

QUALITY

Chronicle



Issue: 1st

Year: 2nd

by APCOTEX INDUSTRIES LIMITED

Dec '22 - Feb '23

TRUST
FELLOWSHIP
SHARING
HARMONY
NETWORK
COLLABORATION
SUPPORT
IN WORK



BUSINESS VISIT TO CLIENTELE IN THAILAND

In this contemporary competitive era, a visit at clients space always be helpful to explore new markets, to create awareness about the brand, product & services, and to gain competitive edge.

Recently in month of December 2022; *Team Apcotex* made such a business development visit to Thailand to meets it's clientele.

Sharing herewith a few images of it.





Quality Chronicle

Quarterly In-house magazine
by Apcotex Industries Limited

on Performance; Achievements & Aptitude
in Quality; Products and Customer Services

● Year-2nd, Issue-1st ●
Dec 2022 - Feb 2023

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Ms. Ashwini Pawar (QA-Taloja)

- Willingly, readers can send their reviews about the magazine and the contents; veracious comments will be published in upcoming issues.
- Editorial committee is not supposedly agree to the contents of the articles published herewith.
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FROM THE DESK OF CHAIRMAN...

I am pleased to inform you through this edition of quality chronicle, that, we have embarked the team building and branding activity for our company.

As the chairman, I firmly believe that team building is an integral part of any successful organisation. It fosters a positive work environment, improves communication and collaboration among team members, and enhances overall productivity. Moreover, branding is crucial for any company to establish a strong and recognizable identity in the market. It helps to differentiate our products and services from those of our competitors, and ultimately drives customer loyalty and revenue.

Therefore, we are taking this initiative to strengthen our brand and create a more cohesive and collaborative team. I encourage everyone to actively participate in this activity and take advantage of this opportunity to bond and work together towards our common goals.

We encourage all our team leaders to regularly assess their team to identify areas for improvement and take action to address any issues through team building activities. I appreciate everyone's dedication and hard work towards our organization. I am confident that, team building and branding will have a positive impact on our company's growth and success.

Thank you,

Atul Choksey

Chairman - Apcotex Industries Limited



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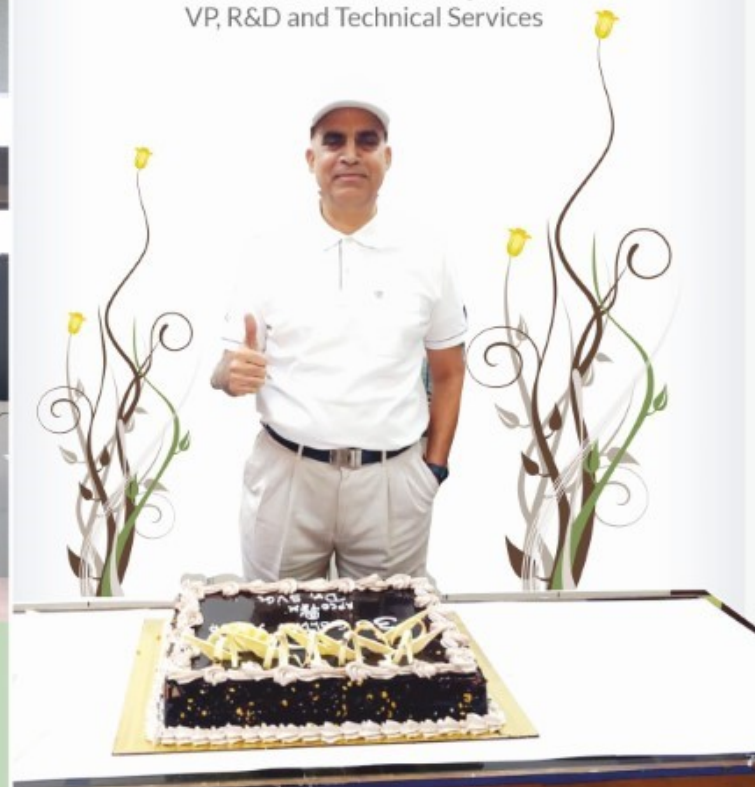
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EDITORIAL



— Testimony of Dedicated 30 Years —

Dr. S V Govindaraju
VP, R&D and Technical Services



Dear industry friends and colleagues,
We are happy to come up with our issue of "Quality Chronicle" that highlights the theme of "Teamwork", which is practiced by all means in our company.

