

Safety Week '22  
SPECIAL EDITION

QUALITY

# Chronicle

Year: 1st

Issue: 2nd

by APCOTEX INDUSTRIES LIMITED

"Safety isn't expensive; it's priceless"



**apcotex**

The invisible bond  
in all walks  
of life





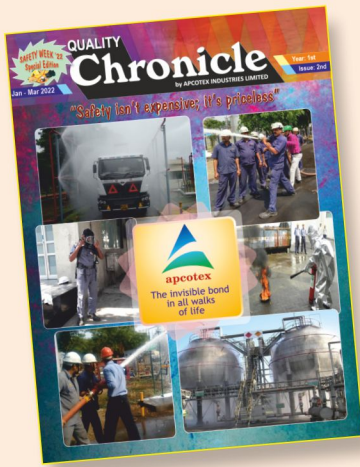
## International Quality Week 2021 Celebrations at Apcotex

Recently, Apcotex Industries Limited successfully celebrated International Quality Week from 8<sup>th</sup> November 2021 to 12<sup>th</sup> November 2021. Mr. Ravishankar Sharma COO of Apcotex Industries Limited, attributed holding this festival as the company's keenness to spread "The importance of the quality worldwide".

During the period of celebration, the focus was set on total employee awareness and engagement on different aspects of quality, encouragement and awareness on customer centricity; sustainability and Apcotex Quality system.







## Quality Chronicle

Quarterly In-house magazine

by Apcotex Industries Limited

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

• Year-1st, Issue-2nd: Jan-Mar 2022 •

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- For any communication, E-mail: [apcotexqualitychronicle@gmail.com](mailto:apcotexqualitychronicle@gmail.com)
- Editorial committee is not supposedly agree to the contents of the articles published herewith.
- Printed and published by, Dr. Ajay Kumar Pandey; Head QA & Sub-editor on behalf of Dr. S. V. Govindaraju; AVP-Technical and R&D and Editor, for M/s. Apcotex Industries Limited, Plot No. 3/1, MIDC Industrial Area, Taloja - 410 208. Dist. Raigad, Maharashtra State, INDIA.
- Design & Printing Service by: M/s. Urja Art & Advertising, Ambernath Contact No.: +91 99670 18633

## Safe & Protected Workplace

These days, occupational health and workplace safety are very important for the well-being of both employees and employers because any loss in form of injury, disability or death for human beings as well the damage to machinery, equipment and infrastructure is immeasurable and intolerable.

Everyone desires to be in a safe and protected atmosphere. It is the duty and moral responsibility of both the employees and employers to strive for sustaining the safe work culture.

For this, dedication and determination of both the employees and employers are required. The best part of Apcotex is that, we are cherishing these characteristics since the inception of our company. Only the need of hour is to sustain and enhance them for total protection.



--- **Atul Choksey**

**Chairman- Apcotex Industries Ltd.**

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# Editorial



Dear Readers,

***“Safety shall become a culture rather than just practiced routinely or norms complied”*** is my opening remark in this editorial regarding the safety practices.

In almost every aspect of life, we get second opportunity to correct ourselves or improve ourselves, but regarding the safety aspects we hardly get second chance. This situation implores us to adopt safety as culture, not just as compliance. Cognizance, Concern and Care (3C) are the three important actions that once adopted voluntarily by one and all in any organisation results in “Safety Culture”. This culture results from a great concept of “Safety Consciousness” that needs to be nurtured meticulously at all levels in any manufacturing unit, especially in a chemical industry where petrochemical products are used.

“I didn't know”, “I didn't see” and “I didn't think” are the words generally heard after any accident in the world that reflect the absence of “3C”. Let these words become obsolete in our lives and companies. We are happy to bring about our quarterly quality magazine “Quality Chronicle” with safety as the focus point as we are celebrating the safety week now. In our industry safety is of paramount importance that ensures smooth functioning of manufacturing process and supply of finished goods to all customers as per the schedule without any lapses.

