



JWALADHWANI

APRIL 2024 / VOL. LIX/04

Energising Kochi Refinery



EDITORIAL

ITS ALL ABOUT INVESTING HAPPY NEW FINANCIAL YEAR

The new financial year opens with great expectations. The entire Nation is readying for a change with the elections announced and we, as a company are all set for another action packed financial year.

With sustained excellence as a highly performing company, BPCL has maintained the 5th spot in the *Business World 500*. We share the special BW report with our C&MD as the top story this month. We also have messages from Director (Refineries) and Executive Director (Kochi Refinery), congratulating the team on the intense collaboration that has given exceptional returns on investments.

We also congratulate the winners of *Par Excellent* suggestions received from employees that has been implemented at Kochi Refinery, which promises several crores in savings each year. Hats off to the brilliant ideas that can bring a change as well as ease processes. In addition to the several team awards bagged recently, other major milestones crossed last month are the 83 million man-hours of safe working and the closure of the long term settlement at KR. Reports on each of the above find a place in this edition.

Many learning and welfare initiatives will be rolled out in the coming year as we are investing heavily on our people for their progress and well-being. After all, success and happiness is all about investing - time, money and energy - in the right places.

JwalaDhwani is also gearing up for more good reads in the new FY.

Warmly,
Editor

WHAT'S INSIDE

- 02. TOP Story
- 03. Messages
- 06. Highlights
- 17. Project Aspire - Know More
- 19. People
- 20. Campaign

BPCL MAINTAINS 5TH SPOT IN BUSINESS WORLD 500

BPCL maintains its 5th place in The Business World Real 500 list of 2024, a celebration of our consistent and robust financial performance and a testament of our unwavering commitment to excellence.

In the face of a dynamic operating environment, our Physical and financial performance for the first three quarters of the current fiscal underscores our agility and resilience in navigating through the changing times while staying firmly committed to traversing the strategic path of energy transition.

Accentuating the growth trajectory, we have recently unveiled investment plans of Rs. 1.5 Lakh Crore over the next 5 years for not only strengthening our core business but also for taking future big bets built on a strong ESG foundation.

At BPCL, we remain focused towards nation building by driving long-term stakeholder value with superior financial performance and achieving our sustainable development goals.

Read more at :: <https://bit.ly/TheBWreal>

500 NON-FINANCIAL COMPANIES

RANK 5

Bharat Petroleum Corporation

KRISHNAKUMAR GOPALAN, Chairman & Managing Director

LEADING THE CHANGE

LEADING THE CHANGE



Message From Shri. Sanjay Khanna Director (Refineries)

Welcome to an exciting new Financial Year

As we stand on the cusp of a new financial year, I'm filled with vibrant optimism and immense pride for your exceptional achievements in the past year. Your dedication and operational excellence propelled us to shatter throughput records and taking it to a new height of 39.9 MMT this financial year. We have also improved capacity utilization from 109% last year to 112% amidst the 'Major Turnarounds' at Bina and Mumbai Refineries. We not only navigated a dynamic market to our advantage, but also showcased remarkable adaptability and resourcefulness by adapting to new operating parameters, optimized blending, managing higher impurities & mitigating their damaging effects on equipment, scheduling and optimizing compatible crudes etc. While maintaining this performance it is prudent to mention that Refineries ensured LTA free manhours for employees and contract workers in the financial year.

Project ASPIRE – our blueprint for *Innovation, Sustainability, Profitability, and Responsible Expansion* – serves as our guiding principles to the future. Your exceptional performance this year is a critical steppingstone towards achieving our ambitious goal of 2X profit and 4X market capitalization within the next five years with significant investment of 1.5 lakh crore rupees over this period. With the creeping expansion of Refineries to follow, we are actively looking at well balanced growth of Refineries and 'Refinians'. As Eleanor Roosevelt aptly stated, 'The future belongs to those who believe in the beauty of their dreams.' Project ASPIRE embodies this spirit of innovation, and with your dedication, we can turn this dream into reality.

With great pleasure I state that **Bina Petchem** and **Refinery Expansion Project (BPREP)**, was approved in May 2023 with estimated investment of INR 48,926 Cr which shall be BPCL's largest single investment till date. Target completion date of the project is May 2028. Similarly, by Feb'25 MR will be commissioning 200 KTA DAS project and enhancing its special solvents portfolio. The receipt of FID for the 400 KTA Poly Propylene unit at Kochi is particularly exhilarating in this context, as it adds new petrochemical products to join our existing product portfolio.

