.34 Cr in PM cares Fund and 1.73 Cr in CM Relief funds
- RNA Extraction Machine, RT PCR equipments are provided at JJ Hospital, Kasturba Hospital, Mumbai

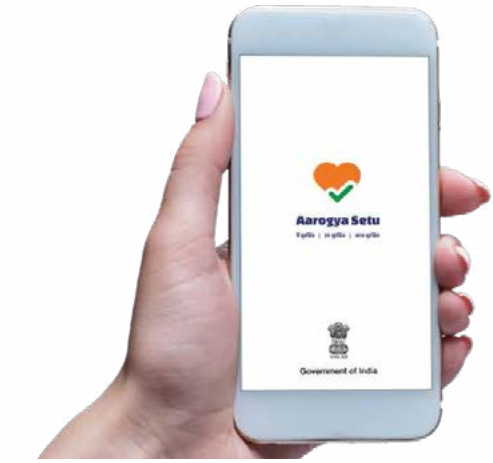




CARE FOR PEOPLE AND COMMUNITY

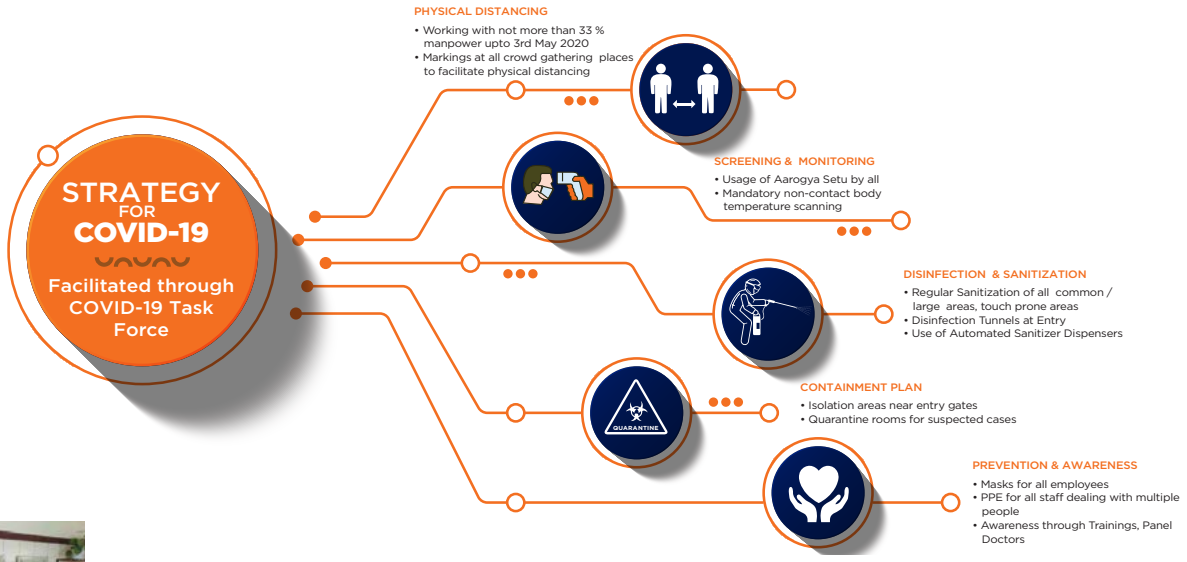
- Our Installations (Terminals/Depots/ BPs/ROs) has arranged food distributions for migrant labours
- IndianOil has ensured the availability of grocery/food packets for all the drivers at every 50 KM on Highway
- IndianOil has distributed ~1.5 Lakhs bottles of sanitizers, ~18 Lakhs masks and spent ~ Rs 310 Lakhs for Covid-19 related Hospital work-testing equipment's, PPE Kits, Ventilators, ICU beds, etc.

EFFECTIVE USE OF **'AAROGYASETU'** APP FOR BREAKING THE CHAIN OF TRANSMISSION OF COVID-19



1. All the officers, staff (including outsourced staff) working in Central Government should download '**Aarogyasetu**' App on their mobile phones, immediately.
2. Before starting for office, they must review their status on '**Aarogyasetu**' and commute only when the app shows 'safe' or 'low risk' status.
3. The officers/staff are advised that in case the App shows a message that he/she has a 'moderate' or 'high risk' calculated on the basis of Bluetooth proximity ("recent contact with infected person"), he/she should not come to office and self isolate for 14 days or till the status becomes 'low risk'.

ORGANIZATIONAL STRATEGY





PHYSICAL DISTANCING





- **Administrative Office Employees:** Not more than 33% employees at any given point of time. Employees to be divided as per alternate day rosters
- **Employees at Field Locations :** To be called as per government guidelines
- Shorter shifts for Production employees, no overlap between shifts providing a cushion of almost 1 hour for disinfection
- **Physical Distancing Markings:** To ensure a distance of 2 m at all crowded areas like Entry Gate, Canteen, Water Coolers, Canteens, etc.
- **Rules & Guidelines:** Detailed Physical distancing guidelines laid out for all activities carried out from commuting to and working in office

SCREENING & MONITORING

PHYSICAL MONITORING



✓ Mandatory Thermal Screening at all Administrative Offices, Locations, etc.
✓ Company Transport Users to be screened before boarding the bus

DIGITAL MONITORING



Advisory for employees to use **Aarogya Setu App**

PREVENTION & AWARENESS

- **Masks for All Employees:** Compulsory once out of the house
- **PPE for all staff:** All our security guards, Canteen & Pantry Staff, Housekeeping, Gardener staff to be provided with PPEs.
- **Awareness & Education:** To be driven by COVID-19 Task Force through Mailers, Posters & Digital Sessions
- Training by in-house Doctor/Medical Staff





THE NEW WAY OF LIFE FOR IOCians

EMPLOYEE BEHAVIORAL FRAMEWORK

All IOCians are together in this hour with unflinching faith

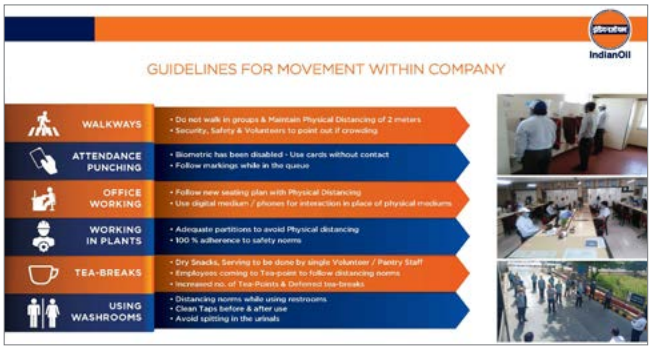
F FLEXIBILITY TO CHANGE AS SITUATION UNFOLDS

A AWARENESS & ALERTNESS TO MAINTAIN CONSTANT VIGIL

I INSPIRE EVERYONE IN THE COMMUNITY WITH OUR EXEMPLARY BEHAVIOUR

T THANKFUL FOR WHAT WE HAVE & TO THOSE WHO FIGHT FOR US

H HEALTH IS ABOVE EVERYTHING ELSE – FOR YOU & EVERYONE AROUND YOU





- Workplan for staggered presence of employees has been implemented.
- Temperature screening using thermal guns for employees, contract workers as well as visitors.
- Reorganisation of seating in workplace keeping physical distancing norms in mind.
- Suspension of Biometric attendance and entry through access cards.

Awareness Campaigns

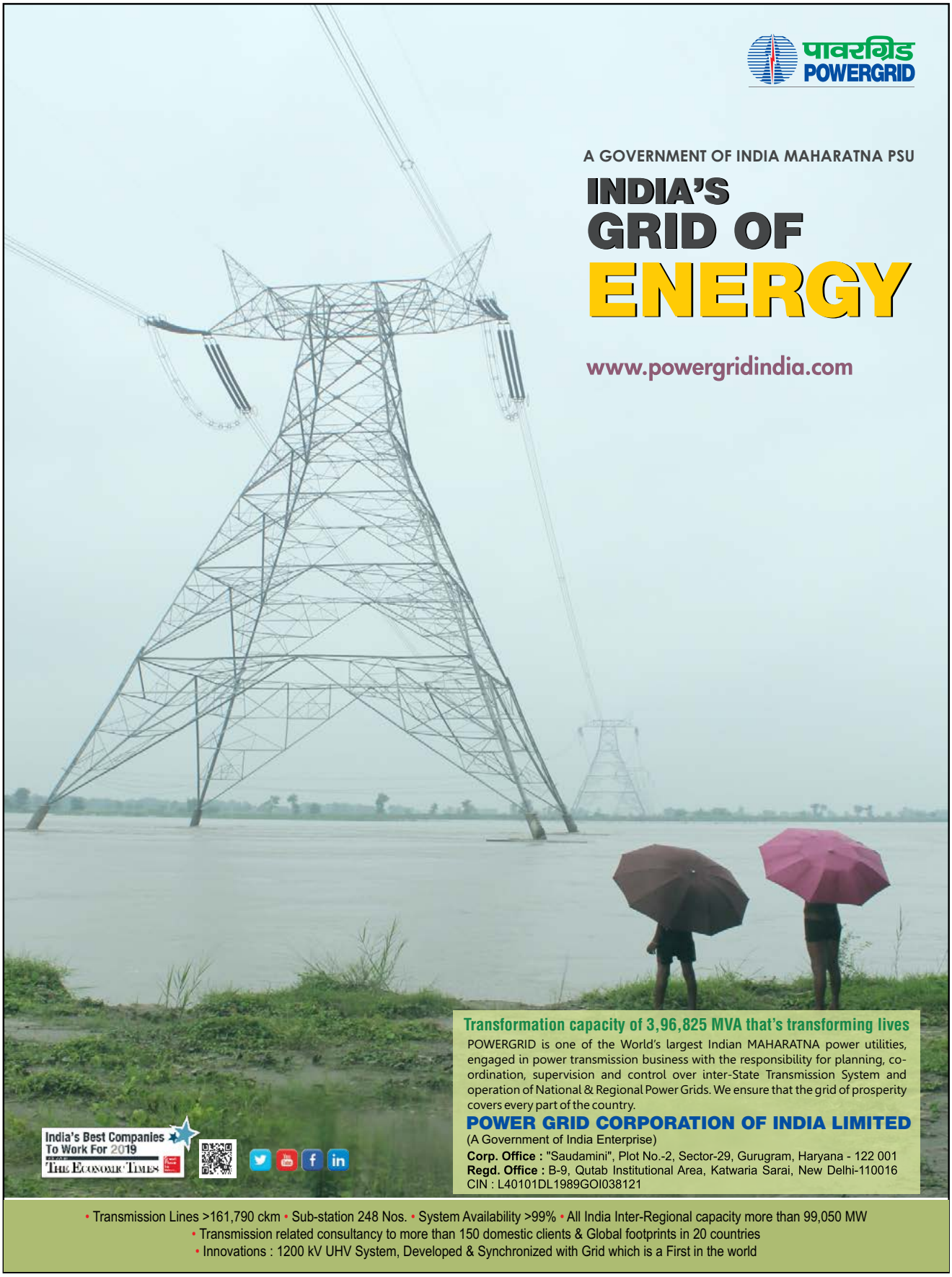
A focused, centralised and authentic communication was relied on so that there is no panic or misinformation. IndianOil released various films on Social Media to request people to be a responsible citizen and step out only when it is absolutely necessary.

- Regular advisories, based on Government of India Guidelines, are being issued. These advisories are being translated in Hindi & uploaded in various platform for awareness of Reseller/ distributorship Network. Till date, 25 advisories have been issued.
- Outreach measures included sensitisation on COVID by sports and media celebrities; and our officers reaching out to retired employees to enquire after their well-being.
- Various Leadership talks and reaching out initiatives were undertaken, about 100 in numbers through IndianOil Xress e-bulletins, online VC platforms & official advisories.
- About 2000 COVID related posts were published across Facebook, Twitter, Instagram and LinkedIn.

Other Significant Measures taken by the Company

The steps taken by IndianOil are not just confined to the above categories but go to every dimension of a crisis management situation.

- During Lockdown, about 60% of our workforce was out in the field to ensure uninterrupted supplies to the nation. We provided re-enforcement and relief in form of movement of people from other functions or other installations.
- The engagement and psychological health of employees was a major concern and hence, they were inspired to positively engage themselves through learning. Just before the lockdown, our in-house e-learning portal Swadhyaya had about two thousand odd active users having undertaken about twelve thousand modules. We now have eighteen thousand (up by nine times) active users consuming a whopping six lakh modules that is, nearly 3 lakh hours of content (up by mammoth thirty-four times)!
- Besides e-learning portal, about 300 Webinars/ Online training programmes were conducted. This engagement took care of the psychological health of employees and at the same time, enriched the knowledge of employees. Several webinars were conducted specific to COVID – 19 awareness and preventive measures.
- People related policies were revisited and included modifications in shift rota, work allocation and monitoring mechanisms, provisions for special quarantine leave, holiday home guidelines, online availability of PF, Gratuity, Post Retirement Medical Benefits procedures.
- The employees during Lockdown were engaged in developing new SOPs and rewriting business manuals. Fifteen Inter-Divisional Teams were formed and they presented new ideas or innovative solutions to existing problems before top management.


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POWERGRID is one of the World's largest Indian MAHARATNA power utilities, engaged in power transmission business with the responsibility for planning, co-ordination, supervision and control over inter-State Transmission System and operation of National & Regional Power Grids. We ensure that the grid of prosperity covers every part of the country.
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(A Government of India Enterprise)
Corp. Office : "Saudamini", Plot No.-2, Sector-29, Gurugram, Haryana - 122 001
Regd. Office : B-9, Qutab Institutional Area, Katwaria Sarai, New Delhi-110016
CIN : L40101DL1989GOI038121
India's Best Companies To Work For 2019
The Economic Times
• Transmission Lines >161,790 ckm • Sub-station 248 Nos. • System Availability >99% • All India Inter-Regional capacity more than 99,050 MW
• Transmission related consultancy to more than 150 domestic clients & Global footprints in 20 countries
• Innovations : 1200 kV UHV System, Developed & Synchronized with Grid which is a First in the world

ओएनजीसी
ONGC











हम नहीं रुके।

जब पूरी दुनिया कोविड-19 के चलते एक जगह ठहर गयी थी, हम नहीं रुके। क्योंकि जब बात आती है हमारे देश के विकास की तब हम ओएनजीसीयन किसी भी हालात के आगे झुकते नहीं और अपने देश के हित में दिन–रात लगे रहते हैं। हम न रुके, ना रुकेंगे।



Energy Soldiers
Working 24x7
To Keep The Nation
Moving

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NTPC Limited



Gurdeep Singh
CMD, NTPC

NTPC is India's largest power utility with roots planted way back in 1975 to accelerate power development in India. As India's largest Power Producer, NTPC has, since then, established its presence in the entire value chain of Power Generation business.

With 70 Power Stations and a group installed capacity of 62110 MW, NTPC has grown from strength to strength, powering India's economic progress and lighting up even remote areas of the country. Despite its size and scale of operations, NTPC has remained nimble-footed and had been quick to step up its presence in the renewable sector. With capacities in solar and hydro, NTPC has emerged as the flag bearer of India's renewable energy drive.

To strengthen its core business, NTPC has diversified into fields of consultancy, power trading, training of power professionals and coal mining. NTPC's rapid strides in the mining sector are aimed at backward integration and further strengthen its competitive edge.

To further broaden its presence, NTPC is now planning to foray into the distribution business and eventually become the world's leading power company with presence across the entire value chain - from mining to generation and distribution.

Employees Strength

- Permanent (on roll): 19165 as on 31.03.2020

To combat the situation, NTPC is utilizing its 45 hospitals and health centres across the country where 238 doctors, 59 ad-hoc doctors and 1030 paramedical staffs are dedicatedly serving the patients affected by COVID-19.

FIGHTING THE PANDEMIC

NTPC stands with the nation in the fight against COVID-19

The world continues to fight the uncertainties brought in by the outbreak of COVID-19. In the past couple of months, India has seen the positive cases of COVID-19 increasing gradually across the country.

Amidst this gloom, it was encouraging to witness the citizens of the country standing in solidarity with the government at the centre and respective states while working together in the face of adversity to fight and stop the spread of COVID-19.

Uninterrupted Power Supply

Generation of electricity is an essential service that has kept the nation running during the lockdown period as well as when the country is slowly unlocking.

Team NTPC ensured continuous power generation while adhering to the guidelines set by the government during the lockdown period thus ensuring every corner of the country remains lit. Series of proactive measures were taken during this period and various communications and guidelines were issued for ensuring sustained power generation. Contingency plans are still in place to deal with any eventualities and ensuring uninterrupted electricity to the nation.

Further, demonstrating exceptional excellence in operations and optimum capacity utilisation, various power plants of NTPC, viz. Rihand in Uttar Pradesh, Vindhyachal in Madhya Pradesh, Talcher Kaniha, Talcher Thermal, Dalripalli in Odisha and Korba, Sipat and Lara in Chhattisgarh and Barauni in Bihar achieved 100 percent PLF on several days. At the same time, Koldam in Himachal Pradesh is emerging as one of the best hydro power stations in the country for FY-21.





Monetary Contribution to PM CARES Fund

NTPC has been at the forefront of providing relief measures and contributing to the cause of fight against COVID-19.

Answering the clarion call of the Hon'ble Prime Minister, NTPC has contributed Rs 250 Crores

to PM CARES Fund to strengthen the fight against containing the spread of COVID-19. Furthermore, the Employees' salary contribution of Rs 7.50 Crores has also been deposited to PM CARES Fund.

Payment to Contractual Workers during Lockdown Period

NTPC has ensured that the wages of all the outsourced workers are paid on time even for the period when they could not attend due to lockdown restriction. Based on Govt. directives, reimbursement of minimum wages were ensured to the contract workers who were rendered idle during lockdown period.

Further, NTPC has ensured that these workers are well cared by providing accommodation, food and medical facilities at our projects. Special efforts were being made for safety and hygiene of the contractors' workers at all our sites.

With operations resuming at the construction sites, NTPC remains well prepared with SOPs in place ensuring medical screening, accommodation and quarantine facilities for such workers. Further, guidelines have been notified to enable monetary support to contractors' workers, from outside, during their 'no work' period in mandatory quarantine, required in line with Government guidelines as well as NTPC SOPs.

Social Support to needy by providing food & shelter

Further extending the support, NTPC has distributed masks, gloves, sanitisers along with food packets, daily essentials for the needy including contract workers, migrant workers, elderly and physically challenged persons and other marginalised sections of the society. Around 2.69 lakh meal packets and 13.25 lakh kilogram of food supplies and groceries have been distributed at various NTPC sites. Employees' voluntary groups, unions, associations and ladies clubs have all come out to support the cause.

Further, vacant quarters and other places to stay at various locations in NTPC townships were earmarked with arrangements for the contractors workers at many sites to ensure continuous power generation and construction activities.

Medical support to address health crisis

To combat the situation, NTPC is utilizing its 45 hospitals and health centres across the country where 238 doctors, 59 ad-hoc doctors and 1030 paramedical staffs are dedicatedly serving the patients affected by COVID-19. Till now, 192 Isolation beds have been created across all hospitals and health units, with oxygen supply. Provision for additional beds is also made to tackle emergency situations. 13 ventilators are made available at different hospitals. Further,



18 Advance Life Support (ALS) ambulances with ventilator are also availed for service. PPEs and other protective materials are being procured centrally as well as at unit level for distribution. A budget of Rs 3 Crore has also been provisioned for the purpose. Guidelines regards to Testing, Treatment and Transportation issued by MoHFW regarding the management of suspected or confirmed COVID-19 patients have been issued to all CMOs.

Through the dedicated platform of telemedicine,



which is run in association with C-DAC (Paramarsh App), specialist and super specialist medical staffs of corporate hospitals are regularly connected for specialised treatment.

Apart from the contribution to PM CARES, approx. Rs. 24.58 Crore have been spent or committed by various NTPC stations to fight against the pandemic by way of providing medical support, preventive and relief measures in the vicinity of NTPC's operations.

As on date, NTPC has distributed around 15570 PPE kits, 8.76 lakhs Masks, 1.26 lakh gloves and 22,038 litres sanitizers for its hospitals as well as local stakeholders.

Innovation, R&D and Technological breakthrough

During this period NTPC has worked tirelessly to ensure seamless service delivery across its vertical by being nimble footed in adapting to state-of-the-art technological support. The tech team across locations enabled Work from Home for the requisite personnel. The MS Teams platform was provided to the directors and other senior management personnel to ensure seamless connectivity in work.

NTPC has facilitated 100% digital mode of tendering, right from submission of offer to submission of Invoices and release of payment. Robust IT support helped in adapting to digital invoicing and also paved the way for NTPC to award contracts on online paperless system (PRADIP).

To meet the requirements of the lockdown imposed due to COVID-19 pandemic, NTPC Learning and Development (L&D) has strategized to enrich employees through intensive digitisation and online training, enabling them to avail these services from anywhere in the country. Power Management Institute – NTPC's apex L&D centre – has conducted more than 250 training sessions in diverse disciplines ranging from technical, functional, health and safety. Besides, NTPC's Regional Learning and Development Centres located in power plant projects have created over 100 online learning opportunities.

The company has also launched a '45-Day Learning Challenge' that offers its staff thorough learning for 45 days in varied disciplines such as technical, finance and HR. A holistic wellness programme is being continuously run where employees and family members of all ages can participate. NTPC has also collaborated with an Employee Assistance Programmes partner to launch a counselling helpline.

Preventive measures (for Organisation and Employees)

All employees as well as contractor's workers have been briefed thoroughly on safe practices, while on duty, to avoid virus-transmission. Thermal scanning is performed at gates for all people entering the NTPC premises. Contact less sanitisers are made available at identified places in plants and offices. Further, sanitisation of office work place along with townships are being carried out on a regular basis.

A series of proactive measures were undertaken through various communication channels for power plants, project sites and offices. Detailed SOPs for Control Room, Medical screening and



Work guidelines for contractors workers as well as township management were also issued for prevention of the spread of COVID-19. Furthermore, control rooms along with core team and task force were created at various levels to keep a continuous vigil on the compliances. Besides, construction activities were also started in a phased manner with strict adherence to guidelines to lock the spread of the pandemic. Also, an online COVID-19 Tracker has been introduced to track the Medical conditions of all employees under COVID-19 situation within the organization. This portal enables the employees to post their medical status w.r.t COVID-19 situation.

A dedicated COVID-19 helpline has also been introduced for the employees, their families and retired employees to provide them relevant information.

NTPC has also undertaken sanitisation of work areas along with townships and nearby areas of operations on frequent intervals.

Awareness Campaigns

NTPC has harnessed every communication channel including the social media to raise awareness on COVID-19. A campaign on Do's and Don'ts messaging with creative series was carried out on various social media channels of NTPC including the internal communications app; Samvaad. As a part of this initiative, NTPC has significantly raised awareness in its plants, townships as well as in the local areas. NTPC has also spread the message through posters, banners, mobile health vans and hoardings across its operational areas.

The Top Management of NTPC have regularly reviewed the situation on daily basis, ensuring seamless operations at every power station. Regular communication with employees are continued through messages and other broadcasts so as the efforts of the employees are propagated across the company.

The NTPC management is constantly encouraging and motivating our engineers, on ground, to ensure that even during this period, every corner of India receives uninterrupted electricity. It is important to keep our spirits up during these difficult times. Let's ensure we help each other in this fight and future will shine upon us all.

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A Navratna Company

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ENGINEERING
MEGA PROJECTS



ENERGISING
TOMORROW

80 refineries

43 oil & gas processing plants

11 petrochemical complexes

48 pipelines

213 offshore platforms

Over 2,300 engineers & professionals

30 registered patents

For over five decades, EIL has played a pivotal role in engineering the nation's energy blueprint with the execution of world-scale grassroot refineries, state-of-the-art petrochemical complexes, pipelines and a host of critical hydrocarbon projects. We leverage superior project management skills, innovative construction strategies and a highly experienced workforce to deliver these mega projects from concept to commissioning.



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Oil and Natural Gas Corporation Limited



Shashi Shanker
CMD, ONGC

Oil and Natural Gas Corporation Ltd. (ONGC) is the flagship National Oil Company of India, with interests in E&P, Refining, LNG, Power, Petrochemicals & New sources of energy. Maharatna ONGC is India's largest Crude Oil and Natural Gas producer, contributing around 75 per cent to Indian domestic production.

With HPCL and MRPL in its domestic energy portfolio, ONGC is now the third largest refining group in India. ONGC Videsh Limited (OVL), ONGC's wholly-owned subsidiary for overseas business, is operating 39 projects in 19 countries.

As a market leader in Oil and Gas Exploration & Production, ONGC operates in 14 Indian sedimentary basins. It has discovered six out of the seven producing basins of India and proven presence of hydrocarbons in 9 basins, covering 83% of established reserves.

In order to ensure smooth movement of men and material and continuous operations at all work centres, coordinated efforts with District, State and Central level authorities helped to resolve roadblocks & ensure normalization of operations at a faster pace.

ONGC is ranked 11th among global energy majors as per Platts Global Energy Rankings; it ranks 160 in coveted Fortune Global 500 list 2019.

ONGC has a unique distinction of being a company with in-house service capabilities in all areas of Exploration and Production of oil & gas and related oil-field services. Certified as a Great Place to Work, this public sector enterprise has a dedicated team of over 30,000 professionals who toil round the clock in challenging locations.

Employees Strength

- Permanent (on roll): Around 30,000
- Contractual: 21,600

FIGHTING THE PANDEMIC

ONGC took proactive measures to ensure the safety of its employees and issued detailed guidelines to the employees through its internal websites and through e-mails even before the announcement of lockdown on 23 March 2020. ONGC's robust IT and communication systems in place were realigned to enable the employees to Work from Home. Continuous improvements were made in the systems to ensure seamless working from home. Virtual secured Meeting Platforms were made accessible to the employees.

ONGC CMD's message on following WHO guidelines was posted on Social Media and his inspirational message hosted on ONGC websites and communicated through e-mail. Information regarding preventive measures to contain the spread of COVID-19 were shared with each employee through e-mail and detailed SOPs for offices and installations were issued and disseminated to all the employees, ex-employees and secondary (contractual) workforce through various means like SMS, web portals and e-mails. Digital displays at all work centres were used to spread awareness about COVID-19 and measures to prevent the spread of the virus. Similar efforts were also made in the residential complexes of ONGC. Medical teams conducted various awareness sessions and workshops for employees and secondary workforce in the month of February.

Top Management held regular interactions with all the work-centres and installations through video conferencing to ensure their safety, boost employee morale and to provide all necessary support for smooth operations. ONGC employees in the fields voluntarily extended their shifts to ensure uninterrupted production and supply of oil and gas during the lockdown. ONGC ensured





that employees working in remote locations remain connected with their families through phones and video conferencing facilities.

In order to ensure smooth movement of men and material and continuous operations at all work centres, coordinated efforts with District, State and Central level authorities helped to resolve roadblocks & ensure normalization of operations at a faster pace.

Quarantine facilities were created at all the work centres of ONGC. Thermal scanning was made mandatory for all the employees attending their

duties and regular health monitoring was carried out. Sanitizers and masks were provided to all the employees and secondary workforce. Proper sanitization of all offices and work places is being carried out to prevent the spread of COVID-19.

Social media campaigns were initiated to spread awareness about the Pandemic and preventive measures. Messages regarding social distancing, staying home during lockdown, AVs on measures to contain the spread of COVID-19, on continuous field operations to ensure supply of oil and gas to the nation, various CSR efforts being undertaken at all work centres, innovations by ONGC employees, messages from top management and celebrity ONGC sports persons and family members of the employees etc. were regularly shared on social media.

A 24x7 helpdesk OCAY (ONGC COVID-19 Assistance for You) was developed on ONGC websites for all employees & ex-employees and their families to address their issues pertaining to the Pandemic and provide help.

ONGC HR proactively engaged with the employees and their families regularly to enquire about their wellbeing and provided complete assistance, whenever required. In order to ensure that our secondary workforce do not face any hardship, timely payments were done and vendor payments were done on the basis of digitally signed (Class-3)/ scanned invoice during the period of lockdown.

In order to keep the employees gainfully engaged and for their knowledge enhancement during the lockdown period, various online training programmes for the employees (and ex-employees) were conducted by ONGC. Various initiatives for the families and employees like Mask Making contest, story writing contest – Humans of ONGC etc. were taken.

CMD, ONGC led from the front in launching one of the biggest crew change exercises 'Operation Nishtha'. It involved meticulous planning, arranging resources, getting statutory permissions, support from MoPNG and Civil Aviation, local administration of all work centres, ensuring safety of employees etc. CMD along with Directors of ONGC, ensured all permissions, monitored the entire operation and provided necessary timely guidance, support & approvals to the teams who were leaving no stone unturned to ensure success of smooth crew change operation.Timely help from the Ministry of Oil and Natural Gas ensured that the approvals from central government are in place and special permission to fly chartered aircrafts of National Carrier Air India was provided.All employees were properly tested as per protocol and employees with only negative test reports were sent for duty.

Medical support to address health crisis

Medical fraternity started awareness about COVID-19 in all the work centres of ONGC from February itself through workshops and expert talks. Special sessions were conducted for secondary workforce. Team medical of ONGC ensured online consultation for all employees and ex- employees and their family members and worked out and executed the plan to get the medicines delivered at their doorsteps. Doctors personally attended to any emergency accompanying patients to the hospitals, if required and followed up with them over telephone.

Extensive awareness campaigns through ONGC web portals, physical and electronic displays was carried out to make employees aware of DOs & Don'ts related to COVID-19. On-duty doctors are present 24x7 in all operational installations of ONGC. In offshore installations on the Arabian Sea and the Bay of Bengal, a dedicated helicopter is available (Medivac) for evacuating employees (in case of emergency).

Team medical coordinated with the empanelled hospitals for any emergency admission for



employees, ex-employees and their family members.

Various CSR initiatives related to Medical support to address health crisis for the people in need are detailed below:

CSR initiatives

Monetary Contribution to PM CARES Fund

Rs 316 Crores

Employee's voluntary contribution to PM Cares Fund

Over Rs 20 Crore

Payment to all Contractual Workers during Lockdown Period

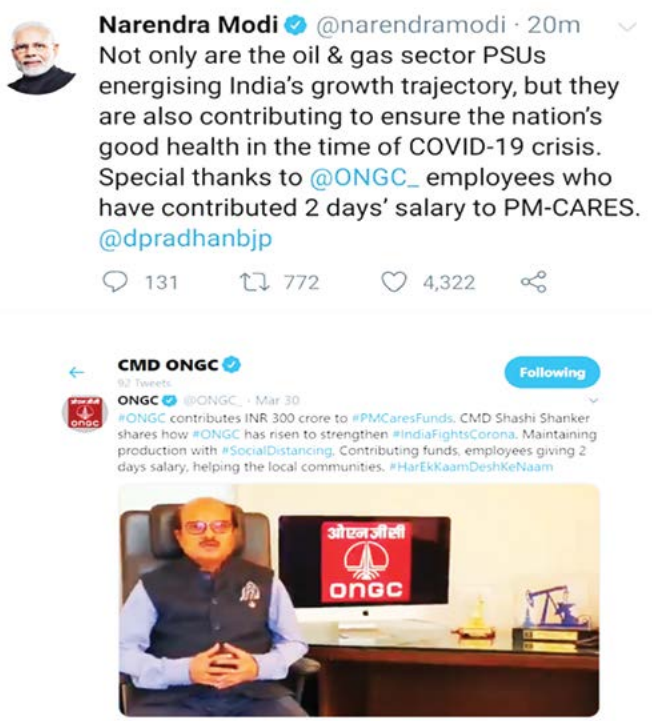
Yes

Social Support to needy by providing food & shelter

Various pan-India campaigns through CSR to support the needy people in and around ONGC operational areas.



In the time of this crisis, pandemic of Novel Coronavirus Disease (COVID-19) spreading across world including India, ONGC, as a responsible Corporate, stepped out soon after the announcement of unprecedented lockdown to provide immediate relief through its CSR initiatives. ONGC contributed



Rs.300 Crore to PM CARES fund, set by the Govt. of India, from its Corporate Social Responsibility (CSR) budget. Further, the employees of ONGC have voluntarily contributed their two days' salary – amounting to a Rs 16 Crore (approx) to PM CARES Fund. In addition to the direct contributions to the PM CARES Fund, so far 314 numbers of CSR projects have been developed worth Rs.22.70 Crores across 15 states of India benefiting more than 41.99 Lakhs beneficiaries.

Projects for the benefits of aspirational district

- At Dhalai, distributed ration kits to 43,203 beneficiaries, 13,000 masks, 1000 sanitizers,1000 PPE kits, besides providing 2 ventilators for the District Hospital and Trauma Centre, Kulai. It is the only government hospital in the entire district that provides emergency and specialist services and unfortunately, the Hospital did not have any Ventilator System which is supposed to be essential equipment for treating COVID-19 patients.
- 22 Bi-pap mask ventilators for isolation wards created in Osmanabad, Maharashtra. The provision of these ventilators at this crucial juncture is being viewed as a major life saver. Also provided 2005 PPE kit to Osmanabad district.
- 2496 PPE kits distributed through district administration in the districts of Bokaro, Ramgarh,



A fire service worker disinfecting the streets of a neighbourhood near Karaikal for ONGC | EXPRESS

ONGC disinfects 50 villages in four districts

EXPRESS NEWS SERVICE
@Nagapattinam

ONGC has completed disinfecting over 50 villages in four delta districts in the past one month to prevent the spread of coronavirus. Disinfection took place in villages in Karaikal, Nagapattinam, Tiruvarur and Thanjavur districts. "We felt disinfection was the huge need of the hour. We interacted with district administrations and many of the panchayats around ONGC operational areas in Tamil Nadu and Karaikal to take up the task of disinfecting large parts of these areas inhabited by locals. Team Cauvery Asset is also in the war against coronavirus. We participated for the welfare of the local population," said Executive Director-cum Cauvery Asset Manager Anurag Sharma in Karaikal.

ONGC began disinfection operations on April 14, using over one lakh litres of sodium hypochlorite to spray in the villages. It also sprayed disinfectants in ONGC operational areas such as Narimanam (Nagapattinam district), Poondi (Thanjavur district), Kovilkalappal and Kamalapuram (Tiruvarur district). Sirsendu Hati, Deputy General Manager (Fire Services) led the initiative in the four delta districts.

According to ONGC, it used its sprayers manually in different areas and at specific spots frequented by people. It kept its fire services teams for emergencies at its drill sites or installations. ONGC has also handed over portable sprayers to village panchayat presidents. It has provided disinfectant chemicals to panchayats.

THE INDIAN EXPRESS Thu, 14 May 2020 https://epaper.newindianexpress.com/c/



Khunti, Gumla and Hazaribagh in Jharkhand.

Projects for the benefits of fishermen Community

The need of the fisherman community in the coastal areas of Maharashtra was addressed along with Ministry of Fisheries, Government of Maharashtra. Ration kit worth Rs.602/- each was distributed to 9,804 fisherman families in the coastal villages of Maharashtra.

ONGC cares for migrant workers

75,20,32 cooked food packets distributed through various social organizations like ISCKON, Akshay Patra Foundation, Sewa Bharati etc to migrant workers who are the most affected group during the lockdown, spread in several districts of Andhra Pradesh, Maharashtra, Gujarat, Delhi, Tamil Nadu and Assam. Ration kits were provided to 13,08,044 beneficiaries belonging to underprivileged community ensuring food supply during lockdown across ONGC operational areas in the states Andhra Pradesh, Assam, Gujarat, Rajasthan, Jharkhand, West Bengal, Odisha, Maharashtra, Uttarakhand, Tamil Nadu, Tripura and Delhi.

Contribution towards upgrading medical infrastructure

To upgrade the existing medical infrastructure to tackle COVID-19 patients, ONGC has provided 30 ventilators to various hospitals in Osmanabad (Maharashtra), Dhalai (Tripura), and four districts in Cauvery operational area. Further Medical equipment like 320 fowler beds/ semi-fowler beds, autoclave, B.P. instrument, glucometer, oximeter etc. were provided to 2 Civil Hospitals in Assam

and three district hospitals in Tamil Nadu. Support was also provided for facilitating 2 quarantine room in Rajahmundry and for hiring of ambulance dedicated for COVID-19 Isolation Centre in Uran, Maharashtra.

Support to COVID frontline warriors

To strengthen the efforts of the frontline corona warriors, 1,53,204 PPE kits were provided to health care professionals, ASHA workers etc. across ONGC operational areas. Further 18,000 face shield masks to police personnel in Delhi and Faridabad and 60000 re-usable masks to police personnel in Surat.

Projects for distribution of Masks & Sanitizers

As a measure of precaution and prevention, distribution of 9,63,299 face masks (including 18,000 face shield masks & 60,000 re-usable masks for the Police personnel) and 10,22,901 sanitizers to residents in the states of Andhra Pradesh, Assam, Tamil Nadu, Gujarat, Maharashtra, West Bengal, Uttarakhand, Bihar, Tripura and Delhi has been taken up amongst other CSR initiatives.

ONGC Sanitizes villages in the operational areas

ONGC fire fighters and tankers have been extensively involved in the sanitization of wards and Panchayats in close association with the district administration in ONGC operational areas. Soon after the declaration of lockdown, massive sanitization drives in villages of operational areas were initiated by ONGC with the help of its fire fighting team. The drive has covered 50 villages in four districts of Tamil Nadu, 60 villages in Uran and 28 villages & 2 towns in Assam.

Under relief of COVID-19, CSR initiatives were not only restricted towards Humans but also provided help to animals where support has been provided to Bhavanarayana Swami Temple Sarpavaram Kakinada for supplying of dry grass for feeding 20 cows for a period of 2 months with the financial implication of Rs.0.96 Lakhs.

Innovation, R&D and Technological breakthrough

[A] COVID-19 disruptions led to innovation at ONGC Ahmedabad Asset and Ankleshwar

Foot - Operated hand wash Mechanism

During these challenging times, there has been a constant endeavour among the ONGC employees to think out-of-the-box solutions and innovate to ensure proper hygiene and safety at work place. A foot-operated hand-wash system has been developed through in-house resources without any additional expenditure. In-fact, it has lived up to the credo of reuse and recycling.

Ankleshwar Asset developed contactless sanitizer dispenser making use of available resources and discarded materials – mechanical as well as electronics. Similar efforts have been made by Central Workshop, Vadodara.



Employees at BPA process complex in offshore (Arabian Sea) developed a sanitization tunnel to sanitize incoming personnel & baggage coming to the complex.This system can sanitize 5 personnel along with their baggage per minute whilst consuming 600 ml of disinfectant solution.







[B] Intensive efforts resulting in outstanding utilization of e-learning through knowledge management centre of ONGC

The quest for knowledge among ONGCians has been amply manifested through the extensive use of the e-learning system during the unprecedented lockdown brought down by the unfortunate advent of COVID-19. As the system is accessible 24x7 over internet, the e-learners took full advantage of additional time made available to them through forced confinement at their residence to prevent the outbreak of the epidemic. The 300 learners have collectively accessed IPIMS more than 20,000 hours to learn from the platform.

Preventive Measures (for the Organisation and Employees)

- Sanitizers kept at various locations inside the offices and installations.
- Temperature checks (Thermal scanning) being done at all the entry points of the offices and installations.
- It is being ensured that everyone inside the office premises wears masks; masks have been distributed to all employees.
- Social Distancing is strictly being taken care of. Staggered attendance is being administered to enable Social Distancing.
- Meetings are mostly conducted through digital platforms like Webex and MS teams.

Other Significant Measures taken by the Company

While the entire nation of 1.3 billion people has been put under a much necessary lockdown since 23 March 2020, ONGC Energy Soldiers have been working 24x7 to ensure uninterrupted flow of oil and gas production to energize the nation. Maintained oil and gas production notwithstanding lockdown challenges. Oil Sewaks (Energy Soldiers) of ONGC voluntarily extended their stay on remote oil and gas installations to sustain this production.



ONGC employees also voluntarily contributed for distribution of food packets to poor people by employees of ONGC Noida Colony, distribution of dry ration kit, sanitization kits to marginalized people and Jail inmates by employees of Cambay and distribution of dry ration kits to labourers by employees of Vadodara.

ONGC Outreach-COVID-19 CSR projects

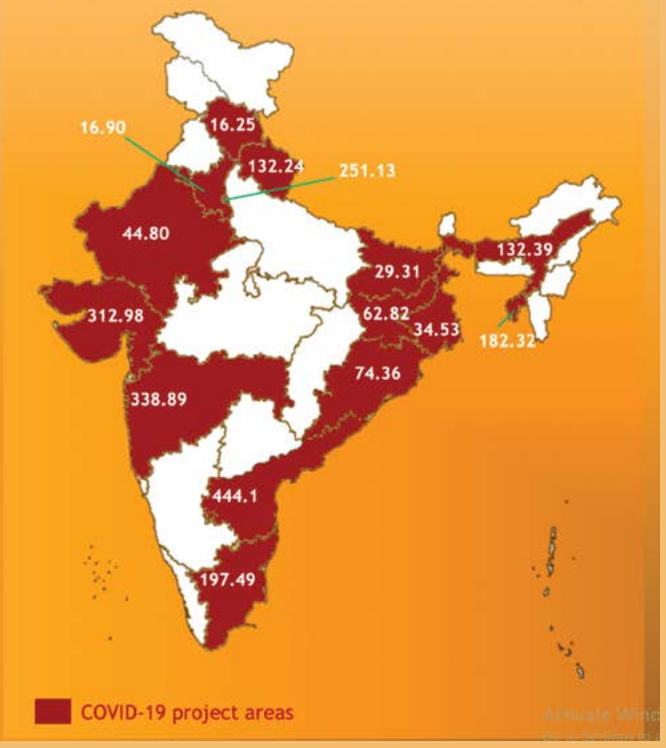
Rs. Lakhs

314 projects

Cost:Rs.2270.51 Lakhs

41,99,480 beneficiaries

Location	No of Projects	No of Beneficiaries
Gujarat	38	806437
Andhra Pradesh	123	953161
Maharashtra	31	973724
Assam	14	158690
Tamil Nadu	17	133600
Tripura	27	70399
Uttarakhand	14	118200
West Bengal	8	80000
Odisha	1	54000
Rajasthan	5	47736
Bihar	2	16100
Delhi	21	533485
Haryana	1	100000
Himachal Pradesh	2	100000
Jharkhand	10	53948
Total	314	4199480



Considering the enormity of the situation, ONGC has decided to continue its commitment towards the fight against the pandemic of COVID-19 ensuring continuous supply of essential oil and gas to the nation, ensuring safety of its employees and secondary workforce and implementing the CSR Projects across India and stands with Nation to provide maximum support with a belief that together we will overcome this calamity. CSR interventions for the year 2020-21 shall remain as the top priority of ONGC.

Power Grid Corporation of India Limited



K. Sreekant
CMD, POWERGRID

Company's HR has been taking various initiatives to promote e-learning amongst the employees during COVID through various Functional/ behavioral Online Trainings/ Webinars/ Talks and also programmes on meditation, wellbeing, Awareness of Employees and Communities regarding COVID-19 etc.

Power Grid Corporation of India Limited, a 'Maharatna' Central Public Sector Enterprise, is primarily engaged in Inter State Transmission (ISTS) of electricity in India. POWERGRID transmits about 50% of the total power generated in India on its transmission network. POWERGRID is also the Central Transmission Utility (CTU) of India responsible for planning and co- ordination relating to ISTS.

The Company also provides transmission related consultancy to domestic and international clients and telecom services.

Employees Strength

- Approx. 9500 employees.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

POWERGRID contributed Rs. 200 Crore to PM CARES Fund. In addition, the Company's employees contributed one day's basic pay in the month of March 2020.

Payment to Contractual Workers during Lockdown Period

The contractual workers engaged by the Company were paid their dues for the lockdown period. In addition, ex-gratia payment was made to contract labourers who were engaged in O&M activities during the lockdown.



Social Support to needy by providing food & shelter/ Medical support to address health crisis

POWERGRID has supported the needy people through its various CSR activities. Some of the major CSR activities undertaken by POWERGRID in this regard are:

Distribution of ration/meal packets



POWERGRID distributed meal packets/ration items to construction workers/contract labourers/ needy and poor people in surrounding areas of POWERGRID establishments.

More than 1.2 lakh packets of cooked meal and more than 1814 MT ration items have been distributed to nearly 2 lakh beneficiaries at a cost of approx. Rs. 7.7 Cr. Meal packets/Ration has been distributed at 276 locations around company substations/construction locations throughout the country. In Gurugram, the Company provided ration items worth Rs. 1 Crore to the District Authorities for distribution.



Distribution of PPE kits/Masks/Sanitizers

POWERGRID provided financial assistance to State Govts. for distribution of PPE kits/mask/sanitizer and has also distributed these items to Construction laborers/needy persons/District Authorities/Police Personnel/ Govt. Hospitals etc. to promote hygiene and for protection against COVID-19. So far, more than 11,000 PPE kits, 3.36 lakh masks, 29,000 gloves and 25,000 litres of sanitizers have been distributed to more than 56,000 persons.

Financial Assistance for Medical equipment

On requests from State Govts./District authorities for financial assistance for buying medical equipment to fight COVID-19, POWERGRID has provided financial assistance for procurement of Medical equipment/Ventilators totalling Rs. 6.2 Crore to different Govt. Authorities/ Govt. Hospitals/ Medical College in the North-Eastern States, UP, MP, Rajasthan, Kerala, Gujarat, Tamil Nadu etc.





A CSR Co-ordination Group has been formed at Corporate level to monitor, coordinate and facilitate expeditious approval for providing necessary assistance/relief to needy communities/ various sections of society and for execution of various activities related to COVID-19 under CSR.

Innovation, R&D and Technological breakthrough /Preventive Measures (for the organization and employees)/ Any Other Significant Measures taken by the Company

POWERGRID has taken number of steps to contain spread of COVID-19 and to mitigate its impact. Various measures taken by POWERGRID in this regard are –

- POWERGRID restricted entry for all foreign visitors including Indian nationals arriving from any destinations in its offices. Entry of other visitors to the office restricted to separate facility located on ground floor.
- Meetings through Video Conferencing/tele conferencing promoted.
- In order to prevent finger based biometric attendance, facial recognition based attendance system made operational for all employees.
- Mandatory thermal screening of employees & visitors done at the entry gate.
- Hand sanitizers installed at multiple points across the office/floors.
- Sanitization of office building, cars, Handbags, laptops & Mobile etc. are ensured.
- Masks/Use of Aarogya Setu App made compulsory for all employees including contract workers.
- Accommodation provided in the sub-stations to the essential staff (such as Security Guards, House Keeping etc.) ensuring social distancing and to prevent exposure of sub-station to any infection.
- Operation support for substation and transmission line at various locations in the country through remote facility at National Transmission Asset Management Centre (NTAMC) at Manesar, Gurgaon:
  - System Expert engineers camped at NTAMC for facilitating the remote assisted troubleshooting of transmission system.
  - Necessary staff stationed in RTAMC/ NTAMC & sub-station premises for shift operations ensuring social distancing and other requirements.
  - Rooms at site prepared for quarantining suspected cases.
  - Maintained sufficient stocks of Spares, Diesel & other essentials.
- Extension of ERP & IT services for Work from Home:
  - Residential E-Office access through VPN provided to all executives.
  - Residential SAP access provided through VPN.
  - Cloud Storage provided to all users to ensure minimal dependency in office for accessing records.
  - Network Drives of Regions/CC access and storage space expanded.
  - Usage of E-mails instead of IOMs.
  - Video conferencing/ Calling/ Remote file sharing provisions ensured to promote employee to Work from Home.
- Company's HR has been taking various initiatives to promote e-learning amongst the employees during COVID through various Functional/ behavioral Online Trainings/ Webinars/ Talks and also programmes on meditation, wellbeing,



Awareness of Employees and Communities regarding COVID-19 etc.

- 22 Functional training programmes were conducted during the period benefitting approximately 2292 employees. Few major programmes conducted were in the areas of:
  - Overview of e-vehicle and charging infrastructure.
  - Controlled Switching basics, application and recent trends.
  - Reactor Switching Challenges and Control Strategy.
  - Cyber Security, Digital Substation, Digitalization.
  - Best practices in S/S and TL Maintenance.
- Few other major webinars/ talks held during the period by Experts for employees are mentioned below-
  - Crisis Management for Leaders.
  - Webinar on Awareness of Employees and Communities regarding COVID-19.
  - Improving Wellbeing Through Mindfulness.
  - Life after lockdown; leading through COVID-19.
  - Unmute yourself, Talking about depression.
  - Cancer Care During COVID.
  - Stress and Anxiety during COVID-19.
  - Do's and Don'ts for Diabetic & Heart patients during COVID-19.
- Online/virtual training of new joined i.e. Executive Trainee Batch. The Internal/External Faculty is taking the classes online on a daily basis.
- Promotions and interviews done through video conferencing.
- Expeditious Payment facilitated to agencies and local contractors based on scanned document to enable them to further release Payment to their workers.
- Provision of Non-Refundable Advance to Members of the PF Trust on the Outbreak of Epidemic/Pandemic to mitigate hardship.
- Facility for home collection of samples for COVID-19 testing.
- Facilities of medical treatment during lockdown period COVID-19:
  - Part Time Medical consultants (PTM) are engaged in Regions/ Corporate Centre and in case of medical exigencies, they may be contacted on mobile for consultation.
  - The services of telemedicine consultation offered by empanelled hospitals in the Region/ Corporate Centre can also be availed in times of requirement.
- COVID-19 Infodesk: A Dedicated COVID Communication webpage / web repository created on Intranet for easy access and dissemination of information related to COVID-19 issued by POWERGRID and Govt. authorities including various circulars, guidelines, SOP's, Do's and Don'ts etc.
- Regular monitoring, review meetings with HoD's, address to employees through Microsoft TEAMS, video conferencing tools by the top management for continuous engagement and keeping the employee morale high during this pandemic.



Steel Authority of India Limited



Anil Kumar Chaudhary
Chairman, SAIL

Steel Authority of India Limited (SAIL) is the largest steel-making company in India and one of the ten Maharatna companies in India

SAIL produces iron and steel at five integrated plants and three special steel plants, located principally in the eastern and central regions of India and situated close to domestic sources of raw materials. SAIL manufactures and sells a broad range of steel products.

SAIL's vision is to be a respected world class corporation and the leader in Indian steel business in quality, productivity, profitability and customer satisfaction. SAIL believes in inclusive growth of all its stakeholders. Our underlying philosophy of business is:

- We build lasting relationships with customers based on trust and mutual benefit.
- We uphold highest ethical standards in conduct of our business.
- We create and nurture a culture that supports flexibility, learning and is proactive to change.
- We chart a challenging career for employees with opportunities for advancement and rewards.
- We value the opportunity and responsibility to make a meaningful difference in people's lives.

Employees Strength

- Permanent (on roll) : 68742 Employees
- Contractual: 58841

SAIL has issued advisories to Plants/ Units to ensure that the Doctors and other healthcare providers take the Integrated Govt. Online Training (iGOT) courses on the iGOT online platform of DoPT for familiarising themselves on the COVID-19 Protocols.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 30 Crores in PM CARES Fund and Rs. 1 Crore each to CM Relief Funds/COVID relief funds of Chhattisgarh, Jharkhand, Odisha and West Bengal.

Payment to Contractual Workers during Lockdown Period

Full payment to contract labours ensured through contractors during the lockdown. In fact Rs. 50 per day also reimbursed for personnel hygiene like masks, sanitisers, etc.

Social Support to needy by providing food & shelter and Medical support to address health crisis

Plants/Units of SAIL have undertaken initiatives to help migrant labours, poor/needy people in peripheral areas directly as well as through voluntary sector.

Report on activities undertaken at Plants/Units in collaboration with voluntary sector to contain COVID-19 pandemic and provide help to lockdown affected persons/families

The crisis and challenge posed by the COVID-19 pandemic is unprecedented both in scale and impact. Although the Government and Corporates have mobilized all resources at their disposal to respond to the crisis, employees of SAIL are also coming forward in their individual capacity to help society to tide over this calamity.

SAIL SERVICE Scheme has provided a much-needed platform for like-minded employees having a sense of social responsibility to unite in their effort to help the society brace the fallout of the COVID-19 Pandemic.

Details of Plants/Units wise activities undertaken in collaboration with voluntary sector/NGs/Self Help





Groups is appended below:

Bokaro Steel Plant (BSL)

Initiatives/Activities being undertaken by voluntary groups which exemplify the solidarity and generosity

of BSL employees have been outlined below:

Team Ispat Sparsh

One of the first groups to respond to the situation, Ispat Sparsh has been formed by a group of BSL Employees who seek to extend their healing "sparsh" to the daily wage earners and underprivileged in these difficult times by providing them with a week's ration (5 Kg rice, 1.5 Kg dal, 2 Kg aloo, haldi & salt), khichdi, milk powder packet, face masks and sanitary napkins pack for the women.

Participation

- Around 300 employees, friends and family members have raised around Rs. 4 lakh. An eleven year old son of an employee has also donated his Piggy Bank amount of Rs. 500/-.
- Ispat Sparsh has helped more than 1350 families. The Team has also distributed khichdi to around 600 persons.
- Distt. Administration is also collaborating with the team for identification of the needy families.

Voluntary Service from BSL Departments like CRM, HRCF, Coke Ovens & Projects

As the crisis evolved, the CRM, HRCF And Coke Oven Departments of Bokaro Steel Plant have raised funds at individual department level and are extending a helping hand to the contract workers engaged in such departments by providing them aid in form of food supply. They are also helping affected families located in nearby areas etc.

Bokaro Mahila Samiti

Masks and Aprons have been prepared by Bokaro Mahila Samiti for the Bokaro General Hospital (BGH)during this period. A total of 2720 Masks and 531 aprons have been given to BGH.

Voluntary Service from Workers Union/Society

Members of the following workers union from BSL have raised funds at individual level and extended help by providing Ration packets or meal to the needy families:



- Bokaro Ispat Diplomadhari Kamgar Union (BIDU) – 185 Ration Packets
- Krantikari Ispat Mazdoor Sangh (KIMS, HMS) – 100 Ration Packets
- Jai Jharkhand Mazdoor Samaj (JJMS) – 170 Ration Packets
- BSRMS – Cooked Food (1000 plates)
- Voluntary Service Senior Citizen Society - 12 Quintal of Rice

CISF is voluntarily providing hygienic meals for COVID-19 patients admitted in BGH and also to Medical Team attending those patients.

Activities undertaken by Bokaro Steel Plant

- SAIL Ration Kits – 2000 packets (14000 kg of rice & 4000 kg of pulse) handed over to Distt. Admn. for distribution in peripheral villages.





- In an innovative initiative, Water Supply Department of BSL has developed an in-house hands free sanitizers and water dispensers which are placed at prominent locations for ensuring hands free sanitisation.
- Aggressive COVID-19 Awareness drive undertaken through display of massive hoardings and banners in the Plant and Township, through in-house news channel Bokaro Darpan, Social Media platforms and BSL intranet and regular miking in township.
- CSR department of BSL has been creating awareness regarding COVID-19 among the inhabitants of the peripheral villages nearby Bokaro Steel City through its Mobile Medical Unit (MMU). The MMU team used display materials like Standees and banners for creating the awareness among the citizen. 35 programs have been conducted covering around 600 people in different villages.



- A cross-functional team has been formed to spread awareness inside plant regarding cleanliness, use of masks/gloves, sanitizers, frequent hand wash with soap etc. An Interactive programme on "Swachh Bharat, Awareness on Corona Virus (COVID-19)" was also organized for all executives of P&A division. Different MDP programmes like Stress management, Disciplinary proceedings, Personnel appreciation & different programmes related to COVID-19, etc. are being organised by HRD through on-line platform.

IISCO Steel Plant (ISP)

- CSR Department of SAIL-ISP in association with NGO FEED, has distributed food packets of 2 kg rice, 250 gm dal & 1 kg potato at various locations in Asansol and Burnpur. This activity was started from 31.3.2020 and 1500 families have benefited from this so far.
- Distribution of face masks and hand gloves for

personal protection against Corona virus in the Township and inside the Plant have been done in collaboration with the trade unions at ISP-Burnpur. Employees and their families have been educated with Do's and Don'ts to ensure safety against the Corona virus. This has helped in developing a safe environment for all in the society during this tough phase.