Apcotex strongly believes in teamwork that makes us to stand strongly against all challenges in all aspects of our business. In fact, our teamwork goes beyond our boundaries and extends to all stakeholders, especially customers.

In our new branding exercise, we spelt out our heart through our new tag line, "Bonds Beyond Chemistry".

We have many experiences of success in product development and application standardization through a teamwork concept with our customers.

In a genuine teamwork the leader ensures that everyone's role and contributions are recognized and appreciated with all sincerity. This approach of leader brings enthusiasm in all members of the team, thus resulting in synergistic effect. Our team efforts under the great leadership role played by our Managing Director resulted in commissioning our two new plants recently, one at Taloja site (Mumbai) and another at Valia site (Gujarat). We will share the glimpses of those great historical events in the next issue for everyone's delight.

We sincerely seek everyone's best wishes and input to improve our products, services, safety, cost optimization and team spirit to achieve our goals.

All the best!

Dear Dr. S. V. Govindaraju,

On this blissful and charming day of your Corporate anniversary... may you continue the journey of success with pride!...

Thank you for being part of our company's success over the years.

We greatly appreciate and value your hard work and success!

**Management and employees,
Apcotex Industries Limited
29th November 2022**



Dear Valued Readers,

As The Managing Director of Apcotex, I would like to share my thoughts on the importance of team building in today's fast-paced business environment.

In a world where change is constant and competition is fierce, it is more important than ever that our teams are working collaboratively and efficiently.

At Apcotex, we recognize that our success is dependent on the collective efforts of our talented employees. Team building is an essential part of fostering a culture of collaboration, communication, and creativity within our organization. It helps our teams to work together effectively, to leverage each other's strengths, and to achieve common goals.

We have always placed a strong emphasis on team building, and we believe it is a key factor in our continued success. Whether it is through regular team building activities, training programs, or other initiatives, we are committed to providing our employees with the tools and resources they need to work together effectively.

We believe that a strong team culture is the foundation of a successful business. By promoting open communication, mutual respect, and a commitment to excellence, we are creating an environment where our employees can thrive.

In closing, I would like to thank our employees for their hard work and dedication, and our readers for their continued support of Apcotex.

We are committed to building strong, cohesive teams that can achieve great things together, and we look forward to continuing to do so in the years to come.



Sincerely yours,

Abhiraj Choksey

MD - Apcotex Industries Limited



Dear Quality Chronicle Readers,

As the Chief Operating Officer of *Apcotex*, I believe that, one of the most critical aspects of our success is the strength and cohesiveness of our teams. The quality of our work and the satisfaction of our customers rely heavily on the collaboration, communication, and trust between our team members.

Team building is not just about having fun activities or bonding experiences outside of work. It is about cultivating a culture of respect, open communication, and accountability within our teams. We must ensure that every team member feels valued and respected, regardless of their role or position within the company.

As leaders, it is our responsibility to create a supportive environment where everyone can bring their unique skills and perspectives to the table, and where everyone can feel safe to express their opinions and ideas without fear of judgment or retribution.

Effective team building also requires ongoing investment in training, coaching, and professional development. By providing our teams with the resources they need to improve their skills, we can empower them to take ownership of their work and contribute to the growth and success of our company.

In conclusion, I strongly believe that team building is a vital component of our company's success, and I encourage all of our leaders to prioritize it as a key aspect of their management approach. Together, we can build strong, high-performing teams that drive our company forward and deliver outstanding results for our customers.

Sincerely yours,

Ravishankar Sharma

COO - Apcotex Industries Limited

Importance of Teamwork

Teams makes work more efficient.

It's widely accepted that 'Teamwork' is a Good Thing.

You'll hear few sensible people saying, "Teamwork? Pah! What a waste of time!"

But what is it about teamwork that makes promoting it a key priority for HR, and for organisations generally? Knowing the value of teamwork can help HR make a strong case to management on various policy issues, from learning and development to workplace culture. So here are the key reasons why teamwork is so important in the workplace.

Teamwork is efficient work

A key pillar of the industrial revolution, a foundation of modern civilisation, was the division of labour. And that's just another way to say teamwork.

Employee teamwork enables a workforce to:

- Split difficult tasks into simpler ones, then work together to complete them faster
- Develop specialised skills, so that the best person for each task can do it better and faster

In a nutshell, teams make work more efficient. That can lead to better productivity, reduced costs, greater profitability, and many other benefits.