I'm brimming with excitement about the new products launched across the refineries. Mumbai's D40/D80/D100 solvents, the green anode grade pet coke at KR DCU, the EPA grade diesel produced from VGO HDS of Kochi refinery and army-grade kerosene from Bina refinery are shining examples of our focus on innovation. Peter Drucker famously said, 'The best way to predict the future is to create it.' Through initiatives like these we are actively shaping a more competitive refining world.



Message From Shri. Sanjay Khanna Director (Refineries)

I'm happy to write that together our refineries have implemented **energy saving initiatives** worth more than 1lakh MTOE this year and have on an average reduced 2.5 EII. This has the potential to reduce carbon dioxide emissions by 3.25 Lakh Ton per annum. Mumbai refinery has show cased its lowest ever EII of 79 in Dec'23 which is very close to Q1 EII of 77.6. I'm certain MR will be aspiring to achieve the milestone in the near future. Talking about significant energy reduction initiatives Micro steam turbine commissioned at BR, Electrical Heat tracing activities carried out in MR & KR , energy efficient e-FRP blades installation carried out in all three refineries, requires special mention.

In the **digital front**, I'm glad to note that In-house developed GEM Portal Robotic Process Automation (RPA) Bot was used successfully for CPO Department, streamlining 7 critical processes related to procurement - Enabling quick extraction of data, automation of manual tasks, and enhancement of productivity. Similarly In-house Tool developed for Turnaround progress Monitoring was deployed for monitoring short shutdowns across refineries. The Corrosion Control Teams (CCT) Application was also developed in-house and extended to all three refineries. Having had the opportunity to talk with the talented and young 'Digital champions across the refineries I expect more such creative applications are developed and replicated across three refineries.

It is also heartening to note that, this year, we have made the highest ever GeM procurement of 2084 Cr against committed value of Rs 1000 Crs. Increasing from 12 % last year to 49% in the year 2023-24.

Let me also use this opportunity to congratulate all the deserving candidates who got upgraded to shoulder additional responsibilities. As you move forward, remember Ginni Rometty's words, 'Growth and comfort do not coexist. I am confident that with your continued dedication, innovative spirit, and willingness to shoulder additional responsibilities, we can achieve even greater heights together.

India has set an ambitious target of increasing its refining capacity to 310 MMT by 2030 and about 430 by 2047 we, at BPCL, are determined to be at the forefront of this growth trajectory. As we strive to achieve this vision, and contribute to India's Amritkaal by 2047, your role becomes even more crucial. We are not just refining oil, we are refining the future and energizing the nation.

Best Regards,

Sanjay Khanna



From the Desk of Executive Director

Time to welcome another sparkling Financial Year

Dear Colleagues,

What a great way to begin a new financial year, scripting a new chapter for more exciting experiences, engaging the dreams and aspirations of many, as the long-term settlement of Kochi Refinery with all 4 unions was successfully completed. Doubly delightful was achieving 16.75 MMTPA, Crude Processing Business Plan Target for 2023 – 24 on 22 March 2024, well ahead of schedule. There are many such sparkling moments that we have celebrated together as a team, and I would like to take the opportunity to congratulate the team once again. It is indeed time to welcome 2024-25 with grace, positivity, and excitement.

On the safety front, we clocked 83 million man-hours of safe working in March 2024, and I am extremely grateful that team KR, always takes safety to their heart and soul. With safety as utmost priority, hearty congrats on the highest yearly and monthly records that were achieved in production parameters as well.

On the operations front, we have widened the KR crude basket to a total of 110 crudes, adding 4 more new crudes this time. In August 2023, the KSPPL LPG line from KR to Palakkad went on-stream, we crossed the milestone of dispatching 5 million metric tons of Petcoke with the 1511th rake dispatch and the 1500th crude tanker berthed at the SPM. The planned technical outages of DHDS, VGOHDS units for catalyst replacement were also successfully completed during Aug-Sep'23.

On the production front, we added Heavy Oxo Alcohol (Packed) to our product list last year. In collaboration with the Corporate R&D Centre, we also successfully completed the trial run and produced 4500 MT of Anode Grade Pet Coke at Delayed Coker unit in November 2023. Trial run was completed for the Environmental Protection Agency (EPA) USA grade diesel in VGOHDS in Feb 2024. The first sale order was placed at the India Energy Week, in Feb 2024.

On the energy front, the 2022 Solomon Study revealed KR's best-ever EII of 88, a significant improvement from 96 in 2020. KR achieved an MBN of 65.4 which marks a significant improvement beyond the target of 67.5 set by BEE. Kudos to the entire team.