- As part of the philanthropic activities, employees of SAIL-ISP & other stakeholders of the nearby areas came forward and contributed generously to Ramcharit Manas Temple, Burnpur. Contributory money is being utilised to feed the people who have been hit hardest by the lockdown. Food distribution in this temple is continuing since 22.03.2020 and shall continue till lockdown period is over.
- **Bharati Bhaban, Burnpur**, a charitable society, has distributed 125 packets of food materials to the people in surrounding areas of Burnpur. Each packet containing 2kg rice, 2 kg atta, 500gm masoor dal, 2 kg potato & 1 soap and educated the people of that area about the importance of social distancing.
- **Burnpur United Club** has donated Rs 10000/- to Chief Minister's Fund to combat COVID–19. Bari Maidan Trustee Committee has donated Rs 15000/- to Chief Minister's Fund to combat COVID–19.
- On World Health Day (i.e. 7th April, 2020), engineers of Raw Materials Handling Plant (RMHP) have launched "Full Body Automatic Sanitizer", which is very useful device.
- **Quality Circle Team Chetana** have created a Facebook page to spread awareness among people regarding Dos & Don'ts to combat COVID-19, gone door to door to educate families of the nearby area and distributed pamphlets in association with Public Relation Department of ISP.

Bhilai Steel Plant (BSP)

Help and support has been provided by the following voluntary groups during the COVID-19 pandemic period

- **Akshaya Patra Foundation**: Regular food supply



is being carried out in collaboration with Akshaya Patra Foundation to Quarantine Centre set up by Bhilai Hospital for suspected COVID cases and to the needy people of Bhilai Township. So far 400 food packets have been distributed to needy people. 275 nos. of breakfast, 430 nos. of lunch and 460 nos. of dinner have been provided to Quarantine Centre.

- **Shail Putri Swa-Sahayata Samuh**, a Self-Help Group - 2793 nos. face-masks have been prepared by the self-help group for distribution to employees of Bhilai Steel Plant and contract labourers.
- **Bhilai Mahila Samaj:** 20,000 nos. of face mask and 150 nos. of hand gloves have been prepared by lady volunteers of Mahila Samaj for distribution to employees of Bhilai Steel Plant and contract labourers.

Activities undertaken by BSP

- **COVID awareness training programme** has been conducted for Doctors, Nurses, Paramedical Staff and Plant Employees with focus on preventive aspects, health education & management of patients. The Programmes are continuing covering a large gamut of employees.
- **Low Cost Basic Ventilator:** Central Maintenance department of SAIL's Bhilai Steel Plant (BSP) has come forward to develop a prototype of an easy

to use ventilator with in-house resources. The device is at trial stage.

Rourkela Steel Plant (RSP)

Following activities/initiatives have been carried out in collaboration with voluntary groups at Rourkela Steel Plant:

- CSR department of Rourkela Steel Plant has organised COVID-19 awareness programs (before lockdown period) to educate the villagers from 15 nos. of peripheral villages including both Resettlement colonies & Model Steel Villages of Rourkela Steel Plant. Self Help Group (SHG) have helped CSR Department for distribution of Leaflets showing precautions & preventive



measures of COVID-19 among Villagers.
- Deepika Mahila Sanghati, an NGO supported by RSP has supplied 2700 masks to Ispat General Hospital for their internal use.
- Start of Corona virus Testing Facility at Ispat General Hospital.
- Provision of five ventilators to State Administered COVID Care Centre.
- Distribution of Ration kit by RSP, in consultation with local elected representatives.

Durgapur Steel Plant (DSP)

Initiatives and activities undertaken in collaboration with voluntary sector to contain COVID-19 pandemic.

- Vivekananda Bani Prachar Samity (NGO) has supplied hand sanitizers at a subsidized rate.
- DSP MAHILA SAMAJ has provided following help:
  - Preparation of curtains for Isolation Ward.
  - Preparation of surgical gowns for Surgeons and Nursing staffs.
  - Supply of masks inside Plant's premises.
- Ambulance provided by Sankalpa Seva Pratisthan Foundation (NGO), Durgapur at a subsidized rate for transportation of COVID-19 suspect patients – from inside the Plant Medical Unit and Main Hospital, DSP.
- NGOs in and around Durgapur like Durgapur Friends Club, Vivekananda Vikash Parishad Ichapur, Sankalpa Seva Pratisthan Foundation, Mukto Chinta and Durgapur ADDA Young Association, have expressed their interest to deliver voluntary services in context to sanitization and cleaning programmes in and around DSP hospital. They have also opted for collection and delivery of routine medicines to aged retired employees (follow up patients). They have also offered for voluntary blood donation, if required.
- Rotary Club of Durgapur is providing PPEs, N95 masks, hand sanitisers, gloves and infrared Thermometers free of cost to DSP for use in DSP Main Hospital.

Raw Materials Division (RMD) of SAIL

- The following activities have been undertaken by SAIL, RMD in the peripheral villages of the mines of RMD in Jharkhand:
  - 'Annadan' being provided to poor & needy people at night in liaison with local Administration-1256 people covered from 29.3.2020 so far & continuing.
  - Providing transport facility to Poorvi & Paschimi Panchayats, Gua to distribute cooked food to poor people in the peripheral areas of Gua under the "Didi kitchen" scheme of the Govt of Jharkhand w.e.f. 5th April, 2020 onwards.

- Providing transport facility to Officers' Association, Gua, SAIL to distribute cooked food to poorest of the poor people in the CSR villages of Gua w.e.f. 22nd April, 2020 onwards.

Activities undertaken by Manoharpur Ore Mines (MOM), Chiria

- 'Annadan' being provided to 250 poor & needy people every day in liaison with local Administration. Around 3000 poor & needy people have been provided food under the scheme w.e.f. 03.04.2020 till 17.04.2020 and is still continuing. Special attention is being given to around 25 people of Birhore family of Binua village.
- Special communication exercise for employees conducted by Doctors on COVID-19.
- Medical camps and distribution of soaps & cotton face masks in nearby CSR villages.
- Awareness campaign being undertaken in the Township as well as the nearby CSR villages through public address system & distribution of pamphlets in Hindi (regional language) from 8–10th March, 2020 (in the 1st phase) & w.e.f. 19th March, 2020 till date. The languages of speaking in these villages are Ho (the local language), Odia and Hindi.
- Distribution of pamphlets to Mahila Samiti to spread awareness amongst women.

Preparation and Distribution of Masks and gamchas by Self Employment groups

- Tribal people engaged in the following self-employment centres run under the aegis of CSR of the respective mines have prepared and distributed the masks for various stakeholders:

Self-Employment Centre	Mines	No. of masks	For
Kiran, Kiriburu	KIOM	5000	MoS/PMO/CO
Kiran, Kiriburu	KIOM	2000	local villagers
Soubhagya, Meghahataburu	MIOM	1600	local villagers
Aashayen Gua	GOM	2700	local villagers
Aashayen Gua	GOM	2000	DM, Chaibasa

Other mines of SAIL, RMD have also distributed uncooked food items, soaps, face masks, sanitizers, etc., to the respective peripheral villages.

Central Marketing Organisation (CMO)

Total 300 numbers of dry food packets have been distributed by SPUs at Jagdishpur & Kandrori under Central Marketing Organisation of SAIL amongst the needy people residing in and around the respective peripheral areas. The distribution was done in close coordination with District Administration.

Salem Steel Plant (SSP)

Initiatives/activities undertaken by Salem Steel Plant:

- Salem Steel Plant's CISF Unit Fire Engine was provided to Maramangalathupathy Village Panchayat to spray disinfectant in and around all peripheral villages.
- Under Pradhan Mantri Garib Kalyan Anna Yojna through CSR Scheme 2020-21, SAIL Ration Kits were distributed to the poor families of peripheral villages i.e. Ambedkar Nagar and MGR Nagar of Maramangalathupathy Panchayat and Dasanaickenpathy of Pagalpathy Panchayat and others. Around 400 Nos of Ration kits worth Rs.500/- each consisting of 13 Nos of grocery materials distributed at various panchayats in the vicinity.
- Salem Steel Plant is continuously providing drinking water 24x7 to all nearby peripheral villages in this crisis situation.

Visvesvaraya Iron and Steel Plant (VISP)

Annadaan

- 150 Ration kits comprising of food items like rice, dal, oil, salt, sugar etc. have been distributed under Anndaan to the needy, migrant labour and nomadic tribes.

Sanitation Activities

- To provide proper sanitation at work place, cleaning and spraying of disinfectant at work spots inside the Plant and at main gate have been undertaken.

- Individuals entering the company are checked using the Digital Thermal recorder.
- Use of Mask, social distancing, washing of hands, sanitizing and use of disinfectants have been emphasized.

Awareness Activities

- Awareness programs were conducted across the Plant covering executives, non-executives and contract labour. Total 602 participants have been covered.
- Awareness material have also been displayed on the departmental notice Boards and the VISP Intranet.



- Banners highlighting the importance of social distancing, Use of Mask, Use of 'Aarogya Setu app have been displayed in the Plant and Township.

Chandrapur Ferro Alloy Plant (CFP)

Annadaan

- CFP, Chandrapur has provided assistance under CSR by providing 775 Nos. dry ration kits to the Chandrapur District Administration for further distribution to the poor & the needy.
- Contractors engaged in CFP have come forward to provide around 100 nos. dry ration kits in addition to those provided by CFP.

Sanitation Activities

- To provide proper sanitation amongst our employees & contractual workers, Soap dispensers have been installed in washrooms & public areas. Disinfection activities have also been taken up in the plant/offices & township.

Awareness Activities

- Banners & posters with Dos and Don'ts in the wake of COVID-19 have been put up extensively at the prominent places in the Plant and Township. Awareness sessions are being organised regularly during the beginning of each shift in the shop floor.

Innovation, R&D and Technological breakthrough

Preventive Measures (for the Organisation and Employees)

Awareness Campaigns

Any Other Significant Measures taken by the Company

Best Practices adopted by SAIL in the fight against COVID-19

- SAIL has activated a scaled response for management of COVID-19 outbreak at its Plants/ Units and Townships.
- 10% of total beds (Total 330 beds) have been earmarked as isolation beds in 5 major hospitals at the SAIL integrated steel plant locations.
- Quarantine Facilities at guest houses/hostels in the townships and at Mines hospitals have also been created for more than 600 persons.
- Round-the-Clock duty roster of doctors and Para-medics at SAIL Hospitals has been done for manning isolation wards and quarantine areas.
- Nodal Officers have been designated at all SAIL Hospitals for proper co-ordination, monitoring and reporting of the COVID-19 response. Dedicated Help Desks have been set up at SAIL Hospitals for employees and their family members to contact in case of any COVID related exigency.

- Procurement of PPEs, N95 Masks, 3-Ply medical masks, emergency medicines, medical equipments, consumables etc., has been augmented.
- All the Government Guidelines w.r.t. staggered working, Work from Home, social distancing, mass gatherings, closure of zoo, etc., have been scrupulously complied/implemented in the Plants/Units.
- Circular has been issued for implementation of roster based limited deployment of workers, officers, medical personnel, etc., to ensure continuity of minimum level of critical operations and to monitor/coordinate the essential activities/services and tackle any contingencies.
- SAIL has responded to the clarion call by Hon'ble Prime Minister of India to come forward for helping the Nation in this crisis and has contributed Rs. 30 Crores to the PM CARES Fund.
- SAIL employees have also come forward to extend help in combating this pandemic by donating their one day salary which is close to Rs. 9 Crores.
- Healthcare providers and workers of SAIL Hospitals have been brought under the ambit of Rs. 50 Lakh insurance coverage launched by MoH&FW under 'Pradhan Mantri Garib Kalyan Package.
- SAIL has allowed reimbursement of expenditure on PPE/personal hygiene products like masks, hand-sanitisers, disposable gloves, etc., for employees deployed to maintain essential services and critical operations, as under:
  - Regular employees in Works area: Rs. 150 per day.
  - Regular employees in Non-works area: Rs. 100 per day.
  - Contract Labours: Rs. 50 per day.

- SAIL has issued advisories to Plants/Units to ensure that the Doctors and other healthcare providers take the Integrated Govt. Online Training (iGOT) courses on the iGOT online platform of DoPT for familiarising themselves on the COVID-19 Protocols.



- Plants/Units have been directed to download the awareness and training materials available on the MoH&FW website and display at prominent places for wider dissemination and spreading awareness.
- All the SOPs defined in the COVID-19 protocols are being strictly followed by the SAIL hospitals with emphasis for ensuring that proper TRIAGING of every patient is done at the entry point, FLU CLINICS, etc., for the segregation of the COVID-19 suspect cases so that the services and staff of other critical facilities like ICU and CCU of the hospitals are not adversely impacted on account of the pandemic.
- Whatsapp Group of Director [HR]s of CPSEs and Steel Medical fraternity Group of Director [Personnel], SAIL and Medical Heads of SAIL Hospitals have been created as a platform for networking, information sharing and learning.
- SAIL is facilitating making of masks and sanitizers by self- help groups and the hospitals. The Masks prepared by the Self-help groups of the KIRIBURU Mines have found appreciation from the senior officials of the Government of India.
- Plants/Units of SAIL are also distributing dry food packets and cooked meals to the needy persons in support of PRADHAN MANTRI GARIB



KALYAN ANN YOJNA. A campaign on social media for spreading the message and encouraging more and more employees to undertake such philanthropic activities under SERVICE scheme of SAIL has also been intensified.

- Chairman, SAIL has been reviewing the COVID-19 preparedness with all CEs, Heads of Medical and P&A on a daily basis. Emphasis is being given to the patient management protocols for ensuring appropriate precautions to be taken while dealing with potential COVID-19 cases.
- Aggressive campaign has been launched by SAIL over Social Media for spreading awareness about Government directives. Hon'ble Prime Minister of India has also appreciated the efforts of SAIL for popularising the Arogya Setu App. The Hon'ble Prime Minister has tweeted the following:

"This is a good step. Organisations could play a vital role in popularising AarogyaSetu and ensuring more people download it."

Petroleum and Natural Gas and Steel Minister thanked Hon'ble PM for appreciating efforts of SAIL and said that our PSUs are taking all efforts to contribute to India's fight against COVID-19 by maintaining essential supplies, providing food to the needy, enhanced awareness and many such initiatives.

- A link (https://sail.co.in/sail%E2%80%99s-response COVID-19) has been provided on SAIL website www.sail.co.in on 11.4.2020 highlighting SAIL's response to COVID-19, efforts made by SAIL Plants/Units in management of COVID-19, list of Nodal Officers at Plants/Mines Hospitals for COVID-19 and providing links for downloading IEC/Awareness/training materials from MoH&FW website. A Link for downloading Aarogya Setu App has also been provided on the website.
- The workplace management protocols have been issued by some of the Plants of SAIL from time to time.

NAVRATNA CPSEs

Bharat Electronics Limited



M. V. Gowtama
CMD, BEL

Notwithstanding the fact that its core strengths and expertise lie in the domain of Defence electronics, Navratna Defence PSU, BEL has never shied away from exploring new vistas, be it Defence or non-defence. And today, when the country needed its services most, BEL has joined hands with the Government of India in its war against the COVID-19 crisis.

Guided by a far sighted vision to make the country self-reliant in Defence electronics, Bharat Electronics Limited (BEL) was set up in Bengaluru in 1954 by the Government of India under the Ministry of Defence (MoD). From a humble beginning, BEL has come a long way. It is now a Navratna PSU and India's foremost Defence electronics company.

BEL is a multi-product, multi-technology, multi-Unit conglomerate having products in the areas of Radars, Missile Systems, Military Communications, Naval Systems, Electronic Warfare & Avionics, C4I Systems, Electro Optics, Tank Electronics & Gun/Weapon System Upgrade in the Defence segment. BEL's non-Defence business segment includes areas such as Homeland Security & Smart Cities, Solar, Satellite Integration & Space Electronics, Railways, Artificial Intelligence, Cyber Security, Software as a Service, Energy Storage Products and Electronic Voting Machines (EVMs) besides Composite Shelters & Masts.

BEL's customers include the Army, Navy, Air Force, Coast Guard, Paramilitary Force, Police, State Government departments and consumers of professional electronic components.

BEL has a three-layer R&D setup comprising Central Research Labs at Bengaluru and Ghaziabad for carrying out futuristic, cutting-edge research, Product Development & Innovation Centre at Bengaluru for development of various sub-systems/products and D&E Divisions at its Units and SBUs for development of systems and products. BEL has extensive infrastructure; its manufacturing network is spread over nine units located across the country. BEL invests about 9% of its turnover in R&D. This has paid off as 79% of BEL's sales revenue in 2019-20 accrued from indigenous technology. BEL has also established marketing centres in various countries in order to increase its global footprint.

BEL has been consistently making profits as its revenues have been growing year on year. Last year, BEL posted a turnover in excess of Rs.12,500 Crores (Provisional & Unaudited). Currently, BEL's order book stands at more than Rs. 50,000 Crores.

Employees Strength

- Permanent (on roll) : 9232
- Contractual: 678 (As on 1st May, 2020)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

BEL contributed an amount of Rs. 12.71 Cr. to PM CARES Fund to combat COVID-19 in April 2020. This included contribution of the employees' one day's salary amounting to Rs. 2.71 Crores and Rs. 10 Crores from the company's CSR Fund. Subsequently, BEL employees have been voluntarily contributing their one day's salary every month to the PM CARES Fund.

Payment to Contractual Workers during lockdown period

All the contract workers were paid during the lockdown period.

Social support to needy

BEL has, as part of its CSR initiatives, come forward to lend a helping hand to migrant workers in Bengaluru, impacted by the lockdown implemented countrywide in view of the spread of COVID-19. The Bangalore Complex of BEL handed over 1,300 grocery kits, valued at Rs. 23 lakhs, to migrant workers through the city police. In a bid to mitigate their hardship, Units of BEL have been providing food packets to workers.

Preventive Measures (for the Organisation and Employees), generating awareness

On commencement of nationwide lockdown, work in all BEL Units / Offices were temporarily suspended w.e.f 24.03.2020, except for essential staff. Subsequently, the Bangalore Unit of BEL resumed partial operations in April 2020 for the manufacture of ventilators based on the orders received from Ministry of Health and Family Welfare adhering to all the precautionary measures and after obtaining approval from concerned authorities.

All Units / Offices of BEL have resumed operations after obtaining approval from concerned authorities and adhering to all the precautionary measures. Detailed SOPs were issued to all Units /Offices regarding safety and precautionary measures to be adhered prior to and after commencement of operations.





All employees were informed to download and use the Aarogya Setu App and follow the instructions issued by DPE. The work premises are regularly sanitized using user friendly disinfectant prior to resumption of work. Employees are deployed for



work in shifts /staggered timings to ensure that there is no over crowding and social distancing maintained. Canteen timings are staggered to ensure social distancing.

Proper cleaning and frequent sanitization of the workplace, particularly of common areas and frequently touched surfaces is being carried out. Thermal screening of employees and visitors is done at all entry points. All employees are required to wear masks.

Hand sanitizers are placed at all entry points. Card based attendance system (instead of bio metric) has been adopted. Meetings have been minimized and interaction through Video Conferencing/ Conference Call / telephones has increased.

Employees have been advised to avoid public transport, use their own vehicles to commute and strict adhere to the Government directives and local administration guidelines.

Innovation, R&D and Technological breakthrough

BEL joins India's war against COVID

Notwithstanding the fact that its core strengths and expertise lie in the domain of Defence electronics, Navratna Defence PSU, BEL has never shied away from exploring new vistas, be it Defence or non-defence. And today, when the country needed its services most, BEL has joined hands with the Government of India in its war against the COVID-19 crisis.

Ventilators for critical care

When the Ministry of Health and Family Welfare (MoHFW), Government of India, approached BEL with a demand to manufacture 30,000 ICU Ventilator Systems within a short span of time, the company took up the challenge with open arms. Surpassing challenges in Transfer of Technology (ToT), Project Management, R&D, Manufacturing, Testing, Quality Assurance, Training and regulatory requirements, BEL is well on track to meet the requirement for ICU Ventilators in the country.

The CV 200 Ventilator System, being manufactured by BEL under licence from M/s Skanray Technologies Pvt Limited, Mysore, is meant to provide respiratory support to adult and pediatric COVID-19 patients.

Task force teams have been formed for the mass manufacturing of the product. Multiple Strategic Business Units of BEL have been involved for



the assembly, integration and testing of the ventilators and other accessories. All the guidelines and SOPs stipulated by the MoHFW, including maintaining of social distance by the workforce, are being adhered to at the work place. Around 1,000 BEL technical personnel are being trained at the BEL Academy for Excellence (BAE) for installation, commissioning and servicing of the Ventilators.

Major challenges faced during the manufacturing of these Ventilators were procurement/logistics issues due to lockdown, travel restrictions, cross borders being sealed etc and sourcing of critical components through imports, forcing BEL to indigenise them, jointly with DRDO.

Remote Health Monitoring System

The All India Institute of Medical Sciences (AIIMS)-Rishikesh, in collaboration with BEL, is developing a state-of-the-art health monitoring system to remotely assess the vital health parameters of COVID-19 suspects/patients quarantined in homes and hospitals across the state of Uttarakhand. This comprehensive, digital and clinically appropriate solution aims to significantly reduce the risk of exposure to doctors and health care workers.

As part of the system, a mobile app has been developed for the registration of patients, health workers and medical officers, and subsequent use depending on their individual roles. The system comes with wearable, non-invasive sensors which measure and monitor critical parameters such as temperature, SPO2 and Respiration Rate. The sensor data, along with patient location, are uploaded on a regular basis on to the Cloud-based Centralised Command & Control Centre through 3G/4G. The live data is analysed by the Command Control Centre (CCC) server for initiating necessary action for the patient. The CCC also carries out data analytics and provides geo-distribution of COVID patients across the state, which helps the administration personnel to visualise hot spots and take necessary action.

Thermographic Camera

BEL has been supplying thermal cameras for night surveillance to the Indian Army and the Ministry of Home Affairs. Now, along with DRDO, BEL has taken up the development of a thermography feature for its Hand Held Thermal Imager (HHTI) to temperature map a group of people using AI-based multiple face detection model and identify those with high temperature. This is planned to be deployed at places like airports, which have high footfall.

Other Initiatives

BEL is also collaborating with national R&D labs for developing health care equipment like Contactless IR Thermometer, O_2 Concentrator for Oxygen extraction from air, and Ultra-Violet Disinfecting System for rapid and chemical-free disinfection in high-risk areas.

Container Corporation of India Limited



V. Kalyana Rama
CMD, CONCOR

CONCOR continued to work round the clock during lockdown and contributed in maintaining supply chain of essential commodities across the country to serve the nation. CONCOR provided relief to the trade, CONCOR has waived-off ground rent charges on all containers/ cargo, container detention charges & late payment surcharge for all its EXIM & Domestic Terminals upto 17.05.2020.

Container Corporation of India Limited (CONCOR) is a Navratna CPSE under the administrative control of Ministry of Railways. CONCOR is engaged in the business of Multi-model Logistics Transport Services catering to the Exim as well as Domestic movement of cargo across the hinter lands of the country.

CONCOR is an undisputed market leader having the largest network of 69 Inland Container Depots (ICDs) / Container Freight Stations (CFSs) in India. In addition to providing inland transport by rail for containers, it has also expanded to cover management of Ports, air cargo complexes and establishing cold-chain. It has and will continue to play the role of promoting containerization in India by virtue of its modern rail wagon feet, customer friendly commercial practices and extensively used Information Technology. The company developed multimodal logistics support for India's International and Domestic containerization and trade.

CONCOR is committed to providing responsive, cost effective, efficient and reliable logistics solution to its customers. It strives to be the first choice for its customers. CONCOR is a customer focused, performance driven, result oriented organization, focused on providing value for money to its customers.

Employees Strength

- Permanent (on roll) : 1420
- Contractual : 7600 approx.

FIGHTING THE PANDEMIC

Monetary contribution to PM CARES Fund

Employees are contributing one day salary for three months w.e.f. April' 20. Contribution for April & May is Rs. 70,00,226/-. For June, it is Rs. 34,18,346/- approx. Thus, CONCOR employees' total contribution will be Rs. 1,04,18,572/- approx.

By CONCOR
(i) FY 2019-20 : Rs. 5 Crores
(ii) FY 2020-21 : Rs. 25 Crores
Total : Rs. 30 Crores

By CONCOR Air Limited
(a subsidiary of CONCOR): Rs. 49.82 Lakhs
Total Contribution Rs. 31.54 Crores approx.

Payment to Contractual Workers during Lockdown period

CONCOR adopted GoI guidelines/advisory and accordingly, incorporated within its SOP issued on 09.05.2020 inter-alia that no employees, particularly casual or contractual workers are terminated or their wages are reduced during the period of lockdown. If the place of employment is to be made non-operational due to COVID-19, the employee of such units will be deemed to be on duty and full wages to be paid on time without any deductions. This was effective till 31.05.2020.

Social support to needy by providing food & shelter

CONCOR being sensitive to social issues of society, has distributed thousands of food packets and ration kits to migrant labourers, stranded labours, daily wagers etc. in the cities of Delhi, Bangalore and Ahmedabad during the month of May 2020 in order to help these helpless needy people facing COVID-19 challenge in the different parts of country.





Medical support to address health crisis

CONCOR Medical Attendance Rules encompasses all such eventualities and CONCOR has extensive



network of Hospital tie-ups. In case of any COVID-19 related health emergency, employees are being provided Quarantine Facility.

Till date 28 positive cases of COVID-19 detected within CONCOR and all cases have been monitored adequately and all have recovered/recovering and 8 employees have already joined back on duty.

Innovation, R&D and Technological Breakthrough

CONCOR being an essential service provider, in order to maintain the uninterrupted supply chains, the terminal operations were continued during the whole lockdown period. Following innovative and technological breakthrough was ramped up: -

CONCOR Speed-up Digital Readiness

- CONCOR e-Office paperless system was ramped up and 560 VPNs/DSCs were extended to all executives, for seamless Work from Home(WFH).
- CONCOR also augmented its Video Conference (VC) facilities by upgrading the Video Conference Protocol and all routine interactions and meetings continued uninterrupted through VC Platform.
- One of the most effective ways to combat COVID-19 in workplace is to reduce contact points and paperless working and customers can file their documents from their home without having to be physically present at the terminal.

Preventive Measures for the Organization and Employees

CONCOR recognized protection of its employees and continuity of the business in COVID-19 Pandemics and immediately constituted a dedicated department 'Health, Safety & Environment' to navigate safe working and adherence to all statutory and mandatory guidelines. The major preventive measures taken are as under: -

- Disinfection and sanitization as per MoHFW guidelines.
- Social distancing and face cover guidelines.
- Thermal scanning at all entry gates.
- Availability of touch free hand sanitizers mechanism.
- Protocols for confirmed COVID-19 positive cases and contact line tracing & monitoring.
- Weekly Compliance report in prescribed format.
- Yoga is being practiced by all staff within the Office space around workplace of each deptt./





section at all locations, to boost their immunity for healthier and fitter CONCOR. Yoga Instructor has also been engaged to train staff to practice Yoga.

In this regard, CONCOR kept its internal communications updated by framing out its own Schedule of Procedures (SoPs) from time to time in maintaining absolute alignment in congruence with Govt. instructions and guidelines. Guidelines in this dated 05.06.2020. This has successfully sanitized all employees and Business associates within CONCOR with new normal of safe and healthy working practices important for business continuity and economic development.

Awareness Campaign

- CONCOR's Health, Safety and Environment Deptt. has circulated Ministry of MSME's Video Clip for safe and healthy operations during COVID-19 pandemic.
- Do's and Don'ts were issued.
- Pamphlets printed, circulated and displayed in a conspicuous manner.
- All employees have installed "Aarogya Setu App" in their mobiles.

Any Other Significant Measures Taken by the Company

- COVID-19 has provided opportunities for disruptive innovations which was quickly recognized by CONCOR's leadership with focus on Mitigating People Risk, eye on environment, and vision on social obligation to ensure essential supply chain and protect the finance bottom-line. The leadership provided clear vision and engaged in continuous communications, adopted new business processes to serve and protect the social, environmental and financial interest of CONCOR.
- CONCOR continued to work round the clock during lockdown and contributed in maintaining supply chain of essential commodities across the country to serve the nation. CONCOR provided relief to the trade, CONCOR has waived-off ground rent charges on all containers/cargo, container detention charges & late payment surcharge for all its EXIM & Domestic Terminals upto 17.05.2020. Details of essential and other commodities supplied by CONCOR during COVID-19 period upto 17.05.2020 is given below:

S. N.	Commodity Type	Tonnage
1.	FMCG Products	21421
2.	Food Grains	180684
3.	Pulses	54339
4.	Other Commodities	402322
	Total	**658766**

Engineers India Limited



J. C. Nakra
CMD, EIL

Engineers India Limited (EIL), a Navratna PSU, is a leading global engineering consultancy and EPC company. Established in 1965, EIL provides engineering consultancy and EPC services principally focused on the Oil & Gas and Petrochemical industries.

The company has also diversified into sectors like infrastructure, water and waste management, solar & nuclear power and fertilizers to leverage its strong technical competencies and track record.

Today, EIL is a 'Total Solutions' engineering consultancy company providing design, engineering, procurement, construction and integrated project management services from 'Concept to Commissioning' with highest quality and safety standards. EIL's QMS, OHSMS and EMS are certified to ISO 9001, OHSAS 18001 and ISO 14001 respectively. It also provides specialist services such as heat and mass transfer equipment design, environmental engineering, specialist materials and maintenance and plant operations and safety services.

With corporate office in New Delhi, EIL also operates from its office in Gurugram, branch office in Mumbai, three regional engineering offices in Kolkata, Chennai & Vadodara and has inspection offices at all major manufacturing locations of the country. The company's overseas presence is marked by an engineering office in Abu Dhabi, which caters to the business needs in Middle-East region. Additionally, there are offices in London, Milan and Shanghai to coordinate international procurement and marketing.

Employees Strength

- Permanent (on roll): 2802 (as on April 30,2020)
- Contractual: 1171

EIL's R&D department which is equipped with laboratory facilities to complement the company's research efforts in the Oil & Gas sector, took upon itself the task of preparing hand sanitizers in-house. WHO approved formulations of hand sanitizers were explored and the formulation finalized.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

- EIL employees contributed two days salary amounting to Rs 2.27 Crores.
- EIL contributed Rs 1.13 Crores as part of CSR initiative.

Payment to Contractual Workers during Lockdown Period

With a view to extend support in these challenging times, contractual and outsourced personnel deployed through the manpower agencies have been paid salaries without any deductions in the lockdown period.

Medical support to address health crisis

- Contact details of Medical Consultants/ hospitals shared with all employees for consultation/ advice in case of emergency.
- Health talks by medical consultant and webinars by doctors from leading hospitals have been organised for employees to guide them to fight the pandemic and resolve associated issues viz. anxiety, stress, busting myths etc.

Innovation, R&D and Technological breakthrough

- EIL's R&D department which is equipped with laboratory facilities to complement the company's research efforts in the oil & gas sector, took upon itself the task of preparing hand sanitizers in-house. WHO approved formulations of hand sanitizers were explored and the formulation finalized. The raw materials required for the same were then sourced overnight and a batch prepared for use within the company. The overall objective was to reduce the strain on the market demand for sanitizers wrought by the global pandemic.
- An innovative approach of 'Remote Inspection' has been devised by EIL, with prior concurrence from clients, to resolve the problem of physical presence in inspection for projects. Residual witness Inspection stages are being conducted using video, images and document review as per proven Quality Assurance plans. Such inspections are not limited to a particular supplier but are being carried out across the country.

Preventive Measures (for the Organization and Employees)

Various measures were undertaken to combat COVID-19 and keep the employees safe which include the following:

- Thermal scanning of all employees and visitors at entry point.
- The status of all employees is checked on the Aarogya Setu App in their mobiles at the office entry.
- Biometric attendance replaced through card punching for contactless entry.
- Facilitation of Work from Home for most of the employees.
- Meetings through Virtual platforms for video conferencing.
- Staggered seating at each floor with limited employees present in the office.
- Travel advisory issued by GoI circulated among employees and all overseas travels stopped.
- Employees returning from foreign travel asked to self-quarantine.
- A Standard Operating Procedure (SOP) has been framed and implemented before resumption of work in all offices.
- Regular sanitization of the entire office including entry gates, lifts, sitting areas, washrooms etc.

Awareness Campaigns

Regular awareness campaigns were launched by EIL to sensitize its employees and stakeholders on the risks and preventive steps to minimize infection in alignment with the communication strategy of Ministry of Health. Focused campaign was done in

EIL's intranet and social media platforms covering the following messages:

- Practicing social distancing and avoiding crowded places.
- Mandatory usage of masks and frequent use of sanitizer/ soap and water.
- Health talk organized by Company medical consultant and the video was uploaded on company intranet for awareness of all employees.
- Messages sent on social platform urging everyone to help the poor people and stray animals in personal capacity or at community level by providing them food.
- Video message by CMD, Director (HR) and one of our eminent employee Mr. Virender Sharma, International Cricket Umpire urging people to follow social distancing and help poor through community kitchen in our fight with the pandemic.
- Busting myths about COVID-19 disease and tips to follow to prevent infection based on the information from Ministry of Health and Family Welfare.
- The advisory of Ministry of Ayush on boosting immunity was widely circulated.
- Benefits of Aarogya Setu App were shared and people were encouraged to download and make use of it.

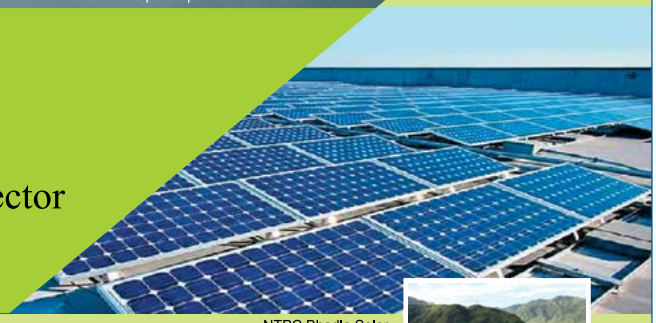
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- Engaged in providing power plant related expert services across the globe
- 'Energizing e-Mobility' through Public Charging Infrastructure, Battery Swapping Solutions and e-vehicles



NTPC Koldam Hydro



NTPC Rojmal Wind

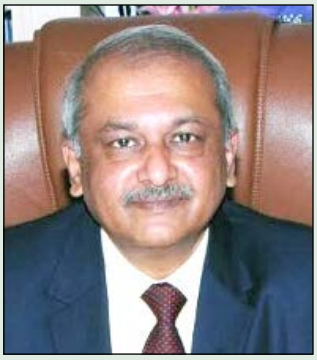


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Hindustan Aeronautics Limited



R. Madhavan
CMD, HAL

Hindustan Aeronautics Limited (HAL), since its inception in 1940, has evolved into a large Aeronautics Complex in South Asia. It has built up comprehensive skills in Design, Development, Upgrade, Manufacture and Maintenance of Fighters, Trainers, Helicopters, Transport Aircraft, Engines, Avionic Systems and Accessories.

HAL's major supplies and services are to the Indian Defence Services - IAF, Army, Navy and Coast Guard, which attribute to over 90 percent of HAL's current sales. The Company has also established a foothold in export in more than 20 countries, having demonstrated its quality and price competitiveness. HAL is a major partner for the Space Vehicle programs of ISRO. It has also diversified into the Industrial & Marine Gas Turbine business. The company has 20 Production Divisions, 11 R&D Centers and one Facility Management Division.

HAL, over the years, has produced over 4150 aircraft, 5100 Aero-Engines and has carried out over 11,400 overhauls of Aircraft and 34,250 overhaul of engine, besides manufacture and overhaul of related Accessories and Avionics. These include 17 types of Aircraft/ Helicopters from indigenous R&D, 14 types of Aircraft/ Helicopters under Transfer of Technology from foreign OEMs. HAL is the largest Defence PSU that has been propelling the nation towards self-reliance and 'Make in India' in defence aerospace manufacturing over the past eighty years, built over a strong foundation of trust, team spirit and commitment towards inclusive growth and excellence.

Employees Strength

- Permanent (on roll): 27223
- Contractual: 11319

As part of fight against COVID-19, HAL has produced and handed over more than 300 Aerosol Boxes to various State Governments to be used in Hospitals. The Aerosol Box acts as an insulator between the Doctor and Patient.

FIGHTING THE PANDEMIC

Monetary contribution to PM CARES Fund

Rs. 26.25 Crores

Payment to Contractual Workers during Lockdown period

Paid

Social Support to needy by providing food & shelter

Migrant Labours including Women & Children were found moving from distant cities towards their native villages mostly in eastern UP during Lockdown. Considering their exhausted condition due to long hours of journey, the Company had served refreshments to migrant workers passing through the Unit at Korwa, UP. Further, as a token of its appreciation for police personnel working at various check points and also State Government officials deployed to enforce Government directives on controlling the COVID-19; the Company had distributed Refreshments including Beverages.

Medical support to address health crisis

As part of fight against COVID-19, HAL has produced and handed over more than 300 Aerosol Boxes to various State Governments to be used in Hospitals. The Aerosol Box acts as an insulator between the Doctor and Patient. It can significantly reduce the possibility of transmission of COVID-19 to Doctors and Para Medical Staff. In addition, around 1000 Face Shields were produced by the Company using 3D Printing technology and distributed to CORONA Warriors.

Company has made provision for isolation/ Quarantine ward for the treatment of patients.

Innovation, R&D and Technological breakthrough

In the present situation of COVID-19, it has become imperative that use of Digital Media is enhanced





in all peripheries of the life. In this direction, HAL Unit at Lucknow has taken an initiative to digitize its Township through a Mobile App-'Meri Township'which enables the residents of HAL Township to register their maintenance complaints without physically visiting the Township Maintenance Office. This in-house developed App provides a simple interface for logging complaints in different categories like Electrical, Civil, Horticulture, Plumbing, Carpentry etc. which are attended by township maintenance office and status is updated on App.

Contact less Sanitizer Dispenser Machine, Foot Operated Door Opener, Equipment's for sanitization of different types of surfaces, Foot Operated Water Valves etc were developed in-house & placed in the identified locations. To avoid physical contact, Official File Movement are being done through company developed E-file system. Further, interactions/meetings/interviews etc are being done only through Video Conferencing.

Preventive Measures for the (Organization and Employees)

HAL has taken multiple steps to implement various measures to prevent the spread of COVID-19 and ensure the safety & well being of its employees both inside the Factory premises and the Township. These measures include thermal scanning of all entrants at all the gates of the Factory as well as Township, earmarking of circles at Time Gates for incoming Employees in order to maintain social distancing, use of Fire Tender for spraying disinfectants for sanitization inside Factory and Township, frequent visit of factory area by security representatives for ensuring that social distancing is maintained and that employees & contract labours are wearing Face Masks, etc. Efforts have been made to ensure the safety of Township residents. Arrangements have been made for supply of vegetable/ grocery items inside township so as to facilitate minimum movement out of township, earmarking of circles



at shopping complexes inside township in order to maintain social distancing.

Awareness Campaigns

The employees have been sensitized on COVID -19 Pandemic by conducting Awareness Sessions by Medical Professionals.

Standard Operating Procedures (SOPs) to be followed by the employees inside the Factory, Townships are put in place and communicated to all employees through internal Circulars/Notices. Posters/Banners etc have been displayed in the work places.



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CIN : L40200DL1984GOI018976

National Aluminium Company Limited



Sridhar Patra
CMD, NALCO

नालको NALCO

National Aluminium Company Limited (NALCO) is a group 'A', Navratna CPSE under Ministry of Mines. It was established on 7th January, 1981, with its registered office at Bhubaneswar, and integrated and diversified operations in mining, metal and power.

NALCO is one of the largest integrated Bauxite-Alumina-Aluminium-Power Complex in the Country. The Company has a 68.25 lakh TPA Bauxite Mine & 21.00 lakh TPA Alumina Refinery located at Damanjodi in Koraput district of Odisha, and 4.60 lakh TPA Aluminium Smelter & 1200MW Captive Power Plant located at Angul, Odisha. NALCO has bulk shipment facilities at Vizag port for export of Alumina/ Aluminium and import of caustic soda and also utilizes the facilities at Kolkata and Paradeep Ports. The Company has registered sales offices in Delhi, Kolkata, Mumbai, Chennai and Bangalore and 9 operating stockyards at various locations in the Country to facilitate domestic marketing.

The company is certified for ISO 9001, ISO 14001, OHSAS 18000, ISO 50001, SA 8000 and ISO 27001:2013.

With its consistent track record in capacity utilization, technology absorption, quality assurance, export performance and posting profits continously since inception, NALCO is a bright example of India's industrial capability.

Employees strength

- Permanent employees: 6063
- Contractual : 10797

Showing commitment and solidarity with the home state Odisha, in the fight against COVID-19 pandemic, NALCO has funded an exclusive 200 bedded COVID-19 hospital at Nabarangpur, a part of undivided Koraput, Odisha. The 200 bedded hospital will have medical facilities exclusively for treatment of COVID-19 patients.

FIGHTING THE PANDEMIC



Monetary contribution to PM CARES Fund

NALCO contributed Rs.5 Crore and employees also donated their one-day salary which comes to Rs 2.6 Crore to the PM CARES Fund.

Payment to Contractual Workers during lockdown period

Payment to Contractual Workers during lockdown period (23.03.2020 to 30.05.2020) - Rs.24.30 Crore (Provisional).

Social support to needy by providing food & shelter

NALCO actively participated to provide support to needy during the pandemic. To show respect and support to police personnel as COVID warriors, the social links of NALCO was leveraged. Active support extended by members of NALCO Foundation and NALCO Mahila Samiti to provide food packets to these police personnel in Bhubaneswar. The team distributed about 1500 hygienically prepared food packets at various check posts, squares. NALCO as a responsible corporate citizen also responded to the problem of migrant labourers and distributed dry food packets and sanitization kits to support them during the crisis at Angul and Koraput district. The Company also distributed dry ration and face mask to the district administration to utilise the same in the migrant labourers quarantine centres.

Distribution of dry rations and face masks

2000 mineral water bottles, 2000 biscuit packets, 700 kg potato, 400 kg rice, 400 kg wheat flour, 150 kg dal etc. were handed over to the district administration to cater the needs of the quarantine



centres for the migrant labourers. Further, NALCO handed over 50,000 nos. of cotton face masks to District Administration, Angul for distribution.

About 225 nos dry food packets and other essential items were distributed on several occasions to the migrant labourers entering to the city, who were struggling to earn a single meal a day. Further, 4500 nos. face masks were distributed to daily wagers, passers-by and vendors.

Distribution of biscuits, facemasks & soaps

About 5000 nos. of face masks and equivalent soaps were distributed at 12 migrant labourers' colonies. Further 2000 nos. of face masks were sent to nearby Nabarangpur where 200 bedded NALCO sponsored COVID hospital was inaugurated. Relief Materials containing soaps & biscuits were dispatched to District Collector, Damanjodi for the migrant labourers in quarantine centres. 24,496 nos. masks & 12,244 soaps were distributed in 49 peripheral villages for people who are mostly labourers.

Medical support to address health crisis

Showing commitment and solidarity with the home state Odisha, in the fight against COVID-19 pandemic, NALCO has funded an exclusive 200 bedded COVID-19 hospital at Nabarangpur, a part of undivided Koraput, Odisha. The 200 bedded hospital will have medical facilities exclusively for treatment of COVID-19 patients. One time financial assistance of Rs. 147 lakh has been funded towards infrastructure and Rs. 26 lakh per month towards recurring expenditure of staff salary and related expenses. The 200 bedded hospital will have medical facilities exclusively for treatment of COVID-19 patients and dedicated to undivided Koraput where this is located.

Innovation, R&D and Technological breakthrough

NALCO encouraged ideas of our employees to fabricate and make sanitisation tunnel with in-house expertise and resources with the sole objective of



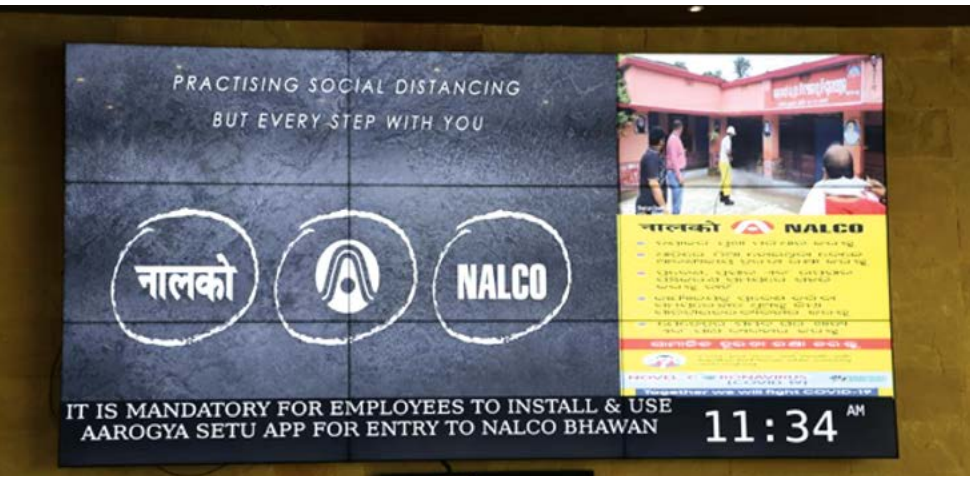
effectively combatting COVID-19 crisis.

Preventive Measures (for the Organisation and Employees)

Prevention is better than cure. In line with the requirements to address upon COVID-19 pandemic, nose masks distribution, sanitisation in plants, offices, market complexes, townships, hospitals, periphery villages, roads, thermal scanning at plant main gates, offices etc. carried out.

Awareness Campaigns

- As per Govt. guidelines and directives, COVID-19 awareness and preventive initiatives were undertaken by the Company at all its operational Units and Offices.
- For creating awareness on COVID-19, hoardings, standees and banners were displayed at strategic locations in the office and township and message of NALCO employed sports persons of National & International repute uploaded in the social media of NALCO.
- Initiatives through audio-visual communication to build awareness and engage with internal and external stakeholders during the ongoing COVID-19 pandemic. Keeping in view the unprecedented situation, audio-visual communication materials in the forms of short clips, press releases, do's and don'ts leaflets, banners, posters and creative bulletin videos, were circulated through twitter, facebook, instagram, e-newsletter etc. Some of the audio-visual tools used:
  - Use of Digital display platform with audio-





visual effect in corporate office and site offices.

- Distribution of leaflets, display of banners and posters at Corporate office, site offices, plants and townships for wide circulation of do's and don'ts with regard to prevention of COVID-19.

Any other Significant Measures taken by the Company

- Due to lockdown, corporate office was functioning in restrictive manner in residence offices and in townships but, all the production units were operational during this period. Corporate office at Bhubaneswar coordinated all the activities with sites & Ministry through video conferencing.
- To address the essential activities during lock-down period since 23.03.2020 onwards, all proposals were processed through approvals, sanctions accorded on line by digital modes, facilitating smooth and integrated functioning of all production units, port facility, regional offices and corporate office.
- The employees also contributed Rs 2.6 Crore, their one day salary, to the Odisha Chief Minister's Relief Fund – COVID Fund as a kind gesture towards combating the pandemic.
- Advisories were issued by NALCO mapped to Government guidelines steering an effective monitoring mechanism. Regular review was conducted to ensure effectiveness. SOP developed to implement strict compliance, ensuring minimisation of the impact.
- Press Releases issued on the significant initiatives taken by NALCO.
- Exclusive COVID-19 Bulletin videos prepared for wider circulation among employees and external stakeholders, in digital platforms and circulated through WhatsApp groups and social media channels.
- As per DOPT guidelines training program have been conducted for medical and para medical staff covering IGOT courses on DIKSHA platform.
- Extensive use of NALCO's social media platforms like Twitter, Facebook & Instagram.
- Dedicated messages put up across digital platforms to publicize the need to install and use the Aarogya Setu App by employees and visitors.

NALCO has adopted a purposeful approach amidst the COVID-19 pandemic where, consistent efforts putforth towards combating COVID-19 is self-explanatory as evident in the foregoing paragraphs. NALCO is still in the process of addressing the issue with utmost gravity in a sustained manner and strive to achieve the best care of its employees and society at large as a responsible corporate entity.

NBCC (India) Limited



P. K. Gupta
CMD, NBCC

NBCC (India) Limited: Building Landscape for Sustainable Future

Founded in 1960 as a Govt. of India Civil Engineering Enterprise, NBCC with its Head Office in Delhi, today, holds the status of Navratna CPSE, and has emerged as a pioneer Construction Company on the back of its capabilities, innovative approach, adherence to highest standard of commitment by a dedicated workforce. Listed with both the Stock Exchanges since 2012, the company's unique business model has propelled it to become India's flagship leader in the construction sector. The Company has posted a substantial growth since 2002-03 and its total consolidated income touched Rs.10,151.37 Crore in FY 2018-19.

NBCC is primarily operating in three major domains:

- **Project Management Consultancy (PMC):** Executing new landmark projects in diversified areas as also Redevelopment Projects for Govts.
- **Engineering Procurement & Construction (EPC):** Working in a niche market and constructing Chimneys, Cooling Towers for Power Sector.
- **Real Estate & Re-Development:** Developing Residential and Commercial inventories for Governments and the Public at large.

Business Restructuring

In view of the growing business opportunities in recent times and in order to effectively cater to diversified business operations, NBCC has of late, set up subsidiaries/JVs.

Innovation and Excellence at Work

The Company has created a new business vertical namely, Redevelopment of Properties, taken up in a self-revenue generation model. This industry-defining exemplary model has tremendously

NBCC, at its Delhi East Kidwai Nagar Construction site, ITPO, Pragati Maidan, IECC and sites Pan India, distributed sanitizers, masks, dry rations to labourers. Each ration packet included 5Kg rice, 5Kg atta, spices, 1Kg salt, oil, 2kg onion, potatoes etc. while ensuring proper social distancing.

strengthened company's business prospects, with Govt. and Civic Administrators awarding mega redevelopment projects.

Enhancing the Global Footprint

NBCC ventured into Overseas Operations in the year 1977, executing projects of diverse nature in countries like Libya, Iraq, Yemen, Nepal, Maldives, Mauritius, Turkey, Botswana. Presently, the Company has its presence in Maldives, Mauritius, Niger and Dubai, implementing various projects and earning consistent revenue.

Accolades

Company has been bestowed with numerous awards for its distinguished and extraordinary feats and performance, and has been the proud recipient of "Excellent" rating from Govt. of India consistently since 2004.

By focusing on Green, Sustainable and Technology driven construction practices, NBCC's stature shall continue to rise in the coming years, with the endeavour to make the nation proud to have an entity of this order.

With the foundation of its rich heritage, NBCC today is etching a refulgent future.

Employees Strength

- Permanent : 1664
- Contractual: 32

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

NBCC and its Subsidiaries contributed Rs.6.50 Crore from CSR Fund to PM CARES Fund to fight against COVID-19.

Payment to Contractual Workers during Lockdown Period

NBCC ensured the wages payment to all its Contractual Workers Pan India during the lockdown period.

Social Support to needy by providing food & shelter

NBCC, at its Delhi East Kidwai Nagar Construction site, ITPO, Pragati Maidan, IECC and sites Pan India, distributed sanitizers, masks, dry rations to labourers. Each ration packet included 5Kg rice, 5Kg atta, spices, 1Kg salt, oil, 2kg onion, potatoes etc. while ensuring proper social distancing.

Medical support to address health crisis

All Health-related issues were addressed.

Preventive Measures and Awareness Campaigns (for the Organisation and Employees)

Regular Activities undertaken by NBCC for its employees at its Corporate/allied Offices/sites:

- Undertaken regular supervision of Office Sanitization work.
- Supply of Hand gloves, N95 Masks & sanitizer to the employees.
- Uploading of various Circulars on ERP as issued by DoPT, DPE, MoHUA and MHA to increase awareness of employees and keep them informed about the recent developments.
- Display of posters on COVID-19 preventive measures in its Office premises.
- Thermal scanning etc.

Other Significant Measures/Initiatives undertaken by the Company while Working From Home

- Undeterred by unprecedented impact of lockdown, NBCC turned COVID impasse into opportunities, leveraged its knowledge and skill building initiatives online.
- Extensive employee engagement programmes were organized by its Training & Skill Development Centre (TSDC), got connected 1000+ employees to facilitate transition to Work-from-Home.
- Created 52+ learning opportunities through e-Learning Courses, Webinars; Shared 102 highly relevant YouTube links on Technical and Behavioural Topics with employees of the Company.
- Topical programmes were primarily conducted through internal faculties who have expertise on various domains such as Sustainable Building Design, GRIH Rating, Rehabilitation and Retrofitting, Project Planning, Works Manual, GCC, Contract Engineering, Bank Guarantees, Audit Matters, Code of Wages, Finance, Management Lessons, e-office, Service Rules.
- Around 1500 employee participants got benefitted from all these programmes on knowledge sharing and skill development. In the e-learning interventions, NBCC achieved 4514 Training Hours during the lockdown.
- **e-Office:** Training provided to approx. 600 users through VC across Pan India and supported helpdesk for guidance/timely technical support.
- **ERP:** Provided remote access of office computers through VPN connectivity to various divisions like HRM/ PMG/CPG to facilitate Work from Home. The process also facilitated Finance/Salary/CPF Deptts. to prepare and disburse salary on time to the employees. It also arranged for successful closing of official accounts for the year 2019-20 of NBCC and its subsidiaries (NSL/HSCC/HSCL) through remote access.
- Set up of ERP online helpdesk and Implementation of various Modules in HSCL ERP.
- **Video Conferencing:** Implemented Web based VC and explored various platforms for VC (CiSCO Webex, Zoom, Microsoft Team, Google Meet, GoToMeeting etc.) and provided training/ guidelines to assist the Management & other employees on VC usage. Conducted about 30-40 meetings through VC, chaired by CMD with the Management/employees/contractors /clients Pan India. Also provided technical support to connect the participants in the meetings.
- Provided Document Management System (DMS) access to employees to facilitate them to download the documents.
- Development of Web Page Desk Portal for NBCC employees.
- Technical support provided to all Email Users Pan India for smooth communication.
- Raised integrated Email with e-office to save time for communication.

IREL (India) Limited

(Formerly Indian Rare Earths Limited)

Unleashing Values

Vitalizing businesses for over six decades



IREL(India)Limited, (IREL) is a leading international producer of quality beach sand minerals (viz. Ilmenite, Rutile, Zircon, Sillimanite, Garnet), value added rare earth compounds (viz. Carbonates of Cerium & Lanthanum, Oxalates of Neodymium, Praseodymium, Yttrium, Samarium, Gadolinium) and other strategic materials (viz. Thorium Nitrate, Thorium Oxide, etc.). IREL products find application in diverse industries, such as paints and pigments, ceramics, foundries, abrasives, construction, electronics, automobiles, chemicals, metals and alloys, aircraft, satellite launch vehicles, healthcare and nuclear power. IREL, through its four modern manufacturing plants and an advanced research centre is well-equipped to cater to ever-evolving customer needs. And at the core of it all is IREL's highly skilled and motivated personnel, who ensure that every customer need is met adequately and in full measure.

Please contact for details

Director (Marketing)

IREL (India) Limited

(A Government of India Undertaking - Department of Atomic Energy)

MINI RATNA – I COMPANY

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An ISO 9001, ISO 14001 and OHSAS 18001 certified company.

NLC India Limited



Rakesh Kumar
CMD, NLCIL

In compliance with the directives of Ministry of Health & Family Welfare, the NLCIL Learning & Development Centre has conducted capacity building training on COVID-19 management, using modules prepared by AIIMS, New Delhi, for doctors, nurses, paramedics and volunteers. All employees involved in Corona Management Team are encouraged to continuously update their knowledge and skills by using 'Aarogya Setu' App.

NLC India Limited is a Schedule-A, "Navratna" Government of India Enterprise under the administrative control of Ministry of Coal, GoI. NLCIL was incorporated as a public limited company on 14th November 1956.

A pioneer in India among the Public Sector Undertakings in energy sector, NLCIL operates highly mechanized opencast Lignite & Coal Mines, Lignite based Thermal Power Stations, and Solar Power Projects a Wind Power Plant and a coal based Thermal Power Station. NLCIL has 30.60 MTPA of Lignite mining capacity as on June 2020. Two coal blocks viz., Pachwara south Coal blocks (9 MTPA) and Talabira II & III Coal blocks (20MTPA) have been allocated to NLCIL/NUPPL. The coal production from Talabira Mines commenced from 26th April 2020. For Pachwara South Coal Block, obtaining approval of Mining Plan from MoC is Under Process. The New Neyveli Thermal Power Project COD was completed on 28th December 2019. The entire 709 MW Solar Power Projects was commissioned on 24th September 2019. The power generation capacity of NLCIL's Power Projects as of 01.06.2020 is 5893.56 MW inclusive of 1352.56 MW solar power, 51 MW wind power and 1,000 MW Coal based Thermal Power Plant at Tuticorin. NLCIL has become the First CPSE to achieve 1000 MW (1 GB) milestone in Solar Power.

NLC India Limited is listed in both National Stock Exchange (NSE) and Bombay Stock Exchange (BSE). The authorized capital of the company is Rs.2,000 Crore and the paid-up share capital is Rs.1,386.64 Crore. Net worth of the company is Rs.12,393.53 Crore (as on 31.03.2019). NLCIL has a Highest Credit rating (AAA/Stable) which have been accredited by top Credit Rating Agencies.