This special issue of “Quality Chronicle” on safety culture at Apcotex Industries Limited is intended to instil confidence in our own employees and in our customers across the world about the complete safe atmosphere at our both the plants. ***“Safety First, Always First”***.

A handwritten signature in blue ink, appearing to be 'S. S. S.', with a horizontal line underneath.



## For Safer Work Environment



Staying fit-n-healthy and safe in the future world of work will be obtained by the combined effort of employers taking the right steps to reduce the risk of exposure to hazards and employees accomplishing their responsibilities by following preventive measures.

As an employee, you can help to create and maintain a safe workplace by continuing to participate in existing and new safety and health programs and activities. This may include hazard or near misses reporting, identification of unsafe acts / conditions, pre-shift safety meetings, or toolbox and tailgate talks. Everyone should always keep remembering that these programs were put in place for a good reason.

Some may consider these activities or safety compliances frustrating or unnecessary. But it is important to follow the policies your employer considers necessary for safe work.

Your workplace may not be perfect and may present hidden hazards or challenges. Be open to:

- Problem-solving.
- Staying flexible to adapt the changes.
- Communicating what is working and what's not to your superiors.

It's important to quickly and clearly communicate any hazards or risk you identify or concerns you may have. In some cases, your superiors won't even know until the rubber meets the road.

***Being willing to take this journey towards enhanced and safer work environment together is half the battle.***

— Ravi Shankar Sharma  
COO - Apcotex Industries Limited

## Awareness on Safety



Occupational health and workplace safety are the most important things that are mandatorily followed by every organizations. Any sort of injury can be harmful to the employees; who are actually getting involved and running the things properly and to the business.

Injuries or accidents at workplace lead to the loss of productivity, higher compensation costs, unproductive man-days, lawsuits, and sometimes damage the reputation of the business too. Therefore, it is important that the organizations should provide appropriate facilities; trainings and resources to prevent incidents at workplace. This will also help employees to reduce or eliminate the injuries occurring at the workplace.

Apart from this, it's the responsibility of the employees also, to understand; evaluate and avoid the risks involved with their job assignments. It is also important for the employees to avoid the unsafe acts; concurrently report unsafe conditions to their superiors to prevent unexpected and sudden impact of any unfamiliar incident during their routine job assignments.

The use of appropriate PPEs like helmet, ear-muffs, goggles, gloves, safety shoes, etc. also plays a vital role in individual safety and forming a safer work environment. At Apcotex; the management always strive to enhance and improve various facilities that helps in the betterment of safety culture of our organization.

***Remember that, awareness can only help in maintaining safe workplace environment.***

--- Abhiraj Choksey  
MD - Apcotex Industries Limited



## What Our Top Brasses Expresses about Environment & Safety

### Be an environment warrior is a noble act



While thinking of environment protection and conservation, 'Global Warming' is of very much concerned topic. It's a phenomenal factor which harmfully changes the Earth's temperature.

Profusely, 'Global Warming' came into existence in the past few decades. Deforestation has also raised the abnormal swelling of global warming.

The consequences of global warming remain an issue of great debate and uncertainty. It can create serious problems for our future generations and also have a major impact on habitats. Plants and animals might not be able to survive and could become extinct.

We need to implement ways to stop the hardship of Global Warming and protect our Mother Earth. The government authorities has instigated various stringent norms and conditions; rules and regulations for environment conservation and protection of bio-diversity.

*To support our nation in this saga, as a responsible citizen; we also can perform our part in reducing the impact of global warming by way of - Implementing 3R -*

We believe in implementing best practices across all departments of the company and adhering to high quality, safety and environmental standards.

Over the past several years, we have developed a strong Research & Development base, which has enabled us to develop, manufacture and export products and compete effectively against global players.

There was no major accident since inception causing disruption of supplies. Apcotex has significant global presence and for last few years has done business in all continents and 50 plus countries.

— **Debabrata C.**  
VP - Sales & Marketing

Do not think because an accident has not happened to you that can not happen.