On the petrochemicals front, the PDPP annual capacity utilization has improved from 60% in FY 2022-23 to more than 71 % now. This is very promising, particularly as *Operation Driven Reliability* was implemented in all Petchem units in Feb'24. KR has received the approval for storage augmentation for acrylic acid and we are working on that closely; just as we implemented cost reduction for high value chemicals of PDPP complex. We also became the first company in India to obtain BIS License for N-Butyl Alcohol and Iso-Butyl Alcohol.

On the project front, in addition to pipeline infrastructure project, we are shaping a sustainable future as BPCL is set to establish a Polypropylene Unit at Kochi Refinery. The 400 Kilo Tonnes per annum Polypropylene Unit, is strategically designed to meet market demands and reinforces BPCL's commitment to downstream industries.

A *Compressed Bio-Gas plant* is coming up at Brahmapuram, which is another initiative by BPCL for supporting scientific waste management in the city. It also aligns with BPCL's Net Zero aspirations. Kochi City Branding through creation of impactful amenities and digital solutions for the public and specially-abled citizens are also on the anvil.

On the performance front, a galaxy of awards kept us sparkling in 2023-24. Some of them are the *Refinery of the Year* (Capacity more than 9 MMTPA) award at FIPI Oil & Gas Awards 2022(Jun,'23), *Gold Medal in the National Awards for Manufacturing Competitiveness* (Apr, '23), *Certificate of Merit* at the National Energy Conservation Awards 2023 (Dec,'23), *National Institute of Personnel Management (NIPM) Young Manager Award 2024* for 'Best HR Practices (Feb,'24); *Industrial Safety Award 2023* from the Department of Factories and Boilers, Government of Kerala (Mar,'24) and the *Kerala Best Employer Brand Award 2024* in PSU category from World HRD Congress (Mar, '24).

On the talent front, our people are given a competitive edge because of the investment made on learning and competence development. We continue to develop skill, focus on the 8 pillars of *Aspire* and excel in core business of Refining. Several digital interventions have been introduced and many are in the pipeline for developing better anticipation of global trend, which will help us successfully emerge as winners.

Let me take this opportunity to thank all of you for the collaboration and commitment exhibited which ensures smooth and safe enablement of Refinery operations. Let us emulate values that define BPCL's growth story – a story of fuelling not just engines but also the aspirations of people. I wish each one of you and your family a safe and sparkling new business year.

Warmly,
Sankar M

Comprehensive details of Refinery Operations Excellence given by CGM(Ops) will be shared in the next issue



MOEF&CC EAC INSPECTS REJP PROJECT SITE

The members of the Expert Appraisal Committee (EAC) formed by the Ministry of Environment & Forest and Climate Change were given a warm welcome by Mr. M Sankar, Executive Director (Kochi Refinery) on their visit to Kochi Refinery in February 2024. The committee that included Dr. H. Kharkwal, Member Secretary MOEFCC (CRZ), Mr. S Jeyakrishnan, Member (EAC - CRZ & Infra 1), Dr. P.K.Dinesh Kumar, Member (EAC - CRZ & Infra 1) and Dr. Jaya Kumar Seelam, Member (EAC - CRZ & Infra 1) were here for the site inspection of the Replacement and Extension of Jetty Pipeline (REJP) Project. General Manager (Co-ordination & C&MD office), Mr. Kalyan Mukherjee accompanied the EAC.

The refining capacity of BPCL Kochi Refinery was augmented to 15.5 MMTPA through progressive revamps, addition of various process units and incorporation of advanced refining technologies ; transforming it to the largest Oil PSU refinery in India. Anticipating the commissioning of Refineries of other OMCs, BPCL envisages more coastal evacuation facilities.

Presently the coastal evacuation of products at BPCL KR is through the tanker berths - Cochin Oil Terminal (COT) and North Tanker Berth (NTB), under Cochin Port Authority (CPA) located at a distance of 10.5 km from the Refinery. There are multiple product pipelines of different sizes from Kochi Refinery to the Jetty for coastal evacuation. The three existing 12" lines for evacuation of white oil and black oil from Kochi Refinery to Jetty had been in service for more than 55 years and has crossed the design life of the pipeline.

Hence, in the larger interest of the safety of the society and for sustenance of Refinery operation by enabling transfer of higher quantity of products through Coastal Movement, BPCL proposes to dismantle all these three 12" pipelines from Kochi Refinery to Jetty and replace them with one 20" pipeline and one 12" pipeline from KR to NJRP at Jetty. BPCL also proposes to lay a new 24" pipeline from NJRP to COT. This prestigious project has been named as the Replacement and Extension of Jetty Pipeline (REJP) Project

Kochi Refinery submitted the proposal to the Kerala Coastal Zone Management Authority (KCZMA) and KCZMA had recommended the proposal to the Ministry of Environment, Forest & Climate Change (MoEF&CC) on 29 November 2023. The application to Expert Appraisal Committee (EAC) of MoEF & CC was submitted and the proposal was presented to the committee on 11 January 2024, further to which the EAC recommended for the site inspection of the project site. On their visit, a presentation on the REJP was made by the Project team led by Mr. K Ravi, CGM (RPO), who detailed on the Project scope and adherence of the Environment norms. The EAC also visited the Cochin Oil Terminal (COT), Sand Bank Island and North Jetty Reclamation Pit (NJRP) and the path of the pipeline route upto Kochi Refinery. The EAC members also planted saplings in the KR Ecopark.