Subsidiary companies: NLCIL has two subsidiaries viz.,

- NTPL: (A Joint Venture company of NLCIL with TANGEDCO,

Tamil Nadu (89:11) -2X500 MW Coal based Thermal Power Project at Tuticorin, Tamilnadu. Both the units were commissioned in the year 2015-16. Coal for the project is being procured from M/s. MCL and M/s.ECL.

- NUPPL: GoI sanctioned the Ghatampur Thermal Power Project (GTPP), Uttar Pradesh of NUPPL, JV of NLCIL (NLCIL's Subsidiary) and UPRVUNL, UP (51: 49) (3x660 MW) in July 2016. Contract awarded for major packages and construction activities are under progress. The project is scheduled for commissioning in 2020-21.

Physical and Financial Performance of the company

The lignite production of the company during the year 2019-20 was 248.64 LT and the Power Generation gross by NLCIL was 21,905.78 MU and by NTPL (Subsidiary) was 4,844.40 MU (excluding the quantum of surrender of Power of 1,945.71 MU at NLCIL and 2,066.17 MU at NTPL).

The turnover of the company for the year 2018-19 was Rs 9,870.93 Cr. (consolidated), The Profit Before Tax at Rs. 2,561.40 Cr. (consolidated) and Profit After Tax at Rs. 1,537.35 Cr. (consolidated).

Capacity addition proposed

NLCIL has set high growth target to become energy major with 21,011 MW power generation capacity by 2025 with its own fuel security of lignite mining capacity of 62.15 MTPA from its present capacity of 30.60 MTPA and coal mining capacity of 61.00 MTPA from the planned 31.00 MTPA.

Employees Strength

- Permanent (on roll):12,133
- Contractual: 14,500

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs.20 Crore. In addition, employees contributed 1 day salary amounting to Rs. 5 Crore. In addition, voluntary contributions were made by employees to the tune of Rs. 6.55 Lakhs.

Payment to Contractual Workers during Lockdown Period

NLCIL provided a support financial assistance of Rs.17.2 Crores for payment to contract workmen during non-working days in the lockdown period.

Social Support to needy by providing food & shelter

- Food Ration to project affected villages and other needy stakeholders in the surrounding villages were made to the tune of Rs.3.75 Crores at Neyveli, Tuticorin, Barsingsar, Talabira and Ghatampur locations where NLCIL is operating.
- Further, food materials were distributed to around 1700 interstate migrant workmen working at project sites.



- Food and water were provided to around 6000 interstate migrant workmen transiting through Sambalpur and Bhubaneswar.
- NLCIL arranged for movement of around 3700 interstate migrant workmen from their projects back to their native states of Jharkhand, Odisha, Bihar, Uttar Pradesh, Madhya Pradesh, Punjab, Haryana, Kerala etc.

Medical support to address health crisis

- NLCIL's mobile medical vans are extending medical services to project affected villages surrounding our Talabira-II & III open cast project and Ghatampur TPS projects.
- Further, masks and sanitizers were provided in project affected villages surrounding Neyveli, Barsingsar, Sambalpur and Ghatampur.
- Special medical camps were conducted and around 1700 ISMW were provided with medical services and counseling at Neyveli, Ghatampur, Talabira and Barsingsar.

Innovation, R&D and Technological breakthrough

NLCIL's Centre for Applied Research and Development (CARD) is producing soap solution and sanitizing liquid to meet company's needs.

Managing the Invisible (COVID-19) NLC India's Way of Handling the Challenge

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge…."

Preventive Measures (for the Organisation and Employees)

Awareness Campaigns

Any Other Significant Measures taken by the Company

In true spirit of these words of Martin Luther King, NLC India Limited (NLCIL), a Navratna Public Enterprise under the administrative control of Ministry of Coal, Govt. of India, has shown extraordinary grit, determination, alacrity and agility in containing the mysterious virus 'COVID-19' in Neyveli and surrounding areas, by swiftly and earnestly following the advisories of Government of India (GoI) in letter and spirit. No sooner had the GoI alerted the nation about the looming COVID-19 threat on the horizon through a series of advisories, guidelines and instructions that NLCIL swung into action by forming a Strategic Management Group headed by the CMD and all Functional Directors to implement a number of effective measures to stem the spread of the unknown virus in all its project areas, spread across the country' including Neyveli, Tamil Nadu. Rational and strategic use of personnel to ensure adherence to the requirement of Social Distancing at all its plants and service units, while ensuring continuity of production, were supported by aggressive awareness campaigns to sensitize the employees as well as the local community on personal hygiene, crowd regulation, social distancing. Immediate lockdown was implemented in the Township and quarantine facilities were created for isolating persons with travel history. In addition to strict surveillance and monitoring of persons under Home Quarantine, re-orienting the Hospital to fully focus on prevention, control and mitigation of COVID-19 through Fever Clinic, creation of Isolation wards with life saving equipments and strengthening medical supplies was swiftly undertaken through innovative ideas.

"When the going gets tough, the tough get going"- Balancing Power Generation & Pre-emptive measures to stem the spread of COVID-19

Indeed it is a tough scenario, in fact very tough as the whole world faces one of the worst Public Health crises of recent times. Rising to the occasion in true Battle Readiness, in response to the call given by GoI to fight this dreaded disease, NLCIL has adopted a multi-pronged approach, balancing the requirements entailed in a period of lockdown, with the need to maintain uninterrupted Power generation, essential to service the hospitals and other essential services



like sanitation, public lighting and other necessary requirements. In this hour of crisis, the Company has been able to keep its head above the water to meet the Power requirements of the country, in tandem with the other Power PSEs.

With utmost agility and a sense of urgency, the Company has undertaken several measures, focused at prevention, containment and mitigation of the disease, in strict adherence to the advisories, guidelines and instructions issued by the GoI from time to time as well as voluntary measures, to stem the progression of the pandemic, COVID-19 in its track and to protect its workforce and the neighboring communities against it.

Formation of Strategic Management Group (COVID-19 SMG)

Leading from the front, NLCIL- COVID-19 – Strategic Management Group was constituted, immediately, with the Chairman-Cum-Managing Director, Shri Rakesh Kumar at the helm, alongwith all Functional Directors and CVO, viz.,S/Shri R.Vikraman, Director (HR), N.N.M. Rao, Director (P&P), Prabhakar Chowki, Director (Mines), Shaji John, Director (Power), Jaikumar Srinivasan, Director (Finance) and Venkatasubramanian, CVO. The SMG is available 24/7 to render guidance in implementing the carefully drawn 'COVID-19 Epidemic Management Plan' and hand-holding the NLCIL team at every step. The Executive Director (HR), Shri. N. Sadish Babu, the nominated Chief Executive Officer, COVID-19 has been conferred with special powers for enabling expeditious and effective implementation of all containment and control measures by mobilisation of all resources on a fast tracking mode.

Terms of reference of COVID-19 SMG, include designing of short term, medium term and long term responses required to maintain constant and continuous watch on all developments of the outbreak of the epidemic and to recommend and implement remedial and containment measures in line with the advisories, guidelines and instructions of the GoI.

NLCIL's Containment Action Plan

In order to prevent and stem the spread of the pandemic, the company has accorded highest priority for maintaining a constant state of alertness in its Townships and has created widespread awareness among the employees and the local community. Further, various activities such as awareness on hand and respiratory hygiene practices to be adopted, social distancing measures, re-organising the health care system by cutting down regular OPD appointments in the Hospital, restricting unnecessary visits to the Hospital for consultations to maintain infection control, have been undertaken.The Company's Hospital in the township has been reoriented to create quarantine facilities, Isolation wards for management of severe cases who require ventilator support. Augmention of resources like PPEs, essential medical supplies, emergency medicines, training of doctors in COVID and ventilator management inviting experts from State Government Medical College have also been effectively resorted to.

Compliance of Government Guidelines for Workplaces

In adherence to the Government instructions, the Company has issued detailed guidelines for Workplace safety of COVID-19 cases, with focus on

the four E's namely:

- Early protection
- Early Detection
- Early Isolation
- Early preparedness of Health Care facilities

Preventive guidelines on personal hygiene, work place hygiene, work place safety, hand washing, Social distancing, avoid crowding of Employees in Offices/ Plants / Units and engaging skeletal work force by rostering for rendering essential services and Work From Home (WFH) for other personnel during Lockdown period have been issued and strict implementation of the same has been ensured at all times.

Exemption from Biometric Punching

To break the chain of transmission of infection from person to person and through contaminated surfaces, NLCIL immediately complied with GoI advisory for exempting employees from Biometric marking of their attendance. Attendance Monitoring Systems in all the Mining and Thermal Power Plants, Service units and Offices have been re-programmed for enabling transition from biometric to show of ID card by all regular and contract workers.

Leveraging Information, Education and Communication (IEC) strategies

Use of effective and varied communication strategies including, but not limited to, posters, banners, short films and public announcements at worksites, strategic locations in the township and outside, enabled the NLCIL Team to create greater awareness among the public to the threats of the epidemic as well the preventive measures required in its wake. This resulted in voluntary buy-in & acceptance of the do's and don'ts, in a spirit of responsible ownership, which greatly helped the containment efforts of the Company, increasing their effectiveness.

Hospital Readiness for meeting the extraordinary challenge of COVID-19

The 350 bedded specialty hospital run by NLCIL in Neyveli, to provide secondary level care to its regular employees and their dependents, contract workmen and their family members, CISF and their dependents and the general public as well, has been fully geared up to face the challenge of COVID management through a number of measures in the areas of Infection Prevention and Control, Hospital quarantine, clinical care management including critical care and augmentation of critical supplies. The Hospital is well equipped to enable 'surge capacity of crisis management' in order to reverse community transmission in the unfortunate event that it happens and achieve epidemic control.

After making a ground level assessment of available facilities and strengths of the hospital, the Company has enabled additional services and created capacity in the following areas:

Round the Clock Help Desk started functioning at the Hospital to screen the incoming patients and guide them to avoid unnecessary movement inside the Hospital.

Fever clinic: As a precursor to prevention and containment of COVID, Hospital has opened the "Fever Clinic" with doctors positioned from 06.00 am to 10.00 pm for screening of patients who report with travel history involving affected countries and interstate travel within the country along



with symptoms like fever, cough and breathing difficulties. These patients are advised Home quarantine after notification to Joint Director Health Services, Cuddalore District.

Home quarantined patients and their family members are strictly brought under intense surveillance of Health Department. The health authorities monitor the patients on day-to-day basis and report to the Hospital on patients whose conditions deteriorate with intensity of symptoms.

Leveraging on technology, the Hospital has developed a computer based management system to exclusively track patients based on their symptoms for further management. Data input on the status of home quarantined patients is regularly updated in the COVID management system to take timely and appropriate action, necessary to minimise morbidity and mortality.

Creation of an ark hospital within the Hospital in record time

An ark hospital with 93 bed capacity for quarantining patients with symptoms and 7 bedded isolation wards with ventilator support for managing severe cases are in readiness to counter any threat from the galloping COVID-19. All 100 beds are covered under Medical Pipeline Gas system to strengthen oxygen therapy.



In addition, the hospital can leverage the 10 bedded Intensive Care Unit with 2 ventilators in case of surge for cases requiring ventilator support.

Training of doctors on COVID Management and Ventilator Management

Hospital has trained around 20 doctors from across different disciplines on management of COVID-19, inviting an expert team from the nearby State Government Medical College Hospital, covering all required aspects, including collection and transportation of clinical specimens. Another 13 doctors were trained in Ventilator management by inviting a subject expert from Mahatma Gandhi Medical College and Research Institute, Puducherry. With newer skills acquired to manage COVID-19, doctors in the hospital are fully geared to face the crisis with confidence.

In compliance with the directives of Ministry of Health & Family Welfare, the NLCIL Learning & Development Centre has conducted capacity building training on COVID-19 management, using modules prepared by AIIMS, New Delhi, for doctors, nurses, paramedics and volunteers. All employees involved in Corona Management Team are encouraged to continuously update their knowledge and skills by using 'Aarogya Setu' App.

Mobilisation of all Vital and Essential medical supplies required for management and control of COVID infected cases.

NLCIL has procured and stocked all essential medical supplies on emergency basis in adequate quantity to cater to the 100 bed capacity quarantine, isolation and ICU for management of cases, by adequately deploying fiscal resources. Procurement include PPEs, N95 Masks, 3 ply face masks, disposable surgical dresses, Ventilator with compressor, Ambulance ventilator, Anaesthetic accessories for ventilators, polyurethane foam mattresses, non –woven disposable bed sheets and sanitisers etc.



Augmenting Quarantine Facilities in Neyveli Township

NLCIL has re-purposed the available Building infrastructure within the Township like Guest Houses and Hostels to scale up the quarantine square footage. 200 rooms in various Guest Houses and 40 rooms in sports hostel are kept in readiness for systematic quarantine to achieve meaningful reductions in peak prevalence.

Health and Sanitation

Infection Prevention and Control is observed on a gargantuan basis as the Health Department of Township Administration is launching an all-out effort to sanitise and disinfect around 100 locations within the Township through spraying of disinfectants and fumigation methods on daily basis.

Tracing and Tracking measures

Door to door enumeration, Travel history of employees and their family members, other stakeholders residing within Neyveli Premises and persons with foreign travel history and travel within India with symptoms of fever, cough or breathlessness have been identified, quarantined and monitored with the co-ordination of State Govt. Health department. Stickers have been pasted at the residences of persons quarantined for better control.

Strict Surveillance and screening of visitors at all entry points

Restriction and regulation on movement of people is followed at all entry points of the Township, and a number of entry points have been sealed off to achieve the same. A special task force has been formed for Thermal screening of all incoming persons into the Township and verification of their identity before permitting them in. Disinfectant is sprayed on all the Two wheelers and Four wheelers entering the Township.

Employee volunteering

NLCIL has created capacity in employee volunteering to effectively carry forward various preventive measures including surveillance of individuals under Home quarantine. More than 600 employees have joined forces with the company as volunteers to take position in the front line of the battle against COVID-19. NLCIL owes its resounding success in implementation of home quarantining, enumeration of health status of persons under quarantine, distribution of relief measures to homeless and poor, enforcement



of Social distancing and Thermal scanning at all the entrances of Township along with NLCIL's Security Personnel, etc, to the Volunteers. Their role is most crucial in capturing real time data on symptomatic and asymptomatic cases through door to door survey, monitoring of social distancing, market management, food distribution to the homeless and mask distribution to the public. The voluntary groups are attached to various task groups managing Hospital, Market, Services to the needy and Security.

Innovative deployment of talent and indigenous technology for bridging shortfalls

Technical prowess and expertise available in Centre for Applied Research and Development (CARD) wing of NLCIL is harnessed to the full for manufacturing Liquid Soap and Sanitisers- which have become a necessity in the current COVID-19 scenario. CARD is meeting the demand for Hand Sanitisers of all production and service units by supplying these disinfectants on daily basis.

SNEHA –School for Mentally Challenged to provide succor in this hour of crisis

SNEHA –School for the Mentally challenged children is also contributing by way of making masks to meet the great demand for the same. The Food outlet of SNEHA is providing food for about 200 homeless persons at various locations within the Township twice a day through a dedicated team of volunteers.

'Do-it-yourself' approach-utilizing CSR facilities

Sneha Opportunity Services, the CSR arm of NLCIL put its act together with its readily available pool of skill in the form of women of Project Affected Persons who were trained by it in tailoring, to meet the company's large scale demand for reusable face masks for supply among its employees, contract workmen, other public and their family members.

Effective adherence to Social Distancing - the most effective weapon to fight COVID-19

NLCIL swiftly implemented the 21 days lock down announced by the Hon'ble Prime Minister to contain this pandemic and further lockdowns up to date. Based on guidelines of GoI, the company has ordered closure of all places of worship. Entertainment centres, like Cinema Halls, Clubs and Fitness Centres have also been closed.

While normal activity was suspended, arrangements

were made to minimize the inconvenience caused by the shutdown by way of door to door delivery of groceries to residents of Neyveli Township. Special arrangements have been made to make available vegetables, utilising open spaces available in schools for residents to buy them in safe environment while adhering to social distancing norms. Relaxation of lockdown norms is effected as per the guidelines of Government.

To help employees and their families to understand the imperative for adopting safety practices like hand and respiratory hygiene as well as adopting social distancing as a norm over an extended period of time, NLC has undertaken specific measures targeted at disseminating information in this regard. Live demonstrations on hygiene practices are taken up at the start of each shift in the plants by Unit Heads, HOHRs and Volunteers. These have elicited spontaneous, positive response from the workers to willfully adopt safety norms.

Thermal Scanners installed at all entry points of the Neyveli Township for screening of every entrant, have helped to make the entire zone safe and free from infection. Persons presenting symptoms of fever above normal temperature are immediately sent to NLCIL Hospital for further evaluation and quarantining, wherever necessitated.

Awareness has been created among employee, their family members and the surrounding community, to adopt Social Distancing norms in their homes, work places as well as public places. NLCIL Township Administration has made a paradigm shift in relocating the market in school grounds and community halls for pervasive enforcement of social distancing. Volunteers serve as gatekeepers at relocated market places and Bank ATMs to enforce social distancing. NLCIL has adopted widespread sanitation measures by way of a mechanised approach to disinfect larger areas including its Power Stations, offices and townships, in an effective and efficient manner.

On site Medical Camps for Interstate Migrant Workmen

Inter State Migrant workers (ISMW) are engaged in NLCIL mainly in activities connected to construction works in new projects.

The issue of Inter-State Migrant workmen (ISMW) being of acute sensitivity across the country, NLCIL has taken special care to ensure that all 1600 ISMW at its Neyveli installation and 1100 at its project sites, are wholesomely taken care of.

In line with the directives of Hon'ble Supreme Court of India, Medical Camps were conducted to screen Interstate Migrant Workers for any symptoms of COVID-19 and they were also counseled. As per the GoI guidelines, it has been ensured that the Colonies of Inter-State Migrant Workmen (ISMW) engaged through outsourced Contractors are sanitised, provided them with Facial Masks, Soap solutions and Sanitizers. Visit of Doctors at regular interval has also been arranged.

The rations released from Public Distribution System were arranged to be smoothly distributed to ISMW in their respective camps. Their requirements of food, health, hygiene and livelihood-security have been fully ensured, through distribution of groceries/ rice/ vegetables and other essentials including protective gears in an organised manner.





In line with Government guidelines, for all those ISMW willing to go back, arrangements in consultation with Government of Tamil Nadu and respective States were made and around 700 ISM workers were sent back to their own states by arranging transport from Neyveli.

Gesture of NLCIL for the benefit of ISMW in transit

Food packets and water bottles were distributed to around 5000 Inter State Migrant Workmen transiting through National Highways and Railways.

Community Welfare

The impact of the COVID epidemic being maximum on the under-privileged and rural segment of the country's populace, NLCIL has given due focus to this agenda and adopted an inclusive approach for the welfare of the surrounding rural population. All essential needs of the surrounding villages and PAPs are being taken care of since the onset of COVID-19 in late March 2020. For effective disinfection in the Cuddalore District, the Company has donated a number of MISTERs manufactured by BHEL.

More than 25000 Project Affected Persons and Villagers in and around Neyveli were provided with Rice and Groceries worth Rs. 1.2 Crores. as a part of support to the community.

The above measures have been/ are being replicated in all NLCIL's Projects, including its JV Companies located at Barsingsar in Rajasthan, Tuticorin in Tamil Nadu, Ghatampur in Uttar Pradesh, Talabira in Odissa and various Solar sites in Tamil Nadu and Andaman. At all these locations, the basic nutritional and medical needs of PAPs are fully met with. NLCIL is also distributing food to homeless and poor twice daily in its Project Area.

A notable contribution is donation of motorable ICU beds to Sambalpur COVID-19 Hospital.

Contribution to PM CARES Fund

NLCIL has contributed a total of Rs. 20 Crores from its Corporate Social Responsibility Initiative Fund to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund to support GoIs initiative for fighting the COVID virus. Employees of NLCIL have also played their part by generously contributing one day's salary amounting to Rs. 5 Crores to this Fund. Further, 111 employees have voluntarily contributed Rs.6.55 Lakhs to PM CARES Fund.

Adoption of Aarogya Setu App

In compliance with the Government instructions, Aarogya Setu mobile app has been popularised by NLCIL and it has been ensured that the same has



been downloaded by more than 26,000 persons, to enable their health mapping on a real time basis.

Responding to the Hon'ble PM's call

In response to the call of the Hon'ble Prime Minister to express solidarity with the Health care providers who are in the front line of battle against COVID-19, the NLCIL family observed the one day "Janta Curfew" on 22.03.2020 by staying indoors. The large NLCIL family joined the CMD and Functional Directors, in expressing their collective will and strength through ringing of bells, thalis, conches and clapping of hands to express gratitude to all the people in the frontline of fight against COVID-19. NLCIL joined the Light Ceremony which the Prime Minister called on 05.04.2020 for unifying and galvanizing the country in its fight against COVID-19. NLCIL family once again joined hands with the top management in lighting of candles, diyas, torchlights, mobile phone flash lights to raise people's morale and collective consciousness to awaken themselves to put up a unified fight against COVID-19 with renewed vigour.

Staying connected at all times

WhatsApp Groups have been formed with 'Two Layer Mechanism' connecting all population of Neyveli Township for dissemination of information and for control.

CMD and Functional Directors have used the communication channels to appeal to the Employees through electronic media and SMS on the importance of hygiene, hand washing and social distancing.

Calibrated Exit from Lockdown

NLCIL being essential services have continued to operate our Mines and Power Plants, albeit with skeleton workforce, minimum and optimal workforce strength during different phases of extended lockdown period as per guidelines issued by MHA, MoHFW and State Government on public, work and personal hygiene. With country wide lockdown extended upto 30.06.2020 with major restrictions in containment zones and significant relaxations in non-containment zones, government also signalled significant relaxations to Production





centres in containment and non-containment zones in a staggered manner to bring economy back on track.

In this regard, NLCIL has developed a comprehensive document on Exit Strategy from lockdown in a staggered/ phase wise manner and plan for business rehabilitation, optimization and ramping up of business activities in order to achieve 100% operational and administrative efficiency. This is being delineated among employees for strict compliance.

The document spells out in detail about the exit strategy which NLCIL will adopt for a calibrated and safe exit from the lockdown for Business-as-Usual, subject, of course, to considerations being given to the geographical spread of COVID-19 in the country and regions where we operate as well as guidelines/advisories by GoI/State Govt./Local Administration/MHA/MoHFW etc.



Conclusion

NLCIL has taken prompt and effective steps, under the able leadership of its top Management Team, to prevent, contain and manage the COVID-19 crisis, while maintaining uninterrupted power supply for essential services, hence rendering its humble contribution to the Nation. Team NLCIL, remains committed to join the efforts of the GoI in this hour of crisis and continue to serve the nation in the true spirit of Seva, invoking for the welfare of all global citizens, the essence of the ancient Sanskrit welfare mantra :

"SarveBhavantuSukinah,
SarveSantuNiramaya,
SarveBhadraniPashyantu,
Ma KaschidDukhBhaagBhavet",
which means:
'May all be happy,
May all be free from illness,
May all see what is auspicious,
May no one suffer'.

NMDC Limited



Sumit Deb
CMD, NMDC

एन एम डी सी
NMDC

Being a responsible Corporate Citizen, NMDC has been a pioneer in addressing its responsibility towards society. Keeping in view the prevalence of COVID-19 and the guidelines issued by the Government of India, NMDC has been implementing various preventive measures at the headquarters, Plants and Offices since February, 2020.

NMDC Limited, a Navratna Public Sector Enterprise under Ministry of Steel, Govt. of India is the single largest producer of iron ore in India, owns and operates highly mechanized iron ore mines in Chhattisgarh and Karnataka having its registered office at Hyderabad, Telangana.

NMDC is considered to be one of the low cost producers of iron ore in the world. It also operates the only mechanized diamond mine in India at Panna, MP. NMDC Limited is among the top performing companies in the country, till now known merely as a mining company, is now busy creating an exciting course both for itself and the Nation by setting up a three-million tonne integrated steel plant at Nagarnar, Chhattisgarh. The Company is producing about 35 million tonnes per annum of iron ore from its major iron producing units i.e. from Bailadila Sector in Chhattisgarh and Donimalai in Bellary-Hospet region in Karnataka.

All of NMDC mining complexes have been rated 5 Star by Indian Bureau of Mines, Ministry of Mines which is a testimony to its scientific and sustainable mining practices.

NMDC has its own R&D Centre at Hyderabad which is recognized as a Centre of Excellence by UNIDO. All the NMDC mines and R&D Centre have ISO accreditations.

NMDC has a legacy of not only meeting but surpassing the commitments & expectations of its stake holders. All through its existence of more than 60 years, NMDC has endeavoured to positively uplift the lives of the communities around its areas of operations. The sentiment that Social Responsibility is an integral part of the wealth creation process and when managed properly, can enhance the competitiveness of business, maximize the value of wealth creation to society thereby contributing to Nation building is ingrained in the core philosophy of NMDC.

Employees Strength

- Permanent (on roll): 5722 (as on 30th April 2020)
- Contractual: 10352 (as on 30th April 2020)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

NMDC Limited. contributed Rs 150 Cr. to help in the fight against COVID-19 (one of the biggest contribution by a PSE to the PM CARES Fund) NMDC employees contributed one day's salary (totalling Rs. 1.25 Crores) to PM CARES Fund to fight COVID-19.

Payment to Contractual Workers during Lockdown Period

NMDC has given Rs.1000/- each to all contractual, daily salaried workers and trainees including their regular employees to meet expenses for preventing COVID-19. This decision instilled confidence in the employees especially the daily salaried workers that the company is with them, in this difficult time.

Social Support to needy by providing food & shelter

NMDC is distributing food grains to helpless and needy villagers under Anna Danam initiative of GoI in Bailadila iron ore mines, Steel Plant at Nagarnar (Chhattisgarh), Donimalai iron ore mines and plant (Karnataka) and Diamond Mining Project (Panna in Madhya Pradesh). More than 50,000 Nos. of relief packages consisting of food grains and other necessary items have already been distributed to needy families by NMDC.

The food grains and other necessary items (consisting of Rice, Atta, Sugar, Turmeric, Onion, Potato, Washing Powder, Matchstick, etc.) as a part of relief package will last for 15- 20 days for a family and this will help them fight against hunger in these difficult times.

Medical support to address health crisis

NMDC contributed Rs. 60 lakhs to fight against COVID-19 in the district of Ballari, Karnataka.





This amount is spent on renovation of hospital, procuring beds & oxygen line extension to COVID-19 designated District Hospital, Ballari. NMDC is always committed to helping society to evolve through this pandemic with more strength & courage.

Innovation, R&D and Technological breakthrough

- Meetings conducted through virtual / web based Microsoft Team is utilised for all virtual meetings.
- Installation of Sanitizing Chambers at all headquarters, Projects and Offices.



- Touchless hand sanitizers provided at entrance points of all Units / Projects / Offices.

Preventive Measures (for the Organisation and Employees)

Being a responsible Corporate Citizen, NMDC has been a pioneer in addressing its responsibility towards society. Keeping in view the prevalence of COVID-19 and the guidelines issued by the Government of India, NMDC has been implementing various preventive measures at the headquarters, plants and offices since February 2020 to protect the employees and their families against the spread of CORONA virus (COVID-19).

- NMDC is focusing on disinfecting and sanitizing the work stations, washrooms and pantry spaces at regular intervals.
- Prolonged chronic treatment employees, pregnant ladies and those employees vulnerable to contagious diseases have been given work from home permission, as per the guidelines from DoPT.
- NMDC is implementing the preventive measures in office premises like thermal scanning for temperature of all employees at the entrance, provided masks to sanitation and security personnel & usage of sanitizers, restriction on entry of visitors.
- Massive awareness campaigns using visual communications like display of banners, posters, hoardings, electronic boards etc. at offices and plants premises in headquarters, Bailadila iron ore mines, Steel Plant at Nagarnar (Chhattisgarh), Donimalai iron ore mines and plant (Karnataka) and Diamond Mining Project (Panna in Madhya Pradesh).
- NMDC is also promoting Social distancing among employees at the headquarters, plants and offices. As instructed by the Government



of India, the working hours of all employees are being staggered, so that to avoid mass gatherings at the time of reporting and closing of duty.

- NMDC has also drafted daily & weekly roster for employees.
- All congregative meetings are being avoided and all required meetings are conducted by web or video conference.
- NMDC at all its offices, mines, townships and nearby villages distributed pamphlets on do's & don'ts and disinfectant soaps to each and every household nearby all NMDC projects, where in more than 50,000 families were covered. Public awareness is created by mobile vehicle announcements in townships and nearby villages.
- NMDC supported Hon'ble PM Shri Narendra Modi's call for 'Janta Curfew' and Lighting of lamps. In times of such unprecedented health crisis, NMDC stands committed to fight this calamity.



Awareness Campaigns

- Apart from taking preventive measures at all production projects, plants and offices, NMDC put efforts for creating awareness about COVID-19 among its employees and stakeholders in and around projects and offices.
- NMDC's major projects are located at remote areas where literacy rate is very less and these all areas are economically backward areas. NMDC's officials went to these remote locations and distributed masks, sanitizers, soaps etc., and made them aware of using them properly.



Posters and displays about do's & don'ts for COVID-19 have been arranged to all prominent work areas to create awareness among employees.

NMDC's senior management i.e. CMD and Directors have sent letters to all employees to stay safe and follow guidelines to protect themselves and their family members from this pandemic.

E-brochures have been prepared and provided


NIKE
AIR













to all employees of corporation through online communications and digital platform.

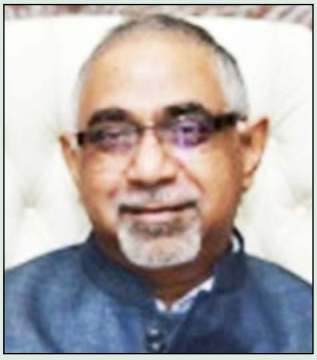
NMDC used its social media platforms such as Twitter, Facebook, Instagram etc., to create awareness regarding preventive measures for COVID-19 among employees and its stakeholders.

A detailed booklet on "Back to work guidelines" was prepared and provided to all employees apart from displaying the same in all notice boards and digital display boards, standees etc.

Any other Significant Measures taken by the Company

- NMDC advanced Rs. 200 cr. to Chhattisgarh Government towards royalty help in the fight against COVID -19.
- NMDC has contributed Rs. 50 Lakhs to the Hyderabad Police Commissioner, Hyderabad City to enable Police Authorities to procure Personal Protective Equipment (PPE) and other allied material for prevention & containment duties relating to the ongoing COVID-19 Pandemic emergency.

Oil India Limited



Sushil Chandra Mishra
CMD, OIL

In order to secure Energy security for the nation, OIL continued its operations of hydrocarbon exploration, production and transportation with skeletal staff, strictly following all the Govt. Guidelines / Protocols of Social distancing and sanitization during the times of lockdown and reaching a higher level of production compared to last financial year.

Oil India Limited (OIL) is a fully integrated Exploration & Production company in the upstream sector, whose origin dates back to the glorious year (1889) of oil discovery in India.

It is a state-owned enterprise of the Government of India, under the administrative control of the Ministry of Petroleum and Natural Gas (MoPNG). A Navratna PSU, OIL is the second largest national oil and gas company in India. OIL has carved a niche as a leading national oil and gas company in the upstream sector with a legacy of hydrocarbon exploration for over five decades and having a share of about 8.8% of the country's total crude oil production and Natural Gas production.

Besides having a Pan-India presence, OIL has considerable International presence with Participating Interest (PI) in blocks present in over ten countries viz Libya, Gabon, Nigeria, Venezuela, USA, Mozambique, Russia, Bangladesh & Israel besides a product pipeline at Sudan. The Company also has stakes in Numaligarh Refinery Limited and Brahmaputra Cracker and Polymer Limited.

As one of its strategic initiatives, OIL has selectively diversified into the Renewable & Alternate Energy sector. OIL has installed and commissioned Renewable Energy (RE) projects in the Wind and Solar domains. Presently, the total RE capacity of OIL stands at 188.10 MW comprising 174.10 MW of Wind Energy projects and 14 MW of Solar Energy projects.

Employees Strength

- OIL's Employee strength as on 01.05.2020 is as under:
- Permanent: 6,658
- Contractual : 78

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Payment to Contractual Workers during Lockdown Period

Social Support to needy by providing food & shelter

Medical support to address health crisis

Social Responsibility is one of the key focus point for OIL, Like in the past, our employees 'the ENERGY WARRIORS' of OIL have contributed 01 days' salary to the PM CARES Fund, this is in addition to a contribution of Rs 38 Crore made by OIL to the above fund under its Corporate Social Responsibility (CSR).

Other humanitarian initiatives include:

- Mass Awareness campaigns amongst the rural & urban populace living across our operational areas.
- Regular and deep sanitization of public places in Assam and Rajasthan including entire Duliajan Township, Border Security Force offices-Tanot Area etc by OIL Fire Service Deptt.
- OIL Officers Association has supported 2000 needy families with various basic life supporting items including eatables, masks, sanitation items etc across operational areas in Assam.
- Donated Personal Protective Equipments (PPE's) to Guwahati Municipal Corporation.
- OIL through its CSR/CC initiative provided food packets to the needy, funded IIT Delhi towards development of new technology to sanitise PPE Kits.

Innovation, R&D and Technological breakthrough

OIL medical section, Jorhat, Pump Station 3, innovated/designed a UV rays sanitiser from recycled material to sanitise used masks. The devise could sanitise 3 surgical masks or 2 N-95 masks in 20 seconds.

Preventive Measures (for the Organisation and Employees)

- Task Force under the Chairmanship of Director (HR&BD) was made to ensure strict implementation of Govt. Guidelines / protocols on COVID across OIL spheres, local level committees were also set-up.
- Creation and implementation of in-house Standard Operating Procedures (SOP) specifically for operational activities during COVID-19.
- Top Management of OIL started sending regular communication to the employees on safety & security to be followed as per Government guidelines to prevent/contain spread of the corona virus. Also, the employees on duty in the operations of the Company were motivated from time to time for continuing their good work.
- OIL made it compulsory for all the employees to undergo home quarantine if they or any of their families are coming from abroad especially from the countries as notified by the Government from time to time.
- Large scale sanitisation of OIL's installations in Assam, Rajasthan and Andhra Pradesh were carried out where OIL's Fire Tenders were used. Beside nearby localities, public spaces and important places were also sanitised. In Pipeline Headquarters, Guwahati, Assam, these activities were carried out with the help of Guwahati Municipal Corporation.
- Door to door awareness campaign using e-rickshaws were carried out in OIL FHQ, Duliajan, Assam and at strategic locations of local areas for public awareness.
- Also, realising shortage of hand sanitiser in the market, OIL Chemical Department, produced sanitiser in its lab to be used across installations by OIL employees and was distributed for free to people/households in its operational areas.
- All employees of OIL were advised to download Aarogya Setu app.

- OIL under its CSR project Rupantar, made reusable masks from Eri Silk and distributed then to OIL employees and their families. Installations at workplaces.
- OIL designed/fabricated foot operated hand sanitising units in its installations and LPG department prepared sanitiser and hypochlorite solution for sanitisation.

Awareness Campaigns

- Dissemination of credible information assumes utmost importance during Pandemic, realizing the same OIL undertook a campaign involving local transportation vehicles like e-rickshaws etc and made people aware through credible information sourced from Government & International agencies in vernacular language.
- OIL through its vibrant & dynamic social media presence ensured continued dissemination of updates on company's operations during lockdown & other informative info. on COVID-19.
- OIL also undertook an 'anti-spit' campaign in Assam and released public interest Ads in electronic media.

Any Other Significant Measures taken by the Company

In order to secure Energy security for the nation, OIL continued its operations of hydrocarbon exploration, production and transportation with skeletal staff, strictly following all the Govt. Guidelines / Protocols of Social distancing and sanitization during the times of lockdown and reaching a higher level of production compared to last financial year.

Bharat Petroleum Corporation Limited

(A Govt. of India Enterprise)

Bharat Petroleum
energising lives

Transforming Ideas into Innovation

BPMARRK®

"Deduce whole crude oil assay within minutes"

BPMARRK® is an intelligent device predicting whole crude oil assay based on only four physical parameters.



Useful for advanced planning, selection of crude oils, real-time monitoring and unit-level optimization of refinery operations

Real-time Crude Oil Assay

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"A novel cost effective gasoline sulfur reduction catalyst additive for FCC"

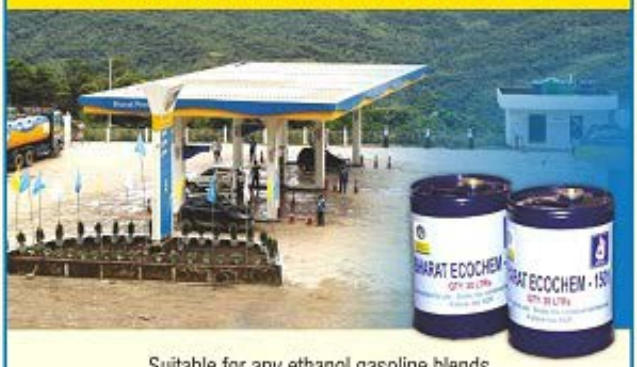
BHARAT GSR CAT is an excellent aid to reduce gasoline sulfur in-situ. Achieve gasoline sulfur reduction close to **40%** in your FCC unit



Cost effective additive in FCC operation

BHARAT ECOCHEM

"A novel Cost effective additive in FCC operation"



Suitable for any ethanol gasoline blends
Fit for cold climatic conditions
Mitigate corrosion at higher moisture levels
Works with other biofuels: butanol, biodiesel

Protects the metallurgy of fuel tank and components of fuel system in automobiles

Delivering Ethanol Blended Motor Gasoline with Pure for Sure Promise-

BHARAT WATER DETECTING PASTE

Bharat-Water Detecting Paste – Aid to foster biofuel program in India

- A multipurpose paste for water detection gasoline, ethanol blended gasoline (EBMS), Kerosene and Diesel
- Demonstrate integrity and changes colour from green to pink and enables to detect water content up to 0.5 v/v% in EBMS



Aid to foster biofuel program

Bharat Petroleum Corp. Ltd., Corporate R&D Centre, Udyog Kendra, Greater Noida (UP) 201306, India.
Contact Email: DLCRDCFrontdesk@bharatpetroleum.in / Contact number: 0120-2354133
To learn more visit https://www.bharatpetroleum.com/

Power Finance Corporation Limited



Ravinder Singh Dhillon
CMD, PFC

Incorporated on July 16th, 1986, Power Finance Corporation Limited (PFC). is a Schedule-A Navratna CPSE, and is a leading Non-Banking Financial Corporation in the Country. PFC's registered office is located in New Delhi and regional offices are located in Mumbai and Chennai.

PFC is under the administrative control of the Ministry of Power. PFC was conferred the title of a 'Navratna CPSE' in June, 2007, and was classified as an Infrastructure Finance Company by the RBI on 28th July, 2010. PFC was set up with a vision to power India to the next phase of its development – to take up the mantle of a global superpower.

PFC has earned its name for its insight and superior skills in financing the Power Sector. The Company's specialized focus enables it to develop adaptable solutions to the vagaries of the economic health of its clients, and the fiscal health of the country in general. As a responsible and evolving entity, PFC has taken business decisions to spur further growth by tapping hitherto latent opportunities – such as those present in financing fuel suppliers, equipment manufacturers and the renewable energy sector. To this end, PFC established a Subsidiary – PFC Consulting Limited., as well as several other business units, such as Power Exchanges etc. Having these units at hand ensures that PFC is well prepared to tackle any and all challenges on the way.

It is always a genuine pleasure to be acknowledged by one and all for glorious achievements, skill and dedication to the cause. It, therefore, comes as no surprise, that the Government of India places PFC at the forefront of their most valuable projects. PFC is the Nodal Agency for development of Ultra Mega Power Projects (UMPPs), the Integrated Power Development Scheme (IPDS) and the Independent Transmission Projects (ITPs). Having been entrusted with the responsibility of being Nodal to these prestigious flagship schemes of Government of India, PFC has brought its considerable expertise to bear, and has delivered splendidly on all fronts.

PFC has been actively engaged in distribution of PPE Kits, Masks, sanitizers and other essential items to frontline Healthcare workers as a preventive measure against spread of COVID-19.
In order to create awareness about COVID-19 increasing immunity various Short videos & digital posters were shared through Whatsapp and Social Media Handles of PFC.

PFC is, and always will be, a responsible player in Indian Business. The Company recognizes that true growth is inclusive, and strives to ensure that the benefits of economic development are shared by one and all.

Vision

To be the leading institutional partner for the power and allied infrastructure sectors in India and overseas across the value chain.

Mission

PFC would be the most preferred Financial Institution; providing affordable and competitive products and services with efficient and internationally integrated sourcing and servicing, partnering the reforms in the Indian Power Sector and enhancing value to its stakeholders; by promoting efficient investment in the power and allied sectors in India and abroad.

We will achieve this being a dynamic, flexible, forward looking, trustworthy, socially responsible organization, sensitive to our stakeholders' interests, profitable and sustainable at all times, with transparency and integrity in operations.

Key Strengths

- Largest Infrastructure Finance Company based on Net Worth (all reserves) as on 31st March, 2019.
- A dominant player with about 20% market share.
- Highest Credit Ratings (domestic) of AAA.
- Long term domestic borrowing programme got the highest safety rating of 'AAA' respectively by CRISIL and ICRA.
- An ISO 9001:2015 certified Company.
- Lean and professionally-managed organization with lowest administrative cost in the industry.
- Consultancy & Advisory services in strategic, financial, regulatory and capacity building skills under one umbrella.

Employees strength

- Permanent (on roll): 480
- Contractual: 55

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

200 Crore + ₹ 19,72,730 (Employees Contribution of One day salary)

Payment to Contractual workers during Lockdown Period

Full & timely Payment

Social Support to needy by Providing food & shelter

450 Lunch Packets Daily for the period of 60 days (starting from 25.05.2020) to Doctors and healthcare staff of RML Hospital, New Delhi.





Medical Support to address health crisis

PFC has been actively engaged in distribution of PPE Kits, Masks, sanitizers and other essential items to frontline Healthcare workers as a preventive measure against spread of COVID-19. Financial support provided by PFC for procurement/ distribution of PPE Kits/Masks etc. are as under:

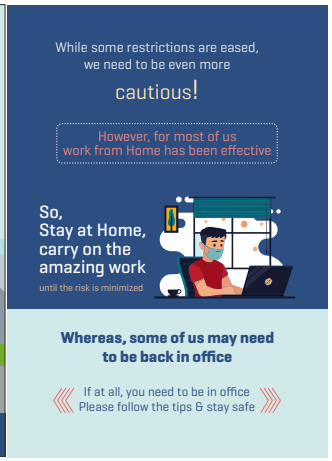
- Contributed ₹50.00 Lakh to District Administration, Bulandsahar (U.P).
- Contributed ₹50.00 Lakh to District Administration, Siddharth Nagar (U.P).
- Contributed ₹50.00 Lakh to RED Cross, Kota (Rajasthan).
- Contributed ₹8.00 Lakhs for, Arrah (Bihar).
- Provided ₹1.23 Crore to Health Department, Uttrakhand for 500 PPE Kits and 06 fully equipped ambulances.

Innovation, R&D and Technological breakthrough

PFC did not suffer any pull backs due to the lockdown and every one contributed by working from home using IT system. ₹11,000 Crore was disbursed during Lockdown 1.0 shows the effectiveness of PFC employees working from Home. CMD and management are in regular touch with the employees through MS TEAMS.











Preventive Measures (for the Organisation and Employees)

- Thermal Scanning & Sanitization Tunnel at Entry along with contactless Remote sensor Sanitizer.
- Availability of Sanitizers at all the floors/toilets.
- Social Distancing stickers/sign inside the lift and common areas including toilets.
- Sanitization of all the Office vehicles on routine basis.
- Hand Gloves and disposable masks are available for all the Main Entry Gate.
- Regular Sanitization of PFC Premises by prescribed disinfectants.
- Blocking urinals at appropriate places to maintain social distancing in toilets.

Awareness Campaigns

PFC had designed an effective leaflet BACK to WORK Dos & Don'ts for employees.







In order to create awareness about COVID-19 increasing immunity various Short videos & digital posters were shared through Whatsapp and Social Media Handles of PFC.

Rashtriya Ispat Nigam Limited

Visakhapatnam Steel Plant



P. K. Rath
CMD, RINL

In order to create awareness among Steel Plant employees and Ukkunagaram residents, wide publicity has been given by an appeal from CMD through pamphlets, Dial tone message through internal Max phones, public announcements and displaying guidelines though intranet portal from time to time.

Rashtriya Ispat Nigam Limited (RINL), a Navratna CPSE, is the corporate entity of Visakhapatnam Steel Plant (VSP) – the country's first shore-based integrated steel plant at Visakhapatnam, Andhra Pradesh, established as a separate company in 1982.

VSP fully commissioned in 1992 with a capacity of 3.0 Mtpa of liquid steel, has completed its capacity expansion to 6.3 Mtpa in April, 2015 and all units are under operation for ramping up the production progressively. Modernization of major units under 3 Mtpa & Up-gradation of older units has subsequently led to capacity addition of 1 Mtpa i.e. upto to 7.3 Mtpa Liquid Steel. All the modernized & revamped units are in operation.

Employees strength

- The company has a regular man-power of 17,432 and contract labour of 17,708 as on 1st June 2020.

FIGHTING THE PANDEMIC

Monetary Contributions to PM CARES Fund

An amount of ₹ 2 Crore has been transferred to PM CARES Fund from one day salary of employees of RINL. RINL has extended a financial assistance of ₹ 6.16 Crore towards the PM CARES fund from its CSR Funds to combat the Corona virus outbreak in the country.

Social support to needy

Apart from contribution to PM CARES fund, the activities undertaken by RINL in collaboration with voluntary sector to underprivileged families, Migrant workers and needy persons impacted by lockdown owing to COVID-19 pandemic are given below:

- As part of community kitchen service, migrant labourers and contract workers stuck up in and around the plant were helped/facilitated by various departments and various social organizations in the township of the plant, on continuing basis.

- 600 packets of Hot cooked meals were distributed on a daily basis (in total 36,000 meals were served) within Visakhapatnam District to needy stranded contract workers in association with members of Sri Sathyasai Seva Samiti (Ukkunagaram) from 03.04.2020 to 01.06.2020 with a total expenditure of ₹ 7,10,000/-.
- Grocery items for 50 Stranded Contract workers including migrant labourers inside the plant were provided through WIPS (Women In Public Sector) wing of RINL with an expenditure of ₹ 2,000/-.
- Arranged Annadaan to about 300 persons per day at Rehabilitation colonies on five occasions. A total of 1500 meals with expenditure of ₹ 30,000/- were served.
- Distribution of 470 nos. of Amruta kalasams (items containing 10 kg Rice, 1 kg toordal, 1/2 kg Tamarind, 1 litre Oil packets, 1/4 kg red chills) at Aganampudi & surrounding areas by the members of Sri Sathyasai Seva Samiti (Ukkunagaram) on 20.04.2020. An expenditure of ₹ 3,76,000/- was incurred in this regard.
- Food was arranged on daily basis to about 125 migrant labourer of Odisha & Bihar sheltered at Jr. College, Aganampudi by the members of Sri Sathyasai Seva Samiti (Ukkunagaram) from 14.04.2020 to 17.05.2020. Total of 4,250 meals with a cost of ₹ 2,04,000/- was served.
- 4,200 nos of Face Masks were distributed through Visteel Mahila Samithi, WIPS (Women In Public Sector) wing of RINL, Brahma Kumaris (Ukkunagaram), Sri Sathyasai Seva Samiti (Ukkunagaram) and Gayatri Chetna Kendra (Gayatri Pariwar-Ukkunagaram). The expenditure incurred in this regard is ₹ 84,000/-

Preventive measures

Precautionary measures undertaken at RINL to contain the spread of COVID-19 are as given under:

- A circular was issued advising all the employees and township residents to follow the guidelines keeping in view the outbreak of COVID-19.
- Guidelines were issued for working from home for vulnerable categories of employees to contain the spread of COVID-19.
- Details of history of travel abroad for self and their family members collected from all the employees and advised quarantine for them.
- Further, details of history of travel to hotspot areas for COVID like Delhi, Kerala, Maharashtra etc. for self and their family members from February 2020 onwards collected from all the employees and advised quarantine for them.
- Plant is being run with skeletal manpower. The guidelines issued by the Central and State Government are being followed both inside the plant and other administrative buildings. These personnel are distributed across 64 departments of the plant within a periphery of 900 acres. Thus, the congregation as envisaged by Govt. is being avoided.
- Thermal scanners have been procured and scanning of employees is being done at entry points at work site.
- Soaps for hand-wash are being provided in the washroom for use of employees.
- Hand Sanitisers have been provided at Control pulpits and cranes etc.
- Regular disinfection of toilets and shop floor areas with disinfectants has been taken up.
- All public places of worship, entertainment, sports, recreation clubs, gyms have been closed in the township during the lockdown period as per Govt. guidelines.
- All shops and commercial establishments except those meant for essential supply such as medicines, milk, groceries, vegetables etc., are not allowed to function with adequate measure to avoid crowding during the lockdown period.

Overall preparedness of COVID facility

- In order to create awareness among Steel Plant employees and Ukkunagaram residents, wide publicity has been given by an appeal from CMD through pamphlets, Dial tone message through internal Max phones, public announcements and displaying guidelines though intranet portal

from time to time.

- All elective Surgeries have been postponed. OPDs are being operated in A and B shifts only for emergency cases.
- Help desks are being operated in the Hospital round the clock.
- A Fever clinic for treating the fever patients has been opened.
- Details of domestic and foreign travel is being informed to State Govt authorities. A close liaison is being maintained with State Govt authorities. Self-Declaration of Domestic and Foreign travel has been obtained from all the employees and based on the travel history follow-up action is being done.
- Tele medicine is being operated in the cases as per the requirement.
- Masks, gloves and hand sanitizers are being provided to health care workers.
- PPE kits are being provided in identified areas like fever clinic and casualty.
- Regular follow-up and monitoring of availability of medicines and procurement action is being done.
- All the visitors at Hospital are being ensured hand sanitization at the entry itself.
- Daily review meeting is being conducted by HOD medical with all Sectional Heads.

Awareness campaigns

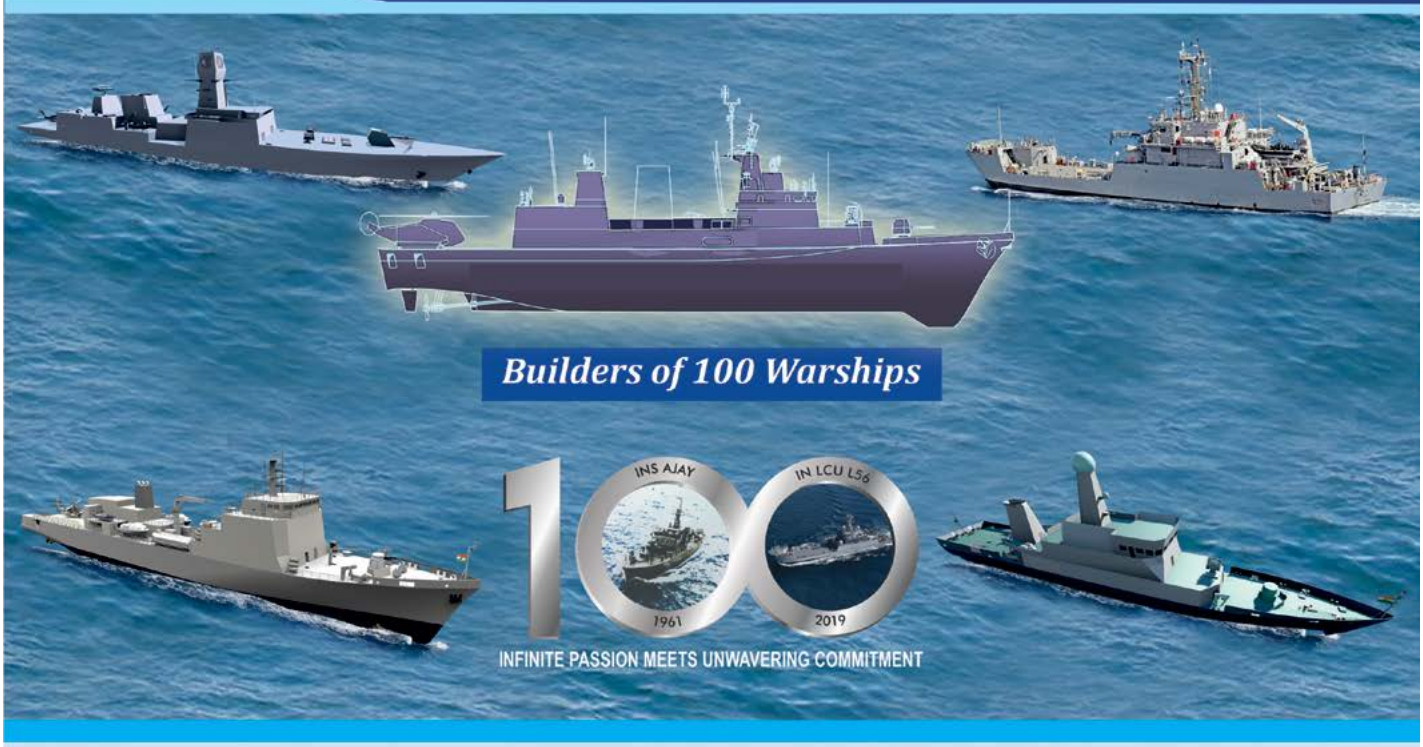
- Pamphlets distributed in the Ukkunagaram (Steel Plant Township).
- Posters displayed at prominent places of Ukkunagaram and Visakha Steel General Hospital (VSGH).
- Rally (maintaining social distancing norms) has been conducted with placards and slogans.
- Awareness classes conducted for nurses, paramedical staff, attendants and sweepers following due protocols.
- Procedure prepared to handle the suspected case/s from entry to exit.

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REC Limited



Sanjeev Kumar Gupta
CMD & Director (Technical),
REC

REC Limited (formerly Rural Electrification Corporation Limited) is a Navratna Central Public Sector Enterprise under Ministry of Power. Incorporated on July 25, 1969, the company focuses on Power Sector Financing and Development across India.

It provides financial assistance to state electricity boards, state governments, central/state power utilities, independent power producers, rural electric cooperatives and private sector utilities. It's business activities involve Financing Generation, Transmission, Distribution Projects, and Renewable Energy projects across the entire power sector value chain.

A listed NBFC with a net worth of Rs. 35,077 Crore and a loan book of Rs. 3,22,425 Crore as on 31st March 2020, REC mobilizes funds from various sources including raising of funds from domestic and international agencies and extending loans to the State/Central, Private Power utilities, State Government and Private Power Developers.

REC has provided support to about 1,00,000 people providing food & ration to stranded workers supporting works of power sector and other needy people. Support was provided through twenty RECs Regional Offices through Distribution Companies, District Authorities, Indian Red Cross and Police department.

REC also plays a strategic role in power sector reforms and advancement by acting as the nodal agency for various schemes and programs such as DDUGJY, SAUBHAGYA, UDAY etc. on behalf of Government of India. As the Nodal Agency, REC is supporting the Ministry of Power, State Governments and the implementing agencies in planning, facilitation, coordination, capacity development, monitoring and reporting etc., to ensure timely completion of the programme.

REC has a pan-India presence with 23 Offices at various locations in India in addition to a Training Institute, viz. REC Institute of Power Management and Training (REC-IPMT) at Hyderabad.

The Company has two wholly-owned subsidiaries, namely REC Transmission Projects Company Limited (RECTPCL) and REC Power Distribution Company Limited (RECPDCL), which provide consultancy services in the areas of transmission & distribution, bid process coordination, transaction advisory services, project implementation and project monitoring etc.

Employees strength

- Permanent: 457 (as on 1st May 2020)
- Contractual: 6

FIGHTING THE PANDEMIC

Monetary Contributions to PM CARES Fund

Rs. 150 Crores

Payment to Contractual Workers during Lockdown Period

Full payment has been made during the Lockdown.

Social Support to needy by providing food & shelter

REC has provided support to about 1,00,000 people providing food & ration to stranded workers supporting works of power sector and other needy people. Support was provided through twenty RECs Regional Offices through Distribution Companies, District Authorities, Indian Red Cross and Police department.