Teams self-monitor

When one person does a task alone, he has total autonomy—but if that person starts to work slowly or ineffectively, who will set him straight? Nobody, that's why the concept 'Teamwork' is of more importance, in teamwork, many people have responsibility for the same goal. Most significantly, teammates observe and depend on the quality of each other's work. When one team member's performance dips, the others have the knowledge and motivation to help them improve. Without management intervention, effective teams can often regulate their own performance.

Teams innovate faster

For any task or problem, there are usually countless solutions. When one employee tackles a project, they might be able to think of a few different ideas in given time.

But when a team tackles a problem; the project benefits from multiple perspectives, skill-sets, and experiences all at once.



A team approach can therefore lead to faster, deeper innovation.

Teammates learn from each other

Imagine you have a workforce of 10 designers all working in separate rooms. Each designer works with his own strengths and suffers from his own weaknesses, with nobody to help or teach or no resources available to learn

from.

Now put them all in the same room, on the same project. Working together, they'll soon learn each other's strengths and correct each other's mistakes. And everyone's performance will improve.

Teamwork can create healthy competition

But what happens to that same team of 10 designers a year down the line, when they've learnt all they can from each other? They'll soon start to compete with one another, to prove their ability and chase promotion or other incentives within your organisation.

Provided the right challenge and rewards are in place to promote competition, team performance can keep improving.

Teamwork promotes strong working relationships

Finally, when employees work together and succeed as a team, they form bonds that can turn into trust and friendship. It's human nature. And it's great for your organisation, since employees who like and trust each other are more likely to:

- Communicate well with each other
- Support and motivate each other
- Work co-operatively

It's a little wonder. Therefore, successful organisations value teamwork so highly.

The importance of teamwork

Healthy teams enjoy benefits that go far beyond the company's bottom line. Anyone who thought the rise of remote and hybrid work would be the downfall of teamwork has probably changed their tune by now.

The truth is as a team, together everyone can achieve more.



Poster Drawings on Energy Conservation

Creativity boosting at it's best!

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१. ऊर्जा बचतीला करा आरंभ
बसेल वैश्वीक तापमान वाढील निर्वन्ध.
 २. मूर्खा सारखे वागू नका
वीजेची बचत करायला लाजू नका.
 ३. वीजेची बचत म्हणजेच वीजेची निर्मिती.

3 ENERGY SAVING IDEAS

1. Insulate & Seal the Leaks	2. Seal the Leaks	3. Close Your Chimney	4. Close the Damper
5. Weatherstrip the Attic	6. Install an Attic Ventilator	7. Fresh Your Windows	8. Close Garage Doors
9. Utilize Blinds	10. Use Cool colors	11. Apply Reflective Coating	12. Replace Damaged Doors
13. Use Energy Efficient Doors	14. Try Reflecting Roofing	15. Promote Air Flow	16. Cover Windows
17. Energy Efficient Windows	18. Unblock Air Vents	19. Use Structural Insulated Panel	20. Get an Outlet Outlet

A creative poster is a powerful way to communicate important details in an eye-catching way. It provides a message intended to promote awareness or call attention.

Presenting herewith a few selected posters which help us to convey our message on energy conservation more powerfully and effectively and motivate, educate and inform about the core subject in an impactful way.

प्रत्येक ऊर्जा स्वतंत्र सहाय्याचे आहे. तीकडे दुर्लक्ष करू नका.

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PLEASE
DON'T BE "SELFISH"
LET YOUR
ELECTRONICS
"SLEEP" TOO

18

It is necessary that we must pay special attention to energy conservation. National Energy conservation Day is celebrated every year on 14th December in India. In India, Energy Conservation Act was implemented by Energy Efficiency Bureau in 2001. It is constitutional body which works under Government of India and helps in the development of policies and strategies to reduce the use of energy.

Energy Conservation Day Celebration

An encouraging way to reduce energy consumption & carbon footprint.

On Energy Conservation Day, the engineering team organized a series of events and activities to raise awareness about the importance of energy conservation and encourage individuals to take steps to reduce their energy consumption.

The day began with a presentation by the team, highlighting the current state of energy consumption and its impact on the environment. They also shared information on ways to conserve energy, such as turning off lights and electronics when not in use, using energy-efficient appliances, and reducing water usage.