--- **K. N. Tangade**  
Manager EHS - Apcotex Taloja

*Reduce, Recycle and Reuse, driving less and using public transportation, planting more trees, switching to renewable energy such as solar, geothermal, wind and biomass, using energy-efficient devices and reducing the energy consumption, turning off electronic devices when they are not in use and saving water etc.*

Apart from this, one can also spread awareness and speak up about global warming, its consequences, causes and the remedies we can take to prevent it, with our friends, family and colleagues. Using the power of print media or social media to voice out concerns about global warming, climate change and environment protection & conservation. [As I am doing, right now here.]

By following these tips, one can play a noble role in preventing global warming, thus become a warrior in environment protection and preserving the planet for future generations.

I would like to request to all the readers to share some more ideas which can control and reduce global warming and its effects on environment.

— **R R Sawant**  
AVP – HR, Apcotex Industries Limited  
□□□

Success will be always with you, as long as you place SAFETY as the first priority.

— **Bhagban Panda**  
DGM - Technical Services



Quality and Safety are the two sides of a coin. For our existence in an organization, we can't compromise on any of these two aspects. We should give our best effort and try to search for any improvement. These two activities are always on priority like we grow while working with certain values in an organization.

— **Bishwa Nayak**  
DGM - Technical Services



The safety aspect is essential, and it should be preached and protective at times by all concerned.

— **Kashim M. Khan**  
Sr. Manager - QEIMS, Valia



## “ We must emphasis on “Safety is everyone’s job” ”

--- K. N. Tangade, Manager-HSE; Apcotex Taloja

Mr. K. N. Tangade has started his career in Apcotex as an Executive-EHS in February 2008. Later, he got promoted to Assistant Manager and then to Manager-EHS. In addition, he is also acting as co-ordinator for the MARG (Mutual Aid Response Group) an association of companies functioning at Taloja MIDC. Under the banner of MARG these companies supports each other by sharing their technical capabilities in case of any emergency. The Raigad District Crisis Group also recognised him as an eminent and expert authority in chemical emergency.



During his early days in Apcotex, the company was certified by the QMS i.e. ISO 9001. With his great enthusiasm and teamwork, he enhanced the capability of the organization in the field of EHS and got the certification of ISO 14001 and OSHAS 18001 for environment and safety respectively. His contribution in the implementation of TPM is significant and he has also received excellence as well as consistency award in it. During the TPM implementation process he was the head of most important EHS pillar of the company. The result of his hard work provides enormous improvement in safety culture of the organization. His focus of work was mainly on auditing/updating safety parameters; where he engages well known professional / Institutes to bridge the gaps and add on improvements. As a result of his extreme dedication and hard work the organization received Excellency awards in many areas of Safety, Occupational Health and Environment.

He is married to Mrs. Kavita. They have one daughter named Miss. Kalyani and one son named Master Kunal. Miss Kalyani is doing her B. Tech in IT from Pillai Engineering College and Master Kunal is enduring his studies in SYJC and he is also aspirant to study B. Tech in Computer Science.

Our editorial team meet Mr. Tangade at his residence and enjoyed a very thought provoking discussion on ‘Safety Culture’ and its various aspects in Apcotex.

**Dr. AKP: First of all, on behalf of the 'Apcotex' family, I would like to thank you for accepting our invitation for this thought provoking interview and giving us your most valuable time for discussion on “Safety Culture in Apcotex” with us.**

**You are well known to the “Quality Chronicle” magazine of 'Apcotex' – which is a part of spreading awareness on the quality approach of our company on various aspects of product manufacturing processes; product supply; product safety etc. Now we are in the process of publishing the 2nd edition of “Quality Chronicle” highlighting the Safety Awareness Activities of Apcotex along with regular recollections on various events on quality.**

**In 'Apcotex' we are always striving to adhere to the quality of our products and services by always keeping 'safety' in mind and implementing it in our each and every activity. As a safety leader of the organisation, how would you describe the 'Safety Culture of Apcotex'?**

**Mr. Tangade:** A safety culture is an organisational culture which has high level of importance on safety beliefs, values and attitudes which are shared by majority of people within the company or workplace. It can be characterised as 'the way we do things around here'.