In all, about 1,00,000 people are provided with food/ ration for a period of 30 days. The specific details of support provided from 1st April 2020 to 17 June 2020 are as follows;

- **Quantity of food grains provided:** 4,78,213 kg
- **Number of meals provided:** 3,65,968 nos.
- **Sanitisers for hospital use:** 1200 litres.
- **PPE kits for non-hospital use:** 3440 nos.
- **Masks:** 85850 nos.
- **Sanitisers for non-hospital use:** 8751 litres.
- **Relief kits (dry snacks, glucose, masks, footwear, sanitiser) for migrant workers:** 5000 at Delhi NCR

Medical Support to address Health Crisis

Supported establishing COVID Laboratory at Ahmednagar, Maharashtra, by providing Hot air oven and Incubator.

Preventive Measures (for the Organisation and Employees)

Health First

REC Limited has rolled out various preventive



measures at its Corporate Office and all its Regional offices to protect the employees and their families against the spread of novel coronavirus. Thermal scanners are placed at the entry of all offices. Face masks are provided to employees and visitors. Entry of visitors is limited. Meetings are being organised through video conferencing. The office space is regularly and properly sanitised and hand sanitisers are placed throughout the office.

Besides information, videos and tips are being shared with employees to help them boost their physical and mental health while they stay home during the lockdown. Since lockdown, detailed information on hospitals and testing centers has also been circulated to employees through e-mails and SMSes.

Coordinating officers have also been designated for quick and efficient management of not merely health claims of the employees but also in case there arises that need for a little extra help for the employees and their families.

Business as Usual

REC Limited was the first CPSE to introduce e-office



throughout the organisation including its various offices across the country. Therefore, REC offices have been able to conduct business operations as usual despite the nationwide lockdown. The commitment of our employees towards helping India in its battle against corona virus, as much as, to the growth of the organisation, is evident in their willingness to keep the operations running by working from home with the same efficiency as they had when they were working from the office.

Awareness Campaign

REC leveraged its social media presence to spread awareness about the pandemic and give information about social distancing norms, do's and don'ts, etc. Besides, to ease the first bout of nationwide lockdown, REC posted a motivational quote each day for 21 days.

Further, to keep the morale of REC employees up and to set precedence for the masses, REC encouraged its employees to share videos about their positive,





creative and productive ways of making quarantine time fruitful. This 'Champion of the Day' campaign was widely appreciated by employees across the organisation and kept them engaged and connected even during Social distancing.

RECLites in Solidarity

Not to be left behind, the employees of REC Limited too have contributed one day's salary to the Prime Minister's National Relief Fund





(PMNRF) to aid the Government in its efforts to fight the Corona Virus.

Any other Significant Measures taken by the Company

- PPE kits for 1250 railway staff in Mumbai Central Railways (4 pair gloves, face shield, N95 mask).
- App based Software and Kiosk for non-touch verification of tickets at Mumbai Central Railways (under progress).







The Shipping Corporation of India Limited



H. K. Joshi
CMD, SCI

The Shipping Corporation of India was established on October 2nd, 1961, by the amalgamation of Eastern Shipping Corporation and Western Shipping Corporation for providing shipping services for transportation of goods between India and overseas and thereby promoting EXIM trade.

Starting out as a marginal Liner Shipping Company with just 19 vessels, SCI has today evolved into the largest Indian Shipping Company catering to various segments of the shipping trade and owns presently the most diversified fleet of 59 vessels of 5.31 mn DWT. SCI operates in three segments viz. Bulk Carrier & Tankers, Liner & Passenger Services and Technical & Offshore and operates in almost all areas of shipping business catering to both national and international trades. SCI also mans/manages 51 vessels of 0.386 Million DWT tonnes on behalf of JVCs, other PSUs and Government departments. It serves India's overseas and coastal seaborne trade and aspires to be an important player in the field of global maritime logistics. SCI is the only Indian company operating in LNG sector in India and, in a decade of LNG vessel operation, developed a pool of Indian seafarers having expertise in operating LNG Tanker.

SCI is sympathetically viewing and approving requests for additional free days received from consignees and cargo receivers with a view to ease port congestion, a result of the lockdown restrictions with practically no movement of containers/cargo operations at port due to limited transport and labour.

Employees Strength

Fleet Personnel

- **Permanent (on roll):** Regular seafarers as on 01.05.2020: 1353
- **Contractual:** No. of on-board direct contract seafarers as on 01.05.2020: 1409

Shore Personnel

- **Shore Contract Workers/Employees:** 289
- **Shore Permanent (on roll):** 634 (Including Board Level)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 83.46 Lacs (One day gross wages contribution of seafarers during April 2020), out of which Rs. 55 Lacs have been remitted. + Rs.36.97 Lacs from CSR.

Payment to Contractual Workers during Lockdown Period

Wages to all contract workers paid through respective contractors for lockdown months of April & May amounting to total of approx. Rs. 1.8 Crore.

Social Support to needy by providing food & shelter

Full wages paid to all floating staff on contract. Additionally, an amount aggregating to Rs.23.80 lakhs has been contributed by the shore employees to Chief Minister's Relief Fund COVID-19 (Maharashtra), West Bengal State Emergency Relief Fund and Government of Tamil Nadu CM's Public Relief Fund.

Medical support to address health crisis

Well-being of all employees ashore and on-board vessels as well as of contract workers is being monitored by FP/SP and Admin. Intervention with assistance of Medical Officer is being facilitated wherever necessary.

Innovation, R&D and Technological breakthrough

Innovation

- Business Continuity Plan (BCP) was drawn up well in advance before the lockdown instructions were imposed. All HoDs / Group Heads ensured that critically essential workforce in sets of two was identified. Access to the DANAOS, SAP and Webmail was kept activated with assistance of IT. Demo/assistance was given in advance on usage of the remote access.
- Shipboard Outbreak Management Plan and its Addendum-1 were developed on 09 March, 2020 as vessels' SOP for the protection of the health of seafarers on board.
- Supply chain and logistics and courier services were not functional at optimum level due to lockdown restrictions, wherever our vessels were calling regularly, despite ship operations being essential services. The landing, connection of fuel oil samples, lub oil samples and receiving the analysis report in time were challenging under these circumstances. Innovatively, a Standard Operating Procedure (SOP) was developed for the testing of Fuel Oil and Lub Oil in the month



of March, 2020, to avoid any quality issues arising out due to absence of analysis reports.

Preventive Measures (for Organisation & Employees)

During & before the lockdown

Masters on board the ships have been advised intermittently on the safety hygiene to be exercised.

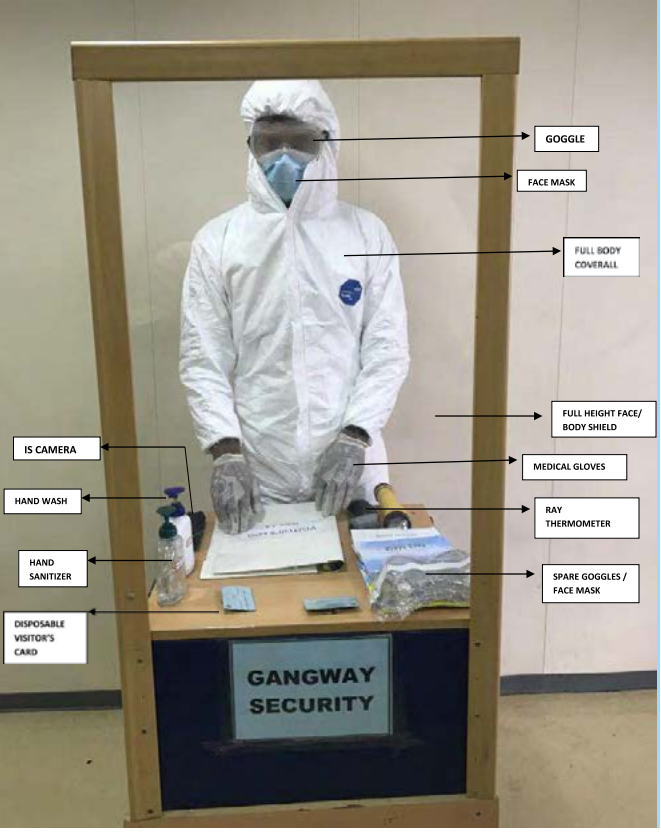
Fumigation is being done of common places regularly and also of entire office premises before opening up recently.

As far back as 5th March, biometric attendance was suspended, hand sanitizers were installed, visitors were limited to bare minimum precautionary advisory issued for hygiene, close monitoring of situation at global and local level was undertaken. Fleet ships were advised to take precautions against COVID-19, including precautions while carrying out cargo operations and dealing with various service personnel at Ports. They were asked to report any suspected case and informed of advisories issued by IMO and DG Shipping for strict compliance. Crew change was stopped on 11th March in S. Korea, Japan, Italy, Iran & China and crew change at Indian ports was put under stricter monitoring. Weekly selection of ratings, which was open on all India basis, was halted wef 13th March. Screening of temperature of all visitors and employees was undertaken. Other measures taken included - extended flexi timings for employees on temporary basis to enable them commute to office and back during off-peak hours so as to avoid crowd in public transport, follow-up advisory through circular for employees, in view of deteriorating situation, with stringent measures and stronger social distancing, including 14 days home quarantine of all employees travelling abroad or who travelled abroad recently. An awareness program was conducted for all support staff and contract labour which included cleaning staff, canteen staff, gardening staff, drivers etc. about the safety precautions that have to be adopted in order to prevent Corona virus infection.





All residential cadets in MTI campus were asked to vacate hostels and sent home after their examination by the campus doctor. Cadets were handed over a travel advisory with precautions to be taken during





journey and on safe arrival at home. Temporary procedure was notified to employees for putting up urgent proposals for Management approvals on email to further facilitate WFH. A system was put in place to ensure taking feedback from employees on well being & work, assigning jobs, reporting and monitoring on daily basis. Measures to guide employees, keep them motivated and optimising performance – Online meeting & training sessions were conducted. Initiated proactive and periodic communication with seafarers on board as well as those on leave to keep them motivated and update them regarding developments ashore. System was implemented to take online status of health and extent of exposure/risk w.r.t. all shore employees & their family members. Emergency response process & key contact details were finalized to deal with suspected and reported confirmed COVID cases ashore.

In response to the current COVID-19 spread, "Outbreak management plan for Novel Corona virus (COVID- 19)" was developed for SCI fleet vessels on 09 March, 2020. The purpose was to follow advice provided by DG Shipping, United Nations agencies including the World Health Organization (WHO), the International Maritime Organization (IMO) and the International Labour Organization (ILO), etc.

On 25 March, 2020, an addendum-1 to OMP for COVID-19 was published for the guidance to seafarers. Master has the responsibility defined by various regulations for the protection of the health of seafarers on board. To safeguard the ship's crew from the above threat upon reaching the port, which is mainly through HUMAN-to-HUMAN interaction, vessel would implement strict Pre-Boarding Screening & Quarantine measures on board to accomplish the same. Ship-shore, Human to Human interaction on arrival port could be Crew Interaction with Pilot / Port Authorities / PSCO / Local Agent / Terminal Crew / Cargo Superintendent / Terminal Representative/ Cargo surveyor etc. Vessel needed to take various physical measures to achieve safe interaction with shore personnel.

Following Checklists were developed

Checklist to be used by ship's Crew when interfacing with shore for COVID-19 precautions:

- Pre-Boarding Passenger Locator Form (PLF)
- Expectations and Instructions for Charterers, Cargo Receivers or Terminal Representatives



- Expectations / Instructions for Local Agents
- Expectations / Instructions for Cargo Surveyors

Physical measures taken by the vessel to achieve safe interaction with shore personnel

- Risk assessment done. Only emergency spares requirements requested at this port.
- Designated Room for Ship-Shore Interface on main deck Stbd side (converted Suez Canal room).
  Special arrangement for Gangway security so as to achieve NIL Physical Touch with the Visitor.
- Disposable Visitor passes were issued.
- Bio-hazard Bins placed at various locations with PE bags and cable ties for safe disposal of the Bio hazard materials.
- Sanitization station, Including Shoe sanitization arrangement @ Gangway.
- Regular Drill & Briefing on COVID-19 to ensure all crew members are aware of the latest precautions to be taken.
- All Crew was distributed with required PPE & same will be done during Interface.
- No provisions/Stores pick up planned.
- Vessel maintaining sufficient PPE stock for next 02 ports of call.
- No Crew change planned.
- Crew shore Leave Cancelled.
- Basic health check of all visitors planned.
- Crew health record (daily Twice) maintained.
- Social distance from Visitors will be maintained.
- Addendum in the Visitor Log pages for COVID-19, health checks to have seamless information of the Visitor.
- Regular Cleaning of Designated spaces (04 hourly).
- Not allowing shore personnel to bring outside food.
- Maintaining Galley Hygiene.
- Maintaining Clean Garbage area.
- Regular Drill & Briefing on COVID-19 to ensure all crew members are aware of the latest precautions to be taken.

Awareness Campaigns

Advisories were issued from time to time to Fleet and Shore Personnel. Messages from Management expressing concern and urging for exercising caution and hygiene have been sent across the Fleet and Shore personnel at intermittent intervals. Handouts giving tips sent to the employees were sent across. Cadets enrolled for the course of Maritime Training



Institute have been apprised of the caution to be exercised before they were sent back home. Posters displayed at prominent places in offices and MTI. Posters used as Screensavers for the employees to imbibe the hygiene awareness.

The way ahead, after the Unlock is initiated has been foreseen and all precautionary measures to align to the changing requirements is being undertaken and reviewed time and again.

Any significant measures taken by the Company

Sustenance of its operations through Business Continuity Plan and unhindered continuance of essential service rendered to the nation.

SCI had proactively charted out a Business continuity Plan anticipating a lockdown and when finally announced on 24th, the measures including the WFH mechanism entailing configuring of systems and IT accesses to the users, and close monitoring of situation on board all owned and manned vessels by the Fleet and Operations Divisions facilitated unhindered operations and functions. SCI continues to ensure transportation of essential supplies and



uninterrupted trade flow requirements despite the constraints.

SCI's Tankers, some, in conjunction with the Indian PSU Oil Majors have been importing crude oil to India while the others, have been carrying refined products from the refinery, ensuing continuity of the country's vital energy sector. SCI's crude oil tankers, facilitating continuous evacuation from ONGC to PSU refineries, have ensured that indigenous production of crude oil has not been hampered/reduced. Despite the lockdown imposed to contain the outbreak, SCI managed to evacuate Panna crude oil

through STS operation ensuring uninterrupted Panna field production.

The Bulk Carriers have been engaged in importing and moving coal along the Indian coast playing a pivotal role in ensuring that Coal is available for power generation companies. Some have been carrying Limestone and Iron Ore for steel manufacturing units and others are deployed with the Department of Fertilizer for import of Urea, an essential raw material for the agriculture.

SCI through its owned LPG and through operation and management of 4 LNG ships in joint venture have been helping the country meets its LPG and Natural Gas requirements.

SCI's liner services (overseas and coastal) continue to operate through its owned and inchartered vessels despite reported turbulences at ports in terms of limited availability of labour, delays attributable to customs and clearance of documents. Close liaison and rapport with the agents have addressed various ordeals in the most seamless manner as is feasible under the circumstances. SCI's employees (including the seafarers) known for their diligence, integrity and preparedness to face trials have gone out of the way to mitigate the adversities and deliver.

Ensuring supply chain logistics which was adversely affected

For the safety of entire crew on board our vessels, SCI has taken decision to ensure that all necessary items such as PPE, masks, sanitizers, etc related to protection from the COVID-19 pandemic are connected to the vessels.

SCI team has been in constant touch with all vendors / suppliers and other authorities so that the spares, stores, bunkers, etc are connected to all its vessels even during the lockdown period, to ensure safety of vessel & crew and in order to maintain the vessel in operational condition.

Where certain goods/services could not be connected during call of the vessel at a certain port due to lockdown, immediate arrangements were made to connect these goods at the next port of call, by spot tendering and thus ensured that vessel operations are unaffected.

Seafarers' commendable contribution to operations of the shipping industry

Crew change has been restricted due to lockdown restrictions and the seafarers are unable to sign off, despite their being due for the same; however, their patience and resilience in continuing to serve under grave situations as these considering the nation's plight serves as a pointer to their silent contributions to the society at large, which remains unnoticed. SCI commends their fortitude, courage and continued diligence in these testing times. SOPs are being drafted with INSA and DGS for crew change in present COVID situation. Our shore officers are making all efforts and are in constant touch with ships ensuring safety of seafarers at sea and advisories are issued to the vessels for safeguarding the interests of the seafarers in line with the DG, Shipping.

Contribution to the trade fraternity and the COVID-19 affected

SCI is sympathetically viewing and approving requests for additional free days received from consignees and cargo receivers with a view to ease port congestion, a result of the lockdown restrictions with practically no movement of containers/cargo operations at port due to limited transport and labour, in line with the directives received from Directorate General of Shipping and Ministry of Shipping.

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MINIRATNA & OTHER CPSEs

Antrix Corporation Limited



Rakesh Sasibhushan
CMD, ANTRIX

Several preventive measures have been undertaken at ANTRIX. An SOP based on Government guidelines have been drawn and circulated among all employees to be followed for resuming work after lockdown period.

Antrix Corporation Limited is a wholly owned Government of India Company under the administrative control of Department of Space (DOS). ANTRIX is the commercial arm of Indian Space Research Organisation (ISRO) and, is mandated to promote and commercially exploit products and services emanating from the Indian Space Programme. Antrix is the only PSU in the Space sector.

Employees Strength

- Permanent (on roll): 21
- Contractual: 34

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

ANTRIX has contributed an amount of Rs. 5.0 Crores towards PM CARES Fund during the pandemic period.

Payment to Contractual Workers during Lockdown period

Full payment was made to all Contractual Workers during the Lockdown period.





Social support to needy by providing food and shelter

ANTRIX has been taking various activities for providing social support to the needy and poor people during the pandemic situation as a part of CSR.

Medical support to address health crisis

ANTRIX has been providing medical and health related support under CSR activity during the pandemic situation.

Innovation, R&D and Technological breakthrough

ANTRIX CSR Committee has approved various R&D projects related to COVID-19 under CSR.

Preventive Measures (for the Organisation and Employees)

Several preventive measures have been undertaken at ANTRIX. An SOP based on Government guidelines have been drawn and circulated among all employees to be followed for resuming work after lockdown period.

Standard Operating Procedure for commencement of work after lockdown period

Objectives

In view of the outbreak of COVID-19 and in order to contain and control the spread of the same, this SOP is being evolved to adopt a safe work procedure after lockdown period.

Applicability

This SOP shall be applicable to ANTRIX Corporate Office.

Coverage:

This SOP shall cover all

- All employees
- Contract Manpower
- Consultants
- Trainees/ Interns
- Auditors
- Suppliers/ contractors
- Visitors
- Security staff

Screening:

- All persons entering the office premises shall be subjected to mandatory thermal screening. Any person with temperature more than 99 degree Celsius shall not be allowed entry and shall be advised to contact the health officials for further tests.
- All persons shall wear face masks.
- Based on the Government Orders, all employees and other manpower are required to download Aarogya Setu App in their smart phone and exhibit their status to the security personnel for entry or otherwise into the premises.
- Persons entering the premises shall use hand sanitizers that are kept at the reception area for disinfection purpose or wash their hands with soap & water, prior to proceeding to their work spots.
- Employees and other manpower to use staircase



instead of lifts as much as possible and while climbing stairs may please avoid touching the rails.

Attendance:

- Based on the Government directions, bio-metric attendance recording shall remain to be discontinued till further directions.
- Employees and other contract manpower shall continue with the system of punching of ID cards to record their attendance.
- While recording the attendance, minimum distance shall be maintained between the individuals.

Transport:

- All employees and other contract man-power shall avoid public transport and use own vehicle for commuting to office as much as possible.
- In case of cab services, persons shall avoid pool services and ensure maximum of two persons in single cab.

Social distancing measures:

- Employees shall work from their seats as far as possible.
- Discussions and meetings to be limited to a minimum. Alternate chairs to be kept vacant





during meetings. Masks compulsory during meetings.

- Persons carrying files/ papers from one table to another table must wear masks and gloves and inward documents to be sanitized before distribution to the concerned officials.
- Sanitization and maintenance of common places/ utilities.
- Daily sanitization of office premises, common areas, doors, windows and sitting areas shall continue.
- All employees to avoid air-conditioning and natural ventilation to be utilized.
- All vehicles hired for official purposes needs to be disinfected daily.
- Employees using their own transport facilities should also maintain their vehicles clean and disinfected.

Visitor Management:

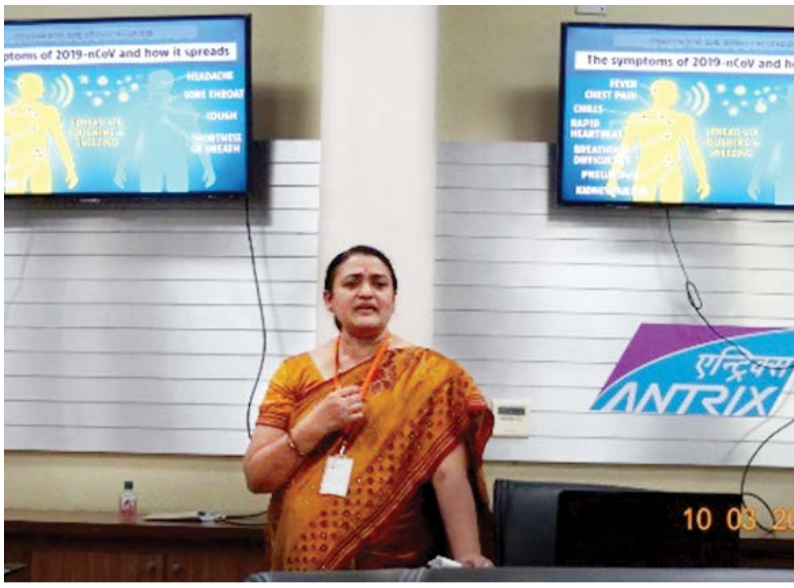
- All meetings with external agencies shall be conducted on digital mode only based on the guidelines of the Government.
- In case of exceptions, visitor shall be given access, following all screening/disinfecting protocols. Masks to be worn during the entire duration of visit.

Official travels:

- All business travels both domestic and international shall be as per govt guidelines/ protocols.

Personal trips and travels:

- All non-essential personal travel within India and overseas to be avoided.







- If unavoidable, employees/ other contract manpower needs to be on 14 days self-quarantine on return, and apply leave for the quarantine period.

Canteen:

- Only 50% of the seating capacity to be utilized while also maintaining 6 feet distance between two seating.
- Extended Lunch timings shall be facilitated in order to avoid crowding of persons in canteen during lunch time.
- Persons serving food shall necessarily wear hand gloves and masks.
- The vehicle used for the purpose of bringing of food from Departmental canteen shall be sanitized regularly.

Specific instructions to employees/ Consultants:

- Those employees who had been outside Bangalore, shall not resume duty immediately upon lifting of lockdown.
- All such employees shall quarantine themselves for a period of 14 days by applying leaves.
- Those consultants who are above the age of 60 shall be encouraged to Work from Home.

Special instructions to Manpower contractors:

Necessary instructions to be given to manpower contractors on the following:

- The contract manpower supplied through the manpower contractor shall necessarily follow all the guidelines that are applicable for regular employees.
- The manpower contractor should check with their manpower and ensure that the manpower had not moved outside Bengaluru before resumption of their duty at work place.
- In case, if they have moved outside, such manpower should not be deployed till they finish their quarantine period.

Awareness campaign

An awareness campaign/programme had been conducted at ANTRIX on 10 March 2020 for all the employees and contractual staff by hiring the services of Dr. Padmashree S. Rao, NLP Practitioner and a Life Shield Trainer.

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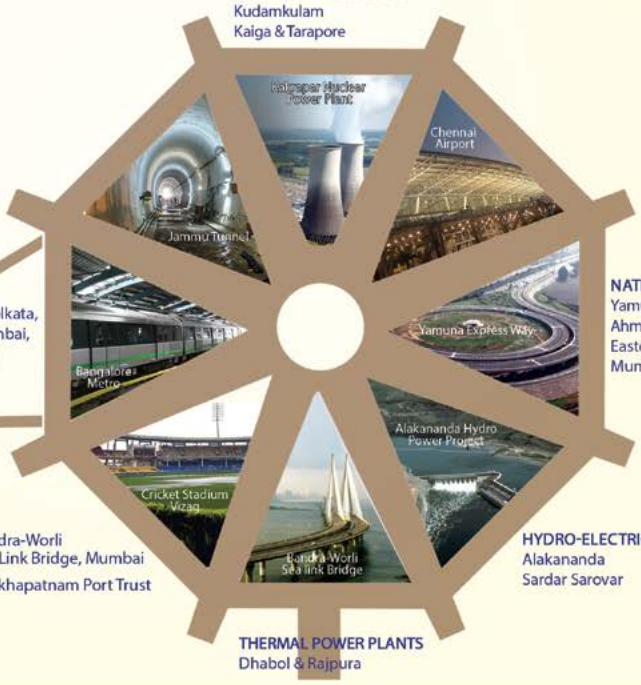
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Balmer Lawrie & Co. Limited



Prabal Basu
CMD, Balmer Lawrie

Balmer Lawrie has joined the country to fight the global pandemic Coronavirus (Covid-19). The Company has taken stringent measures as per the directive of the Government and implemented various initiatives to ensure the safety of all employees and maintain business continuity.

Balmer Lawrie & Co. Limited is a Miniratna - I Public Sector Enterprise under the Ministry of Petroleum and Natural Gas, Govt. of India, with a turnover of Rs. 1857 Crores and a profit of Rs. 280 Crores. Founded by two Scotsmen, Stephen George Balmer and Alexander Lawrie, in Kolkata, Balmer Lawrie & Co. Ltd. started its corporate journey as a Partnership Firm on 1st February 1867. Traversing the 153 years gone by, today it is a much-respected transnational diversified conglomerate with presence in both manufacturing and service sectors. Balmer Lawrie is a market leader in Steel Barrels, Industrial Greases & Specialty Lubricants, Corporate Travel and Logistics Services. It also has significant presence in most other businesses, it operates, viz, Leather Chemicals, Logistics Infrastructure etc. Balmer Lawrie has six business units - Industrial Packaging, Greases & Lubricants, Leather Chemicals, Travel & Vacations, Logistics and Refinery & Oil Field Services with offices spread across the country and abroad. The Company also has five Joint Venture companies and two subsidiaries in India and abroad.

Employees Strength

- Permanent (on roll) – 1075
- Contractual – 265

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Balmer Lawrie contributed Rs. 1,28,25,899.00 (Rupees One Crore, twenty-eight lakh, twenty-five thousand and eight hundred and ninety-nine) to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES)



Fund. Balmer Lawrie allocated Rs. 1 Crore from its Corporate Social Responsibility (CSR) Fund and the rest of the amount was voluntary contribution of one day's salary by the employees of the Company.

Payment to Outsourcing Staff during Lockdown Period

No deductions were made and the Company ensured that their salaries were released by the outsourcing agencies on the scheduled dates.

Social Support to needy by providing food & shelter

As part of CSR activities undertaken during the COVID-19 lockdown period, IP – Chittoor distributed food items to migrants and underprivileged families in villages near the plant in the month of April 2020.

Medical support to address health crisis

Medical attendants / visiting doctors at different offices / units pan India were available for consultation during the lockdown period. Interactions with empanelled hospitals were initiated and in case, any employee or family member needs COVID-19 related treatment, necessary help will be extended without any hurdle. PRMBS beneficiaries were also provided single point of contact for taking care of their medical needs.

Preventive Measures (for the Organisation and Employees)

Balmer Lawrie has joined the country to fight the global pandemic Coronavirus (COVID-19). The Company has taken stringent measures as per the directive of the Government and implemented various initiatives to ensure the safety of all employees and maintain business continuity. These include adopting SOPs that include dissemination of Do's & Don'ts for employees to follow at the workplace, office / plants sanitisation guidelines, hygiene measures, guidelines on social distancing and wearing masks, action on various travel advisories, implementation of protocols on surveillance, proper







visitor management etc. All offices, plants and establishments of the Company have proactively adopted all precautionary measures to stem and contain the spread of COVID-19. Thermal scanning, use of hand sanitisers, masks, gloves, adequate liquid handwash / soap, proper cleaning and frequent sanitisation of the workplace have been ensured in all offices and establishments of the Company. Awareness workshops have also been conducted in many locations. All the advisories and guidelines from the Administrative Ministry of the Company, Ministry of Health & Family Welfare, Ministry of Home Affairs, Department of Personnel & Training (DoPT), Ministry of Personnel, Public Grievances and Pensions, and the National Centre for Disease Control (NCDC) have been communicated to every employee through circulars periodically.

Awareness Campaigns

Balmer Lawrie organised awareness camps within the organisation in its plants and offices. Doctors / Experts were invited to educate the employees and others on the need for social distancing and other precautions to be taken for the containment of COVID-19.

Any Other Significant Measures taken by the Company

Frontline employees in offices / plants / CFSs / TCWs / ICPs, who were working on emergency





services during the lockdown period were provided all necessary support by the Company. Balmer Lawrie is appreciative of their dedication and commitment, which was highly critical to maintain business continuity. They worked round the clock and made efforts in providing food, protective gears, PPE and ensuring health and hygiene at the workplace.



Balmer Lawrie is taking all measures to keep up the performance of its various businesses. The manufacturing plants of the Greases & Lubricants, Industrial Packaging and Leather Chemicals businesses across the country, Container Freight Stations and Temperature Controlled Warehouses pan India and Integrated Check Posts in Raxaul and Jogbani under the Logistics business adopted staggered withdrawal of lockdown based on business need, such that customer's requirements could be taken care of. Some units ensured essential services were provided even during lockdown for business continuity.

Brahmaputra Cracker and Polymer Limited



Reep Hazarika
MD, BCPL

Brahmaputra Cracker and Polymer Limited (BCPL), a Joint Venture Company promoted by GAIL (India) limited with 70% equity and remaining 30% equity is shared equally among Oil India Limited (OIL), Numaligarh Refinery Limited (NRL) and Government of Assam, has set up a petrochemical plant at Dibrugarh, Assam. The cabinet committee on economic affairs on 24th December, 2019 approved the transfer of administrative control of BCPL from Ministry of Chemicals & Fertilizers to Ministry of Petroleum & Natural Gas.

BCPL is operating a Petrochemical Complex producing 2,20,000 TPA of Polyethylene, Brahma-Lene (LLDPE & HDPE) and 60,000 TPA of Polypropylene, Brahma-Pol along with Liquid Hydrocarbons. GAIL (India) Limited is exclusively handling the distribution and marketing of BCPL polymer grades.

BCPL, the largest petrochemical plant of north-east India, has played a significant role in promoting plastic industry with the motive of overall socio-economic development of the populace thereby creating sustainable development for the people residing in this region. BCPL envisions a constructive presence in this part of the country helping development of ancillary plastic industries which is providing direct and indirect employment as well as increased per capita income and better quality of life to the local people.

BCPL has taken many initiatives to contain the pandemic by constituting committee to take care of the sanitization, institutional / home quarantine of the employees and their family members returning from various places outside the state.

Employees Strength

- Permanent (on roll) – 637 (excluding board level executives)
- Contractual – 2200 (approx.)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 20 Lakhs

Payment to Contractual Workers during Lockdown period

Payment has been made to the contractual workers during lockdown period as per the guidelines issued by MHA dated 29th March 2020.

Social Support to needy by providing food & shelter

Food packets were distributed to the daily wage earners and also to the truck drivers who were stranded during the lockdown in and around BCPL plant premises at all operational locations. Women Self Help Groups from the nearby areas of the plant were engaged for stitching of cotton face masks on payment basis for use by the employees and their families and all those engaged in BCPL.

Medical support to address health crisis

Medical assistance has been extended to all the drivers, truck drivers, helpers and daily wage earners who were stranded in and around BCPL at all operational locations.

In addition to the above, one day's salary each amounting to **Rs. 10 Lakhs** and **Rs. 10,19,499/-** voluntarily donated by the employees to Assam Arogya Nidhi and Chief Minister's Relief Fund respectively towards fighting the pandemic COVID-19.

Innovation, R&D and Technological breakthrough

Innovative foot operated hand washing facilities & hand sanitizers have been installed in various locations of the plant.

In-house indoor touch-less sanitizer dispenser has been made and used for office and household purpose.

Preventive Measures (for the Organization and Employees)

Masks, hand sanitizers, gloves, PPE kits are provided to all the employees /contract workers /CISF personnel and health workers. Thermal scanning is done regularly at the entry of the plant. Moreover, sanitization of the work places and surrounding areas including public places are also done periodically.

COVID-19 specific SOPs are being developed and strictly adhered for better employee protection.

Awareness Campaigns

Distribution of pamphlets and posters, displaying of banners at various locations nearby the plant area, running awareness campaigns in the social media handle, BCPL website and intranet, displaying of infographic LED in Dibrugarh town and regular communication to the employees and their families on fighting COVID-19.

Any Other Significant Measures taken by the Company

In addition to the above BCPL has taken many initiatives to contain the pandemic by constituting committee to take care of the sanitization, institutional / home quarantine of the employees and their family members returning from various places outside the state.

Further, continuous monitoring of the health of the employees and tests are conducted in association with district administration.

Of late, a committee has also been constituted for monitoring various activities to strengthen the preventive measures and thereby contain the spread of the virus.

PPEs were distributed to local press and media persons to promote health and safety who are continuously working in forefront during this crisis period.

BEML Limited



Dr. D.K. Hota
CMD. BEML

Awareness programs on Do's & Don'ts, Preventive measures to contain spread of virus, avoidance of Social Gathering, Restriction on Travel, Proper Sanitization, Use of masks, Home quarantine etc., across all the Divisions / Complexes and Offices has been organised for all Employees / Executives including Contract Personnel across the Company.

BEML Limited (formerly Bharat Earth Movers Limited) was established in May 1964 as a Public Sector Undertaking, under Ministry of Defence Production.

BEML Limited, a 'Schedule-A' Company, plays a pivotal role and serves India's core sectors like Defence, Rail, Power, Mining and Infrastructure.

The Company operates under three major Business verticals viz., Mining & Construction, Defence and Rail & Metro. The three verticals are serviced by nine manufacturing units located at Bangalore, Kolar Gold Fields (KGF), Mysore, Palakkad and Subsidiary - Vignyan Industries Ltd, in Chikmagalur District.

BEML's products are sold and serviced through its large Marketing Network spread all over the Country and are exported to more than 67 countries. BEML's nationwide network of sales offices enables buyers with ready access to its wide range of products. Also, the full-fledged service centers and parts depots offer total equipment care, maintenance contracts and rehabilitation services.

The company has a dedicated R&D infrastructure and team in line with consistent policy of the company to meet the technological demands through in-house R&D and strategic technical tie-ups with global players.

Employees Strength

- Permanent (on roll): 6472
- Contractual: 4703

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

- The Board Level Executives of the Company contributed 21 days salary towards **Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund)** for combating COVID-19. All the Employees / Executives contributed a day's salary towards PM CARES Fund.
- Executives / Employees have been urged to contribute one day's salary from May, 2020 to March, 2021 vide Circular No. 1727 dated 14.05.2020.

Payment to Contractual Workers during Lockdown Period

All the Contractual Workers have been paid their wages during the Lockdown period.

Social Support to needy by providing food & shelter

- The Company towards mitigating hardship during the pandemic, distributed Food packets to Construction labourers, Police Personnel, slum dwellers and Gram Panchayat at its Complexes located in Bangalore, KGF, Mysore and Palakkad.
- Provision Kits were distributed to tribal colony in Pudussery Panchayat through the contributions received from Employees and Executives at Palakkad Complex.
- Under the aegis of BEML Ladies Club masks were made and being distributed. As on 20.03.2020, 14212 masks were stitched and 6957 is distributed to our essential service employees, Medical staff & contract workmen.

Medical support to address health crisis

- BEML Rail coach division converted an old sky train coach into walk through sanitizer. Full body sanitizers were also installed in all the Complexes.





- Chronic medicines was provided to the homes of Superannuated Employees / Executives of the Company through volunteers of BEML Unions during the Lockdown. In addition, Employees / Executives were also issued with Chronic medicines.
- Necessary information on precautionary measures for COVID has been put on the official website of the company, BEML Connect and Social Media.

Innovation, R&D and Technological breakthrough

BEML has assembled a ventilator prototype



and the same has been submitted for relevant approvals.

Preventive Measures (for the Organisation and Employees)

- All common areas are sanitized before start and after end of duty hours with special attention to wash rooms / toilets by strictly following periodical cleaning, swabbing, disinfecting and keeping the place dry.
- All areas are sufficiently ventilated and usage of air conditioners is avoided.
- Sanitization of Door Handles / Knobs / Lift interiors / Lift Buttons / Staircase Handrail / Common switches & fittings / Telephones / Computer peripherals / Lock & Keys / Furniture and other appliance are carried out periodically.
- Compulsory screening of all employees and all the visitors entering through gate with thermal scanner is implemented throughout all the establishments of BEML.
- All people entering the factory / office should compulsorily undergo applicable sanitization practice.
- Separate isolation room are already available at divisions / regions / places to keep persons found unwell with any symptoms of fever and cough.







- Restriction to entry is imposed to any person found suffering from fever, cough and breathing problem.
- Thorough checking / sanitisation of parcel / couriers is ensured at the entry of all the divisions and headquarters.
- Restricted entry to workers / visitors / vehicles and are allowed only after necessary checking of their entry related documents and necessary health parameters.
- Touch Free Pedal Hand sanitizers is kept at all the entrances and all the employees / visitors are advised to sanitize their hands before proceeding to their work areas.
- Bio-metric system of attendance recording has been temporarily discontinued wherever available. Recording of attendance through ID show card system is continued.
- Meetings involving more number of people are avoided as far as possible and the necessary meetings to be conducted through VC / Conference calls and other digital modes.
- Maximum utilisation of digital file management system and movement of hard copy files are







avoided, wherever possible and all official correspondences necessarily done through official email facility.

- More frequent and hygiene practices (at least two times in a shift) are in place at common toilets / restrooms and common areas.
- Wherever possible, parking of vehicles outside the premises is resorted to.
- All Employees / Executives to mandatorily wear Masks. The used masks should not be disposed in open area. It should be discarded in a covered container meant for disposal of masks.



- All Employees / Executives to Hand Sanitize and follow Hand hygiene methods.
- Overcrowding in lifts and common areas is avoided.
- Separate water bottles are used and common water drinking glasses are avoided.
- Social distance, as per Government guidelines, is followed and Mass gatherings are avoided.
- Staggered timings at canteen are followed and usage of common glasses /mugs /cups/spoons/ plates etc., are avoided.

Awareness Campaigns

- Awareness programs on Do's & Don'ts, Preventive measures to contain spread of virus, avoidance of Social Gathering, Restriction on Travel, Proper Sanitization, Use of masks, Home quarantine etc., across all the Divisions / Complexes and Offices has been organised for all Employees / Executives including Contract Personnel across the Company.



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Eco-friendly Miner

Biotechnology Industry Research Assistance Council



Anju Bhalla
MD, BIRAC

Biotechnology Industry Research Assistance Council (BIRAC) is a not-for-profit Section 8 company incorporated under the Companies Act, 2013 and a Schedule B, Public Sector Enterprise, set up by Department of Biotechnology (DBT), Ministry of Science & Technology, Government of India as an interface agency to strengthen and empower the emerging biotech enterprise to undertake strategic research and innovation, addressing nationally relevant product development needs.

DBT-BIRAC announced a COVID-19 Research Consortium call, soliciting project proposals for developing Diagnostics, Vaccines, Novel Therapeutics, Repurposing of Drugs or any other intervention for control of COVID-19 by Industry/Academia/ Industry-Academia participation.

BIRAC is an industry-academia interface and implements its mandate through a wide range of impact initiatives, be it providing access to risk capital through targeted funding, technology transfer, IP management and handholding schemes that help bring innovation excellence to the biotech firms and make them globally competitive. In its eight years of existence, BIRAC has initiated several schemes, networks and platforms that help to bridge the existing gaps in the industry-academia Innovation research and facilitate novel, high quality affordable products development through cutting edge technologies. BIRAC has initiated partnerships with several national and global partners to collaborate and deliver the salient features of its mandate.

Employees Strength

BIRAC has a contract career path for its Employees. The total number of employees is 49 (Forty-Nine).

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Total contribution to PM CARES Fund is Rs. 426295.00.

Payment to Contractual Workers during Lockdown Period

Timely payment to contractual workers is being paid during lockdown period.

Innovation, R&D and Technological breakthrough

- DBT-BIRAC announced a COVID-19 Research Consortium call, soliciting project proposals for developing Diagnostics, Vaccines, Novel Therapeutics, Repurposing of Drugs or any other intervention for control of COVID-19 by Industry/ Academia/ Industry-Academia participation.
- The multi-tiered review process is ongoing for the second phase of the call. 70 proposals have been recommended funding support under the first phase.
- Recommended support to 10 Vaccines, 34 Diagnostics products or scale-up facilities, 10 Therapeutics, 02 Drug Repurposing and 14 preventive interventions.
- BIRAC partnered with Invest India to seek CSR Funds for COVID-19 Research Consortium.
- Fast track Internal Review Committee constituted to support start-ups that are ready for immediate deployment. 5 startups have been recommended and 1 co-funding partner was identified.
- FIRST HUB (Facilitation of Innovation and Regulation for Start-ups and Innovators) weekly sessions only for COVID-19 solutions. A special FIRST HUB webinar was organized on 17th April 2020.
- DBT and BIRAC working with the Start-ups to Scale up their COVID-19 healthcare prevention and treatment solutions: 250+ Proposals mobilized from BIRAC's Incubators/ Stakeholders' Network.
- 20 prioritized In-Market products from BIRAC supported startups which can potentially











assist in the management of COVID-19 were identified.

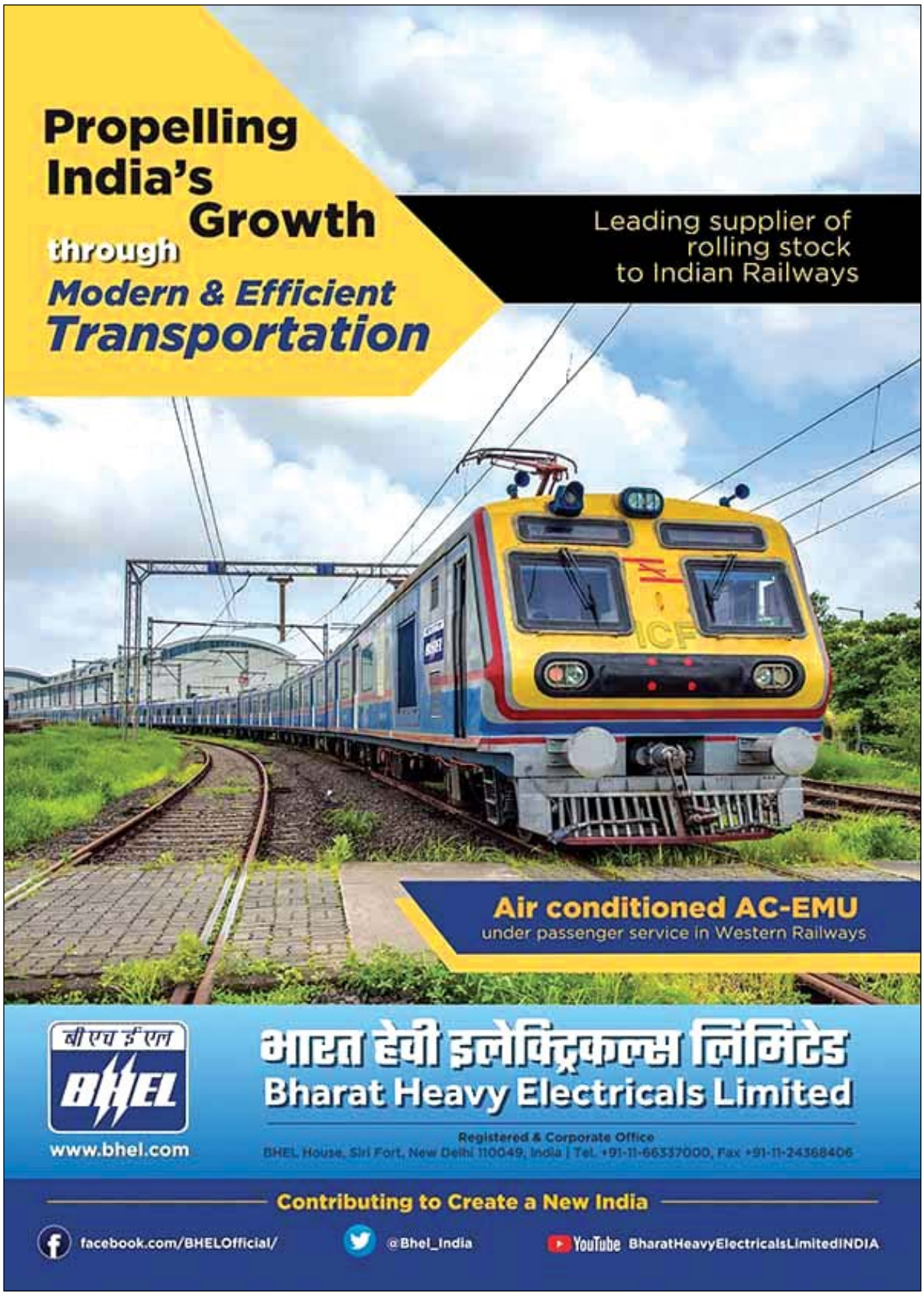
- Pilot N-BRIC - National Biomedical Resource Indigenisation Consortium launched to drive indigenous innovation in a Public Private Partnership with DBT, BIRAC, ABLE, C-CAMP.

Preventive Measures (for the Organisation and Employees)

- Regular sanitization activities are being carried out in timely manner.
- Thermal scanning is rigorously done at the entrance of office.

Awareness Campaigns

- General awareness on COVID-Published on Twitter (@BIRAC_2012).
- Regular coverage of all activities related to COVID-19 on Twitter and Website. Dissemination of relevant awareness content from GoI agencies on our twitter platform.
- Resource page for researchers has been created on the BIRAC website.
- BIRAC in partnership with Khaitan Legal Associates hosted Specialized Legal compliances guidance workshop series-webinar for start-ups on the business implications of COVID-19.
- World Health Day: Acknowledging our health care workers for their exemplary work during COVID-19 crisis.
- FIRST Hub Webinar on COVID-19.
- BIRAC partnered with DBT to support VIRTUAL PARTNERING International event.
- Launch of a compendium of products & technologies on COVID-19 on National Technology Day & participation in exhibition.
- Awareness about BIRAC supported Potential COVID-19 solutions.


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Broadcast Engineering Consultants India Limited



George Kuruvilla
CMD, BECIL

Broadcast Engineering Consultants India Limited came into existence on 24th March, 1995 as a consultancy company established by the Companies Act 1956. It is under the administrative control of the Ministry of Information & Broadcasting, Government of India and a Mini Ratna status Schedule-C, PSE.

BECIL provides consultancy in the fields of Broadcasting, Information Technology, Information Technology enabled Services, IOT, Cyber Security & Forensics, Smart & Safe City solutions/products, Communication Signal Intelligence in the Defence sector, CBT based Online/Offline examinations, Proctored Examination, Virtual Classrooms & LMS, Video Conferencing system, Digitisation & Archival of records (Patent technology to archive materials safely beyond 500+ years with retrieval without migration to another technology), HealthCare services, Cable TV Audits, Social Media handling, Skill trainings etc. and undertakes execution of projects in these areas as a Master System Integrator & Aggregator.

BECIL outsources manpower to various government offices, departments and organisations with end to end management of the recruitment. BECIL provides Managed Services which are customised as per the needs of the client.

BECIL has ventured into trading/supply of healthcare items such as mask, gloves, sanitiser, temperature reading cameras and several other items currently under demand during pandemic.

BECIL used technology based and related products such as Thermal Camera, Corona UV Chamber etc. for business trading/supplies during the lockdown period for making it easy for government organisations to procure through a PSU.

Employees Strength

- Permanent (On Roll) : 66 (Sixty Six)
- Contractual: 234 (Two Hundred Thirty-Four)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 1.48 Lakhs (Rupees One Lakh Forty-Eight Thousand).

Payment to Contractual Workers during Lockdown period

All are paid salary during Lockdown.

Social support to needy by providing food & shelter

Under Contemplation

Medical support to address health crisis

No need has arisen as yet.

Innovation, R&D and Technological breakthrough

BECIL developed the Proctored Examination System in the first week of April, 2020 developed through its technology partner a complete online registration cum application system with online payment gateway for paperless recruitment processing plus interviews over VC. Developed through its technology partner a touch-less visitor management system for its offices.

Working on development of face recognition based attendance system, IRIS based thermal camera, H_2O_2 based sanitising chamber for end to end touch-less monitoring and sanitisation at building entrances.

BECIL used technology based and related products such as Thermal Camera, Corona UV Chamber etc. for business trading/supplies during the lockdown period for making it easy for government organisations to procure through a PSU.

Preventive Measures (for Organisation and Employees)

BECIL has installed temperature measuring devices at office entrances, hand sanitisers at strategic locations in the office and restricted crowding in office by moderating Work from Home/office. Since the intenal system of working in BECIL was mostly online, employees are already adapted to it. All the guidelines issued by the government are brought to the notice of the employees and those requiring compliance are promptly executed.

Awareness Campaigns

The government guidelines received from time to time are recasted on the social media for awareness.

Chennai Petroleum Corporation Limited



S.N. Pandey
MD, CPCL

Chennai Petroleum Corporation Limited (CPCL) (formerly known as Madras Refineries Limited) was formed as a joint venture of the Government of India, Amoco India Inc., U.S.A. and National Iranian Oil Company (NIOC), Iran with the initial equity contribution in the ratio of 74:13:13. The company was incorporated on 30.12.1965 as a Public Limited Company. Amoco Inc. disinvested its equity holding in favour of GoI in 1985. Later, Govt. of India transferred its equity share of 51.89% to IndianOil Corporation Limited.

IndianOil, a diversified, integrated energy major with presence in almost all the streams of oil, gas, petrochemicals and alternative energy sources. 32% of national refining capacity and 71% of downstream sector pipelines throughput capacity are with IndianOil, which includes CPCL's refining thruput and product transfer as a subsidiary.

The main products of the Company are LPG, Motor Spirit, Superior Kerosene, Aviation Turbine Fuel, High Speed Diesel, Naptha, Bitumen, Lube Base Stock, Paraffin Wax, Fuel Oil, Hexane and Petrochemical Feed stocks. CPCL also supplies Linera Alkyl Benzene Feed stock (LABFS) to a downstream unit for manufacture of Linear Alkyl Benzene.

Employees Strength

- Permanent (on roll): 1684 (as on 31.03.2020)
- Contractual : 5621 contractor workmen deployed during the month of March 2020.

CPCL in this Pandemic situation is operating its Mobile Medical Health Care Units in 13 and 11 villages of Nagapattinam and Ramanathapuram District respectively to extend the health services to the poor and needy members in these villages which lack regular access to medical assistance.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

CPCL had donated a sum of Rs. 2 Crores to 'Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund)' to support the government in building capacities for quick emergency response and effective community resilience.

In addition, sum of Rs. 1.13 Crores was also donated to PM CARES Fund by our employees by contributing their 2 days salary to join hands with the Nation for this noble cause in supporting the government.

Payment to Contractual Workers during Lockdown Period

In line with the government directives, CPCL had taken a policy decision to pay the April salary to the Contractual Workers subject to terms and conditions.

Social Support to needy by providing food & shelter

Donated food relief materials (5 kg rice packets of 1825 nos) worth of Rs. 3.65 lakh to North Chennai people, who were worst affected due to COVID-19 disruption, due to its thick population and poor infrastructure.

This support was extended as majority of the people's livelihood and survival is dependent on fishing and with the lockdown situation prevailing continuously, the livelihood of the people residing in North Chennai was affected.

Medical support to address health crisis

a) A sum of Rs. 2.33 lakhs was spent towards provision of 10 numbers of 43" inches LED Television to the Additional Director General of Police, Cyber Crime Wing, Chennai to set





up Tamil Nadu Police State COVID-19 Master Control Room to monitor and ensure the avoidance of social gathering in public places, thereby to control the spread of the Corona Virus infection.

b) Donated 20000 nos. reusable cloth face masks worth of Rs. 3.15 lakh to the slum dwellers in Chennai, since 31% of Chennaities are living in slums and the proportion of the Slum Population in Chennai to the total population is 26%.

This support was extended taking into account their cramped accommodation, which has natural impact on health and hygiene i.e. with spread of diseases is facilitated by such living conditions. Thus, to contain the spread of COVID-19 among the slum dwellers they shall be provided with face mask.

c) As part of disaster management, Rs. 43 lakh contributed to State Disaster Management Authority i.e. Chief Minister's Public Relief Fund (CMPRF) to support the government in the wake of this emergency (COVID-19).

In addition, sum of Rs. 57 lakh was also donated to State Disaster Management Authority i.e. Chief Minister's Public Relief Fund (CMPRF) by our employees by contributing a day's salary to join hands with the Nation for this noble cause in supporting the government.

d) CPCL in this Pandemic situation is operating its Mobile Medical Health Care Units in 13 and 11 villages of Nagapattinam and Ramanathapuram District respectively to extend the health services to the poor and needy members in these villages which lack regular access to medical assistance. These service are being rendered after obtaining the District Officials permission and with up keep of the policy of avoidance of social gathering and maintaining social distance. Moreover, awareness generation on Do's and Don'ts to



combat COVID-19 is also created through display of posters in local language on these Mobile Vans.

Innovation, R&D and Technological breakthrough

a) A minimal quantity of Sanitizers was prepared in-house at our R&D and Quality Control Laboratory.

Preventive Measures (for the Organization and Employees)

The following preventive measures were taken by CPCL to contain the spread of COVID-19:

a) Corporate Office:

1) The wash basins taps were made automatic sensor based taps.





2) Installed automatic sensor based soap foam dispenser.
3) Installed automatic sensor based sanitizer dispenser.
4) All the doors were fitted with MS Plates at the bottom to operate the door with foot i.e. hands free.
5) Thermal screening done at the entry to restrict the entry of symptomatic persons.



b) Refinery:

1) Hands Soap solution and water with foot pedal taps are provided in different locations within the Refinery for the use of the Employees and Contractor Workmen.
2) Installed automatic sensor based sanitizer dispenser at the main entrance of all the buildings.
3) Thermal screening done at the entry to restrict the entry of symptomatic persons.
4) Employees were provided COVID kit containing a cloth face mask, a pair of gloves and 100 ml of hand sanitizer.
5) Contractors Workmen were also provided with reusable cloth face mask.
6) Random thermal screening of the workforce working within the Refinery is also done to identify the symptomatic persons.
7) Vehicles operated for employee's movement, product trucks and visitors vehicle are disinfected with 1% Hypochlorite solution.
8) Disinfection of common touch points viz. door knobs, handles, telephones, computer key pads are disinfected.



9) Canteen Service run with food items served in Aluminum containers with an egg and plantain also being served to take care of the employees health.

Awareness Campaigns

To generate awareness among the workforce to prevent and contain the spread of COVID-19 committee's were constituted:

a) Management Steering and Monitoring Committee:



- A Committee formed with GM of Maintenance, Admn. and Medical and DGM of Administration and Civil Maintenance under intimation to MoPNG.
- Committee meets regularly and plans the course of actions.

b) Unit Level Monitoring Committee constituted by Director (Operations):

- Role of this committee: To visit various work locations, talk to people, create awareness and preventive measures against COVID and enforcement of Protocol.

c) Control Room Monitoring Committee:

- Committee constituted by CGM (O): To take care of safety measures against COVID in Control Rooms.

Any Other Significant Measures taken by the Company

- Scrolling of Video on COVID in Intranet.
- SMS to all employees on Do's & Don'ts in Trilingual.
- Display of Posters on COVID in Trilingual.

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Central Warehousing Corporation



Arun Kumar Shrivastava
MD, CWC

Central Warehousing Corporation (CWC), a Schedule 'A'-Mini Ratna, Category – 1 Central Public Sector Enterprise (CPSE) is a statutory body established under 'The Warehousing Corporations Act, 1962'. It aims at providing reliable, cost-effective, value-added, integrated warehousing and logistics solution in a socially responsible and environment friendly manner.

CWC is operating 415 warehouses as on 31.05.2020 with a total storage capacity of 116 lakh MT including 25 Container Freight Stations (CFSs)/ Inland Clearance Depots (ICDs), three Air Cargo Complexes (ACCs), two Inland Check Posts (ICPs) at Petrapole and Attari, 39 Bonded warehouses and two Temperature Controlled Warehouses. Warehousing activities of CWC includes food grain warehouses, industrial warehousing, custom bonded warehouses, container freight stations, inland clearance depots and air cargo complexes.

CWC provides services in the area of Storage, handling & transportation, disinfestation, fumigation & consultancy services / training to different agencies for construction of warehousing infrastructure. CWC has its Corporate office at Delhi and 15 Regional offices in State Capitals. CWC has a 100% subsidiary company known as Central Railside Warehousing Company Limited.