KOCHI REFINERY HONoured WITH GOK INDUSTRIAL SAFETY AWARD

Kochi Refinery has been bestowed with the prestigious Industrial Award for Safety by the Department of Factories & Boilers, Government of Kerala. This achievement underscores the unwavering commitment to maintaining a safe working environment and adhering to the highest standard of Safety Management at Kochi Refinery.

Executive Director Mr. Sankar M, received the award on behalf of BPCL Kochi Refinery from Hon'ble Minister for General Education & Labour, V Sivankutty at a function held in Kochi, on 4 March 2024. Also present on the occasion were Mr. Mathew P Thomas, GM i/c (HSE), Mr. Yatheendran MR, GM(Electrical & Contract Safety and Mr. Shajikumar MR, GM(Mfg-1) along with HSE Team and safety champions of KR from various departments,

The award is for excellence in Industrial Safety amongst Industries in Kerala that are engaged in handling Chemicals, Petroleum and Plastics; and where more than 500 employees are engaged.



KOCHI REFINERY WINS NSC (KERALA) SRESHTA SURAKSHA PURASKAR

BPCL Kochi Refinery wins the Sreshta Suraksha Puraskar, the Safety Award for Large Scale Industries" instituted by the National Safety Council (Kerala Chapter) at the 53rd National Safety Day celebrations on 04 March 2024.

Mr. K Chandran Pillai, Chairman, Greater Cochin Development Authority (GCDA) presented the coveted recognition for outstanding safety management to the Kochi Refinery team represented by Mr. C Rajeev, Chief General Manager (Operations), Mr. S Sriram, Chief General Manager (Engineering & Advisory Services), and Mr. Mathew P Thomas, General Manager I/c (HSE) along with senior officials and the KR HSE team at the National Safety Day celebrations of the NSC (Kerala Chapter) in Kochi.





LONG TERM SETTLEMENT INKED AT KOCHI REFINERY

BPCL Kochi Refinery inks Long Term Settlement (LTS) under the leadership of Mr. Sankar M, Executive Director (Kochi Refinery) and Mr. Parthasarathy D, Chief General Manager (HRS), CO. The LTS was signed with all four unions representing our workmen namely CRWA, BMS, CREA and REU in the month of March 2024. The LTS which was due since 01.08.2018 witnessed numerous discussions by the Management/ Unions both at formal and informal levels. Although discussions happened, it remained elusive for quite sometime.

The recent employee friendly initiatives by the company and the good-will generated thereon and the active support of the top management paved the way for conclusion of LTS. CRWA and BMS after protracted negotiations came forward to sign the LTS on 17.03.2024 followed by which CREA and REU signed the settlements.

The signing of the settlement in Kochi Refinery assures financial benefits for the workforce meeting their aspirations while it provides management improvement in productivity, efficiency and improvement in work practices. Congratulations to all stakeholders of BPCL Kochi Refinery and the LTS signed would lead our workforce to become highly skilled, efficient and adding significant value to company to thrive in a competitive business environment.

KMA CSR AWARDS FOR KOCHI REFINERY



BPCL Kochi Refinery has bagged the prestigious Kerala Management Association CSR Awards that recognizes exceptional performance in Corporate Social Responsibility (CSR).

Kochi Refinery has been recognized in the two thrust areas of EDUCATION and HEALTH at the KMA Summit in Kochi on 7 March 2024. The summit that was attended by top industrialists, bureaucrats and executives of Kerala was inaugurated by the former Minister of State for External Affairs and renowned journalist Mr. M J Akbar.



For Kochi Refinery, Mr. A Mahendiran, General Manager (Petchem), Mr. Gosale N H, General Manager (Turn Around Management), Mr. Snehomoy Halder, Dy General Manager (Process Engineering) and Mr. Vineeth M Varghese, Chief Manager (PR & CSR), received the awards from Mr. C J George, Managing Director, Geojit Foundation, and Mr. Aju Jacob, Joint Managing Director, Synthite Industries Ltd.