Later in the day, the engineering team organized a poster, slogan & kaizen competition, where participants could showcase their understanding of energy conservation through creative and visually appealing posters. The winning posters, slogan and kaizen were displayed at KMC to remind employees of the importance of energy conservation.



The day concluded with a pledge ceremony, where participants committed to taking steps to conserve energy in their personal and professional lives. The engineering team also distributed energy-saving kits, which included items such as LED light bulbs, power strips, and weather-stripping, to help participants reduce their energy consumption at home.

Overall, the Energy Conservation Day celebration organized by the engineering team was a great success. The activities and events organized by the team helped raise awareness about the importance of energy conservation and encouraged individuals to take action to reduce their energy consumption. By working together, we can all make a difference in reducing our carbon footprint and creating a more sustainable future.



World Quality Week 2022 Celebration

7th - 11th November 2022



▲ Warm Welcome of honorable guests & committee members.



▲ Distribution of Quality week badge.



▲ Quality Oath taken by Team Talaja during the opening ceremony.



▲ Inauguration of Quality Gallery by Dr. S V Raju



▲ Product display: Gloves Segment



▲ Posters, Slogans and Models submission by employees.



World Quality Week 2022 Celebration

7th - 11th November 2022



▲ Visit of key customers and vendors for the event.



▲ Departmentwise 'Chalta-Bolta' Quiz Competition.



▲ Rangoli Competition.



▲ Best Working Place Award: Winner Paper Lab



▲ Skit performance: Importance of QHSE.



▲ TPM re-launching ceremony.



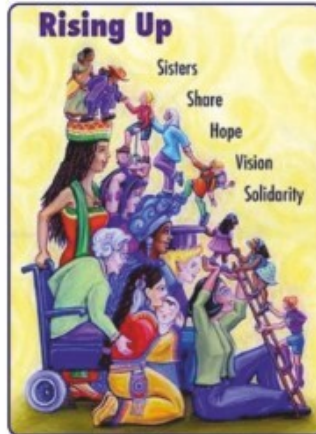
▲ Inauguration of Quality Chronicle magazine.

Women's Day Celebration

A walk through down memory lane

Last year on March 8th, the HR team at Apcotex decided to celebrate International Women's Day with their female colleagues. The team wanted to create a special event that would show their appreciation for the hard work and contributions of the women in the company.

To start with the day, a plant round was organized with all the female members to show them the inside of the plant by taking all the safety measures. Later in the day, the HR team hosted a networking event where female employees had the chance to connect with each other and build relationships. The event included icebreaker activities, games, and opportunities for everyone to introduce themselves and share their work experiences with the senior members of the organization.



A professional photographer was also hired to take head-shots for the female employees, which they could use for their *LinkedIn* profiles or professional portfolios.

At the end of the day, the HR team sequenced a happy hour event with drinks and appetizers with the family members of Senior Managements.

The women's day celebration organized by the HR team at Apcotex was a great success.

The event helped to empower and inspire the female employees, and it displayed that the company values and supports their contributions.

The event also helped to build relationships among the female employees, which could lead to better collaboration and teamwork in the future.



Apcotex Men's Day Celebration

A event for men to be more assertive, forceful and confident

International Men's Day is celebrated across the world to highlight male role models, commemorate significant contributions made by the male population to the society and to raise awareness about the issues that men face.

Every year, 19th November is dedicated to championing the countless achievements of men and highlighting the need for the world to keep the momentum going when it comes to driving for gender parity.

Though every day is special when it comes to expressing gratitude, making our male colleagues at workplace feel special on special occasions holds great value and importance in appreciating how they enrich the lives of those around them.



with ceremonial cake cuttings, festive decorations and readings and arrange a picnic for the men at "Aishwarya Resort" to celebrate men's day.

At Aishwarya Resort several music based engagement activities and fun games like cricket, rain dance and pool dance made the day even more memorable for the men, and motivated all of them to be more assertive, forceful and confident.

Overall, International Men's Day is celebrated to show the positive influence men can and do have on society as a whole, it also show how much we appreciate the men who inspire us too much.



The day was celebrated with each person and not men in total as a gender. As we working together in the company, We show that we care about you as an individual and not as a gender. We celebrated the day



An amazing day at Water Park

Team building with laughter, fun and relaxation

On a sunny weekend, the QC/QA team decided to take a break from their work routine and organize a picnic celebration at a nearby water park. The team was excited about spending the day together; enjoying the fun-filled activities and delicious food that awaited them. On the way; in the bus, everyone in the team enjoyed playing *antankshari*, singing songs and *The Delicious Breakfast of Vada-pav*.