CWC has implemented e-office system during the lockdown period which has enabled CWC unhindered work during the lockdown period. All employees are using e-office which has helped in carrying out work with the presence of minimum staff.

CWC has 19 State Warehousing Corporations (SWCs) as its associates. Central Warehousing Corporation is 50% shareholder in the equity capital of the SWCs. The total investment of CWC in SWCs is Rs. 61.79 Crore. As on 1.05.2020, these SWCs were operating 2080 warehouses with a total storage capacity of 357.05 lakh MT.

Employees Strength

- Permanent (on roll): 2880 as on 31.3.2020
- Contractual: NIL

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 5.77 Crore

Payment to contractual workers during Lockdown period

All employees including outsourced staff have been paid monthly remuneration during lockdown period. Necessary Instruction in this regard has been issued by the Corporate Office for compliance by all the Regions.

Social support to needy by providing food and shelter

CWC has provided free meals to passengers in one Shramik Special Train.

Medical support to address health crisis

As per the extant policy of the Corporation, Medical support is being provided to all its employees.

Innovation, R&D and Technological breakthrough

CWC has implemented e-office system during the lockdown period which has enabled CWC unhindered work during the lockdown period. All employees are using e-office which has helped in carrying out work with the presence of minimum staff.

Facility for marking touch less attendance through mobile phone to avoid bio-metric attendance.

CWC has conducted 150 virtual meetings which have helped in practicing social distancing.

Preventive measures of the Organization for the Employees

All CWC work places are being regularly sanitized. Employees have been provided with sanitizers. All employees are being thermally scanned. Vehicles entering CWC premises are being sanitized. All employees have been made aware on the corona pandemic and precautions they should take through various circulars from time to time.



Any other significant measures taken by the company

CWC is one of the leading warehousing companies for storage of Agriculture produce. CWC stores around Rs. 52 lakh MT food grain in its warehouses. CWC warehouses play a vital role in storage and distribution of food grain meant for Public Distribution System. CWC has kept all its 415 warehouses/ ICDs/ CFS's operational during lockdown period. During the lockdown period i.e. from 25th March, 2020 till 31st May, 2020, CWC warehouses have handled 68.59 lakh MT food grain. This includes 16.58 lakh MT handled through 1045 Railway rakes at 120 Central Warehouses. Under PMGKAY, a quantity of 15.61 L MT food grain has been distributed from Central warehouses of CWC during the lockdown period.

Apart from general warehouses, CWC also has a network of 25 Inland Container Depots / Container Freight Stations which are vital for EXIM trade. During the lockdown period, CWC employees have kept these CFSs / ICDs operational and we have handled a total of 96658 TEUs.

CWC is also providing Pest Control and dis-infestation services, during the lockdown period CWC has provided dis-infestation services in more than 240 Govt. and private companies and 1000 office complex covering about 2.5 million area on Pan India level. Major organizations where CWC has provided dis-infestation services are, Airport Authority of India, Railtel, NBCC, RBI, BHEL, HUDCO, etc. CWC has also provided dis-infestation services to Air India Express especially to those aircrafts carrying Indians standard abroad to India.

CWC has been paying dividend to government ever since its inception. It has paid an interim dividend of Rs. 35.77 Crore for the year 2019-20.

CWC has been able to improve its financial performance during lockdown period with hard work and commitment of its employees. Year on year comparison is given below:

(in Rs. Crore)

Particulars	Apr 2019	Apr 2020	May 2019	May 2020
Turnover	120.58	137.62	129.83	172.48
Expenditure	108.42	112.68	98.56	128.56
Profit	43.92	24.94	31.55	43.92

Work done by CWC during lockdown period has been widely appreciated by Honourable Minister for Consumer Affairs, Food and Public Distribution Sh. Ramvilas Paswan.

Central Warehousing Corporation
@cwc_warehouse

CWC providing 24x7 disinfection services in 260 organizations at 1000 locations & 30 million square feet area for preventing spread of coronavirus. Also working in 16 Railway divisions,15 airports & disinfected 90 Air India Express, under Vande Bharat Mission.



Central Warehousing Corporation
@cwc_warehouse

68 days of lockdown,#CWC (Helping in Public Distribution System)has handled 68.59 LMT of food grains meant for PDS. It includes 15.61 LMT issued under #PMGKAY. 16.58 LMT food grains handled through 1045 Railway rakes at 124 central warehouses.






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Empowering the Nation's Defence Forces

Damodar Valley Corporation



Gurdeep Singh
Chairman, DVC

Damodar Valley Corporation (DVC) is a Statutory Body under the Ministry of Power came into existence on 7th July, 1948 by an Act of Central Legislature (Act No. XIV of 1948) keeping in view the integrated development of Damodar Valley in the States of Bihar (presently Jharkhand) and West Bengal. The mandated responsibilities of DVC include irrigation & flood control, generation, transmission and distribution of power, soil conservation in the command area as well as socio-economic development and general well-being of its people.

Employees Strength

- Permanent (on roll): 6862
- Contractual: 61

Posters/banners have been displayed at various locations of the DVC Corporate Office and field projects and leaflets distributed along with miking for mass awareness about the seriousness of the COVID-19 threat and indicating Do's & Don'ts to be followed by every individual.

Generation Infrastructure
Thermal & Hydel generating stations of DVC

Particulars		Jharkhand	West Bengal	Total
Installed Capacity	Hydel	Panchet: 80 MW (2x40MW)	Maithon: 63.2 MW (2x20MW, 1x23.2 MW)	**147.2 MW**
		Tilaiya : 4 MW (2x2MW)		
	Thermal	Bokaro: 710 MW (1x210MW, 1x500MW)	Durgapur: 210 MW (1x210MW)	6960 MW
		Chandrapura: 500 MW (2x250MW)	Durgapur Steel: 1000 MW (2x500MW)	
		Koderma: 1000 MW (2x500MW)	Mejia: 2340 MW (4x210MW, 2x250MW, 2x500MW)	
			Raghunathpur: 1200 MW (2x600MW)	
Joint Venture	Thermal	DVC-SAIL: 338 MW		**1388 MW**
		TATA Power- DVC:1050 MW		

T&D Network of DVC

33KV	132KV	220KV	400KV
Sub-stations including Power House Switch Yard (Nos.) :			
13	28	15	5
Transmission & Distribution Lines (Circuit KM):			
1497	3638	2213	478
Transformation capacity (MVA) :			
4872	3380	2205	-

Flood Control Infrastructure of DVC

Dam	Inception	State	On River	Length of Dam
Tilaiya	1953	Jharkhand	Barakar	366 metres
Konar	1955		Konar	3682 metres
Maithon	1957	Jharkhand /WB	Barakar	4427 metres
Panchet	1959		Damodar	6777 metres

Consumer Profile of DVC

Major Beneficiaries	Major Retail Consumers
PSPCL (Punjab)	SAIL
BYPL (Delhi)	INDIAN RAILWAYS
BRPL (Delhi)	NTPC TANDWA
TPDDL(Delhi)	TATA STEEL
KSEB(Kerala)	JUSCO
HPPC (Haryana)	JBVNL
5-ESCOMs of Karnataka	IPCL
TATA STEEL	WBSEDCL
JBVNL (Jharkhand)	JINDAL STEEL & other industries

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

The employees of Damodar Valley Corporation (DVC) have contributed their one day's pay, amounting to Rs. 1,51,33,531/- (Rupees one Crore fifty-one lakh thirty three thousand five hundred thirty one) to the 'Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund' (PM CARES Fund) on 18.04.2020 to combat the challenges of COVID-19 effectively.

Payment to Contractual Workers during Lockdown Period

Payment made by DVC to its contractual workers during lockdown period is Rs. 80.65 Crore

Social Support to needy by providing food & shelter

- Distribution of masks and sanitizers to all employees, contractor & canteen workers and



drivers. Sanitizers are being prepared by the Chemical labs of DVC while masks are being prepared by the trainees under CSR wing.

- Cleaning personnel have been provided with face masks, hand gloves and sanitizers.
- Arrangement of food packets for contractual and casual workers.
- BPL families in the vicinity of the power stations and offices of DVC are being provided with food materials.

Sanitisers/Hand-wash/Liquid soap distributed (in nos.)	Face Masks distributed (in nos.)	Food/Grocery packets distributed (in no. of families)
7154	14870	4739

Medical support to address health crisis

Isolation wards have been created in hospitals of each power stations of DVC and doctors/nurses provided with adequate PPE.

Preventive Measures (for the Organisation and Employees)

- Posters/banners have been displayed at various locations of the Corporate Offices and Power Plants and leaflets distributed along with miking for mass awareness about the seriousness of the COVID-19 threat and indicating Do's & Don'ts to be followed by every individual.
- Sections like HR, Finance, MPC, C&M including Stores are being operated at low level. Radical reduction in manpower has been made in these areas.





- Revised duty rostering has been made in other sections also to reduce total number of manpower in the plants. A portion of employees have been asked to be at home and available for on call duty during necessity. Remote EBA access for some officers have been enabled them to Work from Home.











- Thermal scanners have been provided to CISF at plant entry gate and 100% scanning is being done on round the clock basis with the help of CISF personnel.
- Sanitization is carried out of all the DVC Buildings and Offices and also colony premises on regular basis.
- Use of lifts have been restricted and notice has been put for use of lift on emergency only for higher floors only and not to use the lift for going down.
- All Training programs (Engineering/Polytechnic Students) and other official functions like retirement farewell ceremony, seminars have been cancelled or postponed.
- Emphasis has been given on increased paperless communication by using email, electronic media, etc. Meetings/Conferences are held through video/tele conferencing as much as possible





except on dire necessity due to plant emergency.

- Issuances of Visitor's Gate pass and any New Gate pass have been stopped except for most essential and un- avoidable cases directly related with the plant generation, safety etc.
- In Canteen, time slots have been divided between different sections to avoid mass gathering at one time. More spacing between tables/chairs have been made. It is being ensured that there is no scarcity of food in the canteen and that everyone gets required quantity of food.
- The employees returning back after LTA/long leave/official tour/other states are not being allowed to join duty and are being advised to stay at home, under medical advice.
- All activities of clubs, welfare centres have been stopped and gathering in and around colony area is disallowed. Proper social distancing is maintained in colony activities.



Awareness Campaigns

Posters/banners have been displayed at various locations of the DVC Corporate Office and field projects and leaflets distributed along with miking for mass awareness about the seriousness of the COVID-19 threat and indicating Do's & Don'ts to be followed by every individual.

Any Other Significant Measures taken by the Company

- Work from Home (WfH) solution has been deployed for secured access of business applications from home for those who cannot attend office physically.
- Video Conference on Microsoft Team has been enabled for different group of employees. The facility is also being used to organise on line meeting with associated agencies like vendors, bankers etc.

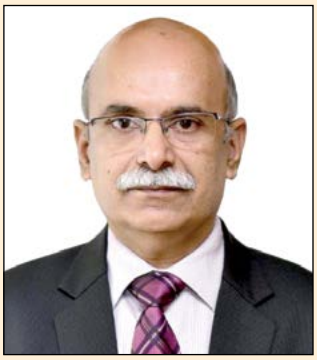
No. of Patients who visited DVC Hospitals with symptoms	No. of Patients referred to higher Hospitals for COVID-19 testing	No. of Patients admitted in Isolation Ward of DVC Hospitals	No of patients advised self-isolation/home quarantine by DVC Doctors
112	15	6	146







ECGC Limited



M. Senthilnathan
CMD, ECGC

ECGC Limited, a premier Export Credit Agency (ECA) of Government of India (GoI) established in 1957, provides credit insurance covers to exporters against non-payment risks by the overseas buyers due to Commercial and Political reasons. It also provides insurance covers to banks against risks in export credit lending to the exporter borrowers. ECGC endeavors to support Indian Export Industry with its experience, expertise and underlying commitment to progress and advance of India's exports. ECGC promotes both Short Term (ST) exports (i.e. export realization within one year) and Medium and Long Term (MLT) exports (i.e. export realization extending over a period of more than one year).

ECGC Limited has always played a pivotal role in supporting the Indian Export Industry by providing cost effective insurance and trade related services to meet the growing needs of Indian export market. With this mission, ECGC has taken the following measures to support its customers during COVID-19 period:

For Exporters:

I. Time for filing returns like declarations, extension applications, report of default etc., under the insurance covers that were due in March and April, is extended up to 31st August 2020.
II. Time for filing claim/ replies due during this period is extended up to 31st August 2020.
III. Waiver of credit limit application fee till 31st August 2020.
IV. Specific Shipment Policy expiring in March 2020 was extended automatically up to June 2020.
V. Exporter is allowed to convert the terms of payment from DP to DA for the shipment that reached destination but not cleared by overseas buyer due to lockdown in the destination countries.
VI. Reduction in policy proposal processing fee by 50% till 31st August 2020.

The current crisis of COVID-19 has impacted different sections of society and ECGC is always committed to support the nation in these tough times.

VII. Discretion to exporters to extend due date for payment by buyers for shipments accepted earlier.

VIII. Discretion to exporters to decide about shipments (i.e. resale / reimport / or abandon) that reached destination but not cleared by overseas buyers due to lockdown in the destination countries.

IX. Claim eligibility period (waiting period) under insurance cover reduced from the present 4 months to 1 month.

For Banks:

I. The time limit for filing of extension in due date for the advances which have crossed 360 days under Packing Credit and 180 days under Post Shipment advances (360 days for status holders) and filing of Report of default under the Export Credit Insurance for Banks (ECIB) covers was extended up to May 2020.

II. Time for filing of monthly declaration for the month of March 2020, had been extended up to May, 2020 (available for all the exporters and banks). However, the extension of time was not applicable for payment of premium, as it can be made through digital mode viz, RTGS/ NEFT etc. The premium can be paid on the basis of estimation also, when actual premium payable is not workable.

III. Time for filing claim/ replies due during this period is extended up to 31/08/2020.

IV. ECGC has given discretion to Banks under ECIB PC & PS to extend the due dates advances that were granted up to 31/07/2020 by maximum period of 15 months from the date of shipment.

ECGC has been actively undertaking projects under Corporate Social Responsibility (CSR) pan- India. ECGC has undertaken projects in the following fields:

a. Education: By providing scholarship to underprivileged children,
b. Livelihood generation: By contributing towards skill development of war widows,
c. Community development: By providing support to old age homes, centres
d. Healthcare: By providing financial support to various hospitals in purchase of medical equipments and for treatment of cancer patients belonging to underprivileged sections of society.
e. Sanitation: By supporting waste bins and vermicompost equipment in households / commercial establishments for segregation of solid waste.

In addition, ECGC Ltd is also providing support for education of girl children in Rajgarh district of Madhya Pradesh which is an aspirational district notified by Government of India.

The current crisis of COVID-19 has impacted different sections of society and ECGC is always committed to support the nation in these tough times. ECGC has donated an amount of Rs. 4 Crore to Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund. Also, the employees of ECGC have contributed an amount of Rs. 19.13 lakhs towards the PM CARES Fund as support to the country. ECGC has also ensured continuous payment of monthly wages to casual and contractual workers to overcome the hardships faced during the lockdown period.

Energy Efficiency Services Limited



Saurabh Kumar
MD, EESL

EESL played an important role during COVID-19 Lockdown. Our field & ground staff worked 24x7 to keep the street illuminated during the night. The Smart Meters helped DISCOM to service the consumers efficiently during this period.

EESL is a Super-Energy Service Company (ESCO), which enables consumers, industries and governments to effectively manage their energy needs through energy efficient technologies. EESL is implementing the world's largest non-subsidised energy efficiency portfolio across sectors like lighting, buildings, e-mobility, smart metering and agriculture at a scale which no organization has been able to achieve. EESL focuses on solution-driven innovation with no subsidy or capital expenditure (CAPEX). It is able to do so using its Pay-As-You-Save (PAYS) model, which obviates the need for any upfront capital investment by the consumer. The entire investment by EESL is recovered through monetised energy savings over a scheduled project period.

EESL is promoted by the Ministry of Power, Government of India as a Joint Venture of four reputed Public Sector Undertakings - NTPC Limited, Power Finance Corporation Limited., REC Limited, and POWERGRID Corporation of India Limited.

Employees Strength

- Permanent-269
- Contractual-122

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 1.01 Crore

Payment to Contractual Workers during Lockdown Period

100 % salary release to Contractual Workers.

Social Support to needy by providing food & shelter

Across India EESL Cluster has been engaged in Food

& Mask Distribution to the needy.

Medical support to address health crisis

The management is supporting all employees for the treatment of COVID-19.

Innovation, R&D and Technological breakthrough

RAISE: Retrofit of Airconditioning to improve Indoor air quality for Safety and Efficiency

EESL's office pilot implementation - Retrofit of Air-conditioning to improve Indoor air quality for Safety and Efficiency

Poor and rapidly deteriorating air quality have been a key concern for India for the past few years. It has also come under spotlight with the spread of the COVID-19 pandemic, which affects the respiratory system. As people return to their offices and public spaces, maintaining good indoor air quality is critical for their comfort, well-being and productivity, along with the overall public health. In that context, EESL has undertaken a retrofit of its office air-conditioning and ventilation system. This is a part of the larger initiative to "Retrofit of Air-conditioning to improve Indoor air quality for Safety and Efficiency" developed for healthy and energy efficient buildings, in partnership with U.S. Agency for International Development's (USAID) MAITREE programme. EESL's corporate office in SCOPE Complex has been taken up as a pilot for this initiative. The pilot focuses on improving indoor air quality (IAQ), thermal comfort, and energy efficiency (EE) in EESL office's air conditioning system. The key measures taken as a part of the pilot are as follows:

1. **Increased ventilation for dilution and lower CO2 levels**
- Fresh air system to be retrofitted for increased outside air.
- Automation for demand-controlled ventilation and economiser operation.
- Treated fresh air unit to be installed to offset the additional cooling load.

2. **Filtration to minimise particulate matter, pollutants, and pathogens**
- High efficiency electrostatic filters installed in the air handling units (AHU).
- Ultraviolet Germicidal Irradiation in the AHU.
- Portable air purifiers for spot application in small enclosed office.
- Ceiling mounted ESP and HEPA filtration units for conference rooms.

3. **Monitoring and display of IAQ and comfort parameters**
- Installation of high-quality reset certified monitors on all floors.
- Online dashboard and display screen to be installed on every floor after the lift lobby.
- Comprehensive IAQ testing.

The retrofit began with the installation of a network of state-of-the-art air quality monitoring system in the first week of June. The main filtration system was installed by the 6th of June, and the rest of the installation is currently in progress. The results of the retrofits have been encouraging, with the air quality in the offices improving significantly, through a 90-95% reduction in pollutants. It has also resulted in maintaining a sustained healthy indoor environment. EESL has also undertaken proactive measures to clean and disinfect surfaces and promote the maintenance of social distancing and wearing masks. These measures have alleviated any potential anxiety that the employees might have about coming back to office.

Preventive Measures (for the Organization and Employees)

With the resumption of office, the health of our employees is paramount, we've taken measures such as thermo-scanning at the entry, contactless sanitizers/water taps and the installation of AHU based air purifier system to improve the air quality inside office.

Awareness Campaigns

EESL has been instrumental in doing various Social

Media Outreach Campaign on Energy Efficiency and has conducted Webinars on Smart Meters and its impact , Cooling Technology, Electric Vehicle, Street Lighting with an overall impact on Energy sector Post COVID-19.

Any Other Significant Measures taken by the Company

EESL did **#iCommit** campaign on energy conservation and efficiency which was **launched by Hon'ble Minister of State(I/C) for Power, Minister of State (I/C) for New & Renewable Energy and Minister of State for Skill Development and Entrepreneurship Mr. R.K. Singh.** The campaign was launched on World Environment Day and trended at No.1 in twitter.

EESL played an important role during COVID-19 Lockdown. Our field & ground staff worked 24x7 to keep the street illuminated during the night. The Smart Meters helped DISCOM to service the consumers efficiently during this period.

ENERGY EFFICIENCY SERVICES LIMITED
A JV of PSUs under the Ministry of Power

raise
Retrofit of Air-conditioning to improve Indoor air quality for Safety and Efficiency

Retrofit of **A**ir-conditioning to improve **I**ndoor air quality for **S**afety and **E**fficiency

Enabling efficient air-conditioning with improved indoor air quality

We, at Energy Efficiency Services Limited (EESL) always believe in empowering and enabling our target audiences to effectively manage their energy needs through energy efficiency techniques. RAISE is such an initiative, developed in partnership with USAID's MAITREE programme for improvement of indoor air quality. Under the programme, EESL retrofits existing air conditioners and ventilation systems with a focus on

- Increased ventilation for dilution and lower CO_2 levels
- Filtration to minimize particulate matter, pollutants, and pathogens
- Monitoring and display of IAQ and comfort parameters

#LetsDoMoreWithEnergy

- National E-Mobility Programme
- Street Lighting National Programme (SLNP)
- National Motor Replacement Programme (NMRP)
- Small Solar Power Plant Programme
- Super-Efficient Air-Conditioning Programme
- Agriculture Demand Side Management (AgDSM) Programme
- Trigeneration
- Smart Meter National Programme (SMNP)
- Unnat Jyoti by Affordable LEDs for ALL (UJALA)
- Building Energy Efficiency Programme (BEEP)
- EV Charging Infrastructure

To know more, visit www.eeslindia.org

Electronics Corporation of India Limited



Rear Admiral Sanjay Chaubey (Retd.)
CMD, ECIL

ECIL's Mission is to strengthen its status as valued technological asset to the nation in the area of Strategic Electronics, meeting the requirements of Defence, Atomic Energy, Aerospace, Surveillance & Security, Information Technology & Communication and e-Governance.

Electronics Corporation of India Limited (ECIL), a Government of India Enterprise under Department of Atomic Energy has been playing a pioneering role in spurring the growth of electronics industry in India since 1967. Driven by the Vision of self-reliance in strategic electronics and resting on the foundations of strong R&D, ECIL has proved mettle as a multi-product, multi-disciplinary organization. ECIL's Mission is to strengthen its status as valued technological asset to the nation in the area of Strategic Electronics, meeting the requirements of Defence, Atomic Energy, Aerospace, Surveillance & Security, Information Technology & Communication and e-Governance.

Employees Strength

- Permanent : 1741
- Contractual : 402

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Employees donated 2 days salary in the month of March 2020 to PM CARES Fund.

Payments to Contractual workers

The payment to all contract labour and casual workers has been paid full wages during lockdown until reopening of the Company i.e 22.05.2020.

Medical support to address health crisis

Employees are given first aid treatment for any illnesses of cough, cold etc in the in-house First Aid Center. Day to day monitoring of the employees in case any of the relatives have been reported infected with COVID-19.

Innovation, R&D and Technological breakthrough

To Combat COVID-19 Pandemic, through in-house R&D as Make in India initiative, ECIL has developed three medical equipments a) COVID-Beep 2020, b) Monal-2020 and Thermal Screening for Remote Health Monitoring and tracking of COVID-19 patients and Quarantine people. COVID-Beep 2020 and Monal-2020 are wearable (Wrist Band) instrument on Internet of things (IoT) based technology for remote monitoring of patients health status to reduce the exposure of doctors

/ frontline healthcare personnel with COVID-19 patients. ECIL developed a solution to overcome the current challenges for COVID-19 Screening at office premises.

COVID-BEEP 2020

The vital parameter of Corona positive or suspected patients can be remotely monitored by doctors from any location on their mobile phone/tab through web browser. The information of Body temperature, Saturation of oxygen in blood (SpO2), Heart Beat Rate, Respiratory Rate, BP and Electro Cardiogram (ECG) for real time healthcare support to needy patients in the present difficult situation.



Wearable Device Specifications:

Health Parameter	Specifications
Body Temperature (Fahrenheit)	95 – 110 °F; uncertainty: <+/- 0.1 %
Heart Rate (Beats Per Minute)	60 to 200 Beats per Minute; uncertainty< +/- 2 %
Oxygen saturation SpO2 Percentage	PPG, 0 to 100 %; uncertainty< +/- 2%
Respiratory Rate(Breaths Per Minute)	Bio Impedance, 10 to 30 uncertainty < +/-2
ECG	Bio-potential sensing by surface electrodes3 Leads, one at a time, Input impedance >10 MΩ
NIBP	Oscillometric method, Solid State Pressure Sensor Rotary Diaphragm Pump, Mountable Solenoid Valve Max pressure: 250 mm-Hg, Avg. step height: 5 mm-Hg

This is also a wearable Remote Monitoring device which displays Body temperature, Saturation of oxygen in blood, Heart Beat Rate and Respiratory Rate to the mobile phone/Tab/Laptop/desktop for monitoring by doctors from any location.

MONAL -2020



Wearable Device Specifications:

Health Parameter	Range	Accuracy
Body Temperature (Fahrenheit)	95–110°F	< +/- 0.1%
Heart Rate (Beats Per Minute)	60 to 149	< +/- 2 %
Oxygen saturation SpO2 Percentage	0 to 100%	< +/- 2%
Respiratory Rate (Breaths Per Minute)	10 to 30	< +/- 2

Remote Health Monitoring System Salient Features

- Facility for Registration of Patients, Doctors and Hospital Information.
- Facility for allocation of patients to Doctors for effective monitoring.
- Four Levels of user access for protection of patient information.
- Facility for configurable health parameters for monitoring.
- Hospital/Home/Cluster based Health monitoring.
- A Real-time Database Management System for pandemics like COVID-19.
- Location Tracking through Bhuvan on-line mapping portal/Google map.

- Display of geographical distribution of suspected or infected cases like COVID-19.
- Pandemic and different zones (like Red/ Orange/ Green) of a specified area (like City/ district /State).
- Real time alerts when the monitored patient parameters exceed the pre-set threshold level.
- Real time display of health parameters Heart rate, Blood Oxygen level, Respiratory Rate, Body Temperature, Blood Pressure and ECG with recorded date & time.
- The System presents the trend of the vital parameters of the patient.

Thermal Screening

ECIL has developed application software for integration of commercially available Thermal and Optical cameras into a robust and reliable temperature measurement system for human body, for deployment at entry points of office premises for screening of suspected cases of COVID-19 with High Temperature.

This application has features to integrate the Thermal Cameras to RFID and Face Recognition based Access Control System of the facility thereby offering complete Security solution for access management and reducing the manpower deployment in Airport, Railways and Shopping malls.

Preventive Measures

All the employees have been monitored through thermal scanners daily and provided with sanitizers at all important locations, vehicles have been thoroughly sanitized, all premises sanitized daily with suitable chemical.

Electrifying Fields and Generating Bumper Harvests

RCF



Rashtriya Chemicals and Fertilizers Limited believes, that the progress of India's agriculture depends upon farmer's acceptance, of the latest and realistic agricultural technology. RCF over five decades has penetrated into the grass root arena, to advice and educate the farming community. The Company has advocated improving soil health, promoting the balanced use of major nutrients and micronutrients, endorsing crop patterns, balancing chemical fertilizers with organic and bio-fertilizers, irrigation, subsidiary occupations - and of course offering Quality Fertilizers.

Today with its new generation 100 % Water Soluble NPK Fertilizers, Liquid Bio-Fertilizers and Multi Micro-nutrient Liquid Fertilizer, RCF is fulfilling its mission and commitment of providing quality fertilizers to the contemporary Indian farmer.

RCF's iconic brands of **'UJJWALA'** and **'SUPHALA'**, have become house hold names among farmers, all over the country. The Company has understood the dynamics of the shifting agriculture scenario in India and has kept pace with the demands of the farming community.



Rashtriya Chemicals and Fertilizers Limited

(A Govt. of India Undertaking)

Priyadarshini, 8th Floor, Customer Relation Management Dept., Eastern Express Highway, Sion, Mumbai - 400 022

Website : www.rcfltd.com * Follow : rcfkisanmanch on

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The Fertilisers and Chemicals Travancore Limited



Kishor Rungta
CMD, FACT

By making suitable adaptations in its operation schedule, raw material planning, logistics, product despatch and marketing arrangements, FACT could minimise the impact of COVID-19 during the last two months.

The Fertilisers and Chemicals Travancore Limited is a Public Sector Undertaking under the administrative control of the Department of Fertilizers (DoF). The authorized and paid up capital of FACT is Rs.1000 Crore and Rs. 647.07 Crore respectively. The company is a major producer fertiliser, like NP 20:20:0:13, known by the trade name Factamfos, Ammonium Sulphate and a Petrochemical product, Caprolactam. It's production units are located at Kochi. Company manufactures & markets about 1 Million MT of fertilisers in South Indian states.

Other Divisions of FACT include FEDO, the Design & Engineering wing and FEW the engineering Fabrication wing. The Company was incorporated in 1943 and started operations in 1947 with firewood as feedstock, switched over to liquid fuel Naphtha in Sixtees and further upgraded to LNG base in 2013.

Employees Strength

- Permanent (on roll): 1894 (as on 01-05-2020)
- Contractual: 99 Temporary/Contract employees & 301 Casual Labourers

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

FACT has contributed Rs. 50 Lakh (one day salary of employees and balance Company contribution) towards PM CARES Fund to support Government in the fight against COVID-19.

Payment to Contractual Workers during Lockdown Period

- All guidelines and instructions issued by Central and State Governments were implemented in its letter and spirit.
- Since fertiliser is an essential commodity, production was partly maintained and Work from Home given to all non essential staff till April 15th and payment given for that period.



Social Support to needy by providing food & shelter

- Provision kits were arranged for contract employees and needy people recommended by local administration.
- Company has contributed provisions for the Community kitchens organized by local administration at Eloor Municipality & Vadavucode-Puthen Cruz Grama Panchayat.
- Company has cleaned & sanitised the common areas like Shopping complex, Bus Stop, ATM Counter etc. near our production Divisions at Udyogamandal & Cochin Division.
- Company medical Centre at Udyogamandal is open for local public also.
- FACT is giving 1.6 Million Liters /day Drinking water to residents of Eloor Municipality, as requested by local administration.

Medical support to address health crisis

- Cleaned/ sanitised the nearby Schools as a social support.
- Hand wash and Sanitisers are made available at all offices, plants, entry/exit points etc.
- Masks given to employees/officials on duty.
- Thermal screening of employees is done on a daily basis at major points & travel history is noted in support with a hospital.
- Visitors are restricted at all points.

FACT handed over company's 100 bed facility auditorium to Govt. of Kerala recently. The facility was provided for COVID patients first line treatment at Udyogmandal Complex, Cochin.





Preventive Measures (for the Organisation and Employees)

- As an additional precautionary measure company has installed foot operated sanitiser machines in its Production Divisions.
- For smooth operations during and after the lockdown, prepared an SOP for safe operation, in line with directives from Government & Health department.
- Product trucks were sanitised at Plant before loading the fertiliser product for dispatch.

Awareness Campaigns

- FACT has taken pro-active steps to minimize the impact of COVID-19 to its employees and families by way of positioning awareness Sign boards at all major locations in factory premises, Townships and nearby locality, cleaning the premises, providing hand sanitizers & hand wash facilities, awareness talk by doctors, thermal scanning for employees etc.
- All the employees of Company are advised to take precautionary measures at their working place.
- Recognising the seriousness of the situation, Company has arranged a COVID Awareness session by an expert Doctor to its officials & employees at Cochin Division.
- Advised employees to install Aarogya Setu App.
- Outside meetings are being arranged through Video conferencing to the maximum extent possible.
- Circulars focusing on COVID awareness and social distancing is made available through intranet / electronic media, also displayed at all notice Boards.
- Company has also advised all the apprentice trainees to stay home during the period.
- Masks and hand sanitizers arranged by FACT Employees Co-op Housing Society and FACT Employees Co-op Credit Society were distributed to all employees.

Any Other Significant Measures taken by the Company

- By making suitable adaptations in its operation schedule, raw material planning, logistics, product despatch and marketing arrangements, FACT could minimise the impact of COVID-19 during the last two months.
- Shortage of labour for bagging and loading of







finished products and movement restriction for essential manpower & materials were the major problems faced during the initial stages of lockdown. Company had to curtail manufacturing operations during second half of March '20, considering the shortage of labour for bagging & loading and road / rail movement limitations. Operations at Cochin Port also became difficult considering the restrictions and Company was forced to cancel a few shipments of raw materials scheduled for arrival during April for balancing the material stock & consumption and avoiding Demurrage.

- Subsequently, when there was improvement in labour and rail wagon availability, Company could restart operations and start dispatching fertiliser through rail wagons. Despatch of the finished product is carried out with close coordination with railways avoiding stockbuild up in plants and meeting the requirements at various destinations. Road dispatch of Fertilisers to different destinations were also streamlined by May.
- FACT is marketing fertilisers all over South India. COVID awareness programmes were done at Marketing locations and special care was taken in receipt, handling and transportation fertiliser products, meeting COVID protocols.
- Company has been in regular contact with State administration for their support in maintaining operations during COVID times and taken special approvals from District administration for arranging travel of its essential staff and permission for transportation of essential materials from Cochin port to production units.
- Considering the limitations in the availability of skilled Manpower from outside, essential maintenance works in all the fertilizer plants were successfully completed utilising in-house technical expertise.
- Even with all restrictions during COVID times, Company could perform reasonably well on production and marketing fronts during the months of March, April & May' 2020.

Ferro Scrap Nigam Limited



Rajib Bhattacharya
MD, FSNL

"Do's & Don'ts" received from the Ministry with the guidelines have been published on the website of FSNL to create awareness among the employees as well as general public.

Ferro Scrap Nigam Limited (FSNL) is a Miniratna-II company under Ministry of Steel, rendering specialized services to the Integrated Steel Plants of SAIL, RINL and other customer plants in scrap & slag management and other services. The Units of FSNL are situated at Rourkela, Burnpur, Bhilai, Bokaro, Durgapur, Salem, NINL-Duburi (Odisha), BHEL-Haridwar, Arcello Nippon Mittal Steel India Limited-Hazira (Gujarat) and MIDHANI-Hyderabad. The Liaison office of FSNL is at New Delhi, while its Corporate/ Registered office is situated at Bhilai.

Employees Strength

- Permanent (on roll): 674 (As on 28.05.2020)
- Contractual: FSNL does not engage contractual manpower directly

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

FSNL has contributed an amount of Rs.5.00 Crores (Rupees Five Crores) to Prime Minister's Citizen Assistance and Relief in Emergency Situation (PM CARES) Fund, towards relief to the COVID-19 affected people. This contribution of Rs.5.00 Crores to PM CARES Fund is against the Corporate Social Responsibility (CSR) obligation arising in FY 2020-21, and subsequent years.

All the employees (Executives as well as Non-executives) of FSNL, have contributed their one-day salary. The amount of one-day salary of the employees of FSNL, totaling to Rs.16.10 Lakhs (Rupees Sixteen lakh ten thousand) has been remitted by FSNL into PM CARES Fund to combat against the deadly virus COVID-19.

Payment to Contractual Workers during Lockdown Period

For non-perennial nature of jobs, outside agencies are engaged by FSNL. It was ensured that these agencies have paid full wages to the workers engaged by them during the lockdown period.

Social Support to needy by providing food & shelter and Medical support to address health crisis

Done in association with the customer plants.

Innovation, R&D and Technological breakthrough

FSNL has set-up a Sanitization Corridor, prepared in-house with the available resources, which is near the main entrance of FSNL Bhawan, so that each employee could easily enter into the office after getting sanitized. This in house sanitizer corridor is cost effective and built with an initial investment of Rs. 3000/- only. By this way, each & every employee gets sanitized by passing through the sanitizing corridor before entering into the office, due to which a hygienic condition prevails inside the office.

Preventive Measures (for the Organization and Employees)

All the preventive measures issued by the Ministry/ DOPT & various Government departments, have been widely circulated among the employees through Office Orders/ Circulars, and the Units have been advised to ensure strict compliance thereof, including the "Do's & Don'ts" received from the Ministry with the guidelines.

During the period of lockdown, units have been advised to run the operational activities with Skeletal workforce, and similarly, for Non-works category, the units have been advised to prepare rosters in such a way that 50% staff attends the office on alternate dates.

Employees working from home have been instructed to be available on telephone and electronic means of communication at all times, and should be available in the headquarters to attend office, if called, for any exigencies of work.

The Staff & Officers at Corporate Office, Bhilai, have been advised to Work from Home, and should attend office, on exigencies, as & when required.

Keeping in view the threat of spreading of the virus, and in accordance with the instructions received from the Ministry, FSNL has temporarily suspended recording of attendance through Biometric Finger-print based attendance machine, and in place of that, the employees have been advised to record their attendance (IN and OUT) in the Attendance register kept for this purpose. This will definitely help in containing spreading of COVID-19.

Further, the process for installation of Face Reading Biometric System in all the Units of FSNL, including Corporate Office through GeM portal has been initiated. This step will help significantly in social distancing and avoiding spread of COVID-19.

In accordance with the guidelines issued by the Ministry, Thermal Scanners are kept at the entrance gate at Corporate Office, as well as all the units of FSNL, to record the body temperature of the individual employees. The temperature is recorded in the register, wherein the employee marks his/ her attendance, so that immediate medical attention could be arranged for an employee in case of any adverse situation.

Sanitizers/ hand wash are being kept at prominent places in the offices and at the working sites for the employees to wash their hands frequently. The Masks are distributed to each & every employee. It is also ensured that these are invariably used by the employees.

While on work, employees are advised to maintain social distancing. The employees have also been advised that to practice this at their houses and also educate their family members to maintain social distancing.

Since the door/window handles are said to be the causes of spreading the virus due to frequent use by different people, all the handles of doors/windows of the offices are frequently cleaned with sanitizers in regular interval, to avoid any possibility of spreading of the deadly virus.

As a temporary precautionary measure towards preventing spread of Corona virus, instructions have

been issued to all concerned, to stop entry of outsiders/ visitors in the offices & plants, till further orders.

Awareness Campaigns

"Do's & Don'ts" received from the Ministry with the guidelines have been published on the website of FSNL to create awareness among the employees as well as general public.

Employees are advised to avoid social contacting and to communicate through other means of communication such as Internet, WhatsApp, SMS etc.

Any other Significant Measures taken by the Company

In adherence of the Government directives, the above instructions with regard to skeletal staff, staggered timing etc. are not made applicable to the persons with Disabilities, and it is ensured that such category of employees should Work from Home, without any compulsion to attend office.

Records of travel history of employees & their family members were obtained in a prescribed format from all the employees.

As one of the measures of avoiding social contacting, means of communication such as Internet, WhatsApp, SMS etc. are being used extensively so that necessary information reaches the concerned employees with desired results.

Further, the inter-departmental meetings, inter-unit meetings are being held through Video conferencing only.

The official tours have been temporarily suspended to ensure social distancing and employees are advised to make extensive use of electronic communication means such as Telephone/ Mobile/ Internet/ WhatsApp etc.

Based on the advice of the Ministry in the meeting held through Video conferencing on 8th April 2020, all the employees have been advised to download the "Aarogya Setu" Application in their mobiles as well as on the mobiles of their family members, so that everyone can watch & know about the day-to-day development in the area of fight against the COVID-19, and receive all information about Government directives/instructions with regard to combating against the virus.

इलेक्ट्रॉनिक्स कॉरपोरेशन ऑफ इंडिया लिमिटेड
Electronics Corporation of India Limited

A Government of India (Department of Atomic Energy) Enterprise

Make in India Products through in-house R&D

Serving the Nation to Combat pandemic Covid - 19





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Goa Shipyard Limited



Cmde. Bharat Bhushan Nagpal, NM,IN (Retd.)
CMD, GSL

Goa Shipyard Limited (GSL) is a Public Sector Undertaking functioning under the administrative control of the MoD, Govt. of India. GSL has positioned itself as the fastest growing shipbuilder on the west coast of India, capable of designing and building high technology and sophisticated ships. With an unmatchable track record of timely execution and delivery at 'fixed cost' of over 217 Ships and more than 160 Fast Interceptor Boats, GSL stands as the success story of the changing face of Indian Defence Shipyards.

Equipped with an in-house design capability and most modern facilities, GSL has excelled in its core competence area of building a wide range of Patrol Vessels, Missile Boats, Landing Crafts, Training Vessels, Survey Vessels, Sail Training Ships, Fast Patrol Vessels and Yards crafts for the Defence Sector and Exports, besides other types of vessels in the commercial sector. GSL has the capability to design and build ships to customer's requirements and its in-house R&D unit is recognized by DSIR, Ministry of Science & Technology, Govt. of India.

As a responsible corporate, GSL has been working towards implementation of all precautionary measures to deal with the pandemic.

Employees Strength

- Permanent (on roll) – 1467
- Contractual – 715

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Goa Shipyard Limited has extended a financial support of Rs. 1,25,00,000 (Rupees One Crore Twenty Five Lakh only) towards PM CARES Fund





and Rs. 50 lakhs towards Goa State COVID-19 Relief Fund of Government of Goa to support country's WAR against COVID-19. In addition, all employees have contributed one day's salary of Rs. 24,41,770/- towards PM CARES Fund.

Payment to contractual workers during lockdown period

GSL has taken prompt action with regard to release of payments for MSME suppliers, Contract workers and outsourced work force in order to avoid any financial hardship to them.

Social support to needy by providing food & shelter

GSL has extended its support in mitigating the distress of the needy people & migrant work force by distributing around 7500 kgs of groceries benefiting 1500 families across the State of Goa.

Medical support to address health crisis

GSL has distributed 10250 face masks to Goa Police personnel and to local administration and Mormugao Municipal Council, Vasco staff who are involved in COVID-19 relief duty. GSL has also provided logistic assistance to local administration for sanitization etc.

Innovation, R&D and technological breakthrough

GSL has positioned foot operated sanitizer dispensers and wash basins at prominent locations. More such units are being made in-house utilising skills of Apprentices under Training. An in-house developed Thermal Screening Tunnel is also getting ready for usage.

Preventive Measures (for the Organization and the Employees)

- The Company is functioning with restricted manpower in two staggered & truncated shifts.
- Yard offices are being sanitized before and after shifts.
- All employees have to download and use Aarogya Setu App and keep it on during working hours.
- Separate entry points are used for pedestrians / two wheelers, four wheelers / contract labourers.
- All vehicles are sanitized at entry gates.
- CISF / HR / Administration / Medical teams deployed at each entry point.
- All employees have been provided with 03 reusable and washable masks to be used at all times.
- Foot operated sanitizer dispensers are placed at the entrance of all departments.
- All departments are functioning adhering to the social distancing norms.







- Paper work/physical movements of files are avoided and digital copies for reference of documents are used.
- Seating in offices is in a diagonal manner with minimum distance of 6 feet between each employee.
- Meetings, discussions and gatherings are being avoided.
- Spitting, use of Ghutka, Tobacco, Alcohol and Smoking are banned in GSL premises.
- Canteen and crèche facilities have been discontinued to avoid gathering.
- Employees have been advised to avoid using lifts; instead employees are asked to use staircases.
- Detailed check of Health cards, leave records movement outside the state of all employees and contractors is being monitored.

Awareness Campaigns

- COVID-19 awareness posters detailing Do's and Don'ts are displayed at strategic locations in the yard.
- Instructions for employees are also displayed at the entry gates.
- Instructions for downloading of Aarogya Setu









App have been given to the employees.

- All contract workers are being briefed about adhering to the safety precautions at the entry gates.

Any other significant measures taken by the Company

As a responsible corporate, GSL has been working towards implementation of all precautionary measures to deal with the pandemic. Further, GSL is providing logistics support to local administration by providing vehicles, manpower for sanitation work etc.



Hindustan Copper Limited



Arun Kumar Shukla
CMD, HCL

Migrants returning from the Shramik Special trains at Tatanagar Railway Station, Jamshedpur were provided with food packets and water in collaboration with District Administration.

Hindustan Copper Limited (HCL), a Miniratna Central Public Sector Undertaking under the administrative control of the Ministry of Mines, Govt. of India, was incorporated in November 1967. The main activities of the company include mining of copper ore and production of refined copper as well as downstream products such as Continuous Cast Copper Wire Rods. HCL has five operating units, i.e., at Khetri (Rajasthan), Malanjkhand (Madhya Pradesh), Ghatsila (Jharkhand), Taloja (Maharashtra) and Jhagadia (Gujarat).

Employees Strength (as on 31.03.2020)

- Permanent (on roll) – 1931
- Contractual – 139

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

HCL contributed one day's salary of its employees and Unspent CSR fund to PM CARES (Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund).

Payment to Contractual Workers during Lockdown Period

Timely Payment of wages to contractual labours were ensured as per direction of the Government of India.

Social Support to needy by providing food & shelter



- HCL distributed general provision items to poor families during the nation-wide lockdown. Employees of Indian Copper Complex (ICC), Hindustan Copper Limited, District – Purvi Singhbhum (Jharkhand) voluntarily contributed

funds for distribution of the general provision items to poor families of Ghatsila.

- Hindustan Copper Limited under CSR initiative distributed Face masks, Hand Sanitizers, Soaps and Towels (Gamchas made by SHGs under CSR Livelihood Programmes), to the Frontline Corona Warriors, viz. Police Personnel, Security Guards, Sanitation Workers etc. as a precautionary and preventive measure to break the chain of Corona Virus Infection and there by stopping the spread of COVID-19.
- Migrants returning from the Shramik Special trains at Tatanagar Railway Station, Jamshedpur were provided with food packets and water in collaboration with District Administration.



Medical support to address health crisis

The medical facilities at the three mining Units at Indian Copper Complex (ICC District-Purvi Singhbhum (Jharkhand), Malanjkhand Copper Project (MCP), District-Balaghat (Madhya Pradesh) and Khetri Copper Complex (KCC), District-Jhunjhunu (Rajasthan) arranged are detailed below:

COVID CARE CENTERS at HCL Hospitals

Facilities were provisioned in HCL Hospitals to turn them into COVID CARE CENTERS (CCC) Type 1, so that they can offer care for cases that have been clinically assigned as mild or very mild cases or covid suspect cases. 'Isolation Wards with 26 Transit



Beds with the requisite facilities were provisioned in these hospitals.

Mapping of HCL Hospitals with the COVID Dedicated Hospitals

HCL Hospitals were mapped with the nearby COVID dedicated hospitals.

Ambulance

An Ambulance has been earmarked at the respective hospitals to shift the COVID-19 patient to the nearest COVID Dedicated Hospitals.

Training of Doctors and Paramedical Staff

Training programmes were organized for Doctors, Nursing & Paramedical staff at HCL Hospitals through Audio-visual means and practical demonstrations. The training material like videos and pdf files were downloaded from DIKSHA platform on COVID 19 pandemic through iGOT Site. The topics covered were basics of COVID-19, 'clinical management, Infection prevention and control, Infection prevention through PPE, Laboratory sample collection and testing and Quarantine & Isolation.

Preventive Measures (for the Organisation and Employees)

Thermal Scanners

Thermal Scanners are being used to screen people for COVID-19, at the entry of Offices / hospital premises.

Hand sanitizers and masks

Hand sanitizers were provided at prominent places

in all the Units and Offices before entry to the Units/ Offices Buildings. Further, masks have been distributed to the employees.

Intensive Sanitisation of Townships

In our Unit Townships, regular sanitisation are being done by spraying sodium hypo chloride solution. The Offices including Corporate Office are also being regularly sanitised.

'AAROGYA SETU'

All the employees were advised to download the 'AAROGYA SETU' App on their mobile phones and review their status daily. All executives with smart phone have installed the said APP on their mobiles phones and are reviewing their status daily before starting for the office.

Awareness Campaigns

- Mass sensitization programs were undertaken for avoiding social gathering, washing/ sanitizing hand, not touching face, nose, eyes etc. and maintaining social distancing.
- Pamphlets/ loudspeakers were used to inform and sensitise local people at public places (Haat, bazaar etc.) and employees and their families in the Townships.



Any Other Significant Measures taken by the Company

1. **Operational activities**

- All the Offices / operations were closed in the Units & Offices during the initial lockdown period. Work from home, using electronic media was encouraged. Essential/ emergency services were maintained by engaging skeletal staff, as per the Government guidelines.
- Subsequently from 05.05.2020, in accordance with the instructions issued by the Government of India for functioning of the offices, 33% of employees were called at the Units and Corporate Office to attend the office and remaining employees were / advised to Work from Home. However, all employees have been advised to remain available over phone or electronic media for any requirement.
- Since, 19.05.2020, in accordance with the instructions issued. By the Government of West Bengal for functioning of the offices, 50 % of the total staff is attending Units and offices on all working days. Head of Departments have made Rosters keeping in view their work/exigencies in this respect.
- As per the Government of India guidelines, pregnant employees and persons aged above 60 years engaged on Contractual engagement have been advised to Work from Home.
- At the Units, the entry to the workplace has been earmarked with circles and the employees are following it rigorously. In the official meetings, the norms of social distancing are being followed.

2. Quarantine Measures

Home Quarantine

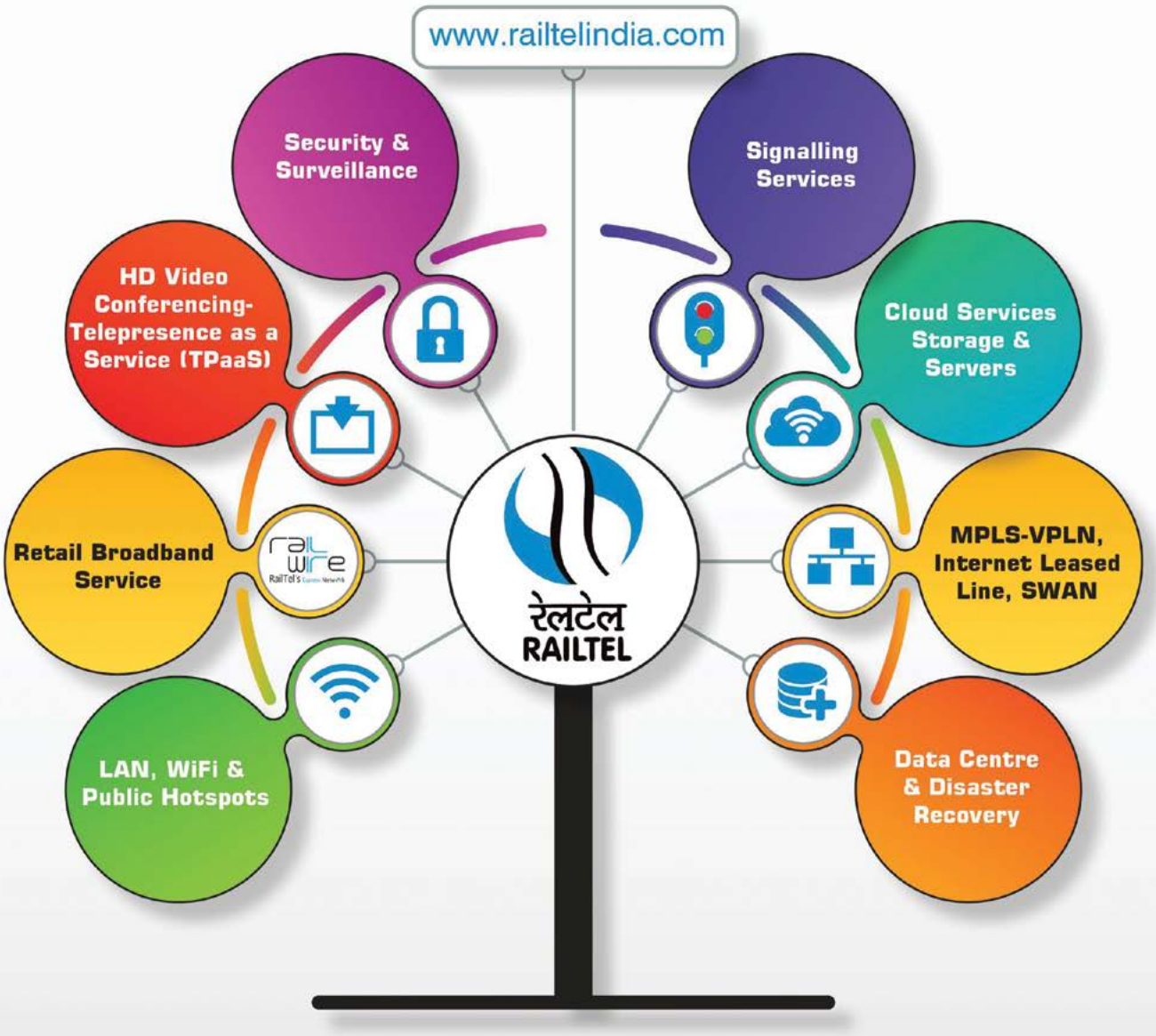
Such employees or their family members who *had* a travel history from foreign countries or other Indian states were kept under quarantine for 14 days.

Quarantine Centre

The Graduate Engineer Trainees (GeT) Hostel at Khetri Copper Complex (KCC), District- Jhunjhunu (Rajasthan) with 15 beds was converted into a Quarantine Centre and was handed over to the state Government.

Enabling India's Knowledge Economy

RailTel Corporation of India Ltd., a Miniratna PSU under Ministry of Railways, is a premiere telecom infrastructure provider having expertise of over 18 years in providing end to end project delivery in the field of IT, Telecom and ICT System Integration.



RailTel Corporation of India Ltd.

Corporate Office

Plate-A, 6th Floor, Office Block Tower 2, East Kidwai Nagar, New Delhi 110023

Phone- +91-11-22900600 Fax- +91-11-22900699

Hindustan Shipyard Limited



RAdm L. V. Sarat Babu
NM, IN (Retd.)
CMD, HSL

The shipyard was setup in the name 'Scindia Steam Navigation Co. Ltd.' in the year 1941 by the great industrialist Seth Walchand Hirachand.

The shipyard was nationalized in July 1961 and Hindustan Shipyard Limited (HSL) became a fully owned Govt. of India undertaking under the administrative control of Ministry of Shipping. Considering the strategic requirements, the yard was brought under the administrative control of the Ministry of Defence on 22nd February 2010.

Strategically located on the East Coast of the Indian peninsula, at Visakhapatnam, Andhra Pradesh, HSL is the nation's premier shipbuilding organization catering to the needs of shipbuilding, ship repairs, submarine refits as well as design and construction of sophisticated state-of-the-art offshore and onshore structures. Direct sea access, excellent infrastructure, skilled work force, rich expertise garnered over the years in building 191 vessels, refitting 3 classes of submarines and repairing 1982 vessels of various types enable HSL to offer competent services for the defence and maritime sectors.

Employees Strength

Employees (Permanent & Contractual) strength as on 31st March 2020:

- Permanent (on roll): 914
- Contractual: 427

Advisory on containment of COVID-19 like Do's & Don'ts, Videos on effective hand wash and proper sanitization etc. are regularly displayed on the digital display board to bring in awareness among all the employees including contract workers.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

- HSL has contributed Rs 10 Lakhs to PM CARES fund on 03 April 2020 from the CSR Budget for the FY 2020-21.
- HSL has contributed one day salary of its employees amounting to Rs 21,79,898 to PM CARES fund on 07 April 2020.

Payment to Contractual Workers during Lockdown Period

Despite financial constraints, the shipyard has made payments to its contract workers for the month of March 2020 on humanitarian grounds and considering the appeal from GoI. However, for the month of April 2020, payments have been made only to the contract workers who are on duty during lockdown period.

Social Support to needy by providing food & shelter

HSL has contributed Rs 1 Lakh from its CSR fund for the FY 2020-21 to the organization 'Campus Challenge' located at Vizianagaram district, Andhra Pradesh with a view to support its noble cause of providing food to the migrant workers / daily wage earners.

Preventive Measures (for the Organisation and Employees)

HSL has taken the following Preventive Measures to fight the COVID-19 Pandemic. This is in consonance with the various guidelines issued by MoHFW/ MHA and DDP from time to time.

- **Thermal Scanners:** Every employee/Contract workmen while entering the Shipyard is being thermally scanned for body temperature. Individuals with higher body temperatures are not being allowed inside the shipyard.
- **Face Masks:** Face mask is compulsory for all personnel entering Shipyard. No person will enter Shipyard without Face masks. Face masks have been issued to all employees working in the shipyard.
- **Hand Sanitizers:** Compulsory hand sanitization is being carried out at main gate for all personnel. Besides, hand sanitizer in bulk quantities have been issued to all departments. In addition, the hand sanitizers are kept in common places. The containers are being replenished as and when required.
- **Wash Basin:** Additional wash basins at various work centres inside the shipyard and at Main Gate are being provided for cleaning and washing of hands of all personnel on frequent basis.



Awareness Campaigns

Advisory on containment of COVID-19 like Do's & Don'ts, Videos on effective hand wash and proper sanitization etc. are regularly displayed on the digital display board to bring in awareness among all the employees including contract workers.

Preventive Guidelines on COVID-19 are displayed on Boards erected at various prominent locations of the shipyard.