BPCL KOCHI REFINERY WINS KERALA BEST EMPLOYER BRAND AWARD

BPCL Kochi Refinery has been conferred with the "Kerala Best Employer Brand Award 2024" in the PSU category. The award instituted by the World HRD Congress is the culmination of the research on Organizations, Leaders and Teams who have contributed during the last 2 years amidst all adversities, especially post the pandemic.

The award was presented at the Kerala Leadership Awards 2024, that featured the top organizations from KERALA, that are exemplary in HR and have used Marketing- Communications effectively for Human Resources Development. On behalf of BPCL Kochi Refinery, the award was received by Mr. Snehamoy Halder, Dy. General Manager (Process Technology) and Ms. Kavitha Mathew, Manager (L&D and Brand) at the 19th edition of the Employer Branding Awards held in Kochi on 28 March 2024. This recognition from the World Federation of HR professionals is also endorsed by the CHRO Asia.

The objective of the research has been on highlighting best practices that can be emulated, creative differences brought to work situations and a legacy driven approach for business transformation. Some of the key criteria and parameters assessed while selection have been in translating and combining vision with action with HR Strategy, building line to mesh HR Strategy in view of Business transformation, cultivating competencies to enable the organization to be future-ready and Talent development.

Kochi Refinery Team HR celebrated the win with Chief General Manager (HR), Ms. Sarah Thomas, as a parting accolade for the Head of HR, on her last working day at Kochi Refinery, on 28 March 2024. This is the 3rd recognition for team HR in 2023-24, the other two being, the KMA CSR Award for *Education & Health* initiatives and the NIPM Young Managers Award for *Best HR Practices*.





KR HOSTS ACRYLIC ACID EXPERIENCE EXCHANGE MEET

BPCL's Kochi Refinery is home to the largest Acrylic Acid plant globally, with a capacity to produce 160 KTPA Ester Grade Acrylic Acid. This plant, the sole one in the country, aligns with the "Make In India" initiative Atma Nirbhar Bharat. To foster knowledge exchange on Acrylic Acid Technology, BPCL KR Technology Department organised a 3-day experience exchange meet in association with technology suppliers Air Liquide and Lummus Technology during 21-23 March 2024.

Mr. Senthilkumar G R, CGM (Technology) inaugurated the seminar in the presence of Mr. Ashok R Chaudhary, GM (Petchem Technology), Mr. Mahendiran A, GM (Petchem Operations) and Mr. Thomas K Abraham, GM (Petchem – Maintenance) and other senior officials. The meeting facilitated active engagement and knowledge sharing among licensors, catalyst suppliers, equipment manufacturers and other licensees in the Acrylic Acid process technology domain. Discussions centered on enhancing operational practices and addressing technical challenges. Representatives from various BPCL departments and international delegates from Germany, Czech Republic, Japan, US, and UK came together in Kochi for this unique and enriching experience.

The 3 Day event concluded with a Site visit by the delegates to the BPCL Acrylic acid plant at Kochi. The delegates highly appreciated BPCL's facilities at Kochi Refinery and the hospitality accorded to them by BPCL. Program Participants include BPCL (Licensee of Acrylic acid Technology), Synthomer, Czech Republic (Licensee of Acrylic acid Technology), Air-Liquide E&C, Germany (Previous Technology Licensor), Lummus Technology, US (Present Technology Licensor), Nippon Kayaku Japan (Catalyst Supplier), MAN Energy Solutions, Germany (AA Reactor manufacturer) and Martin Busch & Sohn (Column Internal Thermoplate Condenser Manufacturer)





SAFETY WEEK 2024 AT KR

The Safety week was celebrated in Kochi Refinery during 4-11 March 2024. Mr. Sankar M, ED (KR) hoisted the ceremonial Safety flag on 4 March at the Admn block and Mr. Rajeev C, CGM (Ops) administered the safety pledge. Mr. Mathew P Thomas, GM i/c (HSE) welcomed the gathering.



This year, the safety week celebration featured a range of engaging competitions and events aimed at promoting safety awareness among employees and contract workers. Competitions such as poster designing, essay writing, and slogan writing were centered around the theme of **Focus on Safety Leadership for Environmental, Social, and Governance (ESG) Excellence**. An online HSE quiz competition, along with activities like toolbox talks, case studies on near-miss incidents, and table top mock drills, added depth to the program. The enthusiastic participation of contract workers at KR and STF made the judging process challenging across various events.

The safety exhibition was inaugurated by Mr. M Sankar, ED(KR) at the old KR School on 06 March. Over 20 vendors demonstrated the latest safety gadgets and innovations at the 3-day exhibition that concluded on 8 March. The expo was open to employees of Kochi Refinery, nearby industries, and safety enthusiasts. Companies such as FACT, HOCL, TCC, Nitta Gelatin attended. The safety skit competition which held on 9 March at the old KR School auditorium. Six groups participated, with each performance offering intriguing perspectives and innovative concepts that significantly heightened the audience's awareness of safety.