A positive safety culture can result in improved workplace health and safety (WHS) and organisational performance. Our objective is 'Zero Accident' and we are achieving this from the day one of our inception; by enhancing the safety values and beliefs through organising various safety awareness programmes.

**Dr. AKP: As a safety professional when you linked with 'Apcotex'; what were the conditions of safety performance during that period in the company?**

**Mr. Tangade:** When I joined the Apcotex family, Apcotex got certified by the QMS ISO 9001. With its implementation in each areas initially people were resistant to adopt the safety culture. Also the voluntary contribution for safety was bare minimum at the shop-floor.

**Dr. AKP: Reporting unsafe act / unsafe condition; and / or reporting near miss incidents, LTCTR (Lock out Tag out check), trial and return, PPE Management, Personal ownership of safety, behaviour based safety, responding to management of change, lift-truck operations, firefighting mock-drills, contractor management are main elements helping us in maintaining safety culture and achieving excellence in our safety performance, out of these which activity you define is the most important for us in maintaining the safety culture at our organization?**





**Happy and futuristic Tangade Family**

**Mr. Tangade:** Sustainable safety culture is a complex endeavour for the organization to tackle especially, when companies have diverse cultured employees and hazardous chemical environment that require constant focus. To maintain sustainable safety culture at the organization, I believe that these are the 'Six Key Elements' at our organization.

**Hazard Assessment:** Perhaps the most critical element of workplace safety is regular and honest safety audits to identify and correct workplace hazards. Consistent audits are the easiest way to recognize hazards. Implementing corrective actions will ultimately prevent worker injuries and their associated costs. Performing regular audits is the best way to prevent costly surprises in the form of incidents. These inspections/audits should record hazard details, include photos, identify supervision, and assign corrective actions to specific persons. Lapses in areas such as housekeeping, tripping hazards, PPE use, and machine guarding should be considered violations of the company's normal business process and should be addressed immediately upon discovery.

**Training:** Another key element for the sustainable safety culture is an established training program for all employees. It is undisputed that workers who are educated about their work environment and how to safely function in their respective roles are more productive and less likely to get injured during their work. The most important aspect of our company safety training program is that it properly equips and educates employees with the information, protocols, and protections they need to perform their work safely.

There are a variety of ways to train employees: new-hire orientations, instructor-led group training, class room-based training, toolbox talks, etc.

**Policies & Procedures:** All employees should be trained on company's safety policies and procedures. For this, we have established detailed safety policies, procedures, and protocols. These policies are effectively communicated to the entire workforce and reviewed / updated time to time. This inspires our employees and workers to operate in the safest manner possible through open communication and in a culture of safe productivity.

**Accident Investigations and Corrective Action:** We have thorough documentation procedure for incident investigations which allows us to recognize lagging indicators of incidents and address them to prevent future injuries.

**Measurement:** Regular training, safety meetings, job safety analysis, inspections, and accident evaluations are the key elements in an effective and efficient safety program that aims to keep the workplace safe in an ever-changing environment.

**Management Commitment:** The elements of an effective safety culture are all useless without management commitment to safety, because the culture is driven from the top.

**Dr. AKP: For the enhancement of employee awareness in 'Fire Fighting / extinguishing' what sort of activities are we regularly conducting and what are the results of the same?**

**Mr. Tangade:** Fire safety education and training is not only required by law, but also an extremely important skill concerning the safety of employees and others who might be in the plant premises. Fires are damaging to property, cause injury or death. Taking part in fire safety / extinguishing training provides workers with skills such as recognizing hazards, being able to complete the fire risk assessment, taking action in preventing fires, and lastly understanding how to respond in case of an emergency. Apart from these learnings about fire hazards it is also important to prevent fire from occurring. Training about the combustion triangle is the starting point. The triangle consists of the necessary ingredients that fires spark from: heat, fuel and an oxidizing agent. The next on the list is risk assessment training. This comes right after recognizing fire hazards because employees become responsible for taking action against hazards present already and eliminating or reducing them. For general assessment look at the following:-

- Emergency exits and routes.
- Active and passive fire protection systems.