As we arrived at the water park, every team member rushed to take selfies; group photos at the entrance of water park to capture the memorable events. After this the team members immediately rushed to the beautiful spot near the wave pool. The team quickly changed the appropriate clothes and started to enjoy water sports. As the day went on, the team participated in various water activities such as water slides, lazy river, and wave pool. Everyone



enjoyed swimming, floating, and racing each other down the slides.

The team also enjoyed a friendly game, which brought out everyone's competitive spirit and added to the fun of the day. During the picnic, the team savored delicious food that had been carefully prepared at the restaurant.



The food was shared amongst the team, and everyone had their fill.

The team enjoyed the camaraderie and shared laughter over jokes and stories. After lunch, the team went back to the water activities and had a fantastic time. The water park had plenty of options, and everyone was able to find something that they enjoyed. The team was also thrilled with the stunning views around the park, which added to the relaxation and enjoyment of the day.

Towards the end of the day, the team gathered to take a group photo to capture the fun memories of



the day. They were happy and satisfied with the picnic celebration and appreciated the chance to bond with their colleagues outside of work. The day concluded with everyone packing up their belongings and heading back to their homes, feeling refreshed and re-energized. In conclusion, the QA/QC team had an amazing day at the water park celebrating their picnic. The day was filled with laughter, fun, and relaxation, which helped to strengthen the team's bond and foster a positive work environment.

The team enjoyed the water activities, delicious food, and beautiful views, and now planning for the next team-building event.



Inspiring CSR Work by Team

A team oriented approach in social upliftment

As citizens of a society, we have a responsibility to contribute to social service and help those who are less fortunate. This can be done through volunteering, donating to charities and foundations, or even just supporting organizations that work to make the world better. While it's important to put our own needs and wants first, it's also important to think about those around us who may not have the same opportunities. If we all take the time to give back and make sure everyone has the chance to thrive, then we can all have a better future.

Apcotex Industries are helping the society through NGOs named Utthan & Deepak foundation that helps with social services by providing a team-



oriented approach to the issue. Working together with a common goal in mind, pool resources and knowledge to create effective solutions. This CSR involving volunteers and using technology and social media to reach out to communities. NGO Utthan & Deepak foundation mostly focuses on a specific cause and brings together different areas of expertise. By working together, we can magnify their impact and help to create a better world

Happy to share some photos of inspiring CSR work by our team and NGO partners along with the local villagers in and around our Talaja plant and Valia plant.



Making of Apcotex Anthem

A challenge to produce a beautiful, rhythmic, memorable and evergreen song

Intrinsically, idea of making a beautiful, rhythmic, memorable and evergreen song - an Anthem of Apcotex, for quality week celebration was a great task to make the event special and memorable.

The expectations for the anthem were much more toughest one! Main criteria is that, the song should be unique and it should reflect the organization's core values and



mission. The depiction of concepts that can be used to convey the importance of quality was the most toughest task.

It was also important to bring teammates together, particularly those having a passion for music and a commitment to the organisation's mission. Creating a song for the

organisation was no so easy task and requiring strong team efforts. To create a song that stands out, the team behind it, had tried many brainstorming ideas. Finally with the continual and painstaking efforts, the team was able to write the appreciative and appropriate lyrics of the song on paper.

After this the song was recorded in a recording studio in professional manner. With this, the visual components were also added to make the song to life.

A musical video was recorded which helped to showcase the song in a memorable and engaging way. Additionally, promotional materials like posters, flyers, and social media posts were also created, that too helped the team, to create buzz and awareness for the quality week event.

By making a unique and beautiful song for the 'Apcotex Quality Week' event, we made it a truly special occasion and ensured that all stakeholders will remember the importance of quality. Finally, the song motivated and inspired everyone of us within the organization to focus, on quality and strive to do the best for it.

Especially, we are thankful to the following teammates who have given their additional time and non-stop efforts for creating the effective song.

Credit goes to... Lyricist Mr. Rupesh Shelake, Recordist Mr. Ravindra Patil and singers Messers Prasad Patil, Rupesh Shelake and Ravindra Patil.