The week long celebrations culminated with a valedictory function which was presided over by Mr. S Sriram, CGM (Engg. & Advisory Services). Mr. Sriram inaugurated the ceremony along with Mr. Senthil Kumar G R, CGM (Technical), and Mr. Kannaiyan A (Joint Director (F&B)). Contractor's safety award and prizes for various competition were distributed. Mr. Yatheendran M R, GM (Electrical and Contract Safety) proposed the vote of thanks.





AWARENESS ON POSH ACT FOR WOMEN AND APPRENTICES AT KOCHI REFINERY

Awareness of the PoSH Act 2013, a legislation enacted by the Government of India in 2013 to address the issue of sexual harassment faced by women in the workplace, is essential for employees to appreciate the Law that is in place for helping women at the workplace and also the consequences of violations of these laws in the organization.

Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) PoSH Act 2013, every organization in India must establish a PoSH policy at workplace to prevent sexual harassment and provide a safe and inclusive work environment for women. Kochi Refinery has already instated a committee that looks into the matters of any such concerns and so far there has been zero-instances of such concerns at the work-place.

"The PoSH awareness session can help foster better organizational relations wherein everyone understands the expected and accepted behaviour. The awareness programme will soon be extended to all employees and women staff engaged on contracts within KR also, in the coming months," said Mr. George Thomas, General Manager (HR) at the awareness session organised in connection with the Women's Day 2024 on 06 March 2024.

Adv Varkiachan Pettah, a principal HR & IR consultant to the Kerala Institute of Labour and Employment (KILE) and also a noted faculty in this domain, facilitated the half-day workshop on the PoSH Act and how it prevents and protects women at the workplace against sexual harassment. The Act also includes the provision of redressal against violation. As per law, the Act is applicable for women working within the organisation, other women who come to the organisation and when a woman travels to another organisation or place on work. Adv Varkiachan helped participants understand the Interpretation of the POSH Act 2013, the Supreme Court and High Court Guidelines and also detailed relevant Case Studies.

Earlier, Mr. John Bosco, DGM(ER & Ben Admn) welcomed the participants that included KR women and Women Apprentices. KR PoSH Committee members Ms. Anjoo John, Chairperson & Chief Manager (HRD), Mr. Michael Arul Pio, SM(ER) and Ms. Vidhya KV, SM (IS) were also present. Ms. Kavitha Mathew, Manager (L&D) coordinated the learning initiative, that has now been listed in the statutory programmes of the Refinery Training calendar, given the relevance of the PoSH Act for all employees.

The POSH Act has been enacted and in force since 2013, with a three-fold objective of:

1. Prohibition of sexual harassment at the workplace;
2. Preventing and protecting women against workplace sexual harassment; and.
3. To ensure effective redressal of complaints of workplace sexual harassment.



HAND BOOK ON POSH ACT 2013



GOVT OF INDIA, MINISTRY OF WOMEN AND CHILD DEVELOPMENT

DOWNLOAD

[CLICK TO DOWNLOAD](#)





KR WOMEN TAKE AN EXPERIENTIAL OBT FOR WOMEN'S DAY

Women of Kochi Refinery made their own rafts and rowed through the backwaters of Kochi under the watchful eyes of Captain Raj Kumar, the pride of the Indian Navy who is well known for his rescue operations during the Kerala floods. Women of Kochi Refinery took to an exclusive one-day out-bound experiential learning on the eve of Women's Day.

Called IMPACT 2024, the learning initiative by Kochi Refinery has been designed for Innovative, Motivated, Passionate, Ambitious, Charismatic and Talented members of the Refinery with the inaugural edition being for team KR Women on the eve of International Women's Day, 2024.

With the Women's Day theme being "Invest in Women, Accelerate progress," the experiential learning journey focused entirely on growth strategy, team synergy and pushing conventional limits. The team activities centered around collaboration, competitiveness, strategic thinking and self-defying skills of rowing your own raft.

Sky is the limit with a trainer like Captain Raj Kumar, former senior pilot from the Indian Navy, twice winner of Shaurya Chakra and the prestigious "Asian of the Year Award," for his dare-devil rescue operations. The 31 women of Team KR raised a toast with their rowing oars for a happy, motivated and successful year ahead at the out-bound training that was organised by KR L&D in Kochi, on 07 March 2024.