- Safe storage / removal of dangerous substances.
- Fire-fighting equipment like extinguishers.
- Evacuation plan.
- Clear communication with others about fire hazards.
- Staff fire safety training.
- How to help those who are more vulnerable than others.

We have seen active participation by all employees in the fire safety training programme and they contribute to the cause by doing simple thing such as:

- Keeping the workplace clean
- Smoking in designated areas
- Keeping machinery properly serviced
- Storing chemicals safely
- Never blocking fire doors, sprinklers, or extinguishers
- Being aware of the combustion triangle



**Dr. AKP:** Every year, all over India in Industrial sphere, the first week of March has been observed as National Safety Week, this year is the 51st year of the National Safety Week. What special activities you have planned to celebrate the '51st National Safety Week' in our company?

**Mr. Tangade:** We have planned to promote safety week in an exciting manner with full of enthusiasm.

We have arranged a few informal activities; in this way we can convey our message directly to our employees. The said activities will be as follows:-

1. Safety slogan competition

2. Safety poster competition
3. Safety drama competition for conveying the safety message.
4. Fire extinguishing competition for employees to show their fire-fighting skills
5. SCBA competition

**Dr. AKP: What message you would like to share on the eve of '51st National Safety Week'?**

**Mr. Tangade:** The Theme for 51st National Safety Week 2022 is "Nurture young minds to develop safety culture" As per my opinion this year's theme is quite different and unique than previous ones. Previously the themes developed were based on academic curriculum and experience of industrial community. Irony is that, we were following age-old terminology and methodology to enhance safety culture. Today in the era of technology; by using young minds we can change entire safety culture. Technology can create revolution in the field of safety.

By implementing this theme we can involve young and enthusiast minds and save our communities from industrial accidents. In this safety week, we should encourage the use of software's for diverse activities such as unsafe act / condition reporting, near miss reporting, permit to work, legal tracking and compliance management etc. which I fell will definitely help us in creating safer workplace than ever before.

**Last but not least; we must emphasis on the saying that "Safety is everybody's job"**

*Having a long time conversation on 'Safety culture and its usefulness for our organization' from the resolute authority like Shri. K. N. Tangadeji, was very much pleasing and knowledgeable. For the time being, we have to cease the interview and say goodbye.*

*On behalf of Apcotex, we wished him, success in his endeavour for the unstoppable and constant journey towards safety and awareness. Once again we thanked him for the help extended and opportunity given to spend qualitative time.*

**--- Interview by: Dr. Ajay Kumar Pandey  
Head-QA & Sub-Editor**



**Think Safety, Work Safely**  
Apcotex Safety Commitment by caring for each other

**WE TAKE CARE OF EACH OTHER...**  
If I take care of myself and others, business will take care of itself.

**WE BELIEVE IN SAFETY, ALL THE TIME...**  
Safety is on-the job, off-the job and everywhere in between.



# International Quality Week 2021 Celebrations at Apcotex

Apcotex International Quality Week Celebrations was held in our both locations, Taloja (Maharashtra) and Valia (Gujrat) from 8th November 2021 to 12th November 2021.

During these week-long celebrations, various activities such as; product exhibition, competitions and quizzes were conducted and prizes were also distributed. These programmes has been found helpful in enhancing the employee awareness and engagement on customer centricity and sustainability. Here are some of glimpses of International Quality Week 2021 Celebrations at Valia Plant.



All set to go for celebrations...



All set to go for celebrations...



Warm welcome of the Guest...



Warm welcome of the Guest...



Speakers expressing their views on Quality & Beauty of Apcotex products & services



# International Quality Week 2021 Celebrations at Apcotex

The Apcotex-Valia (Gujarat) plant celebrated International Quality Week 2021 in a proactive and enthusiastic manner under the guidance of Shri. Kaushik Patel (Plant Head Valia) and Shri. Sanjay Desai (VP Production).