ग्राहक दौड़ते वहाँ
गुणवत्ता होती जहाँ.....२
हम गुणवत्ता को ऐसे शिखर पर ले जाएँगे
दुनिया में अपनी एक नयी पहचान बनाएँगे
गुणवत्ता होगी श्रेष्ठ
हम होंगे सर्वश्रेष्ठ.....२
अॅपकोटेक्स...अॅपकोटेक्स...अॅपकोटेक्स...अॅपकोटेक्स...
मेहनत होती जहाँ
सफलता होती वहाँ.....२
मिलकर हम गुणवत्ता में नए सुधार लाएँगे
दुनिया में अपना एक नया ब्रँड बनाएँगे
गुणवत्ता होगी श्रेष्ठ
हम होंगे सर्वश्रेष्ठ.....२
अॅपकोटेक्स...अॅपकोटेक्स...४
सुरक्षा होती जहाँ
न होती दुर्घटना वहाँ.....२
सुरक्षित काम कर्तव्य हमारा, कर्तव्य निभाएँगे
व्यवस्थापन के प्रयासोंका भी साथ निभाएँगे
गुणवत्ता होगी श्रेष्ठ
हम होंगे सर्वश्रेष्ठ.....२
अॅपकोटेक्स...अॅपकोटेक्स...४
उपकरण सटीक जहाँ
उत्पादन अधिक वहाँ.....२
उपकरणोंकी निगरानी की योजना बनाएँगे
समय समय पर उपकरणोंकी जाँच कराएँगे
गुणवत्ता होगी श्रेष्ठ
हम होंगे सर्वश्रेष्ठ.....२
अॅपकोटेक्स...अॅपकोटेक्स...४
गुणवत्ता में राजा होगा.... अॅपकोटेक्स
क्वालिटी का महाराजा होगा.... अॅपकोटेक्स
गुणवत्ता में बादशाह होगा.... अॅपकोटेक्स
क्वालिटी का शहंशाह होगा.... अॅपकोटेक्स
अॅपकोटेक्स...अॅपकोटेक्स...४

Visit of Chairman and MD



Recently, the Innovative Centre - technical hub belonging to research and development wing at Taloja has a make-over. Especially the glove segment which is also known as 'The Growth Engine of Apcotex' has been updated with state-of-the-art testing units and equipment.

To get insight and understanding of working of these equipment, Chairman Shri. Atul Choksey and Managing Director Shri. Abhiraj Choksey visited Taloja plant on 14th February 2023. They spent most of their time in this innovation centre & monitored the technical processes and their results very minutely. Sharing here a few captured moments of this visit.



— Celebrating Birthdays at Quality Control Lab —

Birthday is a special occasion which should be celebrated with joy and excitement. It's time to reflect on the past year and acknowledge achievements, and also to look forward to the future. Although celebrating birthdays in the lab is a great way to build team morale, increases employee engagement and it fosters a positive work environment.

Following are the some benefits that we are looking during birthday celebration in the department.

Acknowledges Employee Contributions - When an employee's birthday is celebrated in the lab, it



sends a message that they are valued and appreciated. Celebrating birthdays gives employees a chance to feel recognized while acknowledging their contributions to the team.

Builds Team Morale - Birthday celebrations can



be a fun and light hearted way to bring team members together and build team morale. Celebrating birthdays in the lab creates a sense of community and camaraderie, helping to strengthen relationships among colleagues.

Boosts Employee Engagement- Celebrating birthdays in the lab increases employee engagement by

creating a positive and supportive work environment. Employees are more likely to be motivated and engaged when they feel valued and appreciated.

Encourages Fun and Laughter - Celebrating birthdays in the lab provides an opportunity for employees to let loose and have fun. It can be a great way to break up the monotony of daily work routines and provide a much-needed boost of energy and positivity.

Sharing some photographs and lighter moment of birthday celebration at QC lab



BUSINESS VISIT TO CLIENTELE IN THAILAND

This visit will remain a valuable part of company's growth & success.

It fetched newer developing partnerships with key international manufacturers from Thailand.



VISIT TO SRI LANKAN CLIENTS

The enthusiasm and preparedness that was displayed during the business visit to Thailand clientele, **Team Apcotex** continued the same zeal and zest, while visiting the Sri Lankan clients.

This visit too, converted into good business responses and rewards.

3 cheers to everyone who helped to made this teamwork into a success story.



MANAGEMENT: The emerging and inspirational source of TEAMWORK