Any Other Significant Measures taken by the Company

Following activities have been undertaken by the shipyard during the lockdown period (25 March – 03 May 2020):

- During lockdown, only essential services and functions related to maintenance, sanitation, security & medical services have been continued by deployment of bare minimum personnel.
- 450 passes have been obtained from the District Collector Office for safe to & fro passage of the people from residence to HSL for undertaking the above-mentioned essential services at HSL, as exempted vide MHA guidelines/ government directives.
- Draft de-lock plan for resuming operations post lockdown has been prepared and forwarded to MoD/DDP. Further, 'Mitigation Plans' to minimise the impact of lockdown and 'Catch up Plans' to meet the committed production schedule are worked out dynamically as the situation evolves and the yard has prepared plans for opening work fronts considering various scenarios of lifting of lockdown.
- In the interim, all completed and installed equipment/system are regularly kept alive and maintained with skeletal staff ensuring all precautions as required. This is also extended to yard assets such that these are readily available for exploitation as and when the lockdown is eased and work front can be opened to in-house and contracted workforce.
- In order to ensure effective 'Work from Home', HoDs and key personnel have been provided VPN access to carry-out essential work on SAP & intranet. While doing so, adequate precautions have been taken to ensure the cyber security of the IT network. NIC E-mail platform is







effectively utilized for undertaking the essential activities & corporate communication.

Post lockdown, HSL has commenced production from 04 May 2020 in phased manner/ two shift system in order to maintain social distancing. Necessary actions for sanitation, social distancing and disinfection of various areas in the shipyard and residential colony have also been strictly implemented. Employees who are attending the duties have been issued with face mask and hand sanitizer to ensure personal protection.







HIL (India) Limited



Dr. S.P. Mohanty
CMD HIL

PROTECT TO PROSPER

HIL (India) Limited (formerly known as Hindustan Insecticides Limited) (HIL) is a Govt. of India Enterprise, under the administrative control of Department of Chemicals & Petrochemicals, Ministry of Chemicals & Fertilizers.

HIL is engaged in manufacturing and marketing of wide range of Pesticide Technicals and Formulations in its own state of art manufacturing units located at Rasayani, Maharashtra, Udyogamandal, Kerala and Bathinda, Punjab. The product range includes Insecticides, Herbicides, Weedicides, Fungicides etc. HIL has strong marketing network across the country with its Six Regional Sales Offices strategically located in the country. The company is currently manufacturing Nine Agrochemical Technicals and about 40 formulation products. HIL has been actively promoting the safe and judicious use of pesticides through meetings and training programmes amongst the farmers. Apart from agrochemical segment, HIL has also diversified into Seed Segment and has been accorded status of National Level Seed Production Agency (NLA) by the Ministry of Agriculture, Government of India. To address the need of farming community, HIL has recently diversified its business activity into Fertilizers, Micronutrient, Bio-fertilizer and Bio-pesticides segment. HIL is manufacturing water soluble fertilizer – different grades of NPK at its all the three units which is marketed on pan-India basis through strong dealer network. HIL continues to be a key player in the Public Health segment (DDT, Malathion and LLIN) and has been working in close association with Ministry of Health, Govt. of India and State Governments for the control of diseases like Malaria, Kala-azar and other vector borne diseases. The Company has recently set up a manufacturing unit of Long Lasting Insecticidal Mosquito Nets (LLIN) for supply to Ministry of Health. More information about the company and its products is available on company's website www.hil.gov.in

In view of the shortage and poor quality of sanitizer in the market to ensure full safety of our employees, Company's Kerala Unit R&D department took the initiative and made hand sanitizer as per WHO formula.

Employees Strength

- Permanent (on roll) - 621
- Contractual - 240

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Company's employees have voluntarily contributed their one day salary amounting total of Rs.16.50 Lakh in the PM CARES Fund for fight against COVID-19 pandemic. HIL (India) Ltd contributed an amount of Rs. 10 Lakh under CSR to the PM CARES Fund.

Payment to Contractual Workers during Lockdown

Regular payment has been disbursed to all contract employees during lockdown period.

Social Support to needy by providing food & shelter

Company has carried out activities, different social activities for providing food to the needy people. Few of the examples are as under :

- Ration distribution programme was organized by Company's Regional Office at Kolkata with the help of local dealers at Kedarpur, Malda District, West Bengal for 30 beneficial families.
- Company's Regional Sales Office at Coimbatore (Tamil Nadu) has put marking on various agrochemical dealer outlets to maintain social distancing for the buyer.
- Company's Regional Sales Office at Kolkata (West Bengal) distributed masks and soaps at village Abdulghata, Raiganj, Distt. Uttar Dinajpur.

Medical support to address health crisis

- Due to crisis of blood for Thalassaemia patients, HIL organized a Blood Donation Camp with the help of Arambagh Hospital and local administration at Bengai Sarat Bidyapith, District Hooghly, West Bengal following all the social distancing and sanitization norms.
- Employees both on roll and contractual, reporting any sign and symptoms for COVID,





are checked by Company's Medical Officers and recommended for further diagnosis, if required.

Preventive Measures (for the Organisation and Employees)

- Corporate Office/Marketing Offices/Units have been lockdown with immediate effect on the announcement of lockdown on 24th March 2020. The production activities were later restored on 6th April 2020 and at Corporate Office/Marketing Offices on 13th April 2020 with skeletal staff following 33% roster system.
- Regular sanitization/disinfection activity carried out at Offices, factories premises, buses ferrying the staff at factory and other common places.
- Awareness through posters at entrances of factory gate and office buildings about Do's and Don'ts to prevent spread of COVID-19 were displayed.
- As part of preventive measures against COVID-19 spread, all employees, contractual workers and Mathadi workers at factories and offices were provided masks and sanitizers. It is ensured that all employees before entering the premises are provided with handrub sanitiser.
- Suspended biometric attendance punching across India in all the offices.
- Thermal screening carried out of each employee of company at entry gates.
- A Standard Operation Procedure (SOP) was developed and circulated to all the offices and factories on steps to be followed on resumption of work after lockdown.
- A Special Task Force has been constituted at Corporate Office and all the Units to ensure adequate preventive measures against spread of COVID-19.
- All meetings at Corporate Office and Units were carried out through e-mode (online VC mode) and physical meetings were carried out following social distancing norms.
- Entry of visitors, vendors and guests were restricted in all the offices. Essential meetings are being conducted through Video conferencing to the extent possible. In other meetings social distancing is being maintained.
- Social distancing has been maintained at Company's townships. Residents have been instructed to wear masks and stay at home.
- Hand wash facility with running water and soap at the main gate for all employees and all other who enter the Unit.
- In view of the shortage and poor quality of sanitizer in the market to ensure full safety of our employees, Company's Kerala Unit R&D department took the initiative and made hand sanitizer as per WHO formula. Hand sanitizer was kept at Main Gate of the Unit for sanitizing the hands of persons coming inside the factory.





Some quantity was distributed to security staff, company employees, primary health centers and in nearby villages, as a part of CSR activity.





Awareness Campaigns

Awareness through posters at entrances of Corporate Office, Regional Office, factory gate and office buildings about Do's and Don'ts to prevent spread of COVID-19 were displayed.



Housing and Urban Development Corporation Limited



M. Nagaraj
CMD & Director (Corporate Planning), HUDCO

HUDCO and HUDCO offices at Pan India are strictly adhering and complying all the Government guidelines issued by MHA, MoHFW and DoPT.

Housing and Urban Development Corporation Limited (HUDCO), a Government of India CPSE, is a premier Techno-financing Institution in the field of Housing & Urban Development in India. Since its inception in 1970, HUDCO continues its mission of improving access to Housing for All and providing sustainable infrastructure in human settlements, to improve the living conditions of people at large. HUDCO has evolved as the largest institution in India addressing the housing and infrastructure needs of the poor. The CPSE operates through a strong and multi-disciplinary workforce placed over its nationwide network of regional office and development offices.

Employees Strength

- Permanent (on roll): 775+
- Contractual: 163 (It includes Management Trainees, NAPS trainee, Security Staff, Housekeeping Staff & Tea Vending Machine staff)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 50 Crores through CSR

Rs. 54,15,688/- (during the month of April to June, 2020)- HUDCO employees contributed One day Salary to PM CARES Fund. Donations were also funded to PM CARES Fund by HUDCO Family group.

Payment to Contractual workers during Lockdown period

Rs. 58.64 lakh (during the month of March, April & May, 2020 - Security Guards, House Keeping Staff, Tea Vending Machine Staff).

Stipend of Rs. 20,59,314.00 (during the month of April, May & June, 2020) to the Mgt. Trainees.

Social support to needy by providing food & shelter

Through CSR

Medical support to address health crisis

- The Immunity Booster Medicines has been procured from AYUSH for distribution among employees.
- Employees who are infected from COVID-19, HUDCO has taken care very well.

Innovation, R&D and Technological breakthrough

- Contactless washroom taps are being installed in the washrooms of HUDCO Bhawan.
- HUDCO has provided Laptops to the officers to enable them to Work from Home (WfH) without any hassles.

Preventive Measures (for the Organization and Employees)

- All Govt. of India guidelines issued with reference to Management and prevention of spread of COVID-19 at HUDCO premises being strictly followed.
- Deep Sanitization of HUDCO premises is being done four times in a week.
- Automatic Sanitization dispensers have been installed in all floor for regular Hand Wash.
- Circulars/IOMs and other guidelines issued for strict adherence and reference to social distancing, avoid mass gatherings, staggered work time, lunch time and limited deployment of staff on roster basis.
- Thermal screening is being carried out at the entrance itself along with verification of Aarogya Setu App in the mobile phones of all employees/ visitors.
- Oximeters have been procured to check the Oxygen level in the blood, which can give symptoms of infection.
- Three Oxygen Concentrator Machines are being procured and placed in the Doctor's room, one at HSMI Training Centre and HSMI Hostel at Asiad Village, New Delhi.
- To ensure safety of HUDCO employees, flexible timings and working days have already been implemented to promote Work from Home (WfH).

Awareness Campaigns

Two Webinar programmes/meetings are being organized for all employees to disseminate the knowledge to effectively face the challenges of COVID-19 and understand Do's and Don'ts by Max Hospital and Ministry of Ayush wherein around 1000 employees participated.

Any other Significant measures taken by the Company

HUDCO and HUDCO offices at Pan India are strictly adhering and complying all the Government guidelines issued by MHA, MoHFW and DoPT.

Ircon International Limited



S.K. Chaudhary
CMD, IRCON

Ircon International Limited [IRCON], a diversified EPC major under the administrative control of Ministry of Railways is a Schedule –'A' and a Miniratna - I company.

IRCON was incorporated on 28th April 1976 under the name Indian Railway Construction Company Limited mainly for the purpose of design and engineering, procurement of equipments, project management and commission of Railway Projects in India and abroad on commercially prudent lines. Since then company has established itself as a global infrastructure developer.

The core competence of IRCON is in Railways, Highways & Extra High Tension sub-station engineering and Construction. The Company has executed projects in the areas of Railway construction including ballastless track, electrification, tunnelling, signal & telecommunication as well as leasing of locos, construction of roads, highways, commercial, industrial & residential buildings and complexes, airport runway and hangars, metro and mass rapid transit system, etc.

IRCON has so far completed about 385 major infrastructure projects of national importance in India and 128 projects across the globe in more than 24 countries.

IRCON has been ranked amongst the Top 500 Indian Companies in Fortune India 500 companies. IRCON has also been recognised and ranked amongst the Top 50 most profitable PSUs in India, the top 10 best performing PSUs on the basis of cash.

Employees Strength

- Permanent– 1123
- Contractual – 246
- Deputation – 31
- Service Contract – 22
- Tenure - 4

Ircon International Ltd is an organization, where Human Resource are its primary assets, thus, timely and prompt action was taken to prevent its spread. The task force was constituted at Head Quarter and at Projects for coordination and monitoring of safety protocols.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Ircon International Limited (IRCON) has provided a financial assistance of Rs. 20.5 Crore to Prime Minister CARES Fund for fighting COVID-19. IRCON employees have donated their one day's salary amounting to Rs 51 lakh.

Payment to Contractual Workers during Lockdown Period

The salary during lockdown period has been paid to all contractual employees. Full wages paid to the labours during Lockdown period and the due amount was transferred to the families in their native villages.

Social Support to needy by providing food & shelter

We have taken several initiatives to cater to the needs of people who are worst-affected by coronavirus and the subsequent lockdown. Our employees have come forward and provided food packets to migrant labourers, dry food items were distributed to workers and labours and arrangements were made to provide lunch and dinner to labour at various project sites.

Medical support to address health crisis

We have tied up with nearest hospitals at our project sites for providing immediate help to labour in case of any emergency. We have also provided first aid kits to labour at worksites.

Preventive Measures (for the Organisation and Employees)

The task force was constituted at Head Quarter and at projects for coordination and monitoring of safety protocols.

Standard Operating Procedure was formulated to be followed at Corporate, Project & Sub Offices and





Project Sites including Construction Material Testing Laboratories and all other premises.

All employees of IRCON, Sub-cons and workers to download Aarogya Setu App on their mobiles and only if App declares particular employee as safe, entry to the office is permitted.

Bio-metric swiping for attendance has been temporarily discontinued.

All employees have to strictly wear masks at all the time and adhere to the social distance of minimum one meter.

SOP measures implemented at worksite.

Awareness Campaigns

IRCON has been raising awareness at its project sites through posters and banners. These were displayed at prominent places showing usage of hand sanitizers and wearing of masks. Labours were informed about safety measures in local language through their supervisors.

At regular intervals, training of employees is being conducted regarding awareness of COVID-19 and preventive measures to be taken to prevent the spread. Employees are instructed on manner of using facemask and gloves, disposal of masks and other PPE.

Nation in the fight against COVID-19

The COVID-19 pandemic has engulfed entire world community and poses serious threat to economic activity and well-being of people worldwide. India is also witnessing tumultuous times, wherein an economic crisis is destroying our livelihoods and a health crisis which is threatening our citizen's lives. The immediate response of the government, an extended national lockdown, has been extremely successful in slowing the growth of the virus. In the prevailing situation, Ircon International Limited (IRCON), a Miniratna (Category-I) Schedule -



A Public Sector Enterprise is at the forefront to supplement the efforts of the government and its agencies to contain the spread of this virus. IRCON has contributed to PM- CARES Fund, provided social support to underprivileged impacted by COVID-19 lockdown and has been firmly implementing safety protocols at various worksites to safeguard its work force.

Financial assistance to support Government efforts

Ircon International Limited (IRCON) has provided a financial assistance of Rs. 20.5 crore to Prime Minister CARES Fund for fighting COVID-19. IRCON employees have also come forward and supported company's endeavour by donating their one-day's



salary amounting to Rs 51 lakh. We believe in Government of India's effort, which has emphasized that funds will be used for combating, containment and relief efforts against the coronavirus outbreak and similar pandemic like situations in the future.

Social Support to underprivileged impacted by COVID- 19

Making a meaningful difference to people's lives has been one of the cornerstone of company's values. As a socially responsible corporate, we have taken several initiatives to cater to the needs of people who are worst-affected by coronavirus and the subsequent lockdown. Our people have come forward and provided food packets to migrant labourers, dry food items were distributed to workers and labours and arrangements were made to provide lunch and dinners to labours at various project sites.

SOP for ensuring safety of work force

Ircon International Ltd. is an organization, where Human Resource are its primary assets, thus, timely and prompt action was taken to prevent its spread. The task force was constituted at Head Quarter and at Projects for coordination and monitoring of safety protocols. Standard operating procedure was formulated to be followed at Corporate, Project & Sub Offices and Project Sites including Construction Material Testing Laboratories and all other premises.

As far as possible, usage of public transport (train, metro, bus, sharing auto) should be avoided and use of self transport is highly recommended. In case of Company bus used at sites for mobilisation of workers to site, capacity to be reduced to 50% and norms of social distancing to be maintained while boarding and de-boarding.

Taking steps for business continuity

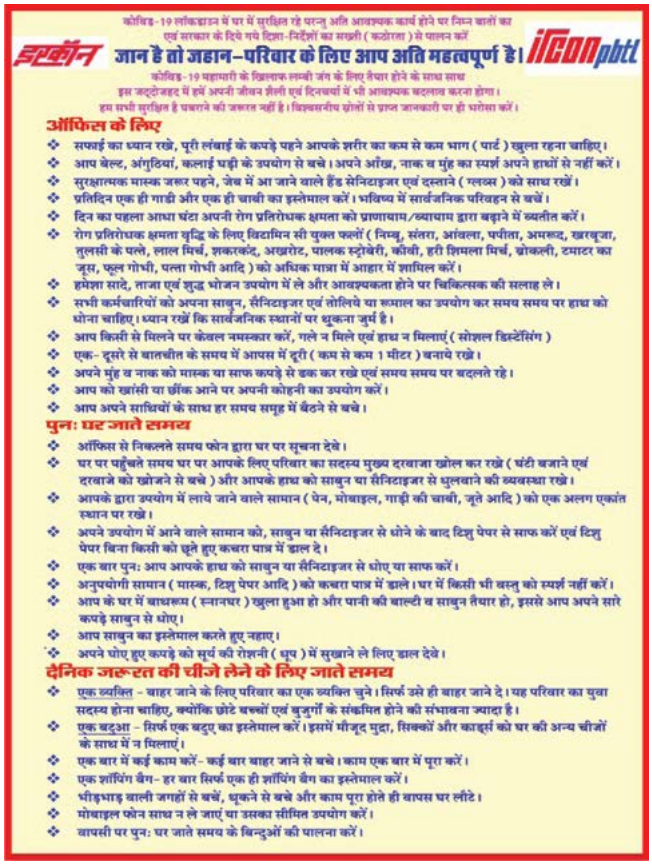
As per relaxation in lockdown norms, IRCON has started work at its various project sites in staggered manner by implementing strict safety measures. We have implemented following protocols at our work sites.



- Operation of Machines and Equipments: The machine body operator's cabin of all Machines / Equipments being used at sites is disinfected before use. The handheld tools, small machines and knobs of equipment are cleaned properly and if permitted as per Owner's Manuals these items are sanitized before use.
- Laboratory Staff: All Laboratory Equipments, tool and tackles used in Laboratory shall be disinfected.
- Worksites: The worksites are disinfected before starting the works. The workers are engaged such a way that while working the social distance of 6 feet is maintained. To keep social distancing, the staff may be engaged in different shifts or work shall be carried out at more than one front, as practical.
- Handling of construction material: Mechanised handling of materials has been adapted to the extent possible. All lifting machines (cabins and body), tool and tackles (like slings, D-shackles etc.) are disinfected before use.
- Incoming material are disinfected using approved



Awareness through poster & banners regarding COVID-19



कोविड-19 लॉकडाउन में घर में सुरक्षित रहे परन्तु अति आवश्यक कार्य होने पर निम्न बातों का एवं सरकार के दिये गये दिशा-निर्देशों का सख्ती (कठोरता) से पालन करें

इरकॉन **जान है तो जहान–परिवार के लिए आप अति महत्वपूर्ण है।** IRCONpbtt

कोविड-19 महामारी के खिलाफ लम्बी जंग के लिए तैयार होने के साथ साथ
इस जद्दोजहद में हमें अपनी जीवन शैली एवं दिनचर्या में भी आवश्यक बदलाव करना होगा।
हम सभी सुरक्षित है पचराने की जरूरत नहीं है। विश्वसनीय स्रोतों से प्राप्त जानकारी पर ही भरोसा करें।

ऑफिस के लिए

- सफाई का ध्यान रखे, पूरी लंबाई के कपड़े पहने आपके शरीर का कम से कम भाग (पार्ट) खुला रहना चाहिए।
- आप बेल्ट, अंगुठियां, कलाई घड़ी के उपयोग से बचे। अपने आँख, नाक व मुंह का स्पर्श अपने हाथों से नहीं करें।
- सुरक्षात्मक मास्क जरूर पहने, जेब में आ जाने वाले हैंड सेनिटाइजर एवं दस्ताने (ग्लव्स) को साथ रखें।
- प्रतिदिन एक ही गाडी और एक ही चाबी का इस्तेमाल करें। भविष्य में सार्वजनिक परिवहन से बचें।
- दिन का पहला आधा घंटा अपनी रोग प्रतिरोधक क्षमता को प्राणायाम/व्यायाम द्वारा बढ़ाने में व्यतीत करें।
- रोग प्रतिरोधक क्षमता वृद्धि के लिए विटामिन सी युक्त फलों (निम्बू, संतरा, आंवला, पपीता, अमरूद, खरबूजा, तुलसी के पत्ते, लाल मिर्च, शकरकंद, अखरोट, पालक स्ट्रोबेरी, कीवी, हरी शिमला मिर्च, ब्रोकली, टमाटर का जूस, फूल गोभी, पत्ता गोभी आदि) को अधिक मात्रा में आहार में शामिल करें।
- हमेशा सादे, ताजा एवं शुद्ध भोजन उपयोग में ले और आवश्यकता होने पर चिकित्सक की सलाह ले।
- सभी कर्मचारियों को अपना साबुन, सैनिटाइजर एवं तोलिये या रूमाल का उपयोग कर समय समय पर हाथ को धोना चाहिए। ध्यान रखें कि सार्वजनिक स्थानों पर थूकना जुर्म है।
- आप किसी से मिलने पर केवल नमस्कार करें, गले न मिले एवं हाथ न मिलाएं (सोशल डिस्टेंसिंग)
- एक- दूसरे से बातचीत के समय में आपस में दूरी (कम से कम 1 मीटर) बनाये रखे।
- अपने मुंह व नाक को मास्क या साफ कपड़े से ढक कर रखे एवं समय समय पर बदलते रहे।
- आप को खांसी या छींक आने पर अपनी कोहनी का उपयोग करें।
- आप अपने साथियों के साथ हर समय समूह में बैठने से बचे।

पुनः घर जाते समय

- ऑफिस से निकलते समय फोन द्वारा घर पर सूचना देवे।
- घर पर पहुँचते समय घर पर आपके लिए परिवार का सदस्य मुख्य दरवाजा खोल कर रखे (घंटी बजाने एवं दरवाजे को खोजने से बचे) और आपके हाथ को साबुन या सैनिटाइजर से धुलवाने की व्यवस्था रखे।
- आपके द्वारा उपयोग में लाये जाने वाले सामान (पेन, मोबाइल, गाड़ी की चाबी, जूते आदि) को एक अलग एकांत स्थान पर रखे।
- अपने उपयोग में आने वाले सामान को, साबुन या सैनिटाइजर से धोने के बाद टिशु पेपर से साफ करें एवं टिशु पेपर बिना किसी को छूते हुए कचरा पात्र में डाल दे।
- एक बार पुनः आप आपके हाथ को साबुन या सैनिटाइजर से धोए या साफ करें।
- अनुपयोगी सामान (मास्क, टिशु पेपर आदि) को कचरा पात्र में डाले। घर में किसी भी वस्तु को स्पर्श नहीं करें।
- आप के घर में बाथरूम (स्नानघर) खुला हुआ हो और पानी की बाल्टी व साबुन तैयार हो, इससे आप अपने सारे कपड़े साबुन से धोए।
- आप साबुन का इस्तेमाल करते हुए नहाए।
- अपने धोए हुए कपड़े को सूर्य की रोशनी (धूप) में सुखाने ले लिए डाल देवे।

दैनिक जरूरत की चीजे लेने के लिए जाते समय

- एक व्यक्ति - बाहर जाने के लिए परिवार का एक व्यक्ति चुने। सिर्फ उसे ही बाहर जाने दे। यह परिवार का युवा सदस्य होना चाहिए, क्योंकि छोटे बच्चों एवं बुजुर्गों के संक्रमित होने की संभावना ज्यादा है।
- एक बटुआ - सिर्फ एक बटुए का इस्तेमाल करें। इसमें मौजूद मुद्रा, सिक्कों और कार्डस को घर की अन्य चीजों के साथ में न मिलाएं।
- एक बार में कई काम करें- कई बार बाहर जाने से बचे। काम एक बार में पूरा करें।
- एक शॉपिंग बैग- हर बार सिर्फ एक ही शॉपिंग बैग का इस्तेमाल करें।
- भीड़भाड़ वाली जगहों से बचें, थूकने से बचे और काम पूरा होते ही वापस घर लौटे।
- मोबाइल फोन साथ न ले जाएं या उसका सीमित उपयोग करें।
- वापसी पर पुनः घर जाते समय के बिन्दुओं की पालना करें।



disinfectants, if possible and required. Where the material are of large volume like cable reels, electrical panels, S&T Equipment, aggregates, sand, cement or sensitive materials disinfectant cannot be used, are quarantined for at least 48 hours.

- For manual handling of materials, labourers have to wear the hand gloves and face mask at the time of unloading/ loading the materials. Use of Safety PPE like hard helmet, safety boots and reflective jackets has been made essential.

Way Forward

IRCON is at the forefront of responding to efforts of Government and will continue to support every initiative to combat COVID -19 crises. However, we realize these are unprecedented times and it calls for unprecedented steps. Top management of IRCON is assessing the emerging situation regularly and recommending mechanisms to respond to the changing situation. We strongly believe that as a nation we will emerge stronger going forward.

WCL... beyond mining



WCL... beyond mining

Mining coal to provide for the Nation's energy needs is WCL's mandate. We also empower people among whom we work - by providing for their vital needs like clean air, water, health and hygiene, education and skill-building. We are committed to it.

An enlightened national entity WCL !

Western Coalfields Limited

''A Miniratna Category-1 Government of India Enterprise''
''A Subsidiary of Coal India Limited''

Coal Estate, Civil Lines, Nagpur-440 001
http://westerncoal.gov.in

advision

Indian Renewable Energy Development Agency Limited



Pradip Kumar Das
CMD, IREDA

In line with directives of the Ministry of New & Renewable Energy, DoPT and DPE issued from time to time and to avoid crowding in offices, a significant percentage of IREDA employees have been working from home through e-office, depending upon their job profiles or necessities. Besides online movement of files through e-office, Board and review meetings are also taking place through Video Conferencing.

Indian Renewable Energy Development Agency Ltd. (IREDA), was incorporated as a Government Company, and registered under the Companies Act 1956 on 11th March, 1987. IREDA is under the administrative control of Ministry of New & Renewable Energy (MNRE) and is the only institution dedicated for financing Renewable Energy (RE) & Energy Efficiency (EE) projects in India. The company is registered with RBI as Non-deposit taking systemically important Non-Banking Finance Company (NBFC). Since, its inception the company has played a catalytic role in developing market for financing RE & EE projects by showcasing the success of financing in RE sector. The activities undertaken by IREDA are akin to the activities of a Green Bank. Since inception, the company is profit-making & regularly paying dividend(s) to the Government of India (GoI). IREDA has been awarded the "Mini-Ratna Category- I" status by the Department of Public Enterprises (DPE) in June, 2015.

IREDA has over the years sanctioned loans to projects in RE & EE sector aggregating to Rs. 85,600 Crore, disbursed Rs. 54,289 Crore up to 31st March 2020, the loan book provision of IREDA as on 31st March 2020 is Rs. 23,732 Crore and as such supported more than 16,000 MW of RE capacity. Since 2014, IREDA's operations both in terms of sanctions & disbursements have grown at a Compounded Annual Growth Rate (CAGR) of 23% & 27.4%, respectively.

Employees Strength

- Permanent (on roll): 159

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

IREDA has come forward and contributed Rs. 15 Crore to 'Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund' (PM CARES Fund)' for the fight against the coronavirus pandemic from its CSR fund. The amount contributed by IREDA was part of Rs. 925 Crore, which is committed collectively by all PSUs under Ministry of Power and Ministry of New & Renewable Energy. In order to strengthen the India's fight against Corona, IREDA employees have also voluntarily contributed one to ten day's salary, amounting to Rs. 6.52 lakh towards the 'PM-CARES Fund'. With this IREDA's total contribution becomes Rs.15.06 Crore.

Payment to Contractual Workers during Lockdown Period

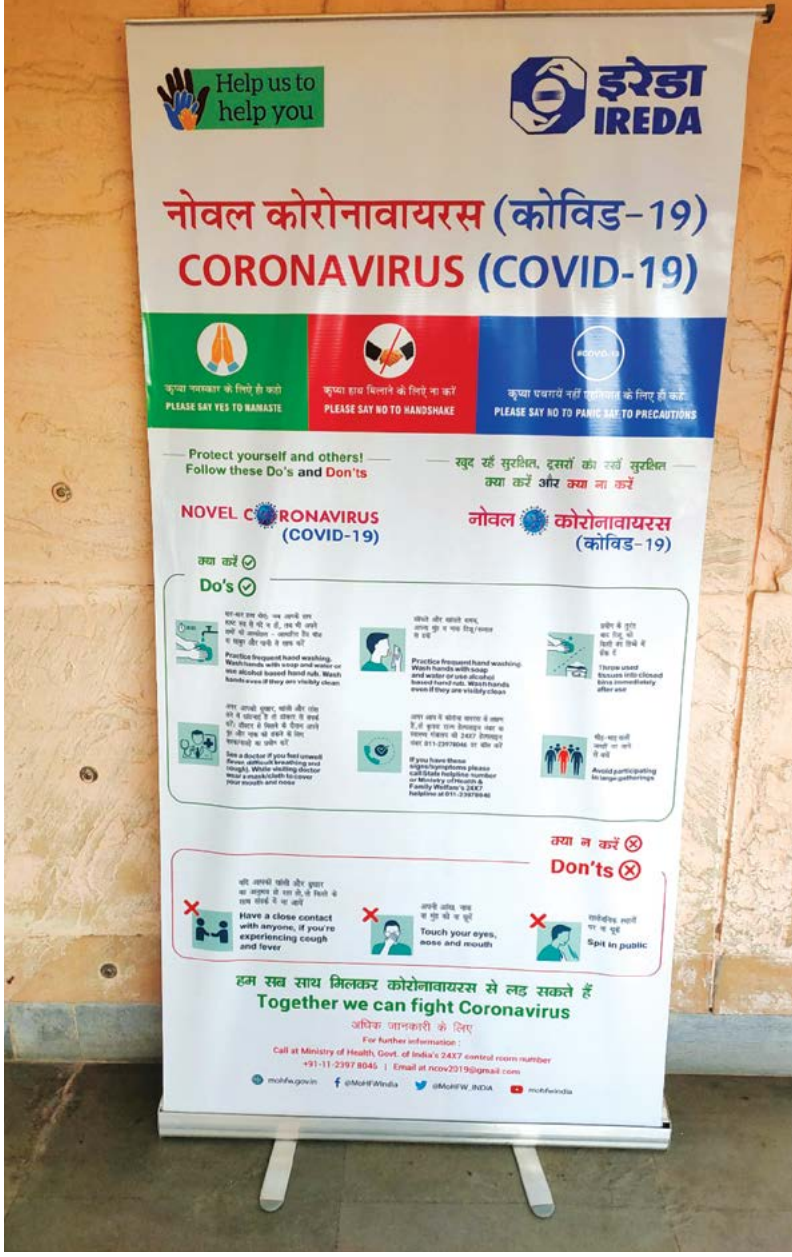
In pursuance of Department of Expenditure, Ministry of Finance OM dated 23rd March 2020 and OM dated 20th May 2020, contractual and outsourced staff who were required to stay at home in view of the lockdown regarding COVID-19 prevention, were treated as "on duty" during such period of absence and full salary has been paid accordingly.

Medical support to address health crisis

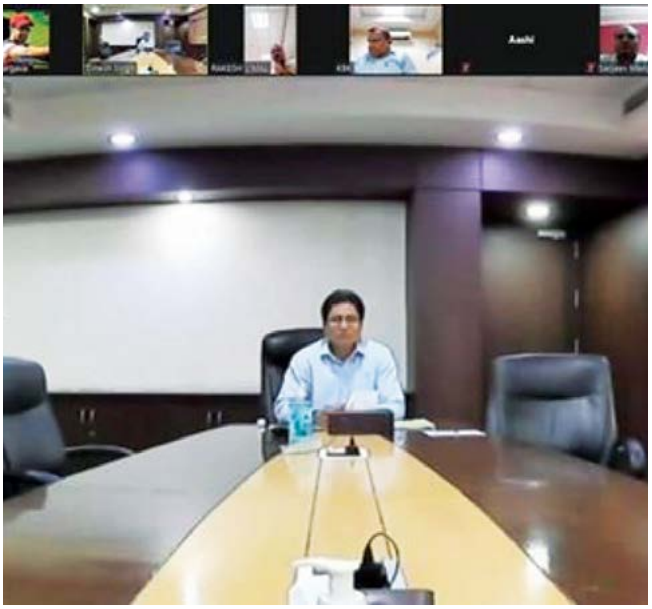
IREDA has extended financial assistance of Rs. 57.80 Lakhs and provided 4500 PPE Kits and 40,000 three layer face mask for Medical Staff / frontline coronavirus warriors in Balrampur and Chandauli Aspirational Districts, Uttar Pradesh.

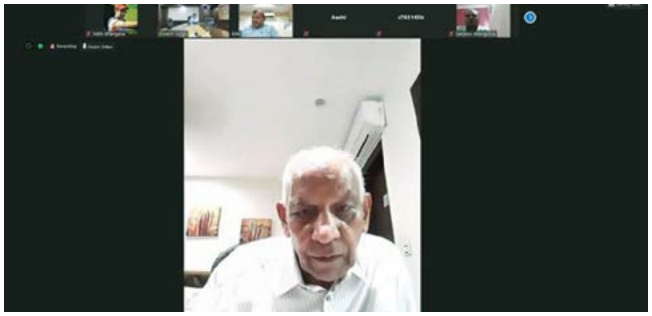
Preventive Measures (for the Organisation and Employees)

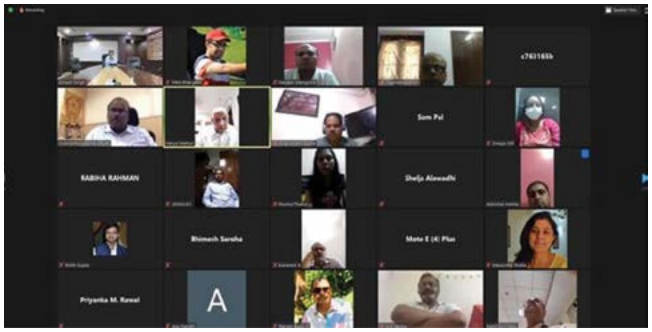
As a preventive measure to contain the spread of the coronavirus, all the IREDA employees exempted from marking their attendance through biometric machines. Daily temperature of employees is being checked with an infrared thermometer. IREDANs











are using 'Aarogya Setu' App on their mobile phones and they have been asked to must review their status on 'Aarogya Setu' app before starting for office. 'Aayuraksha Immuno Boosting Kit' along with Hand Sanitizers, Hand Gloves and Face Mask were provided to IREDANs. Apart from this, self-monitoring equipment like Pulse Oximeter, Blood-Pressure Monitor, Infrared Thermometer, Weighing Scale, Nebulizer and Glucometer etc. were also provided to regular as well as superannuated employees.

Standard Operating Procedure (SOPs) has also been issued during this period. As a precaution to combat the spread of COVID-19, fumigation, sanitization and disinfection is regularly carried out in all the offices of IREDA and its vehicles. Automatic touchless sanitizer dispensers have also been installed in IREDA offices.

In line with directives of the Ministry of New & Renewable Energy, DoPT and DPE issued from time to time and to avoid crowding in offices, a significant percentage of IREDA employees have been working from home through e-office, depending upon their job profiles or necessities. Besides online movement of files through e-office, Board and review meetings are also taking place through Video Conferencing.

Awareness Campaigns

In order to disseminate awareness among the employees and public at large, poster and standees on COVID-19 preventive measures have been installed in all the offices of IREDA. A webinar on Stress Management was also hosted by IREDA for all the employees.



IRCON INTERNATIONAL LIMITED
(A Government of India Undertaking)

BUILDING INDIA'S BRIDGE TO THE FUTURE

IRCON – With Integrated Engineering & Project Execution Expertise

Incorporated in 1976 for all round development of India's railway network, IRCON provides integrated engineering-management-consultancy solutions today – for railways, highways and other major infrastructure works, from concept to commissioning. It got listed with BSE and NSE in 2018 and is amongst the top 500 listed companies in India in terms of market capitalization. Its portfolio comprises 390+ projects in India and 128+ projects in 25 other countries. Total Revenue for the year ended 31st March'20 is Rs. 5,442 crore, which is 16% higher than last year and is also the highest ever Turnover since inception of IRCON

- Ranked in Top 250 International Contractors by Engineering News Record (USA). Also ranked amongst the Top 500 Indian Companies in Fortune India Magazine.
- Healthy profitability margins & comfortable liquidity position with its CARE Credit Rating of AAA/A1 + for long & short-term non-fund based borrowings. Continuously profit making company since its inception
- The first Company to get ISO-9001:2000 Certification in 1996 from TUV Germany for its full range of construction activities. It is an ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015 Certified company.
- The only construction company in the public sector to have earned substantial foreign exchange for the Country since 1981-82. Has not left any work incomplete since its inception.
- Conferred with 13 awards in the year 2019-20, including Golden Peacock Awards, ET Now Awards, Governance Now 7th PSU Awards, FICCI Award, CIDC Award and several others.
- Contributed Rs. 20.5 crores to PM CARES Fund (including employee contribution of Rs.51 lakhs) to support the Government of India in fighting COVID-19.

* As of March 31, 2020









IREL (India) Limited



Deependra Singh
CMD, IREL

IREL (India) Limited is a Mini Ratna, Category-1 CPSE under the administrative control of Department of Atomic Energy (DAE) established on the 3rd year of Independent India with the mandate of producing Rare Earths and other strategic compounds for the National security. Gradually to ensure raw material security for its strategic operations, IREL entered into the business of harnessing Atomic Mineral (commonly known as beach sand mineral) deposits. IREL is now a Multi-Location-Multi Product Company with operations in the coastal areas of Chatrapur in Odisha; Manavalakurichi in Tamil Nadu and Chavara & Aluva in Kerala.

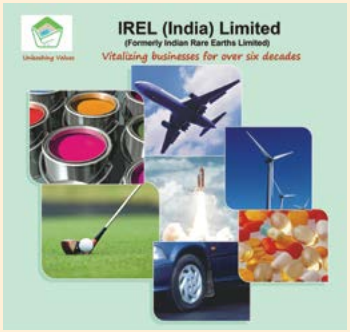
With profile spanning more than 35 products and continuous research to develop new ones in the value chain, IREL is also actively pursuing other deposits locally and globally to widen its footprints.

Atomic Minerals find use in horde of niche sectors such as aerospace, pigment, plastics, ceramics, refractory oil & gas etc while Rare Earths are performance enhancing material having number of niche applications such as consumer gadgets, electronics, renewable energy, defence, space, pollution control, petroleum refining, etc. The strategic compounds find direct use in the Nuclear Power Generation Programme, Space and Defence Sectors.

The Company took a calibrated approach to inhibit spread of the pandemic around its operating units. The local self-help groups and women welfare society of the Housing Colony were activated to stitch masks which were distributed not only in the surrounding villages, but also in areas where IREL does not have its footprint.

Employees Strength

- Permanent (on roll): 1187
- Contractual: 1650



FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

IREL has contributed an amount of Rs. 1 Crore to the PM CARES Fund established to fight the COVID-19 pandemic, from its CSR budget. Further, the employees have contributed 4 days salary to the cause amounting to about Rs. 1.05 Crore.

Payment to Contractual Workers during Lockdown Period

IREL has followed the guidelines issued by the Government in this regard.

Social Support to needy by providing food & shelter

The Company took a calibrated approach to inhibit spread of the pandemic around its operating units. The local self-help groups and women welfare society of the Housing Colony were activated to stitch masks which were distributed not only in the surrounding villages, but also in areas where IREL does not have its footprint.

Packets of food items and other essentials were distributed to the needy public across all the operating units of the Company and also to the migrant workers through the office of the District Administration.

Towards the above endeavor, IREL has spent in excess of Rs. 5.50 lakh during the initial days of the lockdown, when the local inhabitants and migrants were is a state of distress and shock.

Medical support to address health crisis

IREL has dedicated health care centers across all its operating units and the Company carries out extensive medical camps across the year as a part of its commitment towards preventive health care under its corporate social responsibility



programmes. However, necessary permission to carry out these health camps were not allowed during the lockdown period as it would lead to unwanted social gatherings.

Innovation, R&D and Technological breakthrough

As a part of its corporate responsibility, IREL carried out extensive sanitisation activities using its Fire Tender in all the adjoining villages. The



offices of district administration like Offices of Collector, Superintendent of Police, Additional District Magistrate, Tehsildar, Police Stations, etc were also sanitized by IREL. Besides, sanitization was also carried out in nearby Industries, financial institutions, etc which could resume their operations thereafter.

Towards the above, specialized atomizers were developed in-house to make the sanitization activities effective. Further, many foot operated dispensers were also fabricated in house and installed at many locations to avoid use of hands.

The Quality Control wing of IREL sprang into action to develop hand sanitizers as per norms stipulated by WHO, at a time when the same were not available across the counters. These sanitizers in large quantities were distributed around the surrounding villages amongst the local inhabitants.

Preventive Measures (for the Organisation and Employees)

Since the onset of COVID-19 pandemic and post declaration of Nationwide lockdown, the top management of IREL ensured meticulous implementation of the various directives issued by Department of Personnel & Training (DoPT), New Delhi, Ministry of Home Affairs (MHA), New Delhi, Department of Atomic Energy (DAE) besides the directives issued by the local State and District Administration issued by the local authorities where IREL's units are in operation.

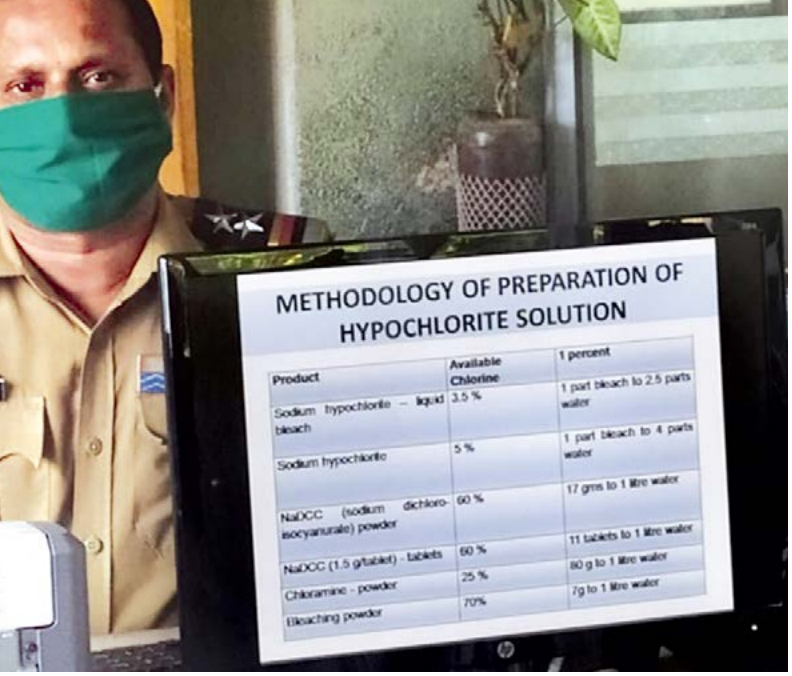
Immediately, Corporate/Unit level task force for COVID were constituted with focus on the protection of its employees and workforce from the exposure to the Pandemic for which rosters were prepared to ensure minimal manpower for essential services as stipulated by the Government and strict implementation of staggered timings, social distancing, use of PPEs, etc. Other measures taken by the Company include increased cleaning of the common areas like door, handles, washbasins, taps,



lifts stairways etc., adequate sanitizing facilities at several locations, cleaning floors and office premises at regular predetermined intervals, etc. Temperature measurement of employees reporting to work, providing sanitizers at appropriate locations are followed at all times. Concurrent action was taken up towards establishing channel for interaction between employees across the organization and also customers.

IREL was quick to gaze that the COVID-19 virus has emanated to stay for some time and the operations have to be resumed at an appropriate time, however, towards the safety of its employees the various stipulations issued by the Government need to be continued in the days to come. Accordingly, the practices as mentioned were institutionalized as practices to be followed in the new normal.

Operations of the Mineral producing Units were resumed from the 1st week of April 2020 after ensuring all guidelines issued by the Government from time to time in this regard. Towards the above, Standard Operating Procedure (SOP) for "Disinfection and Prevention of COVID-19 at work places", "Mining Operations in COVID Situation", "Resumption of operations after lockdown" were prepared and implemented by taking inputs from WHO, ILO and statutory agencies like DGMS, RPAD-BARC, CPCB, KSPCB etc and the same were monitored on a regular basis by the top management.





Inspite of the extension of the Lockdown, IREL has been able to sustain its operations and gradually ramp up the same by giving due importance to safety and health aspects of its employees and stake holders in terms of social distancing, disinfection of premises and incoming vehicles, use of appropriate PPEs, adequate provision for sanitization, thermal screening of all incoming personnel, centralized collection of dak, etc.

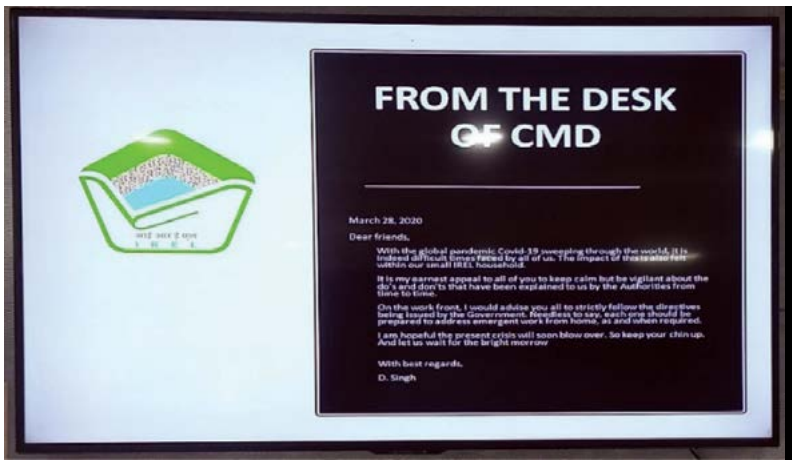
Awareness Campaigns

With the onset of the Pandemic, IREL engaged Public Address System in the nearby villages to spread awareness on the practices promoted by the Government including those of social distancing, frequent hand wash, wearing face masks in public, avoid spitting, etc.

Any Other Significant Measures taken by the Company

Leading from the front, the top management took meticulous action in boosting the morale of the employees working across all the plants through regular interaction using different communication channels like video conferencing, messages etc. The various safety measures, facilities to employees who are coming to work and keeping the production process running is being monitored on a daily basis. Besides the customers/ vendors of the Company were also contacted to strengthen their belief on the Company that it was fully prepared to keep up to its business promises.





India Tourism Development Corporation Limited



G. Kamala Vardhana Rao, IAS
CMD, ITDC

In its endeavours to support Mission Vande Bharat, the massive repatriation operation by the Indian government, Hotel Samrat, Chanakyapuri, operational under ITDC offered 50 rooms at a special rate for those coming from abroad and had to undergo a mandatory self-quarantine.

Set up on 1st October, 1966, **a premier Mini-Ratna Schedule "B" profit making Public Sector Undertaking under Ministry of Tourism, Govt. of India** in Tourism Sector.

Leading **One-Stop Solution Provider** in the Travel, and Tourism and Hospitality sector.

Deals in accommodation, catering, transport and travel, cargo handling, conference and convention facilities, duty free shopping, hospitality education and training, event management, consultancy and execution of tourism infrastructure projects, mounting of sound and light shows, monument illumination etc.

Various business verticals of the Corporation are Ashok Travels & Tours(ATT), Ashok Events(AED), Ashok Institute of Hospitality and Tourism Management (AIH&TM), Ashok International Trade (AITD), Ashok Consultancy & Engineering Services (ACES), Sound & Light Show (SEL), Hotels(HCE).

Employees Strength

- Permanent (on roll): 770 permanent employees (Executives 174, Non-Executives -596) and
- 1600 contractual including manpower deployed by various contractors, / agencies as on 31.03.2020

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

- Standing in solidarity with the nation and the Government's effort to combat the pandemic, ITDC contributed Rs.22.50 lakhs towards Prime Minister Care Fund (PM-CARES) under CSR.
- Employees contributed their one-day salary amounting to Rs. 14.05 lakh to PM CARES.

Payment to Contractual Workers during Lockdown Period

ITDC paid wages to its contractual employees during lockdown period as per guidelines of the Government.

Social Support to needy by providing food & shelter

ITDC provided 2000 free cooked and packed lunch

meals per day totaling more than 62000, during lockdown period from 1st April, 2020 to 3rd May, 2020 to the health workers of government hospitals like AIIMS, Safdarjung & RML in the state capital as well as to people in need through Local administration and Police. The food was prepared in the kitchen of ITDC's flagship hotel, The Ashok.

Medical support to address health crisis

Under its CSR initiatives, ITDC provided an Advance Life Support Ambulance to City Hospital, Damoh under Aspirational District Scheme identified by NITI Ayog which will further catapult the progress of healthcare services in the Damoh district, Madhya Pradesh. The ambulance is well equipped with all prime amenities required for a patient like a Suction pump, Oxygen Cylinder "B" Type, Nebulizer, Portable Glucometer, Pneumatic splints, B.P instrument, defibrillator, and Ventilator.

Rooms to accommodate upto 100 Doctors at Hotel Samrat were offered to AIIMS.

Innovation, R&D and Technological breakthrough

ITDC offered quarantine facility to support Mission Vande Bharat

In its endeavours to support Mission Vande Bharat, the massive repatriation operation by the Indian government, Hotel Samrat, Chanakyapuri, operational under ITDC offered 50 rooms at a special rate for those coming from abroad and had to undergo a mandatory self-quarantine. The hotel undertook all required measures to sanitize the facility as per the guidelines issued by the Ministry of Health and Family Welfare.

Preventive Measures (for the Organisation and Employees)

ITDC organized Training on Health Protocols Amid Intensive Preparations For Re-Opening of its Hotels

Preparing to restart business amid a new perspective and a new vision, ITDC is committed to placing health and safety on top priority, while retaining traditional hospitality. A detailed and rigorous training intervention on health and safety protocols was held for workers of all the divisions to be implemented by ITDC hotels for safety and security of guests as well as staff.

The entire post-COVID initiative is a 360 degree amalgamation of SOPs, HACCP and FSSAI codes, technology, training, medical expertise and strict protocols.

Awareness Campaigns

ITDC used its Social Media to promote Social Distancing

In a bid to educate and promote concept of social distancing during the lockdown phase, ITDC launched a special ad campaign on its social media platform.

ITDC organized campaign named 'The Ashok Cares'

Highlighting the adoption of newer ways of social distancing and strict protocols in terms of hygiene and sanitization, the campaign showcased how the hotel is ready to welcome guests and patrons once again to experience the warmth of their signature hospitality.

Any Other Significant Measures taken by the Company

All the employees who are in high touch zone are provided with PPE kits.

All the employees are provided with masks and gloves.

A new training manual has been formed mentioning the SOPs to be followed for opening the establishments post lockdown.

ITI Limited



R.M. Agarwal
CMD, ITI Limited

The Company, with the concerted efforts of one and all, is effectively preventing spread of COVID-19 at its workplace and residential townships and earnestly hopes that its contributions through introduction of host of devices support the people and the nation to fight against COVID-19.

ITI Limited is a Public Sector Undertaking in the telecommunications technology segment established as a departmental factory in 1948. The company has manufacturing facilities in Bengaluru, Naini, Rae Bareli, Mankapur and Palakkad along with an R&D centre in Bengaluru and 25 Marketing, Services & Projects (MSP) centers in India, which are located at Bengaluru, Bhubaneshwar, Chennai, Hyderabad, Kolkata, Lucknow, Mumbai, New Delhi and 17 other places spread across the country.

The company has a diverse suite of products including manufactured products like Gigabit Passive Optical Network (GPON), Managed Leased Line Network (MLLN) products, Stand Alone Signalling Transfer Point (SSTP), Wi-Fi Access Point, Radio Modem, SMPS, Set Top Box, Defence products like multi-capacity encryption units, Bulk encryption Units (BEU), Terminal End Secrecy Devices (TESD), Passive infrastructure products such as Optical Fiber Cable, HDPE duct, Antenna, diversified products such as smart energy meters, smart cards, solar panels, mini personal computers.

Besides offering the telecom turnkey solutions and customized support, ITI has a dedicated Network System Unit for executing turnkey projects for installation and commissioning of telecommunication networks. The company intends to upgrade and invest in the technology, through the acquisition of technology from strategic partners with a specific focus on high growth industry segments. The company operates a data center at Bengaluru and currently expanding the same to offer cloud based services to government institutions/departments, banks etc.

The company is manufacturing a diverse range of Information and Communication Technology (ICT) products/solutions to hone its competitive edge in the convergence market by deploying its rich telecom expertise and vast infrastructure. Company is diversifying towards IOT, Smart city, other allied telecom products and services including turnkey project execution to offer

solutions in diversified fields. Encryption Products are the company's forte. Extensive in-house R&D work is devoted towards design and development of encryption solutions to Indian Defence forces.

Employees Strength

- Total : 3490 (As on 01.06.2020)
- Permanent (on roll) : 2884
- Contractual : 606

FIGHTING THE PANDEMIC

ITI LIMITED – A Catalyst to Combat COVID-19

In just a matter of weeks, the outbreak of COVID-19 has changed life dramatically across countries. It is forcing people around the world to live and work in radically different ways and the workforce engaged in organizations - Government or Private, are no exceptions. COVID-19 is changing the way people work, with travel bans, skeleton crews, remote work, and social distancing becoming the norms.

Organizations in the process of their preparation to fight against the crisis, as a first step, need to focus on the physical and mental health of the employees ensuring that they get the needed support to cope up with the stresses. Secondly, regular update of information on safety and preventive measures to manage the crisis is critical and assumes greater importance and these efforts create a sense amongst the employees that they are supported, guided and protected.

Present time is a defining moment for leaders. The only way to support the employees, while ensuring the success of the organization, is to balance deep empathy with economic realities. Further, in the midst of multitude of activities the managers are engaged, sensitizing and empowering them with the information, resources, skills, and support required to fight against the epidemic assumes even greater importance.





ITI Limited, visualizing the scenario, has taken the following pragmatic steps to fight against the pandemic:

Monetary Contribution to PM CARES Fund

- ITI Limited has extended its support for the noble cause by contributing Rs. 64.00 lakhs to the PM-

CARES Fund under CSR.

- Employees of the Company contributed their one-day salary to the PM CARES Fund amounting to Rs. 50.00 lakhs.

Payment to Contractual Workers during Lockdown Period

- The company has complied with the guidelines of Hon'ble Ministry of Home Affairs / DPE in this regard.

Social support to needy by providing food & shelter

- The Company has distributed 2500 Nos. of ration-kits, at Bangalore Plant consisting of general provisions, to the poor families at Dr. Ambedkarnagar colony, Bhovi Colony, Caudhenahally, Varanasi, Yrannpalya and Muneswarnagar– the localities at the vicinity of the Plant.
- 500 Nos of ration kits at Mankapur Plant.
- 300 Nos of ration kits at Raebareli Plant.
- 200 Nos. of ration kits at Naini Unit to the needy families.

Medical support to address health crisis

The Company, to begin with, sensitized all its hospitals authorities and staff for their preparedness to fight against the spread of COVID-19 and to co-ordinate with the State Health authorities. The Company, nominated the senior Doctors / HR Heads as Nodal Officers at all the Units and established 24 x 7 helpline, to educate and facilitate medical services, transport to the employees and their family.

Innovation, R&D and Technological breakthrough

The Development/Manufacturing of Medical Electronic Products by ITI Limited: Large number of countries, across the globe, have been hit hard by the outbreak of COVID-19 and this onslaught left especially the medical industry deterred. The enormous rise in the number of COVID-19 cases leading to shortage of medical supplies including



masks, hand sanitizers, and face shields everywhere. But what is worse is the shortage of ventilators that are much needed for severe Corona infected patients to survive.

ITI Limited, realising the need, as visualized under the Aatma Nirbhar Bharat Abhiyan, ventured into the development and manufacturing of various medical electronic products to serve the noble cause





of fighting against the epidemic. In the process, the company has come out with portal ventilator and host of other products that help to contain spread of the Corona virus. The profile of the products in brief, is as under:

- **Portable Ventilator:** Portal Ventilator is manufactured by ITI Limited, in collaboration with the DRDO is a Single Outlet Automatic Resuscitator system to provide forced breathing to the patients or casualties who could not breathe by themselves. This device can run on AC/DC/ external battery and the source of breathing air is by compressed air or by oxygen. This is the first of its kind in the country. The device has been designed by the Defence Bioengineering and Electromedical Laboratory (DEBEL), DRDO, developed and manufactured by the company at its Bangalore Plant under transfer of technology by DRDO.

- **Face Shield:** This product protects people from respiratory droplets, sprays and saliva that may carry the infectious virus. The Salient features are that it is comfortable to wear with 100% visibility, Light weight, eco-friendly Non Toxic, reusable and made of recyclable material. The produce has been designed by the company and productionized at Bangalore Plant.