Various events were organized at plant level to encourage the employees engagement in “Quality and Beauty” of Apcotex products and services. This celebration encouraged creative thinking and awareness of employees in various aspects of quality and applying the Quality Management System inside the company as well as their dedication in customer centricity and customer service.



Product Exhibition at Valia



Product Exhibition at Valia



Good & Happy start of the celebration...



Quality Oath Ceremony



Prize Distribution taking place.



Responsive & proactive audience



## External agencies visit to Taloja plant

Training, sharing information and imparting knowledge are very much essential tools for the constant growth of any organization. These tools help us to build a strong, safe and superior work culture. Though the internal training would be easy and economical, but to be conversant with new technologies, thinking's and experiences it is the need of hour to invite external agencies.

Keeping this in mind; on regular intervals, Apcotex is inviting external agencies to improve the knowledge base of its employees related to various aspects of work culture. Presenting herewith few moments of external agencies visit in Apcotex Taloja plant.



Fire-fighting training to Fire-fighting team of the Taloja plant by Fire Officers from Taloja Fire Station.



Training to First-Aiders team of plant by Lifeline Institute of First-Aid and Emergency Medicine.



Visit of Fire Officer from Taloja Fire Station for training and information sharing.



Visit of National Disaster Force (NDRF) for sharing information.



Members of MARG (Mutual Aid Response Group) of Taloja MIDC visited for imparting knowledge.





## Celebrations and Recognition

### Employee Birthday Celebration:

Apcotex recognizes the importance of birthdays as a milestone in one's life, and the interest of some of its employees in celebrating their co-workers' birthdays. HR team arranges for a birthday celebration each month on the last working day to celebrate the birthdays of those employees whose birthdays fall in the month. Company arranges a cake cutting ceremony, birthday greeting cards and a bouquet of flower to each employee followed by a small meet up to share the happiness along with everyone. Birthday Celebration gives an opportunity for the management to show a sense of gratitude to their employees.



### New Year Celebration:

Apcotex have celebrated this New Year-2022 with an interesting presentation of our company's achievement in the current year along with department wise presentation on the achievements and the new projects. In this event the prizes were distributed to the winners of various events & competitions followed by cake cutting & refreshments. The main motive behind this initiative is to give a platform to all departments and employees to showcase their achievements, milestones and future upcoming projects for the betterment of the organizational excellence.



### You are My Champion:

"You are My Champion" is the Employee recognition initiative by Apcotex which was started from Jan-2022. This will be awarded monthly to employees who demonstrate a high level of job performance, quality customer service, safety awareness and adherence to Apcotex mission and values.

The Employee who got selected will receive a My Champion Card and gifts from the Executive Director / Plant Head.





## Nitrile Latex from Apcotex for Safe and Superior Quality Gloves

Gloves are protective materials used by all persons for safety against chemical and biological agents. Healthcare professionals, researchers handling corrosive chemicals in laboratory, labourers, etc. must wear gloves as it protects them against microorganisms, acids and chemicals, radioactive materials, contaminations and from injury. Depending on the end use, the right choice of gloves is also a must as far as safety is concerned. Gloves are available as disposable type and reusable type. Disposable type gloves are classified as general purpose gloves (for food handling, janitorial, automobile, saloons etc.) and medical type (examination gloves, surgical gloves, chemotherapy gloves etc.).

However, their specifications and properties are different as prescribed by various standard testing agencies. General purpose gloves have great demand in the market. Gloves are usually made using natural and synthetic rubber latices. Though

the function of gloves are the same irrespective of their origin; several other factors like thickness, tensile strength, elasticity, puncture resistance, chemical resistance etc. should also be considered before selection. For example: natural rubber latex gloves can't be used in situations where the risk of tear or puncture is very high. Also, it can't offer good oil and chemical resistance. To ensure safety, all gloves should be checked before usage.



Nitrile-Butadiene rubber latex, popularly called nitrile latex (NBR latex) has got excellent performance properties to be considered for glove manufacturing.