APPRENTICE LEAVE PORTAL LAUNCHED

We are pleased to share that Kochi Refinery Apprentice Engagement target for 2023-24 of 220 was achieved on 18 March 2024. Anchored by the L&D wing of HR, the 220 Apprentices placed in the Refinery include Graduate Apprentices (136), Trade Apprentices(14), Technician Apprentices (46) and Optional Trades & Non- Engineering Stream (240). At KR we currently have an Apprentice Management portal, which is an online platform for attendance and info update of the Apprentices. We have now introduced an online portal for Apprentice Leave Management as an HR digital initiative this year.

Apprentice Leave Portal was inaugurated by Ms. Sarah Thomas, CGM(HR) in the presence of the Refinery Council Members, the IS & Digital team and HR team on 27 March 2024. As one of the HR Digital initiatives for 2023-24 this application will cut out the entire paper-work of leave applications handled by the Payroll team. Going forward, Line Managers of apprentices will have to approve the leaves online and the data flows automatically to Payroll. Line Manager data is initially fed in by L&D and can be further changed by the respective Line Manager if the reporting of the Apprentice changes during the course of the training. Terms of leave and code of conduct within the Refinery for Apprentices have also been made available in the portal.

Since Direct Benefit Transfer (DBT) of stipend from the Govt has been activated to eligible apprentices with effect from January 2024, the leaves and LOPs have to be monitored on a monthly basis for regular updates to Govt of India NATS portal so that the commensurate stipends are transferred to the apprentices on time. Further to this change, BPCL is now paying only the organisation stipend to apprentices.

The Apprentice Management Portal and the Leave portal will soon be integrated for a 360 degree assessment of Apprentices, which includes the skillsets and parameters defined by the NATS. The assessments will be done on quarterly basis for the final rating and certification by the NATS, basis feedback from Line Managers.

Chief Manager (L&D) Mr. Mohan Varkey explained about the initiative along with Ms. Vidhya KV, SM(IS) and Payroll Team Member Ms.Suvitha C. Mr. George Thonas, GM(HR), Mr.S Chatterjee, GM(Digital), Mr.Srikumar DGM(IS), Mr.John Bosco, DGM(ER and Benefits Admn), Ms. Geetha Nair, Manager (Ben Admn) and L&D team member Ms. Rajeswari K were also present. The portal will enhance ease of operations in HR as far as apprentice time management is concerned as many stakeholders are involved and "zero-time" is the critical KPI for various reports that are to be further submitted to GOI and other State authorities.



ONLINE MEDICAL MODULE FOR CR SCHOOL

As part of the CR School digitalization initiatives, an online Medical Module has been rolled out for School Staff. Ms. Sarah Thomas, CGM (HR) & Chairperson, CR School Board launched the portal at a function in CR School on 21 March, 2024. This cloud based application developed by Team InsightsE- (ERP vendor for CR School) with the support of Refinery IS, DIGITAL, OHC, HR and CR School teams, will enable the CR School staff/retired staff to submit the medical claims from anywhere.



REFINERY APPRECIATION VISIT FOR NDC TEAM

A senior delegation from the National Defence College- visited Kochi Refinery on 22 Mar 2024. Mr. Senthilkumar GR, Chief General Manager (Technical) addressed the team that was led by Mr. Vijay Nehra, IAS, Senior Directing Staff (Civil Services), National Defence College. The visiting delegation was given a detailed presentation and plant tour to appreciate the largest PSU Refinery in India.



AIRFORCE TEAM INTERESTED IN QC CHECKS

Mr. George Thomas, GM(HR) welcomed a delegation from the Air Force team on 5 March 2024. The QC team led by Mr. Milind Dekate, DGM(QC) gave them a detailed understanding of the Quality control Checks for Refinery products. The visit was exclusively facilitated by KR for the Aviation BU.



SYNCHRONY AT BPLC KOCHI

'Synchrony - Delivering Results through Others' is a part of the mandatory programmes under the 'Behavioural Learning Framework' by BPLC, Mumbai. The 2-Day programme was organised this time in Kochi with participants from all BUs. Mr. Varun Harnal an industry expert in this domain facilitated the sessions that included several online simulations.

UTILITIES REFRESHER TRAINING



In 2 batches, 55 employees participated in the 2-Day Technical Refresher trainings for Utilities department. The sessions on 11, 12 and 22, 22 March 2024 were facilitated by internal subject matter experts.