The company has delivered samples to more than 16,000 organizations / hospitals, across the country, as its CSR initiative and is equipped to meet the huge demands.

- **Sanitizing Tunnel:** This sanitizing chamber featured with Central control panel for misting automatically sensing entry to the tunnel, with adjustable timer.

- **Face Mask with detachable filter:** This product is developed aiming to protect people from respiratory droplets etc., to combat spread of Corona Virus. The product is featured with Long life usability, easy to change filter, light weight and made of biodegradable material.

- **Face Mask Disposal Machine:** This device helps for safe and appropriate disposal of the used face masks and featured with Wall mounting facility, Brilliant Thermal Protection, Easy to use ash trays, Electronic temperature display and corrosion free.



- **Manual Sanitizer Dispenser:** This device is foot operated hand sanitizer stand, coupled with user friendly features, fully adjustable for various sanitizer bottle types.

These products manufactured at ITI Mankapur Unit have featured with individual c are to mass applications in industries, railways, airports, corporations, Hospitals, Public Places. Schools, Colleges etc.

Preventive Measures (for Organization and Employees)

With the imposition of lockdown, the company, in compliance with the National directives for COVID-19 Management at public / work places, has taken the following steps to contain spread of the epidemic: -

- Mass sanitation in the hospitals, Schools, factory / offices, townships, commercial complexes in the townships.
- Sanitizing all the company vehicles.
- Isopropyl Alcohol based sanitizers, face masks and hand gloves were provided in all the Offices/ departments/factory including at security entry posts with strict advice to maintain social distancing in work place.
- Contactless Thermal scanners are provided to the Reception / Security points to check the visitors / employees reporting.
- Educated / created awareness through work groups / social media about the management of COVID-19 cases and contacts.
- 24x7 helpline and transport facilities for employees and their family are provided.
- Company Head Quarter is in constant touch with all the Unit Nodal Officers and Heads of HR for ensuring timely communication of Government guidelines, amongst all the employees and submission of requisite reports to the Ministry / Government.





- During the lockdown period, supply of daily essentials like, milk, vegetables, medicines etc., were ensured in the townships, engaging volunteers from amongst the employees.

Awareness Campaigns

As an effort to educate / create awareness on Prevention and management of COVID-19 amongst the employees and the general public, the company has displayed banners in strategic points and shared useful audio-visual clippings through social groups/media.

At Units, COVID-19 Awareness programmes are organized by HRD Centres. The employees and their family member were advised to download "Aarogya Setu" app and encouraged to effectively use the same. The company has also initiated action to educate the employees and their family by publishing educative information about COVID-19 in the Corporate level House Journal – Doorvani and the Newsletter Published by the Units.

Other Significant measures taken to combat spread of COVID-19

Company has minimized visitors / travelling and initiated discussions / meetings through telecon / Video Conferencing. Management is conducting inter-unit Meeting through VC. The HRD centres are mobilizing the video conferencing for imparting virtual training across the units.

The Company, with the concerted efforts of one and all, effectively preventing spread of COVID-19 at its workplace and residential townships and earnestly hopes that its contributions through introduction of host of devices support the people and the nation to fight against COVID-19.





The Jute Corporation of India Limited



Cmde Ajay Kumar Jolly (Retd.)
CMD, JCI

Taking the COVID-19 situation as an opportunity all employees were encouraged to do various online trainings which significantly enhanced the skills.

The Jute Corporation of India Limited was founded in the year 1971 with the primary mandate of giving Minimum Support Price (MSP) to the jute growers and to stabilize the raw jute prices in the market through suitable interventions.

The Corporation also undertakes various jute agronomy development projects of the ministry like Project I-CARE. Further taking advantage of the changing markets, JCI has also entered into the business of Jute Diversified Products (JDPs). The various means adopted so far for marketing JDPs include retail sales, participation in fairs, Corporate Sales, franchise model sales and shortly an e-commerce platform is going to be launched. Taking lockdown phase as an opportunity all employees had diverse online trainings. The entire digital marketing effort for bringing in franchises happened through facebook marketing. With the renewed stress in Green movement, the Corporation would continue its crusade against plastics and keep on giving a green alternative of jute packaging.

Employees Strength

- Permanent (on roll): 161
- Contractual: 28+134 (outsourced)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs.4.50 Lakh (one day salary) donated.
Further Rs. 18.68 Lakh donated through CSR funds.

Payment to Contractual Workers during Lockdown Period

Continuing payments are being made to contractual, casuals and contingents.

Innovation, R&D and Technological breakthrough

The Bales Press Machines (BPM) have been playing an

important role in the MSP operations for compressing and packing of raw jute in bale form as it's a laborious activity. The existing BPMs of JCI are old and cumbersome and worn out and involved large number of labors. Due to the old operating techniques, its packing efficiency is very poor as these machines in use were constructed with century old design, and there is no standard manufacturer available to supply the same and to repair when required.

To overcome these problems, Corporation had approached CSIR – Central Mechanical Engineering Institute, Durgapur, WB, to develop a suitable model of the bales press machine which will be using less manpower, much easy to operate, less maintenance cost and high rate of production. The same is in the design finalization stage at CMERI.

Preventive Measures (for the Organization and Employees)

- At first JCI developed and implemented a COVID-19 protocol for distribution of certified seeds, and the entire supply was done following it during the first five weeks of the lockdown, the entire seed distribution window.
- All safety protocols were followed as per MHA guidelines and those with co-morbidities allowed to Work from Home.
- Employees were called to office only when required and according to roster in sanitized cars.
- Further an SOP for DPC operations post COVID-19 was also developed and are being strictly followed. Thermal scanning introduced in HO and sanitizers are used. Social distancing maintained in all other offices.

Awareness Campaigns

- Safety protocols being printed and displayed in prominent position of all Departmental Purchase Centres (DPCs).
- Also, awareness was spread through Video Conference to take precautions and avoid panic.

Any Other Significant Measures taken by the Company

- Taking the COVID-19 situation as an opportunity all employees were encouraged to do various online trainings which significantly enhanced the skills, competencies and positive attitude of the employees.
- While Working from Home the much-needed operations manual was drafted and the syllabus for the apprentices in trade of Jute Inspectors drafted and finalized. The Finance manual and the IT Policy is in the pipeline.
- There was no disruption, business continuity executed seamlessly through relentless virtual meets, even Board Meetings.
- No contingents and casual employees have been laid off during COVID-19.
- There has been a zero incidence of COVID-19 cases in JCI.

Madras Fertilizers Limited



U. Saravanan
CMD, MFL

Madras Fertilizers Limited (MFL) was incorporated in December 1966 as a Joint Venture between GoI and AMOCO India Incorporation of USA (AMOCO) with GoI holding 51% of the equity share capital. In the year 1972, NIOC acquired 50% of the AMOCO's share and the shareholding pattern became 51% GoI and 24.5% each of AMOCO and NIOC.

In 1985, AMOCO disinvested their shares, which were purchased by GoI and NIOC in the proportions of their respective shares as on 22.07.1985. The revised share holding pattern was GoI 67.55% and NIOC 32.45%. Subsequent to the Issue of Rights shares in 1994 for part financing of the Project, the shareholding of GoI & NIOC stand at 69.78% and 30.22%.

During 1997, MFL had gone for Public Issue of 2,86,30,000 shares with face value of ₹ 10 and a premium of ₹ 5 per share. Of these, 2,58,09,700 shares were subscribed. The present Paid up share capital and the shareholding pattern are as follows:

Shareholder	Paid Up Capital (₹ in Cr)	Share Holding %
GoI	95.85	59.50
NIOC	41.52	25.77
Public	23.73	14.73
Total	161.10	100.00

Though the Company has an authorised share capital of ₹ 365 Cr. comprising of ₹ 175 Cr. as equity and ₹ 190 Cr. as preference share capital, the preference share capital is yet to be issued and subscribed. As on date, the paid-up equity is ₹ 161.10 Cr.

MFL issued bulletins and circulars on regular basis about standard protocols as stipulated by ICMR / State Government Health Care Department and other Government to prevent COVID-19.

MFL commenced commercial production in 1971, with an annual installed capacity of 2,47,500 MT of Ammonia, 2,92,050 MT of Urea and 5,40,000 MT of NPK. A major revamp / expansion was carried out in 1998 at a cost of ₹ 601 Cr, enhancing the annual installed capacity to 3,46,500 MT of Ammonia, 4,86,750 MT of Urea and 8,40,000 MT of NPK.

Employees Strength

- Permanent (on roll) : 562
- Contractual : 1700-2000

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

- MFL employees have contributed their one day salary to PM CARES - Rs.13 lakhs.
- Contribution by MFL to PM CARES - Rs. 2.5 lakhs.
- Contribution by MFL to CM CARES - Rs. 2.0 lakhs.

Action taken to overcome the crisis

- Achieved 100 % operating factor in March 2020.
- Achieved 100 % operating factor in April 2020.
- Made profit during III & IV quarter of 2019-20.
- Had problems initially regarding employee movement for attending duty which was sorted out by issuing Essential Movement Pass issued by Jt. Commissioner of Police in a timely manner. MFL had also faced contract labour problems at the unloading point which got sorted out with the help of State Government Agricultural Officers and issued enough face mask, sanitizer etc. to facilitate unloading and movement of products to the dealer points.
- Faced Chemical supply issue which got corrected by making advance payment immediately.
- Experienced issue on supply of product bags due to labour shortage in the vendors factory. Coordinated with local Government authorities to solve this issue and bags supply was resumed.
- No Shutdown of the Units during Lockdown period and ensured continuous essential product movement to the dealer point for sales to meet the fertilizer requirements of farming community.
- Received required guidelines / inputs / instructions from DOF in timely manner and also received a great support from Tamil Nadu Government to ensure continuous product transportation and sales.
- Followed protocols issued by Ministry of Home Affairs, Tamil Nadu State Government to ensure safety and personal hygiene.

Payment to Contractual Workers during Lockdown period

Payment to all contractual workers during lockdown period were made as per the extant guidelines. In addition, free meals have been provided to them and exclusive transport arrangements have been made for pick up and drop at free of cost.

Social Support to needy by providing food & shelter

Food packets and grocery items worth Rs.2 lakhs were distributed to the poor and needy people through NGOs.

Medical Support to address health crisis

MFL provided Kabasura Kudineer and Zincovit tablets and Arsenicum ALB 30 (Homeopathy medicine) to all employees / contract labourers / Security Staff and Drivers to increase the immune level.

Preventive Measures (for the Organisation and Employees)

- For shift employees, 2 shift operations of each 12

hours is adopted instead of 3 shifts operation of each 8 hours to avoid frequency of travel.

- Continuous education about virus and necessary supports were given to employees and contract labourers to erase fear in their minds.
- Social distancing markers drawn and assured social distancing.
- Thermal Scanning done to all employees.
- Disinfection done frequently and sanitisation of work spots were done repeatedly.
- Face Mask, Sanitizing done to each employees daily basis on arrival.
- Manual attendance introduced in place of Biometric attendance.
- Free meals and transportation have been extended to contract labourers to ensure smooth loading of products.
- Round the clock follow-up and monitoring activity of the company carried out by the management Committee to address the issues then and there, through WhatsApp Group formed for COVID-19.
- Provided movement pass issued by Jt. Commissioner of Police to employees / contract labourers in a timely manner for hassle-free transportation.

Awareness Campaigns

MFL issued bulletins and circulars on regular basis about standard protocols as stipulated by ICMR / State Government Health Care Department and other Government to prevent COVID-19.

Any other significant measures taken by the Company

Though MFL is located in the city of Chennai, which is a COVID 19 hot spot, MFL continuously produced fertilizers and ensured smooth loading of produced through timely action by ensuring safety of employees/contract labourers and other associated vendors.

MFL has implemented roster system to avoid gatherings during breakfast and lunch hours in the incoming and outgoing of employees.

Meetings have been conducted through video conference to update all the information.

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Mazagon Dock Shipbuilders Limited



Vice Admiral Narayan Prasad (IN Retd.)
CMD, MDL

MDL an ISO 9001:2015 certified company, is one of the leading shipbuilding yard in India. Prior to incorporation in 1934, a small dry dock was constructed in Mazagaon village, Mumbai, to service the ships of the British East India Company in 1774 which was subsequently developed into a ship repair yard and later a ship building yard over the course of two centuries. MDL was incorporated as a private limited company in 1934 and in the year 1960, the GoI took over the Company to expand its warship development programme designating it as a DPSU under the MoD.

MDL is a defence Public Sector Undertaking shipyard under the Department of Defence Production, MoD with a maximum shipbuilding and submarine capacity of 40,000 DWT, engaged in the construction and repair of warships and submarines for the MoD for use by the Indian Navy and other vessels for commercial clients. MDL is a wholly-owned GoI company, conferred with the 'Miniratna-I' status in 2006, by the Department of Public Enterprises. MDL is India's only shipyard to have built destroyers and conventional submarines for the Indian Navy. MDL is also one of the initial shipyards to manufacture Corvettes.

The business divisions in which MDL operate are (i) shipbuilding and (ii) submarine and heavy engineering. Shipbuilding division includes the building and repair of naval ships.

MDL is currently building four P-15 B destroyers and four P-17A stealth frigates for the MoD for use by the Indian Navy. Our submarine and heavy engineering division includes building, repair and refits of diesel electric submarines. MDL is also currently building four Scorpene class submarines (two have been delivered) for the MoD for use by the Indian Navy.

Since 1960, MDL have built a total of 795 vessels including warships, from

Direct assistance has been provided to needy people, worth Rs 50 Lakhs (Approx.). This includes Rs. 30.25 Lakhs for supply of provisions to 4266 tribal families and slum dwellers in three districts of Maharashtra for a month, and Rs. 2.02 Lakhs to provide food to 350 migrant labourers for forty five days.

advanced destroyers to missile boats and submarines. MDL has also delivered cargo ships, passenger ships, supply vessels, multipurpose support vessels, water tankers, tugs, dredgers, fishing trawlers, barges and border outposts for various customers in India as well as abroad.

MDL have delivered, till date 25 frontline warships and 4 submarines to the Indian Navy.

On the export front, MDL have exported two hundred forty-three vessels to various foreign clients since 1960.

MDL have also fabricated and delivered jackets, main decks of wellhead platforms, process platforms, jack-up rigs etc.

Employee Strength

11562

- Permanent (on roll): 6515
- Contractual: 5047

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

302 Lakh

- Mazagon Dock Shipbuilders Limited has so far expended Rs 249.47 Lakhs under its Corporate Social Responsibility for COVID Care. Out of this, Rs 200 Lakhs have been remitted to PM CARES Fund.
- MDL also contributed employees one-day salary amounting to Rs 102 Lakh to PM CARES Fund.
- MDL made a monetary contribution of Rs. 100 Lakh and Rs 20 Lakh to Maharashtra Chief Minister's and Goa Chief Minister's relief fund respectively.

Payment to Contractual Workers during Lockdown Period

Payment to Contractual workman have been made during lockdown period.

Social Support to needy by providing food and shelter

- Rs. 1 Crore have been remitted to Maharashtra CM Relief Fund and Rs 20 Lakhs to Goa CM Relief Fund and further support to the needy to tide over the COVID crisis, are under consideration.
- Rs. 5 Lakhs to the quarantine centre set up by



Indian Navy in Mumbai, accommodating 50 Kashmiri Pilgrims, evacuated from Iran.

- Direct assistance has been provided to needy people, worth Rs 50 Lakhs (Approx.). This includes Rs. 30.25 Lakhs for supply of provisions to 4266 tribal families and slum dwellers in three districts of Maharashtra for a month, and Rs. 2.02 Lakhs to provide food to 350 migrant labourers for forty-five days.
- 5000 disposable masks have been supplied to the Kasturba Hospital in Mumbai, involved in testing and treating of COVID patients. 3500 cloth masks, sourced from a tribal women's self-help group and 4000 hand sanitizers have been distributed to needy people in Mazagon. 25000 cloth masks have been ordered on a women's self- help group, for further distribution.



Medical Support to address Health Crisis

- Tied up with all empanelled hospitals for immediate admission of COVID-19 positive employees
- 24 hours' online support from Company doctors have been extended to all employees.
- Providing masks and sanitisers (70% alcohol content) to all employees attending office.
- Arranged COVID-19 test for the employees as and when required.

Innovation, R&D and Technological breakthrough

- Leg pedestal dispensers for sanitizer has been developed in house from scrap material.
- Changed attendance recording from biometric mode to RFID and System log in at home.
- Conference and other meeting are being arranged through various internet Conference Applications.

Preventive Measures (for the Organisation and Employees)

- Provided 'no contact digital thermometers' at gates for checking temperature of employees attending office.
- Provided PPE equipment to medical, security, transport and CISF employees deployed at gates.
- Provided face shields to employees.
- Employees roster are being maintained complying requisite attendance issued by local administration for maintaining social distancing. Resumed production during lockdown with different shift timing of 05 hours working. Removed overlapping of shift and introduced one-hour gap between the shifts.
- Frequent sanitization of offices, open spaces, door knobs, toilets, etc. with disinfectant spray.





- Avoiding assembling at canteens/mess during lunch break and encouraging employees to get their meals from home and eating at their own desks.
- Arranged sanitizer dispensers at strategic locations in the yard.
- Provided hand gloves to employees as per demand.
- Provided N95 masks to medical employees.
- Arrangement being made for reimbursement of admission charges even for admission in Non-Panel Hospital admission within Mumbai.



Awareness Campaigns

- Precautionary measure for Preventive COVID have been notified from time to time. Accordingly, SOP has also been issued.
- COVID-19 testing protocol has been issued for awareness of employees.
- Pamphlets pasted in various places to develop awareness.

Any other significant Measures taken by the Company

- Facilitated Executives to Work from Home through internet.
- Arranged transportation for employees residing far off places and encouraged car pools.

MDL's Contribution to combat COVID-19

In the interest of the organisation to bestow key importance for health and safety of MDL employees and with a view to contain the spreading of Corona Virus, MDL management had issued timely circulars in line with the Central/State / local authorities guidelines to close down MDL office/workshop during COVID-19 pandemic and encouraged the employees to Work from Home. MDL also appealed employees and their



dependants to stay at home and maintain social distancing during the said period

During this period of social distancing, MDL urged all to adhere to the following to combat COVID-19:

- Remain at their residences except for emergency requirement for sourcing essentials.
- Report to the nearest hospital without delay for proper treatment in case of flu like symptoms.
- Maintain proper hygiene by frequent washing of hand by use of soap. Also use sanitizers for protection.

Social Support to the society & others

- 5000 number of masks were distributed to villagers around MDL-Nhava Yard, Maharashtra
- 3500 cloth masks, costing Rs 65000 sourced from Urja, a tribal women's self-help group in Kharade village were distributed to people in the market area nearby MDL.
- Ration to 415 migrant tribal families of Katakari village and other communities in tribal belt of Shahapur, Maharashtra are being provided.
- Ration is distributed to 200 tribal families in Panvel, Raigad district, Maharashtra costing Rs.2 lakhs. Execution done by SEAL Ashram and the distribution team was led by MDL executive.
- Ration bags supplied to 3000 families of tribal and migrant workers at the aspirational district of Nandurbar, Maharashtra in response to a request from the District Collector.
- 4000 hand sanitizers and 600 ration bags have been distributed to needy people in Mazagon.
- Mazagon Dock has also committed CSR support worth Rs. 5 Lakhs to the quarantine centre set up by Indian Navy in Mumbai, accommodating 50 Kashmiri Pilgrims, evacuated from Iran.

Further, CSR support to the needy to tide over the COVID crisis, are under consideration.



List of COVID Relief Projects undertaken by MDL under CSR

S. N.	Name of the Project	Amount (Rs. Lakhs)
1.	Contribution to PM CARES Fund.	200
2.	Supply of ration to 3000 tribal families in the aspirational district of Nandurbar.	15.31
3.	Supply of ration to 300 families in slums in the Mazagon Area.	4.50
4.	Supply of ration to 416 migrant tribal families of Kathkari community in Kharade.	4.80
5.	Supply of ration to 200 families in slums in Colaba, mainly of women, engaged in prawn peeling at Sassoon Dock.	2.50
6.	Supply of ration to 150 tribal families locked down in hamlets within the Sanjay Gandhi National Park.	1.34
7.	Supply of daily meals to 350 migrant workers, stranded in Mazagon, for 45 days.	2.02
8.	Supply of ration to 200 needy families in tribal areas of Panvel.	3.15
9.	Support to Quarantine Centre, set up by Navy in Mumbai, housing 50 Kashmiri Pilgrims, evacuated from Iran.	5.0
10.	Procurement of 3500 cloth masks from a tribal women's SHG in Kharade for supplying to poor people around MDL.	0.65
11.	Supply of 5000 disposable masks to Kasturba Hospital for COVID care.	0.95
12.	Procurement of 25000 cloth masks from a women's SHG in Mulshi for supplying to poor people around Mazagon.	4.50
13.	Procurement and supply of 4,000 bottles of hand sanitizers to needy people around Mazagon.	4.75
	TOTAL	**249.47**

MECON Limited



Atul Bhatt
CMD, MECON

MECON is known for its deep domain knowledge of Iron & Steel Industry and has evolved and restructured itself, over the years, into 3 verticals, viz. Metals, Energy and Infrastructure, to effectively deliver customized services to its clientele.

MECON has played an integral role in development & expansion of Iron & Steel Industry in India and has acquired competency in EPC execution of various projects in the areas of Coke Oven Batteries & By- product Plants, Blast furnace, Rolling Mills, Ports & Material Handling and special projects demanding core engineering & technological skills.

MECON has its own technological brand- '**Angara 7.1**' Coke Ovens and '**Loha 4250**' Blast Furnaces and is collaborating with new technology partners to expand its horizon and broaden its technology basket in offering design, engineering & consultancy as well as EPC services to potential clients.

MECON has also strengthened its footprint in International market by providing world class Design, Engineering & Consultancy Services for about 130 Projects in different countries. MECON continues to serve the Steel sector by providing innovative solutions towards energy efficiency, resource optimization, quality improvement, productivity enhancement and cost reduction.

MECON has contributed significantly to the development of Power and Oil & Gas Industry in India.

MECON's headquarter is at Ranchi, Jharkhand and network offices are spread all over the country, including major offices at Delhi & Bangalore.

Employees Strength

- Permanent (On roll): 1208 as on 1st June, 2020

Children of MECON employees have also been roped in as young brand ambassadors to share creative videos towards combating COVID-19 pandemic, which has received good viewership and has helped in spreading awareness amongst all age groups.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

MECON has contributed Rs. 8.22 Crores to PM CARES Fund and Rs. 15 Lakhs to CM's relief fund of Jharkhand.

Medical support to address health crisis

- MECON's Ispat hospital has made arrangement for isolation and quarantine of COVID-19 positives who are asymptomatic or having mild symptoms.
- MECON initiated addressing the queries related to COVID- 19 by Doctors of MECON's Ispat Hospital to curb the circulation of several incomplete information on social media.

Innovation, R&D and Technological breakthrough

MECON R&D is associated with the platform, "Steel Research & Technology Mission of India" (SRTMI), "IMPRINT" and "Innovation Cell" to carry out R&D programs of national importance. The major focus of MECON R&D activities relates to incremental technology development to address the present and short-term needs of various production units of steel plants.

Major R&D activities in MECON

- Design and Development of Heat Treatment Technique on steel plate to produce automotive components – Funded by TATA Steel.
- Design and Development of 4,250 m3 Blast Furnace (Loha) for ISP Burnpur - Developed by Iron Making Division of MECON with in-house expertise.
- Design and Development of 5.0 meter tall Coke Oven Batteries - Developed by Coal and Chemical Division of MECON with in-house expertise.
- Design and Development of Coke Oven Battery of 49.8 m3 (ANGARA 7.1A) - Developed by Coal and Chemical Division of MECON with in-house expertise.
- Design and development of 1.2 Mt/yr Pellet Plant - Developed by Iron Making Division of MECON with in- house expertise.
- Design and optimization of NEST IN roof structure for TATA Steel R&D project – Developed by Structural Division of MECON with in-house expertise.
- Development of Online ambient Ozone Monitoring System for measurement of ambient Ozone gas concentration. This will help for EIA/ EMP studies.
- Design and Development of Infrared Camera based Ladle Condition Monitoring System for RSP, Rourkela.
- Design and Development of Continuous Multi Gas (CO, CO2, NO, NO2, SO2) Monitoring System for BSP, Bhilai.
- Design and Development of Thermoelectric based cooling / Heating helmet for industrial application.
- Design and Development of Infrared Camera based Slag Detection System for Converter in RSP, Rourkela.
- Design and Development of Continuous NOx Monitoring System in BSP, Bhilai.
- Design of Microclimate Conditioning unit for cooling jacket for Defence personnel.
- Design of thermoelectric based of Heating Gloves and Socks for Defence Personnel.
- Design of Thermoelectric Cold Chain Chest for preserving of vaccine.
- Design and Development of On-Line opacity Monitoring system for online measurement of particulates in Industrial stacks for Usha Martine, Ranchi.
- ISRO- Development of Auto Film positioning system for checking the continuity of solid fuel.

Achievements

- MECON has presently 56 patents.
- 45 patents have been granted.

- 11 patents are under process to be granted.
- Commercialization of Patent
- Design and Development of Thermoelectric based cooling/ Heating helmet for industrial application.
- Design of thermoelectric based of Heating Gloves and Socks for Defence Personnel – This was commercialized to DRDO for defence use.
- Design of Microclimate Conditioning unit for cooling jacket for Defence personnel – This was commercialized to DRDO for defence use.
- Development of Online ambient Ozone Monitoring System for EIA/EMP study – This was utilized for measurement of ambient Ozone gas concentration at UCIL Mosabani, RSP, Rourkela, BSL Bokaro.

Preventive Measures (for the Organization and Employees)

- Towards containing the spread of COVID-19, MECON has been carrying out thorough sanitization activity at its office premises.
- Thermal screening of each employee is being done at office main gate.
- Use of mask has been made compulsory for all employees.
- Sanitizers are provided to every department for employees.

Awareness Campaigns

- Through internal mail system & WhatsApp broadcasting, MECON is propagating safety guidelines to its employees.
- MECON is continuously propagating WHO safety guidelines, various Government directives, motivational videos/songs/poems, etc. through social media platforms
- Children of MECON employees have also been roped in as young brand ambassadors to share creative videos towards combating COVID-19 pandemic, which has received good viewership and has helped in spreading awareness amongst all age groups.

Any Other Significant Measures taken by the Company

During lockdown, the employees have been engaged in web-based training programs, to enhance technical competency and to keep them motivated.

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Mishra Dhatu Nigam Limited



Dr. S. K. Jha
CMD, MIDHANI

MIDHANI has developed and supplied fine wire (0.16 mm) of Special Nickel grade with purity better that 99.6% which was critically required for the manufacture of Oxygen sensor pertaining to the "Critical Core Ventilator" being produced by M/s. BEL for COVID-19 patients.

Mishra Dhatu Nigam (MIDHANI) is a Mini-Ratna (Category # 1) Public Sector Undertaking established in 1973 under the administrative control of Department of Defence Production, Ministry of Defence.

MIDHANI was conceived to help India achieve self-reliance in the Manufacture of a wide spectrum of critical and complex alloys like Super Alloys, Titanium Alloys and Special Steels in a variety of mill forms using state-of-art production facilities. MIDHANI is a strategic material supplier/ partner to Indian Defence, Space & Energy sector.

Community development is one of the key focus areas for MIDHANI. Over the years, MIDHANI has spent around Rs 21 Cr for development of Heath & Sanitation, Education & Skill Development, Environment under CSR scheme. MIDHANI under its Corporate Social Responsibility & Sustainable Development Policy has set up a state-of-the-art Skill Development center "Centre for Excellence Special Materials". Special efforts also were taken to preserve the natural habitat & surroundings at MIDHANI.

Employees Strength

- 776 (Excluding Directors) as on 05.06.2020

FIGHTING THE PANDEMIC

Monetary contribution to PM CARES Fund

- MIDHANI has contributed Rs 50 Lakh under CSR fund.
- All the employees 1 day EL has been contributed in April 2020.
- 1-day salary voluntary contribution scheme has been made from employee from May 2020 to May 2021.

Payment to Contractual Workers during lockdown Period

- Timely payment has been done to all the contractual workers during lockdown Period.

Social Support to needy by providing food and shelter

- 1500 food kits/ groceries items worth of Rs 11.25 Lakh has been provided for casual / migrant workers.

Medical support to address health crisis

- Appropriate PPEs (Personal Protective Equipment) like face covers, masks, goggles, gloves, coats / aprons, shoes and also appropriate disinfecting gadgets like sprayers, brushes, cleaning agents, soap solutions, sanitizers etc. has been arranged in sufficient quantities.

Innovation, R&D and Technological breakthrough

- MIDHANI has developed and supplied fine wire (0.16 mm) of Special Nickel grade with purity better that 99.6% which was critically required for the manufacture of Oxygen sensor pertaining to the "Critical Core Ventilator" being produced by M/s. BEL for COVID-19 patients.
- The material was developed and supplied by MIDHANI for the first time within 96 hours during the lockdown period. MIDHANI's supply has helped establish an indigenous source of critical raw material which was otherwise getting imported from M/s Polyfil, Switzerland.

Preventive Measures

- Liquid soap / hand sanitizers have been made available inside the workplace at every location.
- Markings has been made at all crowd gathering places like near main gate, canteen etc. to facilitate social distancing.
- Installed Disinfection Chambers.
- Avoided entry of suppliers like Amazon, Flipkart, Big Basket, etc.

Awareness Campaigns

- MIDHANI has taken initiative to create awareness about the ongoing pandemic COVID-19 for all the employees through Standard Guidelines, Banners and Pamphlets about the do's and don'ts during this crisis.
- Released Standard Guidelines and action plan for resuming operation for post COVID-19.

Any other significant measures

In-house manufacturing/fabrication of Disinfected chambers.

MMTC Limited



S. C. Chadha
CMD, MMTC

MMTC has been regularly producing and promoting infographics through social media, company intranet, email and messaging, as well as posters and outdoor signages at its premises on concern areas like social distancing, proper use of masks, preventive do's & don'ts, and back-to-work safety guidelines, disseminating verified information in line with MoHFW and WHO advisories.

MMTC Limited, a Miniratna CPSE, is one of the leading trading companies in the country, set up in 1963 under the aegis of the Ministry of Commerce, Government of India. It has grown over the years into a reputed global business leader with trade operations spread across diverse sectors like agro, power, fertilizers, coal & hydrocarbons, ferrous & non-ferrous metals, precious metals, engineering goods, etc., besides minerals. With a network of regional offices spread across the country, a wholly owned subsidiary in Singapore, and a number of trade related joint ventures in areas such as bullion refining and minting, retailing, steel production, trade and infrastructure development, etc., the Company has established its presence both in India and abroad.

During 2018-19, MMTC achieved a trade turnover of INR 28,292.82 Crore, an increase of almost 80% over the previous year, and the highest profit after tax since 2010-11. It was awarded CAPEXIL's Excellence in Export Award in Minerals & Ores Sector (Canalized Agency) for the 26th consecutive year, recognized by GJEPC for being the 'Best Agency Supplying Gold to Highest Number of Clients', and lauded by the Ministry of MSME for efforts towards the promotion of SC/ST entrepreneurs.

Employees Strength

- Permanent (On Roll): 700
- Contractual: 320

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Payment to Contractual Workers during Lockdown Period

Social Support to needy by providing food & shelter

Medical support to address health crisis

MMTC has been doing its diligent duty in helping build a self-reliant, resurgent, resilient India even amidst the Coronavirus crisis.

In the month of April, MMTC pledged its support to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund that was created for dealing with emergency/distress situations like the COVID-19 pandemic. Employees donated their one-day's salary to the relief fund, amounting to a sum of INR 25 lakhs. In addition, MMTC contributed an amount of INR 53 lakhs from its CSR funds to PM CARES.





The Company has continued to pay its employees, on roll as well as contractual, their complete salaries during the lockdown period.

Preventive Measures (for the Organization and Employees)

An enterprise is only as effective as its workforce. Therefore, a company's obligation towards the health and safety of its people also extends to their families.

MMTC has undertaken distribution of face masks to employees and installation of hand sanitizers and disinfection mechanism at its offices. Social distancing norms have been strictly implemented. Rostering of workforce and staggering of workhours has been done to contain number of people present in the same space at a time. Temperature scanning of employees is done daily at office entrance, and their

health status is checked on the Aarogya Setu app to ensure they are not at risk. Face recognition is used for contactless record of attendance. Information on awareness and preventive measures is prominently displayed across the office. Maximum three individuals are allowed in an elevator, and use of staircases is encouraged.

At the office residential colony in Delhi, MMTC RWA implemented its own set of proactive measures to control the spread of Coronavirus in the area. These measures include restriction on visitors/outsiders entry into the colony area, closure of colony parks and grounds, door-to-door sanitization and regular disinfection of premises, distribution of homeopathic prophylactic, arrangement of grocery deliveries, and provision of isolation ward for emergencies.



Awareness Campaigns



A unique challenge posed by COVID-19, a novel virus, has been the lack of information and understanding of its epidemiology. The common public needs to be made aware especially of the causes, spread, symptoms, and prevention of the virus.

MMTC has been regularly producing and promoting infographics through social media, company intranet, email and messaging, as well as posters and outdoor signages at its premises on concern areas like social distancing, proper use of masks, preventive Do's & Don'ts, and back-to-work safety guidelines, disseminating verified information in line with MoHFW and WHO advisories. The use of Aarogya app by one and all has been consistently encouraged. Awareness material is made bilingual for the benefit of maximum audience.





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CONCEPT

MOIL Limited



M. P. Chaudhari
CMD, MOIL

To meet the urgent requirement of masks, which was not readily available in local markets, immediate help of Self Help Groups in villages near MOIL mines was organized.

MOIL Limited is a Schedule "A" Miniratna Category-I Company. It was originally incorporated as Manganese Ore (India) Limited in the year 1962. Subsequently, name of the Company was changed from Manganese Ore (India) Limited to MOIL Limited during the financial year 2010-11.

MOIL was originally set up in the year 1896 as Central Province Prospecting Syndicate which was later renamed as Central Provinces Manganese Ore Company Limited (CPMO), a British Company incorporated in the UK. In 1962, as a result of an agreement between the Government of India and CPMO, the assets of the latter were taken over by the Government and MOIL was formed with 51% capital held between the Govt. of India and the State Governments of Maharashtra and Madhya Pradesh and the balance 49% by CPMO. It was in 1977, the balance 49% shareholding was acquired from CPMO and MOIL became a 100% Government Company under the administrative control of the Ministry of Steel.

Employees Strength

- Permanent (on roll): 5968
- Contractual: 1000

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 48 Crores

Payment to Contractual Workers during Lockdown Period

Yes payment done.

Social Support to needy by providing food & shelter

Providing food through eight different agencies (Anndaan-Ek Mahadaan).

Preventive Measures (for the Organization and Employees)

- Employees are being given Work from Home (in rosters) and have been asked to attend office as

and when required by their superiors.

- **Smart Office Management:** MOIL believes in SMART office and this has been a boon during the COVID Crisis. MOIL had invested in digital infrastructure and that's the reason employees work from home easily due to availability of laptops, e-note sheet system, online procurements and payment systems, SAP, e-banking etc. All precautions like availability of liquid soap, sanitizers and masks have been ensured at workplace.
- Continuous sanitization of all offices, mine colonies and vehicles are being done.
- Employees are not allowed to enter office/mine premises without thermal scanning.
- A control room has been established at Head Office and all the mines and offices have been informed to contact control room in case of any emergency. The control room number has been informed to all mines and offices.
- Company doctors are equipped with full PPE suits to handle emergency cases and further report to the external experts.
- Reusable masks were distributed amongst employees and nearby residents in large numbers (more than 36,000 masks distributed till 9th June, 2020). Message regarding how to sterilize recyclable masks also circulated widely.
- Employees with physical disabilities, pregnant women are not being called in office during this pandemic as a safety measure.
- Standard Operating Procedure for work resumption during and after lockdown is shared amongst all employees.

Awareness Campaigns

- Posters regarding do's and don'ts on COVID-19 circulated widely in MOIL workplaces and also townships
- More than 36,000 reusable masks were distributed amongst employees and nearby residents. Message regarding how to sterilize recyclable masks also circulated widely.
- Continuous awareness campaigns are being organized about precautions to be taken during COVID-19 amongst employees and mines residential colonies through posters, loudspeakers, etc.
- A song has also been made with in-house talent which is being used by the loudspeakers to have greater appeal of the message being sent.
- Social media platforms being widely used to spread message regarding precautions to be taken for COVID-19 mitigation.
- Promotion of Aarogya Setu App through social media and whatsapp groups done widely.
- Various celebrities joined hands with MOIL for spreading the awareness about various measures to be taken during COVID-19. They also appreciated and thanked MOIL for its continuous efforts in helping the needy.

Any Other Significant Measures taken by the Company

To meet the urgent requirement of masks, which was not readily available in local markets, immediate help of Self Help Groups in villages near MOIL mines organized. They developed the capability of making more than 1000 masks every day. This also generated additional income for the rural women.

Annadan:

- MOIL has tied up with various social organizations such as Annamitra Foundation, Indian Red Cross Society, Sankalp Foundation, UPAY etc. to benefit a large number of needy population in Maharashtra and Madhya Pradesh regions to provide food packets and food kits. Around Rs.54 lakhs have been spent on this account by MOIL from the lockdown period.

Besides, individual level initiatives by employees have also been taken by MOIL employees extensively towards Annadan.

National Handicapped Finance And Development Corporation



Rajan Sehgal, IFS
CMD, NHFDC

Every employee have been issued Mask, Sanitizer on regular basis and face cover glass to avoid touching of nose/eyes by Hand.

National Handicapped Finance & Development Corporation (NHFDC) is an apex body established under Department of Empowerment of Persons with Disabilities (Divyangjan), Ministry of Social Justice & Empowerment, Government of India on 24th January 1997. The company is registered under Section 25 of the Companies Act, 1956 as a Company not for profit. It is wholly owned by Government of India and has an authorised share capital of Rs. 400 Crores (Rupees Four Hundred Crore only). The company is managed by Board of Directors nominated by Government of India.

NHFDC functions as an Apex institution for channelising the funds to persons with disabilities through the State Channelising Agencies (SCAs) nominated by the State Government(s).

Employees Strength

- Permanent (on roll): 36
- Contractual: 19

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 21 Lakh

Payment to Contractual Workers during Lockdown

March, 2020 : Rs.3,96,621
April, 2020 : Rs.3,90,770
May, 2020 : Rs.4,08,794

Preventive Measures (For the Organisation and Employees)

- All Employees were advised to clean hand and face frequently and also advised not to use public transport.
- Office was being clean 02 times in a day and stopped use of Centralized Air Conditioner.
- Emphasized on cleanliness of office with Sodium Hypochlorite 04 times in a day and Table & Desk twice a day.
- The entrance door/Reception area are being

cleaned repeatedly and sanitsed frequently. One sanitizer bottle is kept at the entrance of office of NHFDC for visitors/employees coming to the office.

- The attendance on Biometric Machine has been stopped and started attendance by making present by an employee of Admin Dept.
- Every employee have been issued Mask, Sanitizer on regular basis and face cover glass to avoid touching of nose/eyes by Hand.
- Employees have been instructed to use own/ office vehicle for coming to office.
- Employees are instructed to Work from Home and limited number of employees has been allowed to attend office to meet urgent requirement.
- NHFDC purchased 10 Laptops & provided to the employees to Work from Home.
- Employees have been advised not to use common toilets and office toilet was opened for use of employees.
- An employee who has cough & fever, they have been advised not to come to office and Stay at home and Work from Home.
- The body temperature of all employees coming to the office is being measured before entering the premises by Thermal gun/ Thermometer.
- Sanitisation of all the office vehicles and handles of all the doors of office are regularly taking place two or three times.
- Office was closed and all employees were advised to Work from Home.
- 09 more Laptops have been purchased and issued to employees to Work from Home.
- The employees staying in Faridabad have been instructed to work form Registered office of NHFDC at Faridabad and employees staying in New Delhi have been instructed to work from Corporate office of NHFDC in New Delhi after complete lockdown and seal of New Delhi-Haryana Border.
- Both the offices (In Faridabad and New Delhi) are operated by maintaining a gap of atleast, 02 yard while sitting.
- Aarogya Setu application software has been downloaded by all employees.

Awareness Campaigns

The main purpose of the campaign was to create awareness to prevent the transmission of the corona virus (COVID-19) as per the govt. guidelines and to teach employees about the preventive and safety measures. All Employees were advised to clean hand and face frequently and also advised not to use public transport.

Every employee has been issued Mask, Sanitizer on regular basis and face cover glass to avoid touching of nose/eyes by hand.

NHPC Limited



Abhay Kumar Singh
CMD, NHPC

NHPC Limited, formerly known as National Hydroelectric Power Corporation Ltd. was established in 1975. NHPC is a Mini Ratna Category-I Enterprise of the Government of India. With an authorized share capital of Rs. 15,000 Crore, NHPC is ranked as a premier organization in the country for development of hydropower. The Company successfully concluded its Initial Public Offer (IPO) worth over Rs. 6,000 Crore and became listed company on NSE & BSE with effect from 1st September 2009. Its vision is "To be a global leading organization for sustainable development of clean power through competent, responsible and innovative values". NHPC is ranked as a premier organization in the Country for development of Hydropower. NHPC is an ISO: 9001:2015, ISO- 14001:2015 and OHSAS 18001:2007 certified company.

So far, NHPC has completed 24 commissioned projects with a total installed capacity of 7071.2 MW which includes 50 MW through Wind Power Project in Jaisalmer, Rajasthan, 50 MW Solar Power Project, Tamil Nadu and 1520 MW through NHDC Limited - a Joint Venture of NHPC with Government of Madhya Pradesh. Besides this, NHPC has commissioned 14.1 MW Devighat Project in Nepal, 60 MW Kurichu Project in Bhutan, 5.25 MW Kalpong Project in Andaman & Nicobar Islands and 4 MW Sippi & 6 MW Kambang Projects in Arunachal Pradesh as deposit work. The Corporation is presently engaged in construction of 06 projects including JV with total capacity of 4934 MW.

Guidelines issued by Ministry of Health & Family Welfare regarding the management of suspected/confirmed COVID-19 cases are being shared with all the doctors of NHPC projects, as and when they are published.

Employees Strength

- Permanent (on roll): 6009
- Contractual: 7520

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

50 Crore (40 Crore by NHPC and 10 Crore by NHDC, a Joint Venture of NHPC with Government of Madhya Pradesh).

Payment to Contractual Workers during Lockdown Period

100% Payment has been made to all contract workers across various locations of NHPC, during lockdown period. No deduction has been done.

Social Support to needy by providing food & shelter

During the period, more than 44000 meal packets and more than 38000 kgs of dry ration distributed among the needy people by various locations of NHPC.

Medical support to address health crisis

NHPC Ltd. is providing Quarantine/Isolation bed facilities at 35 locations till date (27.05.2020). In some locations Guest Houses has also been prepared for the same. 387 Quarantine/Isolation beds have been created in these locations out of which 284 beds are occupied as on date (27.05.2020). Most of these locations are equipped with Oxygen cylinders and some locations have Oxygen concentrators also. Basic Life Support (BLS) & Ambulances are available at most of the locations.

Guidelines issued by Ministry of Health & Family Welfare regarding the management of suspected/ confirmed COVID-19 cases are being shared with all the doctors of NHPC projects, as & when they are published.

Following preventive material were procured and dispatched to different projects/power stations by Road to Regional Offices – Chandigarh, Banikhet, Jammu between 16th April 2020 to 18th April 2020 & Siliguri between 18th April 2020 to 19th April 2020. Medical items were sent to Loktak Power Station by Air through Manipur House, Delhi on 17th April 2020.

1. 600 PPE Kits
2. 5,000 N-95 Masks
3. 11,000 Surgical Masks (Disposable)
4. 5,600 Surgical Gloves
5. 1,700 Disposable Caps
6. 1,000 Disposable Shoe Covers
7. 4,500 (500 ml.) Hand Sanitizers

In addition, till 27.05.2020, NHPC Ltd. through it's different Projects/Power houses/Regional Offices have distributed **266 Complete PPE Kits, 53777 Face masks, 1429 Gloves & 16872 Litres of sanitizers to "Persons other than Hospital Staff".** At the same time, we made available **324 Complete PPE Kits, 8187 Face masks, 7318 Gloves & 4330 Litres of sanitizers to "Our Hospital Staff".**

Preventive Measures (for the Organisation and Employees)

Sanitization and cleaning of all premises are ensured on regular basis. Employees have been directed to wear masks mandatorily and install Arogra Setu app. Thermal Scanning of employees and visitors are being done regularly.

Awareness Campaigns

- A lecture on COVID 19 was organised for corporate office employees by a Pulmonologist from Fortis Escorts Hospital, Faridabad on 6th March'20.
- A training programme on Corona Virus through Video Conferencing for Medical staffs of all Projects and Power Station were delivered from corporate office on 13th March' 20.
- An awareness lecture on COVID-19 based on the guidelines of Ministry of Health & Family Welfare & an expert on Infectious disease control from Apollo Hospital, Delhi was shared

with all the employees of the organisation covering all the locations through Webinar on 12th March'20.

- COVID-19 prevention training was provided to Security Guards, Canteen staffs, Contract labours, House-keeping staff posted at corporate office and NHPC Residential Colony – 15th March'20 to 24th March'20. They are being made aware of all new guidelines, on regular basis.
- Medical Articles on COVID-19 prevention for all our employees are been published at NHPC Intranet and Bulletin Boards. Awareness on Corona virus infection and, Govt. guidelines for prevention from disease through posters at corporate office and colony dispensary – on regular intervals from 15th March' 20 till date.
- 5 days webinar series of one hour for all doctors of NHPC in association with PHFI (Public Health Foundation of India) was delivered on COVID-19 – 10th April'20 to 15th April' 20.
- 4 days webinar lectures series was also given to all paramedical staff of NHPC on COVID-19 – 19th April'20 to 22nd April' 20.
- Webinars regarding new developments for COVID-19, both for Doctors & paramedical staff are being organized from time to time.
- Posters and hoardings are placed at various places in offices for awareness on COVID-19.
- Advisories on COVID-19 precautions through SMS to each and every employees.
- Webinar to handle COVID-19 anxiety was done by a senior Psychiatrist for all employees.
- Updated advisories as per the guidelines of MOHFW/WHO/CDC/ICMR in different groups through WhatsApp /e-mails.

Any Other Significant Measures taken by the Company

- NHPC arranged airlifting 2.6 metric tonnes medical material from Delhi to Imphal for Government of Manipur on 28.03.2020.
- Food arrangement for about hundreds stranded Nepali Citizens for several days at Dharchula by NHPC Limited, Dhauliganga Power Station, Uttarakhand.
- Tele-consultation (audio / video) services are also being provided with regular follow up to needy/retired employees round the clock during lockdown in Corporate Office and patients are being seen and given treatment in Project dispensaries. In this regard, approval from competent authority has also been obtained for Tele consultation from Super Specialists / Specialists, for the benefit of NHPC employees and their beneficiaries.
- Almost all employees have downloaded Aarogya- Setu App. as advised by the Ministry of Health & Family Welfare on 12th April'20 by sending SMS links to each employee.
- All project dispensaries are in regular touch with their District authorities regarding COVID-19 matters.
- Guidelines / Action points were sent to different concern departments before re-opening of the organization following lockdown.
- "COVID-19 safety tips" forwarded through SMS to all employees across India.

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National Small Industries Corporation Limited



Vijayendra, IAS
CMD, NSIC

The NSIC Teams from all the branches & technical centres have been moving out & distributing masks, sanitizers & gloves to protect the frontline health care workers accross the country.

NSIC, established in 1955, is an ISO 9001-2015 certified company under Ministry of MSME. NSIC has been working to promote aid and foster the growth of micro, small and medium enterprises in the country. NSIC operates through countrywide network of offices and Technical Centers in the Country. In addition, NSIC has set up Training cum Incubation Centers Managed by professional manpower.

Mission: "To promote and support Micro, Small & Medium Enterprises (MSMEs) Sector" by providing integrated support services encompassing Marketing, Technology, Finance and other services."

Vision: "To be a premier Organization fostering the growth of Micro, Small and Medium Enterprises (MSMEs) Sector".

Employees Strength

- Permanent (on roll) – 850

FIGHTING THE PANDEMIC

Monetary Contribution to PMCARES Fund

01 Crore

Payment to Contractual Workers during Lockdown Period –

Full payment during lockdown.

NSIC under its CSR initiative has risen to the occasion of meeting the challenge of COVID-19 Pandemic in all possible manner.

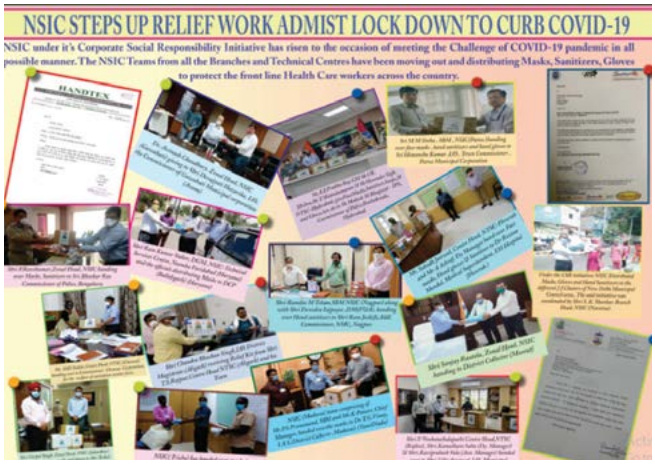
The NSIC teams from all the branches & technical centres have been moving out & distributing masks, sanitizers & gloves to protect the frontline health care workers accross the country.

Preventive Measures (for the Organization and Employees)

The National Small Industries Corporation Limited (NSIC) has implemented various preventive

measures across all its Zonal offices, Branch offices and NTSC's against the spread of COVID-19.

Medical support to address health crisis



- Broad/ Digital based general guidelines/measures have been spread across the NSIC offices
- The social distancing is being promoted along with several other pre-emptive macro measures. It is being monitored on a daily basis.
- Lifts and common areas being cleaned
- Temperature measurement of employee through thermal screener at NSIC Head Office.

Awareness Campaigns

NSIC works closely with its various stakeholders such as Industry Associations, Chambers of Commerce, etc. The Awareness has been created by NSIC Offices across the country in association with its various stakeholders and disseminating various Government of India Guidelines to fight the COVID-19 pandemic as also supporting the COVID-19 warriors.

Any Other Significant Measures taken by the Company

- 50% Discount on MSMEmart membership on fresh registration
- 80% Discount to CSCVLEs on MSMEmart membership
- 60% Discount on renewal of MSMEmart membership.
- Decreased charge in the Tender Marketing Scheme of NSIC towards COVID-19 related supplies.
- Validity of Single Point Registration Scheme of NSIC has extended upto 30/06/2020
- Moratorium Scheme for Raw Material Assistance against BG.

National Safai Karamcharis Finance & Development Corporation



Yogita Swaroop, IES
MD, NSKFDC

ISO 9001: 2008

National Safai Karamcharis Finance & Development Corporation (NSKFDC) is a wholly owned Govt. of India Undertaking under the Ministry of Social Justice & Empowerment (M/o SJ&E).

As an Apex Corporation it works for the all-round socio-economic upliftment of the Safai Karamcharis, Scavengers and their dependants throughout India, through various loan and non-loan-based schemes.

Apart from operating various loan and non-loan-based schemes for the upliftment of the target group, NSKFDC is playing a vital role in elimination of manual scavenging - **the worst surviving symbol of untouchability.** NSKFDC has been designated as the Nodal Agency for implementation of the Central Sector Self Employment Scheme for Rehabilitation of Manual Scavengers (SRMS) under the aegis of the Ministry of Social Justice & Empowerment.

Employees Strength

- Permanent (on roll) - 22
- Contractual - 26

NSKFDC posted relevant banners on website homepage and spread the advisories via social media.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 40 Lakhs

Payment to Contractual Workers during Lockdown Period

March	:	Rs 683090
April	:	Rs 715980
May	:	Rs 736439
Total	:	Rs 2135509

Social Support to needy by providing food & shelter

Provided dry ration to waste pickers in Ghazipur, Kalyanpuri areas in Delhi.

Preventive Measures (for the Organisation and Employees)

NSKFDC frequently sanitizes the office premises, advised to employees of the Corporation to wear face mask, wash hands frequently and keep social distance during office hours along with installation of Aarogya Setu App.

Awareness Campaigns

Posted relevant banners on NSKFDC website homepage and spread the advisories via social media.

Any Other Significant Measures taken by the Company

Issued advisory to ULB's on ensuring Health and Safety of Sanitation workers and Wastepickers.

Numaligarh Refinery Limited



S. K. Barua
MD, NRL

NRL is a PSE under the Ministry of Petroleum and Natural Gas. Bharat Petroleum Corporation Limited (BPCL) holds major equity stake in the Company with 61.65% shares, followed by Oil India Limited at 26 % and the Government of Assam at 12.35%.

The Refinery started commercial production in October 2000 with a refining capacity of 3 MMTPA. NRL has established itself as a major player in the oil and gas industry of India contributing significantly towards the Government exchequer in the form of taxes and dividends.

The Company has several big projects lined up with over $ 4 billion investment planned in the next four to five years.

It has embarked on a major expansion plan to treble its capacity from 3 MMTPA to 9 MMTPA, making use of indigenously sourced as well as imported Crude Oil. This mega project includes laying of Crude Oil and Product pipelines.

The upcoming Bio Refinery in Numaligarh is being set up as a joint venture with Finnish companies; utilising green technology to produce bio ethanol from non-food grade bamboo biomass. The Company is also laying a 130 km pipeline to Bangladesh for export of its products. NRL is a partner with 20% stake in Indradhanush Gas Grid Limited (IGGL) which is executing the Natural Gas Pipeline that would connect all the eight North-eastern states to the National Gas Grid, thereby ushering the states in a gas-based economy.

Mobile Medical Camps are conducted in NRL Marketing Terminal and nearby villages in collaboration with VK NRL Hospital to raise awareness about COVID-19 and preventive measures to be taken to combat its spread.

Employees Strength

- **Permanent (on roll):** 920 (Management and Non-Management staff)
- **Contractual:** 17(Advisors & Retainers)

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 25 Crore

Payment to Contractual workers during Lockdown period

Contract workers engaged by NRL under various Contracts are governed by various rules and regulations. Although their attendance is monitored during normal times, after the Covid-19 outbreak and subsequent guidelines issued by Government of India, NRL has exempted workers from normal duty hours to maintain social distancing, operating with skeletal manpower.

NRL has also been ensuring timely payment of wages to its workers in line with the existing provisions. In addition, after the recent advisories received from the Ministry of Home Affairs, Labour and Employment and from the office of Regional Labour Commissioner (Central), NRL Management has advised and issued directives to all contractors to consider all workers to be "On duty" even if he or she had been asked to stay away from office/workplace in order to contain spread of the COVID-19. As per feedback received, all contractors have complied with the timely payment of wages to the workers for the month of March, April and May, 2020.

Social support to needy by providing food and shelter

- Food material distribution amongst contractual workers in Numaligarh Refinery Marketing Terminal, daily wage earners in Golaghat District, Assam and poor households in the vicinity of the Refinery.
- Tailors supported by NRL CSR employed gainfully to prepare face masks.
- Financial assistance of Rs.10 Lakh in favour of DC, Golaghat for supply of food grains among the people of 6 (Six) villages, which were isolated completely as a precautionary measures.
- Financial support of Rs. 9.39 lakhs to District Authorities towards logistic improvement of 38 nos. of Quarantine Centres in Golaghat District, Assam.

Medical support to address health crisis

NRL has resumed Mobile Medical Camps conducted in collaboration with VK NRL Hospital from 27th April 2020 after relaxation of lockdown restrictions. Every day, one Mobile Medical Unit is deployed in a nearby village, while the other visits Numaligarh Refinery Marketing Terminal for COVID-19 screening of truck drivers and attendants, limiting daily registrations to 40 patients to avoid crowding. Any person found with high fever or other COVID-19 symptoms is immediately directed to a Government Hospital for further testing.

Innovation, R&D and Technological breakthrough

NRL Technocrats have come up with the following in-house innovations rising up to the occasion in their efforts to combat COVID-19.

- Auto Sanitizer Tunnels
- Touch Free BASIN 2020
- Quick Rub Auto Hand Sanitiser
- Quick Scan UV Disinfectant Chamber
- Quick Wash Auto Soap Dispenser
- Portable Ventilation system

Preventive measures (for Organisation and Employees)

- Work from Home policy implemented in all service and administrative functions.
- Employees with underlying health conditions and pregnant women employees asked to compulsorily Work from Home
- Minimum manpower in operational areas.
- Rigorous sanitization of Refinery, Township, Marketing Terminal and offices of the Company in various locations.