Nitrile-Butadiene rubber latex, popularly called nitrile latex (NBR latex) has got excellent performance

properties to be considered for glove manufacturing. With the spread of COVID-19, the requirements and demand for NBR latex based gloves increased drastically. NBR latex market is divided into food, healthcare and industrial primarily. The industrial end-user category was the second largest segment in overall industry in terms of revenue. In 2020, the NBR latex market captured for more than 80% share for medical



Laboratory for glove compounding, processing and testing at Apcotex



glove manufacturing. Properties such as good chemical, oil and acid resistance, reduced risk of allergy issues compared to Natural Rubber latex



Ceramic moulds used for disposable glove manufacturing

gloves and superior puncture resistance makes it more attractive for its application in glove making.

With rising product demand, various industry players are now focusing on increasing the production capacity to meet the requirements. Apcotex Industries Limited having four decades of experience in manufacturing emulsion polymers have ventured into nitrile latex production for glove manufacturers across the world. With strong R&D base having state-of-the-art manufacturing and testing facilities, Apcotex developed different grades of nitrile latex for gloves customers within and outside the country. The well-equipped glove dipping laboratory with technical service

professionals having rich experience in polymer compounding and latex technology are providing technical service and customer support to use the indigenously developed nitrile latex for the manufacture of different types of gloves. With dedicated efforts in strong R&D in production and dipping processes, Apcotex nitrile latex grades are getting accepted by various customers who are in making examination gloves, supported gloves and industrial gloves, meeting international standards. Apcotex is in expansion mode and is increasing the production capacity that comes into operation in a few months thereby providing the best nitrile latex to the customers across the world.

— Dr. Anand K (PhD)  
Technical Services – Nitrile Gloves  
Apcotex Industries Limited.



Dr. Anand Krishnamoorthy was a Research Fellow at Rubber Research Institute of India (Rubber Board, Govt. of India) and obtained his PhD in Rubber Technology from Cochin University of Science and Technology (CUSAT), Kochi, India.



Recipient of INSA Visiting Scientist Award by Govt. of India. He has more than 5 years of research experience and 6 years of teaching experience. Delivered invited talks and presentations in various seminars and conferences and has authored 12 research publications and several book chapters.



## Think Safety, Work Safely

Apcotex Safety Commitment by caring for each other

- I DO MY JOB SAFELY...**  
No job is so urgent or important that it cannot be done safely.
- I PLAN MY WORK FOR SAFE PRODUCTION...**  
I use OSH tools and training to plan my work safely.
- I ACT WHEN THERE'S SOMETHING UNSAFE...**  
I intervene, correct or speak up about any health and safety issue.



## TPM Awareness Activity and Training at Valia



TPM Consultant lighting up Kick-off lamp



Welcome of TPM Consultant - Mr. Prasad



Speech by MD - Shri. Abhiraj Choksey



Addressing the gathering on TPM Awareness



Members present in S4 Training Program



Training on vibration monitoring of pump



Photo-after second assessment JIPM - TPM audit on 6<sup>th</sup> December 2021





## Importance of Trees and Bio-diversity



Trees are vital, they give us oxygen, store carbon, stabilize the soil and give life to world's wildlife. Trees also provide food for entire mankind, animals, insects, birds and entire living microorganisms. It also provides tools, shelter, medicine etc. Trees are essential part of environment. They make the environment beautiful and fit for the existence of various species of organisms. Life on the earth will not be possible without trees.

- During photosynthesis process plant bodies gives off Oxygen & absorbs carbon dioxide. Thus, trees maintaining the oxygen level of atmosphere.
- Trees help in absorbing dust and other pollutants from the air and purifying it.
- Trees absorb considerable amount of sound pollution and helps in reducing noise pollution.
- Trees are food producers & helps in nurturing entire mankind, animals, birds, insects and entire living microorganisms.