- Thermal scanners have been introduced at entry points and visitors' movements restricted and monitored in all office locations including NRL Township.
- Cleaning of surfaces, floors including frequently touched places such as door knobs and elevator buttons is being continuously carried out.
- Strict enforcement of social distancing rules in the work areas including project site, office locations, loading and unloading gantry, canteens etc.
- Hand sanitizing at entry points of offices and work locations made mandatory.
- Wearing of facemasks made compulsory and fine introduced for defaulters
- Employees returning from other places in the country and abroad quarantined on return
- Quarantine facilities developed in all locations of the Company.

Awareness Campaigns

Mobile Medical Camps are conducted in NRL Marketing Terminal and nearby villages in collaboration with VK NRL Hospital to raise awareness about COVID-19 and preventive measures to be taken to combat its spread.

Any other significant measures taken by the Company

- Sanitization and disinfection drive undertaken in villages in the vicinity of the Refinery.
- Distribution of soap, hand sanitizers and sanitizing machines in the villages surrounding the Refinery.
- Hand sanitizers and face masks were also distributed amongst Retired employees of NRL based in Guwahati.
- Updated information and detailed guidelines of measures to be adopted to stay safe disseminated amongst employees on a regular basis.
- Task forces created to stringently monitor implementation of COVID-19 guidelines in all locations of the company.
- Committees created in all locations for monitoring of efficacy of preventive measures and suggest additional measures required, if any.
- Link ' COVID-19 measures' created in the Home page of company website www.nrl.co.in for ready reference of all circulars issued on the subject.
- Daily Review in morning meetings attended by HoDs on compliance of COVID-19 guidelines.

REC Limited Provides Relief During Covid-19

REC Limited, a Navratna central PSU under the Ministry of Power and one of India's largest power project financiers, is on a mission to aid the needy and support the frontline corona warriors.



The Covid-19 pandemic has engulfed the entire world and has posed serious challenges for the health and economic security of millions of people worldwide. In India too, the spread of corona virus has been alarming and is posing severe health and economic ramifications for our country.

To help battle the corona virus, the central PSU has donated ?150 crore to the Prime Minister's Citizen Assistance and Relief in Emergency Situations(PM-CARES) fund while its employees have also voluntarily contributed one day's salary to the Prime Minister's National Relief Fund (PMNRF). It has been an active provider of relief measures to combat the novel corona virus throughout the course of the pandemic outbreak and has already rolled out various preventive measures at its Corporate Office and all its Regional offices to safeguard its employees and their families.

The corporation has sanctioned funds to the tune of ?10 crore to the offices of Distribution Companies, Collector and/or District Magistrates for distributing cooked food, ration kits, utility packs, masks, sanitizers and making shelter arrangements during the lockdown to over 95,000 beneficiaries. As on 27th July 2020, the corporation has distributed more than 4.83 lakh kilograms of food grains, 4.37 lakh meal packets, 10,007 litres of sanitizers, 3,440 PPE kits and 86,300 masks to help combat the pandemic.

REC Foundation, the CSR arm of REC has distributed 5000 customized packets carrying essentials for labourers and the workers affected by the nation wide lockdown. These sustainable cloth bags contained drinking water bottle, roasted chana, peanuts, glucose powder, footwear and reusable masks. The distribution of these bags was done by the employees of the corporation who volunteered to help alleviate the pain of the needy.

REC had also tied up with Delhi Police to provide 500 ration kits on a daily basis for about 50 days to over 1,00,000 beneficiaries. Additionally, around 300 workers engaged in the construction of REC Headquarters in Gurugram and other labourers in the vicinity, from various states were provided ration and essential items like atta, rice, dal, edible oil, soap, sanitizers etc. on a bi-weekly basis.

Moreover, to support the frontline corona warriors, REC Limited has also partnered with Taj SATS (a joint venture of IHCL and SATS Ltd) to distribute specially-made nutritious meal packs to the medical staff in Safdarjung Hospital, New Delhi on a daily basis. Every day, 300 food packets are being delivered as a gesture of gratitude to the healthcare workers in New Delhi. Overall, 18,000 meals will be delivered through this collaborative endeavour.

Going ahead, REC Limited is determined in its commitment to being a major partner in the service of the nation.

Corporate Office: *Core-4, SCOPE Complex, 7, Lodhi Road, New Delhi - 110 003*

Projects & Development India Limited



Partha Sarthi Sen Sharma, IAS
CMD, PDIL

Detailed Standard Operating Procedures (SOPs) followed for resuming operations after the lock down due to the outbreak of COVID-19 was adopted.

Projects & Development India Ltd. (PDIL) is a Mini Ratna, Category-I, Govt. of India Undertaking under Department of Fertilizers, Ministry of Chemicals & Fertilizers. PDIL is an ISO 9001:2015 Certified premier Consultancy and Engineering Organization which has played pivotal role in the growth of Indian Fertilizer Industry. It has over six decades of experience in providing Design, Engineering and related project execution services from concept to commissioning of various Projects.PDIL provides these services in the fields of fertilizer, oil & gas and refinery, chemicals, infrastructure, off sites and utilities.

Employees Strength

- Permanent (on roll) - 364
- Contractual - 259

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs. 21.23 lakhs (Rs. 10.00 lakhs from CSR and Rs.11.23 lakhs from voluntary contribution of one day salary by employees)

Payment to Contractual Workers during Lockdown Period

Rs. 45.00 lakhs

Preventive Measures (for the Organisation and Employees)

- Preventive measures like provision of infra red thermal scanners, provisioning of hands-free sanitizers, free distribution of facial masks, periodic intensive cleaning of workplace and common areas using Sodium Hypochlorite solution were undertaken to contain the spread of Novel Corona virus (COVID-19) at all our offices based on advisory received from Government of India.

- Detailed Standard Operating Procedures (SOPs) followed for resuming operations after the lock

down due to the outbreak of COVID-19 was adopted.

Awareness Campaigns

Awareness campaigns through posters and e-mails advocating precautionary measures like usage of face mask, frequent washing of hands and observance of social distancing were advocated amongst employees.

Any Other Significant Measures taken by the Company

- The employees of PDIL voluntarily contributed Rs. 11,23,000/- (Rupees Eleven lakhs twenty-three thousand only) which is equivalent to one day's salary in the PM CARES Fund.
- Training: Web based training courses were selected from the site: nptel.ac.in. [National Program on Technology Enhanced Learning (NPTEL), an initiative funded by Ministry of HRD, Govt. of India] and forty participants were nominated for undertaking the modules. Some departments like Mechanical Engineering used the opportunity to train their staff through electronic means.
- Internship of students already planned was ensured through on-line mode.

RailTel Corporation of India Limited



Puneet Chawla
CMD, RailTel

RailTel Corporation a "Mini Ratna (Category-I)" PSU is one of the largest neutral telecom services providers in the country owning a Pan-India optic fiber network covering all important towns & cities of the country and several rural areas.

Along with a strong a reliable network of 55000+ RKM of Optic fibre, RailTel has two tier III data centers as well, RailTel is at the forefront of providing nationwide Broadband Telecom & Multimedia Network in all parts of the country in addition to modernization of Train operations and administration of network systems for Indian Railways. With its Pan India high capacity network, RailTel is working towards creating a knowledge society at various fronts and has been selected for implementation of various mission-mode Govt. of India projects in the telecom field. RailTel offers a bundle of services like, MPLS-VPN, Telepresence, Leased line, Tower Co-location, Data center services etc. RailTel is a pioneer in transforming Railway stations into Digital hub by providing public Wi-Fi at major Railway stations. Currently 5660+ stations are live with RailTel's RailWire Wi-Fi. RailTel has also provided NIC e-office to 97000+ users of Indian Railways and now extending the service to other PSUs and Govt Departments.

Employees Strength

- Permanent – 546
- Contractual – 172

Apart from the above we also employ outsourced manpower on need basis.

Even before the country went under lockdown, RailTel, following Govt. advisory, prepared roster of employees to start working with skeletal workforce on ground and rest from home.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

RailTel has contributed Rs 12 Crores to the Prime Minister's Citizen Assistance and Relief in Emergency Situation fund (PM- CARES fund) from the CSR fund and company contribution of RailTel. In addition, contribution of Rs 15.5 lakh which is the voluntary contribution of one day's salary of RailTel employees to fight this deadly disease has also been made.

Payment to Contractual Workers during Lockdown Period

All payments to contractual workers were made at regular time. The payment schedules were not affected by COVID-19.

Innovation, R&D and Technological breakthrough

An android app to enable tele-consultation for Railway employees to fix appointment and remotely consult a Railway Doctor over video call has been developed and soft launched and consultations have started for 6 dispensaries of Northern Railway and Northern Railway Central Hospital, for General physician, Out Patient rooms for Medicine, Surgery, Orthopedic, Gynecology, ENT, Pediatrician, Eye, Emergency, Retired Patient OPD, Medical Director Room, Skin, Psychiatry, Oncology and Nephrology.

Preventive Measures (for the Organisation and Employees)

Even before the country went under lockdown, RailTel, following Govt. advisory, prepared roster of employees to start working with skeletal workforce on ground and rest from home. Cleanliness and hygiene were always a mandate at RailTel offices but with spread of COVID-19, extra measures like cleaning and disinfecting surfaces a number of times during the day, sanitizers at office premises, temperature check at the entrance for all employees and visitor became a practice at RailTel offices. RailTel had already adapted NIC e-office and majority of it's file work were being done in digital platform, so when Work from Home became the need of the hour, RailTel was ready for it and the transition was swift and smooth. All employees were given access to RailTel's Virtual Private Network through which they can use E-office, ERP, Intranet platforms remotely so that regular work is not hampered.

Any Other Significant Measures taken by the Company

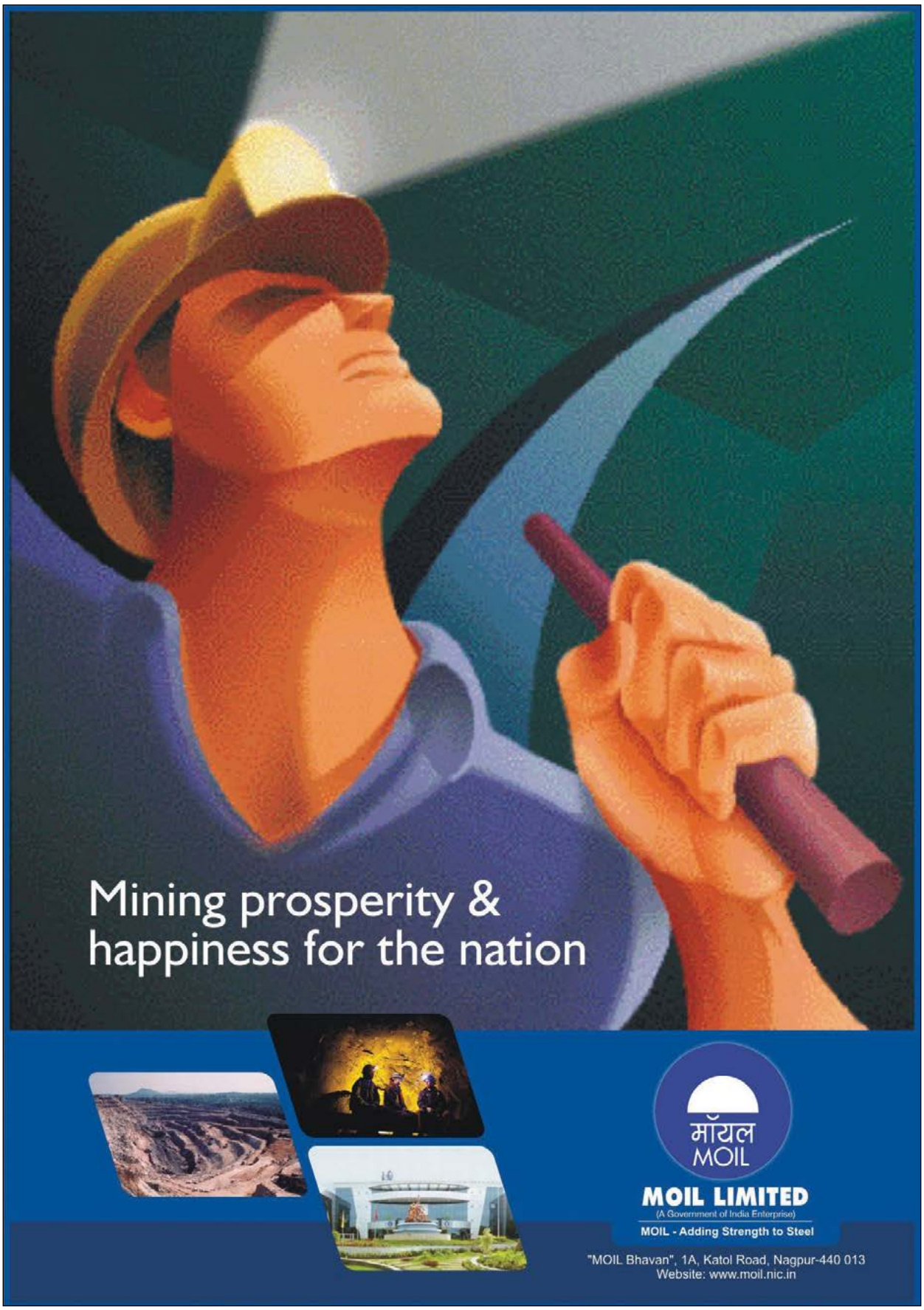
RailTel handles crucial communication, video conferencing and implementation of e-office platform as well storing important data for Indian Railways in its two-Tier III data centres (Gurgaon and Secunderabad). In the current crisis situation, ensuring the availability of essential commodities and associated supply chain was of paramount importance for which Railway freight operations needed to be unhindered. The need of the hour was keeping the network and data centre operations stable so that it doesn't hamper the Railway freight movement and communication between all the offices of Indian Railways across the country.

To run the two data centres and 4 Regional Network Operation Centres and One Central Network Operation Centre, RailTel management deployed minimal physical workforce of 2-3 employees for whom rosters was prepared and duties were set on rotation basis. Special arrangements for Boarding and Lodging were made either at RailTel premises or at a nearby residential areas close to RailTel offices so that the employees do not need to travel over long distances or use mass transport. Majority of the Network Management work was being handled through internal Network monitoring platforms and tools of RailTel remotely. RailTel has been implementing e-office for Indian Railways for enabling paperless office system and despite nationwide lockdown, RailTel has successfully completed the phase 2 of implementing NIC e-office. RailTel started work of Phase 2 (46 Divisions with

31637 users) in the month of February 2020 with a target of completion by 30th June 2020. But despite lockdown restrictions, RailTel continued the pace of implementation and completed the work 55 days before deadline. Total 17981 users of 25 divisions offices were enabled with e-office platform, along with user trainings over video conferences, during the lockdown period. RailTel has implemented the NIC e-office suite for 97,934 Railway officials of 106 establishments of Indian Railways (Zonal HQs, Divisions, CTI, PUs, Workshops etc.) in two phases which has worked as an enabler for Work from Home culture. The use of e-office has also doubled with the number of e-files increasing from 1.30 lakhs to 3.10 lakhs and e-receipts increasing from 4.5 lakhs to 7.75 lakhs Pre-lockdown and during lockdown respectively. RailTel also created Virtual Private Network for 5600 users of Indian Railways and upgraded Railnet speed at a number of Railway Colonies to further support working from home for Railway Officials.

All the Video Conferencing service was being supported by RailTel's HD Video Conference Network Operations Centre (NOC) at Secunderabad with only 4 team members on ground and rest of the team working from home. During the lockdown period, video conferencing of Railway officials were happening throughout the day and even late at night. To handle the same, one official was deployed in the NOC in the night shift to make the video conferencing service is available 24X7. Not only that, to facilitate meetings from home, video conferencing facilities were installed in the residence of General Managers of Zonal Railways and Production units of Railways for meeting with Hon'ble Minister of Railways, Hon'ble Minister of State for Railways and Chairman Railway Board in a very short notice. The number of video conference has increased many fold during the lockdown period. The man minutes of VC in the two months prior to lockdown was.3,34,405 and during lockdown it was 86,13,904 man minutes 25 times increase.

Managing the field work and maintaining a vast network of 55000+ RKM fibre during countrywide lockdown was extremely challenging. RailTel teams worked 24X7 to handle any kind of fault so that the network remain in its best of health taking all precautions.


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Rashtriya Chemicals and Fertilizers Limited



S.C.Mudgerikar
CMD, RCF

RCF in its continued effort to fight COVID-19, conducted 7 Webinars for employees and their family members, to maintain good physical and mental stability during this period.

Rashtriya Chemicals & Fertilizers Limited (RCF), a "Mini-Ratna", is a leading fertilizer and chemicals manufacturing company with about 75% of its equity held by the Government of India. It has two operating units, one at Trombay in Mumbai and the other at Thal, Raigad district.

RCF manufactures Neem Urea, Complex Fertilizers, Bio-fertilizers, Micro-nutrients, 100 percent water soluble fertilizers, soil conditioners and a wide range of Industrial Chemicals. The company is a household name in rural India with brands "Ujjwala" (Urea) and 'Suphala" (Complex Fertilizers) which carry a high brand equity. RCF has countrywide marketing network in all major states.

Employees Strength

- Permanent (on roll): 2926
- Contractual: 1100

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

Rs.83.56 Lacs

- Monetary Contribution to CM RELIEF Fund: **Rs.83.50 Lacs**
- Monetary Contribution towards CSR: **Rs.50.00 Lacs**

Payment to Contractual Workers during Lockdown Period:

Regularly done.

Social Support to needy by providing food & shelter

Quarantine Facility

Company has made available the Jet Hostel consisting of 50 rooms to local administration for Quarantine Facility.

Besides above as society contribution HRD team has facilitated by providing tea snacks and food packets especially for tanker drivers waiting in parking lot near R & D gate for almost 10 days as there was no facility of footpath vendors available during lockdown. This was a small effort put in by HRD team.

Medical support to address health crisis

Hospital Preventive Measures

- **Providing PPEs sanitising equipments, emergency medical gadgets, thermal scanners, consumables (masks, sanitizers) for Hospital Staff: All RCF hospital staff have been provided appropriate PPE for use in OPD, Clinics, Indoor, OT and while transferring patients. Expenditure incurred on above procurement is Rs 32 lacs.**
- **A separate Flu clinic, isolated from main hospital with separate entrance was set up with dedicated staff. There is a patient COVID screening form, a facility for sample collection, patient check-up room where all infection control measures are enforced.**
- **24x7 Phone consultations and guidance by RCF doctors to minimise exposure of patients to infection is encouraged and regular medicines are prescribed through HMS system over phone.**
- Social distancing measures in pharmacy waiting area, in hospital, mandatory hand washing, thermal scanning, self-assessment form before entering hospital, use of sanitizers are some of the infection prevention measures.
- Rational use and reuse of PPE, N95 masks is followed as per standard AIIMS Guidelines.
- Health awareness and COVID - 19 prevention information is displayed throughout the hospital, Occupation health centre, residential colony, factory premises, offices. Updated Guidelines, informative videos sent thru email, circulars and hospital website regularly.
- Daily sanitisation of hospital consulting rooms, labs, radiology unit, flu clinic ambulance.
- Hydroxychloroquine prophylaxis to all health care personnel and high-risk contacts of COVID – 19 positive index cases.
- Quarantining of high-risk contacts of COVID positive cases and daily supervision of these individuals.
- Regular screening and health check-up and respiratory hygiene and hand washing, use of PPE training to Mathadi and contract labour including conservancy staff by medical team at factory workplace.

Innovation, R&D and Technological breakthrough

Measures taken by R&D

- In-house preparation of IPA based sanitizer: IPA based sanitizer has been prepared for in-house use.
- Mask: Around 1000 masks were made through local tailor during complete lockdown and distributed to employees through E.D. (Tr.) office.
- Sanitizer and soap dispensing foot operated machines: foot operated sanitizer and liquid soap dispensing machine were procured and installed at the entrance of R&D- Bio Agro premises for washing hands and sanitizing them.
- Face shields: Face shield were purchased and distributed to the contract employees for safety purpose.
- Pep talk: Apart from providing resources, pep talk is being given every day to all contract employees' w.r.t. health, hygiene and social distancing.
- Thermal screening: Thermal screening of all contract employees (working for R&D) is being carried out at Gate no 2.

Preventive Measures (for the Organization and Employees)

Measures taken by HRD

a. Sessions on Workplace, Hygiene Practices and Medical Guidelines Implementation.

On receiving advisory and guidelines from the Govt. for sensitising workers and making awareness of good hygiene practices including importance of social distancing, compulsory wearing of mask, frequent washing of hands with soap and sanitizers, HRD official have conducted regular sessions almost throughout the week covering all





workforce working in the area of bagging, canteens, guest houses all conservancy workers which have benefited a lot to workers to follow good hygiene practices. We have especially covered tanker driver waiting in the parking lot of RCF premises.

Suphala & Urea Bagging Plant

- Factory canteen
- Priyadarshini canteen
- ARK Guest House and
- JET Guest House

b. Webinars for the Employees to boost up the working

RCF in its continued effort to fight COVID-19, Conducted 7 Webinars for employees and their Family Members, to maintain good physical and mental stability during this period.

c. Online learning modules on soft skills via Videos on RCF Intranet portal

Since Govt. advisory on social distancing is to be followed and large gathering to be discouraged, HRD Department came forward to have more e-learning programmes. Accordingly, most popular tool of video learning on various skills topics were searched and uploaded on HRD intranet homepage. Fourteen new Videos on Learning of Soft Skills was uploaded on RCF intranet portal.

In addition, our HRD techno expert team simultaneously developed the computer software modules on HRD Intranet homepage. The employees have appreciated the initiative of HRD which helped them to get more information and motivation during lockdown period.

d. Online course "Search Inside Yourself" during lockdown

Mindfulness has now become popular in Corporate World, when Google developed a course "Search inside Yourself". Soon, from a way to relieve stress it became a productive tool and now it is part of Employee Engagement Program.

"Search Inside yourself", program teaches Practical Mindful Leadership and Emotional Intelligence to bring the Best within you. This program is developed by the leading expert in neuroscience, business and psychology.

This course is free and available on Internet portal.

Any Other Significant Measures taken by the Company

Measures taken by Marketing

In view of COVID-19 proper measures like social distancing, hand sanitization of Labours, sanitization of wagons & trucks, providing masks to labours etc are being followed by RCF during handling & transportation of fertilizers at various rake points all over India. We have circulated coronavirus preventive measure advisories amongst dealers, retailers & H&T contractors through mail and WhatsApp groups.

RCF is having wide network of marketing throughout





India. Due to outbreak of COVID-19, several Area Offices have taken following measure and continue to serve the farmer community in this difficult time.

During rake handling all the guidelines for prevention of corona spread were strictly complied with as under.

- Limited number of labourers was deployed for rake handling.
- Social distancing was very well maintained throughout the handling work.
- All the labourers were provided with mask & hand wash & were instructed to wash hands frequently.
- Arrangement of sanitization was made at no of places.
- All the Wagon sanitised before opening of Wagons.
- Appeal to Dealers/labours /truck drivers/ Farmers:
  - We have appealed to all dealers to install the Arogya Setu App. & follow the instructions.
  - While selling Agri.inputs follow the social distancing i.e. min-6 feet distance & compulsory use of mask & regularly wash hand with soap for min. 20 seconds , with this keep sanitizer at retail outlet for employees & farmers visiting the shop.
  - Always cover nose & mouth with handkerchief while sneezing & coughing.
- Avoid Mass gathering /crowded places for selling & buying.

RITES Limited



Rajeev Mehrotra
CMD, RITES

RITES Limited, a Miniratna (Category-I) and Schedule 'A' Central Public Sector Enterprise under the Ministry of Railways, incorporated on April 26, 1974, is a multidisciplinary engineering and consultancy organization, providing a comprehensive range of services from concept to commissioning in all facets of transport infrastructure and related technologies.

RITES is a leading player in the transport consultancy and engineering sector in India and uniquely placed in terms of diversification of services and geographical reach in various sectors such as railways, highways, airports, ports, ropeways, urban transport, inland waterways, and renewable energy. The company is the only export arm of Indian Railways for providing rolling stock, other than Thailand, Malaysia, and Indonesia. RITES' success story spans over 46 years covering more than 55 countries across Asia, Africa, Latin America, South America and Middle East region.

RITES continues to follow a path of systematic and professional operations, maintaining its position as a premier transport consultancy organisation in India and abroad. Its performance in the railways and transport infrastructure sectors has been appreciated both domestically and internationally. RITES has consistently displayed excellent financial performance over the years and has duly built a strong base. It became a listed company in July 2018. Within one year of listing, the company has made it to the top-500 companies with the market capitalization of approx Rs 6,152 Crore as on March 31, 2020.

RITES is running a COVID-19 awareness programme at its corporate office, demonstrating its commitment to employees' safety. Frontline staff and housekeeping & maintenance personnel are provided PPE kits and sensitised about precautions to be taken while at work and elsewhere.

Employees Strength

- RITES is having a fast-growing team of over 3,200 employees:
- Total: 3236
- Regular: 1970
- Contractual: 785
- Experts : 240
- Deputation: 161
- Consultants: 80

FIGHTING THE PANDEMIC

As a responsible corporate citizen, RITES Ltd has always risen to the needs of the nation and society. And to help the battle against this pandemic, it has taken various preventive measures on its own and rigorously complied with all government and administrative directives and WHO guidelines. It is doing all it can to ensure the well-being of its workforce and those associated with it, support the ecosystem that nurtures it, and back initiatives of the government in its COVID-19 fight.

Monetary Contribution to PM CARES Fund

During these exceptionally challenging times for the nation, RITES has pledged to support the country by contributing Rs 16 crore to the Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund. This is the RITES' commitment to the nation, in addition to accelerating India's growth trajectory. Furthermore, RITES employees voluntarily contributed their two-day salary to the PM CARES Fund.

Payment to contractual workers during lockdown

During this time of crisis, RITES is providing timely and full payments of legitimate dues to its contractual employees, sub-contractors, manpower agencies, MSME vendors, and daily wage earners who are working in its offices and at sites. Besides, it took all the necessary steps for processing and disbursing salaries on time.

Social support to needy

- RITES, under its CSR plan, has provided Rs 1 crore to Indian Railway Catering and Tourism Corporation (IRCTC) for distributing food among the needy, underprivileged, labourers, and home-bound migrants travelling by Shramik Special trains.





- RITES has provided monetary support to a Gurugram-based NGO to provide raw food material and medical beds to help 500 elderly persons and divyangs during the pandemic.
- RITES has also provided financial support to 'SOS Children's Village of India' to keep the vulnerable children safe and healthy during these difficult times. The funds are utilised to ensure the uninterrupted supply of essentials and hygiene kits.

Medical support to address health crisis

- As a part of its social responsibility, RITES has provided two ambulances equipped with advanced life support system, one each, to Gurugram and Nuh districts. These are being pressed into service to fight against coronavirus.
- RITES through its CSR initiative, Jan Arogyam Community Healthcare Programme, has been assisting District Health Department, Nuh, an aspirational district, in its fight against Coronavirus. From door-to-door surveillance to running other medical facilities in various blocks of Nuh district, the Jan Arogyam team has been at the forefront in these difficult times.
- RITES has provided N-95 masks worth Rs 10 lakh to the Gurugram District Administration to help equip medical teams and frontline workers further to tackle COVID-19 challenge.

Innovation, R&D and Technological breakthrough

Considering the need of the hour and adhering to lockdown, the company has followed Work-from-Home policy for its employees. Except for those who are associated with essential/emergency services, all employees have been asked to Work from Home during the period (as per government guidelines issued). They have been provided all necessary logistics support (computer and other IT tools and hardware) to easily work from home. RITES' investment in digitisation and IT-enabled services such as SAP, e-office and other e-modules proved handy in switching its operations to remote working in these testing times. Regular meetings through video and conference calls have helped maintain business continuity and productivity while maintaining constant touch with employees. At RITES, we are also managing the lockdown-induced disruption to employee/citizen mobility responsibly.

Focussing on Digital India and considering lockdown as an opportunity to hone its employees' skills and enhance their productivity, RITES has been conducting online training and webinars on various technical and work-related topics.

Besides, RITES strives to procure and absorb the best and latest technological innovations in areas of its business by regularly updating its software and knowledge base to compete with the domestic and international competitors and to improve the quality of service to the clients. Also, it has tied up the IIT-Madras Incubation Centre for the development of Hydrogen Fuel Cells. An amount of Rs 1 crore has already been released and the research project has taken off smoothly. RITES has also been carrying out studies on emission standards and emission reduction technologies to help curb environmental pollution.

Preventive Measures (for Organisation and Employees)

1. Suspension of biometric attendance





RITES exempted its employees from marking attendance through a contact-based biometric system (effective from March 11) as a preventive measure to check the spread of the coronavirus. Instead, they started marking their attendance manually in the attendance register until the lockdown was



announced. The step was needed as it is considered that the most common method of virus transmission seems to be through infected surfaces.

2. Social Distancing

Keep your distance. The more space between two persons, the harder it is for the virus to spread. With this, RITES initially staggered lunch timings at a common dining room. Later, to reduce social interaction among its employees, the management shut in-house services such as canteen, cafeteria, creche, and gym facility from March 19. As part of Social distancing, all non-essential meetings and visits have been cancelled and the entry of visitors has been curtailed.



3. Sanitisation & Hygiene

RITES, conscious of the risk to its employees' health, initiated protocols of hygiene and sanitation in alignment with global guidelines on disease prevention and control to prevent contamination and make the workspace more safer.

Thermal scanners are being used to measure body temperature at the entrances. Office spaces, including entrance lobbies, corridors and staircases, elevators, conference and meeting rooms are being mopped/cleaned with a disinfectant daily. Air conditioning systems are also being cleaned and disinfected regularly as per government guidelines.

Hand sanitizers, including contactless ones, have been placed at various locations of the office premises, especially near and around high-touch

surfaces and communal areas such as entrances & exits, lifts, and meeting rooms, and employees are being encouraged to improve their hand hygiene. Also, public health messages and various awareness posters have been displayed at key places on the office campuses.

4. While resuming functioning...

To resume office functioning in a safe and healthy environment, a Standard Operating Procedure (SOP) as per government guidelines was prepared to guide RITES employees about disease prevention and how to cope with adverse situations or emergencies, should they arise. Special emphasis was given on the following points:

- Staggered working hours.
- Work-From-Home Policy.
- Mandatory temperature screening at entrances.
- Wearing of face masks/covers has been made compulsory.
- Use of Aarogya Setu app.
- Health and travel declaration by employees.
- Regular sanitisation and fumigation.



Awareness Campaigns

RITES is running a COVID-19 awareness programme at its corporate office, demonstrating its commitment to employees' safety. Frontline staff and housekeeping & maintenance personnel are provided PPE kits and sensitised about precautions to be taken while at work and elsewhere.

HIL (India) Limited

Formerly Hindustan Insecticides Limited

(A Government of India Enterprise)

An ISO 9001:2008 Company & Star Export House

समृद्धि हेतु सुरक्षा

PROTECT TO PROSPER







AGRO CHEMICAL SEGMENT

Insecticides

- Hilcron 36 SL (Monocrotophos)
- Hilfol 18.5 EC (Dicofol)
- Hilmala 50 EC (Malathion)
- Hilban 20 EC (Chlorpyriphos)
- Hilvos 76 EC (Dichlorovos)
- Hilphate 75 SP (Acephate)
- Hilstar 25 WG (Thiomethoxam) 25%WG)
- Hilfos-Plus (Profeno+ Cyper)
- Hilblaze25% SC (Buprofezin 25% SC)
- Hilmida 17.8 SL (Imidacloprid)
- Hilcyperin 10 EC (Cypermethrin)
- Hilcyperin 25 EC (Cypermethrin)
- Hilprid 20 SP (Acetamiprid)
- Hilhunter (Chlorpyriphos 50% + Cypermethrin 5% EC)
- Hilgent (Fipronil GR)
- Hilcartap (Cartap 4 GR)
- Hilazophos 40 EC (Trizophos)
- Hilfos 50 EC (Profenophos)
- Hilcartap 4G (Cartap Hydrochloride)
- Hillambda 5 EC (Lambdacyhalothrin)
- Hillambda 2.5 EC (Lambdacyhalothrin)

Weedicides

- Hilpendi 30 EC (Pendimethalin)
- Hilpik 15 WP (Clodinofop)
- Hilfuron 75 WG (Sulfosulfuron)
- Hiltaklor (Butachlor 50 EC)
- Trinashi 41 SL (Glyphosate)
- Hilpreti 50 EC (Pretilachlor)

Fungicides

- Hilthane M 45 (Mancozeb 75 WP)
- Hilcopper 50 WP (Copperoxychloride)
- Hilnate 75 WP (Thiophanate Methyl)
- Hilzim 50 WP (Carbendazim)
- Hilzole 5% EC (Hexaconazole)
- Hilmil (Moncozed 64%+ Metalaxyl 8%)
- Hilpunch (Moncozeb 63%+ Cabendazim 12%)
- Hilblast 75WP (Tricyclozole)
- Hilsulf 80 WDG (Sulpur 80% WDG)

SEED SEGMENT

- Paddy
- Wheat
- Gram
- Musturd
- Moong
- Soyabeam
- Ground nut
- Hybrid Maize

Vegetable Seeds

- French Bean
- Bhindi
- Coriandar
- Palad
- Raddish etc.

FERTILIZER SEGMENT

- Urea
- SSP
- DAP
- MoP
- NPK
- Bentonite Sulpham

Technicals: Monocrotophos, Dicofol, Malathion, Acephate, Mancozeb Imidachloprid, Buprofezin, Chloropyriphos.....

TRAINING ON SAFE & JUDICIOUS USE OF PESTICIDE

HIL (India) Limited

Scope Complex, Core-6, 2nd Floor, 7 Lodi Road, New Delhi-110003(India), Ph.: 011-24361019, 24362100, www.hil.gov.in

SJVN Limited



N.L. Sharma
CMD, SJVN

As a socially responsible Corporate, SJVN is extending full support towards implementation of various measures to deal with the pandemic.

SJVN Limited, a Mini Ratna, Category-I and Schedule – 'A' CPSE under administrative control of Ministry of Power, Govt. of India, was incorporated on May 24, 1988 as a joint venture of the Government of India (GOI) and the Government of Himachal Pradesh (GOHP). Beginning with a single Project and single State operation (i.e. India's largest 1500 MW Nathpa Jhakri Hydro Power Station in Himachal Pradesh) the Company has commissioned five projects totalling 2015 MW of installed capacity including wind and solar power. SJVN is presently implementing power projects in Himachal Pradesh, Uttarakhand, Bihar, Maharashtra and Gujarat in India besides neighbouring countries viz. Nepal and Bhutan.

Employees strength

- Permanent (on roll): 1555 Personnel.
- Contractual: SJVN does not employ persons on direct contract basis, however, around 1500 workers are engaged by different contractors for various annual maintenance works/security services.

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES FUND

25.32 Crores

Payment to Contractual Workers during Lockdown Period

All workers engaged by the contractors have been paid wages for the lockdown period.

Social Support to needy by providing food & shelter

146092 kg of food supplies and 50 meal packets distributed to migrant workers, daily wager and under privileged by SJVN Foundation.

Medical support to address health crisis

Particulars	Hospitals	Other than hospitals	Total
PPE KITS	716	993	1709
Masks	121034	62236	183270
Gloves	14262	1198	15460
Sanitizer (Liters)	1161	1840.75	3001.75
Disinfectant (liters)	13220.5		13220.5

Above figures are till of 16.07.2020.

- 50 Nos. Isolation Beds provided.
- SJVN extended medical infrastructural aid to district hospitals in its project areas to better equip and strengthen medical staff in offering tireless services to people through protective equipment as under:
  - 6 Ventilators to Indira Gandhi Medical College, Shimla, H.P.
  - 2 Ventilators to Mahatma Gandhi Medical Services Complex Rampur, H.P.

Preventive Measures (for Organization and Employees)

- Sanitization of office building twice a day.
- Staggering of office hours and canteen timings to avoid crowding.
- Automatic hand sanitizer / dispensers have been installed at appropriate places.
- Distribution of face masks and hand sanitizers.
- Ensuring availability of Soaps & Napkins in washrooms.
- Markings on floors to maintain social distancing.
- Thermal scanning of employees in the morning while entering to the office on regular basis.

Awareness Campaigns

- SJVN has a dedicated fleet of 13 Mobile Medical Units under the umbrella of project Satluj Sanjeevani Sewa run by HelpAge India to deliver doorstep medical services in HP, Uttarakhand and Bihar. During this demanding situation of panic and chaos among community due to the spread of novel disease COVID-19, the MMUs emerged as life line in disseminating information about adopting preventive measures and improving personal hygiene in far flung areas where providing basic facilities has become challenge during lockdown.
- Display of banners related to COVID – 19 awareness, Do's and Don'ts at office premises.
- Regular announcement in offices through Central Announcement system.

Any other significant Measures taken by the Company

- Contribution of Rs. 50.00 Lakh to Uttarakhand State Disaster Management Authority.
- Under CSR initiative of SJVN an employment and skill development opportunity was created for Mahila Mandal Jhakri, Panchyat, and Distt. Shimla where reuseable doubled layred masks are being made for use by common public.

As a socially responsible Corporate, SJVN is extending full support towards implementation of various measures to deal with the pandemic. SJVN foundation has contributed a sum of Rs. 28.98 Crore to aid in against the pandemic battle which includes Rs. 25.32 Crore to PM CARE Fund and Rs. 3.66 Crore to various health institutions for procurement of various medical equipment's and other consumable medical items etc.

THDC India Limited



D.V. Singh
CMD, THDCIL

टीएचडीसी इंडिया लिमिटेड
THDC INDIA LIMITED

THDC India Limited, a Joint Venture of Government of India and Government of UP, incorporated in July-1988.

Equity sharing at incorporation – Government of India: Government of UP: 3 : 1

Authorized Capital - Rs. 4000 Cr and paid up Capital is Rs. 3665.88 Cr as on 31.03.2020.

Power generation started in 2006-07. Ever since profit making.

Accorded "MINI RATNA" Category–I Status in Oct-2009.

Upgraded from Schedule 'B' to Schedule 'A' PSU in July-2010.

Presently, THDCIL has a portfolio of 15 projects (Hydro, Thermal, Wind & Solar), totaling to an installed capacity of 10,124 MW, which includes 1537 MW Operational and balance under various stages of development/ implementation. In addition, a number of Projects in the country are in the business development stage.

Diversified into Thermal power with the allotment of Khurja STPP (1320 MW) in Uttar Pradesh on 31st Dec-2010 and allocation of Amelia Coal Mine on 29th Aug-2016.

Diversified into Wind Power (Two Projects totaling to 113 MW installed capacity commissioned in Gujarat in 2016-17).

Diversified into Solar Power: Work of 50 MW Solar Plant awarded to M/s Tata Power Solar System Limited in Aug-2019.

NTPC signed the share purchase agreement to buy the entire 74.49% stake of GoI in THDCIL on 25.03.20. Acquisition of stake completed on 27.03.20.

To maintain uninterrupted supply of electricity to the grid during lockdown, both Tehri HPP (1000 MW) and Koteshwar HEP (400 MW) were kept operational complying all safety precautions prescribed by various Govt. orders with minimum required manpower.

Employees Strength

- Permanent (On Roll) : 1816
- Contractual: 802 (Approx.)

FIGHTING THE PANDEMIC

Monetary contribution

- THDCIL has contributed **Rs. 10 Cr to PM CARES Fund**. This includes one day salary of the employees.
- THDCIL has also contributed **Rs. 2 Cr to Uttarakhand State Govt.** (Rs. 54.63 Lakhs as 1-day Salary of employees to CM Relief Fund, Uttarakhand and Rs 145.37 Lakhs to Uttarakhand State Disaster Management Authority).
- THDCIL also deposited **Rs. 5.00 Lakh in CM Relief Fund of Madhya Pradesh**.
- THDCIL released the funds to the tune of **Rs. 25 Lakhs to DM, Tehri Garhwal** and **Rs. 8 Lakh to CMO, Tehri Garhwal** for purchase of medical equipment.

Payment to contractual workers during lockdown period

- Payment of approx. **Rs 2.82 Cr** to Contractual Workers during Lockdown Period.

Social support to needy by providing food & shelter

- Meal Packets and essential food items/ ration packets are being distributed to needy and poor individuals/ migrants in the society and so far, **6542 Meal Packets and 95344 Kgs ration packets** have been distributed at various locations and is still continuing.



टीएचडीसी ने आपदा प्रबंधन को 1.45 करोड़ व सीएम रहत कोष में 55 लाख का योगदान दिया

ऋषिकेश। कोविड-19 अभी भी हमारी राष्ट्रीय लोक स्वास्थ्य प्रणाली के लिए गंभीर चुनौती बनी हुयी है एवं विभिन्न राज्य सरकारें भी इस खतरे को नियंत्रित करने के लिए अनेक उपाय कर रही हैं। आम लोगों को राहत देने में उत्तराखंड सरकार भी भारत सरकार के साथ कार्य कर रही है। हमारी अधिकांश परियोजनाएं उत्तराखंड राज्य में स्थित हैं, इसलिए टीएचडीसी ने कोविड-19 के खिलाफ संघर्ष के लिये कारपोरेट सामाजिक उत्तरदायित्व के अंतर्गत उत्तराखंड आपदा प्रबंधन प्राधिकरण को 1.45 करोड़ रूपये का योगदान व टीएचडीसी के सभी कर्मचारियों के मई 2020 माह के वेतन से एक दिन के मूल वेतन का योगदान जो की 55 लाख रूपये है मुख्यमंत्री राहत कोष में देने का निर्णय लिया गया है। टीएचडीसी का कुल योगदान लगभग रूपए 2 करोड़ का है। इसके अलावा टीएचडीसी कारपोरेट कार्यालय ऋषिकेश व अपनी परियोजनायों

सलाम...! हमें आप पर नाज है टीएचडीसी

● महामारी में प्रबंधन ने जनहित में लिया बड़ा फैसला ● अधिकारी व कर्मचारी एक दिन का मूल वेतन करेंगे दान



Medical support to address health crisis

Corporate Office and sites are in regular touch with Distt. Authorities for any support required and based on the requests received so far, the following are being arranged:

Financial Support

- Approx. Rs. 37 Lakhs spent/ committed to concerned Administration/ other Authorities/ Institutions for Equipment, PPEs, food etc.

Hospitals/ Dispensary

- THDC Hospital, Tehri (Uttarakhand) - An isolation ward with 10 beds was created.





टीएचडीसी लगातार कर रहा है गरीब असहाय लोगों की मदद

डोईवाला। सेवा टीएचडीसी लगातार गरीब असहाय लोगों को खाद्यान्न वितरण मदद कर रहा है देश मे फैली कोरोना वायरस संक्रमण जैसी महामारी के संकट के समय टीएचडीसी सीएसआर के अंतर्गत तहसील डोईवाला एवं ऋषिकेश में निवासरत श्रमिक आम निर्धन परिवारों की सहायता हेतु तहसील प्रशासन, पुलिस प्रशासन तथा जनप्रतिनिधियों की उपस्थिति में डोईवाला और ऋषिकेश के अलग-अलग क्षेत्रों में हजारों को तादात मे खाद्यान्न बैग निशुल्क वितरित किए जा रहे हैं शासन प्रशासन के अधिकारी और पुलिस सुरक्षा राशन वितरण में अपना पूर्ण सहयोग दे रहे है इस अवसर पर सेवा टीएचडीसी परिवारों और असहाय लोगों को सूखा राशन देकर मदद कर रहे हैं टीएचडीसी के सीएमडी डी वी सिंह का कहना है कि कोई भी भूखा ना रहे सेवा टीएचडीसी आशा लोगों के लिए हमेशा मदद का संकल्प सेवा टीएचडीसी असहाय लोगों की मदद के लिए हमेशा तत्पर रहेगा गोता महिला समिति एक समाजसेवी संस्था है, जो समाज के पिछड़े वर्गों और जरूरतमंदों के उत्थान और सहायता के लिए परिवारों जिनमें अधिकतर प्रतिदिन रोजी रोटी कमाने वाले है उनके लिए राशन और भोजन की व्यवस्था करने में जुट गई है। संस्था ने 24 मार्च को ही एक हेल्पलाइन शुरू कर लोगो मे





- THDC Dispensary, Rishikesh (Uttarakhand) - Established 2 Beds Quarantine center.
- THDC Dispensary, Koteshwar (Uttarakhand) – Established 6 Beds Quarantine center.
- THDC Dispensary, Pipalkoti (Uttarakhand) – Regular OPD.
- Distribution of Masks, Gloves, Sanitizers to locals, contractors, workers and state authorities and so far, **1646 Ltrs Sanitizers, 5000 Soaps, 58149 Masks and 4065 Gloves** have been distributed at all locations and is still continuing.
- 100 Nos. of Digital Infrared Thermal Scanner and 50 Nos. Oxygen Cylinders were provided to Chief Medical Officer, Tehri Garhwal, Uttarakhand.

Innovation, R&D and Technological breakthrough

- On **5th April-2020** during 9 minutes blackout declared by Hon'ble PM to show solidarity in fight against COVID-19 Pandemic, both Operational Hydro Plants of TDHCIL i.e. 1000 MW Tehri HPP and 400 MW Koteshwar HEP were operated as per requirement of Grid and POSOCO. This played a big role in grid stability and was highly appreciated by MoP.
- Implementation of Work from Home w.e.f. 23.03.2020 for THDC employees posted at Corporate Office / Regional Offices etc. (using digital platform).
- To maintain uninterrupted supply of electricity to the grid during lockdown, both Tehri HPP (1000 MW) and Koteshwar HEP (400 MW) were kept operational complying all safety precautions prescribed by various Govt. orders with minimum required manpower.
- All the official meetings with internal and external stakeholders during lockdown were conducted through digital platform via Microsoft Teams.
- Paperless working has been implemented in THDCIL and all the internal official correspondences are being made through digital platform 'e-office'.

Preventive measures (for the Organisation and Employees)

- In operational plants, plant area, all vehicles, machines, tools & tackles are being regularly



sanitized and disinfected during operation and maintenance. Due to difficulty in transportation of O&M manpower to Plant for maintaining social distancing in vehicles, shift operation has been limited to two shifts of 12 hours each in Koteshwar HEP since 23.03.2020 and is continuing.

- All townships, common places, work places etc. of THDCIL at Rishikesh and all Project locations are being properly cleaned and sanitized regularly.
- Implementation of Work from Home w.e.f. 23.03.2020 for THDC employees posted at Corporate Office / Regional Offices etc. (using digital platform).
- Effective Communication & Engagement Plan:
  - Regular interaction of Top Management with senior officials of THDCIL through digital platform to review the status of necessary actions taken with regard to COVID-19 and Project work progress.
  - Regular communication of Top Management with employees to boost their morale and to disseminate necessary information.
- Identification and deployment of requisite manpower. Contingency plan and preparedness of manpower and workplace w.r.t Critical activities necessary for continuity of business. Essential services are being continued at all THDCIL locations with minimum manpower.
- Plants construction activities started keeping in





view social distancing norms including thermal screening and medical tests.

- All social distancing norms have been imposed at all THDCIL Locations.
- All stations / projects / offices have been advised to continuously communicate with stakeholders to update them on the developments, relevant Govt./ CC guidelines, Do's & Don'ts and outline the steps the company/unit is taking to address the situation.
- Necessary training programs conducted for medical staff to deal with COVID-19 emergencies.
- Regular updates through social media (WhatsApp/ SMS) were provided to Employees regarding guidelines for preventive measures and the queries were also answered.
- Regular distribution of Masks and Hand Sanitizers among employees.

Awareness Campaigns

- THDCIL Organizing extensive awareness drives through hoardings, banners, loudspeakers etc. for local population. Around **13000 pamphlets** have been distributed to outreach nearly **70,000 families** through campaign vehicles.

Other significant measures taken by the company

- Ambulance of THDCIL Dispensary at Rishikesh was provided to District Administration for COVID-19 duties.





- Local production of Alcohol based hand sanitizer commenced at Dispensary Rishikesh as per WHO approved Hand rub formula.
- Sanitization & bleach spray at different locations and medical checkup for labors and other beneficiaries nearby.
- Timely payments to Laborers/ daily wagers and Contract workers are also being ensured.
- All construction works at THDCIL projects in Uttarakhand (Tehri PSP 1000MW & VPHEP 444MW) and in UP (Khurja STPP 1320MW) has started from 20.04.2020 in compliance to MHA order dt 15.04.2020 taking the following prescribed safety measures and precautions against COVID-19:
  - Awareness of Novel Corona Virus.
  - Thermal Scanning & Medical Check-up.
  - Sanitization of vehicle, machines, tools & plants.
  - Cleaning & Sanitization work places.
- Since 30.03.2020, one executive and doctor/ Medical staff is visiting the nearby labor colony/ camp at all Projects / Units teams to ensure that all needy get food and medical help and is continuing. A daily roaster is also being maintained for this activity.
- Grocery items worth **Rs. 3.5 Lakhs** have also been given to Annpurna Fund of Distt. Administration of Bulandshar and Singrauli.





WAPCOS Limited



R.K. Gupta
CMD, WAPCOS

WAPCOS as vigilant and responsible organization quickly adapted to the changing environment due to unprecedented COVID-19 pandemic and introduced significant procedural and functional interventions, while ensuring all precautions and safety measures.

WAPCOS Limited is a "MINI RATNA-I" Public Sector Enterprise under the aegis of the Ministry of Jal Shakti. Incorporated on June 26th, 1969 under the Companies Act, 1956. WAPCOS is a technology driven Consultancy and Engineering, Procurement and Construction (EPC) organization with strong home country and global presence in the field of Water, Power and Infrastructure sectors. WAPCOS has the requisite experience & expertise to undertake Consultancy & EPC projects of any scale and complexity in the sectors of its operations. WAPCOS portfolio of projects is both impressive and diverse in nature. Apart from India, WAPCOS has successfully completed/on-going consultancy assignments in about 51 countries covering Angola, Afghanistan, Austria, Benin, Bhutan, Botswana, Burundi, Cambodia, Cameroon, Central African Republic, Chad, Czech Republic, DR Congo, Eswatini, Ethiopia, Fiji, Georgia, Ghana, Guinea Conakry, Indonesia, Jordan, Kenya, Lao PDR, Lesotho, Liberia, Madagascar, Malawi, Maldives, Mongolia, Mozambique, Myanmar, Nepal, Niger, Nigeria, Papua New Guinea, Poland, Rwanda, Senegal, Sierra Leone, Sri Lanka, Suriname, Tanzania, Tajikistan, Timor-Leste, Togo, Uganda, USA, Uzbekistan, Vietnam, Zambia, Zimbabwe.

Employees Strength

- Regular: 989
- Deputation: 4
- Trainees: 32
- Contract - Pay Scale: 268
- Contractual: 1243

FIGHTING THE PANDEMIC

Monetary Contribution to PM CARES Fund

The Company contributed Rs.4.06 Crore towards PM CARES Fund (Rs.2 Crore from the CSR funds and Rs.2.06 Crore as 3-day's salary of employees contribution)

Payment to Contractual Workers during Lockdown Period

Ensured continuous payment to Salary to Contractual Employees during the Lockdown period.

Social Support to needy by providing food & shelter

Organised camps for distribution of food to poor and homeless people and Feeded stray animals during the lockdown period.

Innovation, R&D and Technological breakthrough

R&D and use of innovation technology is integral part of WAPCOS operations. The Company has recently undertaken studies on:

- Sewage Treatment Technologies.
- Integrating Partial Solar Installation – Hybrid Option.







- Continuous Power Supply even during frequent Cyclone affected areas and to Reduce Minimum Distribution Losses.
- Sub Surface Water Extraction from Infiltration Gallery on Garrah River Bed for Cooling Rosa Thermal Power Plant.
- Disinfection of Drinking Water through Radiation.





Preventive Measures (for the Organisation and Employees)

WAPCOS as vigilant and responsible organization quickly adapted to the changing environment due to unprecedented COVID-19 pandemic and introduced significant procedural and functional interventions, while ensuring all precautions and safety measures.

Any Other Significant Measures taken by the Company

The initiatives taken by WAPCOS ensured of projects during Lockdown period resulting in progress. A few glimpses of project activities in various Countries during Lockdown period are shown.



भा.वि.प्रा. के साथ विश्व-स्तरीय एयरपोर्ट सेवाओं का अनुभव

भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA



देश भर में 137 हवाई अड्डों का संचालक

85 हवाई अड्डे एकल उपयोग प्लास्टिक मुक्त

क्षेत्रीय संपर्कता योजना - उड़ान के तहत 44 अल्पसेवित हवाई अड्डे संचालित

4 हवाई अड्डे ACI-ASQ 2019 पुरस्कार से सम्मानित

48 हवाई अड्डों पर सौर ऊर्जा का उपयोग

सीएसआर के तहत स्वास्थ्य, कौशल-विकास एवं सामाजिक उत्थान में योगदान

9 हवाई अड्डे नागर विमानन मंत्रालय द्वारा स्वच्छता पुरस्कार से सम्मानित

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NLCIL

WORKS FOR YOUR CAUSE

At NLCIL, we are dedicated to not just mining and power generation but illuminating lives. As we help the Nation to move the wheels of progress, we ensure that the strong, dedicated and goal oriented work force, always thriving for excellence should feel happy, by providing best of everything in life ... at work ... at home ...



With a clutch of welfare schemes, we have not just built a company, but an organization that truly touches the lives of both community and consumers too.



Today we are mining 3.06 crore tonnes of lignite and generating 57.1106 lakh units of Power per hour (5711.06 MW) and have plans to become a 21 + GW company with 12.315 crore tonnes mining company (Both Lignite and Coal) by 2025. Lignite & Coal mining and Thermal, Solar & Wind power generation are the key sectors that we work for. Using the latest technology & skilled resources, we are proud to be a partner in India's progress and prosperity.



CREATING WEALTH FOR WELLBEING

NLC INDIA LIMITED

'Navratna' - Govt. of India Enterprise

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SCOPE FORUM OF CONCILIATION AND ARBITRATION (SFCA)

There has been growing number of litigations with the Courts/ Tribunals relating to commercial transactions between the Central Public Sector Enterprises (CPSEs) CPSEs and private sector/ cooperatives/ Government Departments. The practice of disposal of these cases is expensive and time consuming.

Creation of SCOPE Forum of Conciliation & Arbitration (SFCA)

With a view to expedite settlement of disputes and reduce avoidable expenditure by PSEs, a need was felt by Standing Conference of Public Enterprises (SCOPE), an Apex Body of Public Sector Enterprises, to institutionalize the prevailing system of arbitration which led to formation of SFCA in 2003.

The forum was formally inaugurated by Shri Santosh Gangwar, the then Hon'ble Minister of State for Heavy Industries & Public Enterprises and Parliamentary Affairs at SCOPE Complex on 9th January 2004. Subsequently, SFCA published the SCOPE Forum of Arbitration and Conciliation Rules, 2003. The Rules were last amended up to 2017 to incorporate changes in legal framework and needs of the business community.

WHY SFCA?

Empanelment of more than 400 Arbitrators/ Conciliators

- Retired Judges of Supreme Court, High Courts,
- Retd. Secretaries, Joint Secretaries of Government of India
- Chief Executives, Directors and senior officials of PSEs
- Professionals including Advocates, Chartered Accountants.

Complete services for conducting Arbitration

- A dedicated Forum administering, overseeing and conducting arbitration and conciliation proceedings.

Cost effective and timely dispute settlement

- Settling disputes between PSEs and their associates within shortest possible time at more economical and cheaper cost in comparison to other institutions.

Dedicated Infrastructure

- Exclusive Arbitration Hall having sitting capacity of 15 persons.
- Facility of provision of halls with higher capacity in SCOPE Convention Centre at SCOPE Complex, Lodhi Road and SCOPE Minar, Laxmi Nagar, New Delhi.

Facilities and provisions

- Provision of modern equipments and facilities such as such as projector for live projection of record of proceedings on a large screen, stationery etc.
- Complementary service of mineral water, tea/coffee with arrangements for high tea on request of parties.

Capacity Building

- Executive development programmes and workshops on various aspects of Alternate Dispute Resolution process (ADR).
- Annual National Seminar on various aspects of Arbitration and Conciliation.

WHO HAS BENEFITTED FROM SFCA?

PSEs namely SAIL, Oil sector Companies such as IOCL and BPCL have adopted/incorporated SFCA clause of Conciliation and Arbitration in their contracts/agreements with private parties.

Associate with us and adopt SFCA Clause for resolving disputes in a cost and time effective manner!



For any queries relating to SFCA, you may contact

SCOPE FORUM OF CONCILIATION & ARBITRATION (SFCA)

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