- Trees have medicinal properties and are used in healthcare and pharmaceutical industries.
- Trees save us from harmful ultra violet rays.
- Trees are also important for many industries like timber, paper, rubber, silk, etc.
- Trees helps in reducing soil and water conservation and stops soil erosion.
- Trees purify the air and helps in minimizing air and water pollution.
- Tress maintains the ecological balance.



**Upcoming results to the efforts taken by Apcotex Taloja, in conserving bio-diversity through maintaining the "Butterfly Garden"!**



## Tools used to enhance 'Safety Culture' at Apcotex

The safety culture of an organization is the product of individual and group values, attitudes, perceptions, competencies, and patterns of behaviour that determine the commitment to, and the style and proficiency of, an organizations health and safety management. In simpler terms, safety culture can primarily be referred to as the way things are done in our workplace.

Changing the safety culture of an organization can be difficult and is not a simple task. However, safety culture stands as a pillar in our overall health and safety programme and is vital for the success of all health and safety related achievements. To do so, following steps put in place to alter the attitudes, behaviours and norms of our organization's employees.



**Commitment and Communication:** Both are key aspects to a successful and positive safety culture in the workplace. Firstly, commitment is an essential element that requires an organization's top management to commit to safe operations. Our top management shows constant commitment to ensure ZERO harm within all operations.

Communication across all levels aid the transition to a safer workplace culture. We hold regular talks on topics which are relevant to the safety requirement in our industry. Explaining real-life examples of the consequence of poor safety culture catch the attention of employees. Making the company safety policy readily available to our employees will help in the implementation of best practices for safely conducting the work.

**Lead by Example:** It is paramount that we lead by example; following all safety policies will engage our employees and encourage them to do the same. If the management is willing to commit to safety, employees will follow suit. Organizations with strong safety cultures

understand that emergencies and incidents could occur at any time and have robust systems in place to immediately deal with them. We have effective methods of communicating those incidents internally and have the methodologies and the know-how to investigate and understand their root causes. Most importantly, our employees lead by example by learning from these incidents and ensuring it never happens again.

**Develop and Implement a Positive Reporting Process:** Develop a positive association with reporting health and safety issues our organizations safety culture is very important. A positive safety culture will be much easier to build and maintain when employees feel comfortable reporting concerns and believe that the reporting process is positive. Facilitating employees to engage in good catch or near miss reporting can prevent serious incidents occurring.

**Provide Training:** Investment in employee's safety training and correct techniques is one of our commitment to toward safety. Effective safety cultures require strong health and safety competencies. This begin immediately when the employee joins the



organization, and again during refresher training and updating skills. Trained employees also embrace safety culture more readily because they are aware of hazards and the effect that they can have on maintaining workplace safety.

**Involve Employees:** Building and maintaining safety culture should starts from the ground level. In Apcotex we have established a safety committee with employees from all areas of our organization and we ensure that different opinions and issues raised and discussed. The group decisions from health and safety committees have a big influence on the overall direction of the organization when it comes to safety initiatives. Contribution of individuals are noted, and action items are designated to individuals within the committee itself for follow ups.





# International Quality Week 2021 Celebrations at Apcotex

Recently, Apcotex Industries Limited successfully celebrated International Quality Week from 8<sup>th</sup> November 2021 to 12<sup>th</sup> November 2021. Mr. Ravishankar Sharma COO of Apcotex Industries Limited, attributed holding this festival as the company's keenness to spread "The importance of the quality worldwide".

During the period of celebration, the focus was set on total employee awareness and engagement on different aspects of quality, encouragement and awareness on customer centricity; sustainability and Apcotex Quality system.



Product Exhibition at Taloja



Product Exhibition at Taloja



Felicitation of Prize Winners...



Welcome of the Guest for finale!



Nukkad Drama on "Quality" is on progress.



Quiz Competition on "Quality" is in process.



# International Quality Week 2021 Celebrations



Historical moment: Launching of Apcotex quality in-house magazine "Quality Chronicle"



Team Taloja: Limitless enthusiasm in celebrations!



Team Valia: Responsive and proactive in celebrations!