KR LEARNING ROUND UP 2023-24

Functional (Technical) training Man days
5585 (Target -3000 days) 180%

Managerial Training, Man days
630 (Target -500 days), 126%

Training Expenses
1.45 Cr (Target -1.2 Cr). 120%

Apprentice Engagement :
220 (Target -220) 100%



WINNERS OF PAR EXCELLENT SUGGESTION FELICITATED

Winners of the Par Excellent Suggestions in the KR Suggestion Scheme were felicitated by Mr. Sankar M along with, Mr. Rajeev C, CGM(Ops), Ms. Sarah Thomas, CGM(HR) and the Refinery Council Members on 27 March 2024. The KR Suggestion Scheme is to encourage employees to put forward new and constructive suggestions which lead to operations excellence. It has a positive impact on employees and infuse them with motivation and enthusiasm. The scheme covers areas related to enhancing productivity, safety, quality, cost optimization, improvement in operations and work procedures. This scheme excludes any matter that are covered under company policies, statutory provisions, personal grievance etc.

As per the Suggestion Scheme, employee suggestions are received on the online portal which is open to all employees. Level-1 & 2 evaluations are done by nominated officers in each department and final evaluation is done by the HOD, Alternate HOD and HR Head and finally approved by the Committee Chairman, CGM Operations, Mr.Rajeev C.

In the phase 1 of Suggestions Scheme 2023, a total of 174 Suggestions were received of which 132 have been recommended by the Committee for recognitions under *Par Excellent*, *Excellent*, *Very Good* and *Good* categories. A total of 131 prizes have been announced of which 72 are for suggestions given by Management Staff and 59 are for suggestions from the non-management staff. The total prizes announced are *Par Excellent* : 5, *Excellent* : 13, *Very Good* : 28, *Good* : 52 and *Good but not implementable* : 33.

The highest rating of Par Excellent have been recommended for three suggestions from Manufacturing-I 1, one from Manufacturing - II and one from Petchem that assures continuous savings of approx. 15 Cr per annum for the company as per the calculations done by the concerned Departments.

At a ceremony organised on 27 March 2024, the Refinery Council members led by ED(KR) Mr. Sankar M, we a felicitated the PAR EXCELLENT winners. The winning suggestion receive Rs.5000 each and a merit certificate. Winners in other categories were appreciated subsequently at department level celebrations.

Par Excellent suggestions of 2023 Phase -1

1. **MANUFACTURING - 1** : Provide an FG header tie up from CCR battery limit to u/s of CRME08 (Sarin R)
2. **MANUFACTURING - 1** : DIH bottom isomerate routing directly to CCR (KV Pradeep Ranjan)
3. **MANUFACTURING - 1** : ARU Unit SBPS production by direct routing of Raffinate. (Vlnu K Chandran, Muthuraman V and Joby Sebastian)
4. **MANUFACTURING - 2** : Stack temperature control based on SOX in the heater (Putta Rama Govindu, Padma Lochan Sahu, Sandra Jagadeesh, Sohan Dey and Seby Chinnan)
5. **PETCHEM :: Reduction of Normax catalyst addition time to improve catalyst life span.** (Aditya Singh)

Winners of Phase-2 of 2023 will be announced very shortly. The suggestion portal is open to employees 24 x 7, round the year and the suggestions are evaluated in half yearly cycles. For more details about the process, please contact the L&D team on 282-1416.

[CLICK TO SEND YOUR IDEAS TODAY. ACCESSIBLE THROUGH KR NETWORK ONLY](#)

PROJECT ASPIRE

CREATING VALUE FOR OUR STAKEHOLDERS IN THE NEXT 5 YEARS

Spearheaded by our Chairman & Managing Director Mr. G Krishnakumar, Bharat Petroleum is on a high voltage mission that aims at Doubling the Profits from 2021-22 and Quadrupling the Market Capitalisation in next 5 Years (2023-28). On his recent visit to Kochi Refinery, C&MD launched **Project Aspire**, which is built on the eight pillars namely Refining, Marketing, Non-Fuel, Gas, Upstream, Petrochemical, Green Energy Business and Digital Ventures.

The four broad themes of Project Aspire are to (1) Nurture and grow BPCL's current core businesses; (2) Make 5 big bold bets in Gas, Non-Fuel, Petrochemicals, Green Energy and Digital Ventures; (3) Strengthen Foundational elements of R&D, Funding, Digital and Partnerships and (4) Strengthen the organization and invest heavily in Talent development.

People, R&D, Partnerships, Funding Excellence, Digital, Technology & Innovation are the key drivers to achieve the aspiration mentioned in the eight pillars, which we will be addressing one by one in the Know More series. Lets look at BPCL's Promising Future in Gas business

FUTURE BIG BETS

GAS

In the strategic vision of Bharat Petroleum to transform into a green and clean energy company, its Gas SBU (strategic Business Unit) is playing an increasingly important role in efficient and timely sourcing of gas for internal requirement of BPCL Refineries, requirement for BPCL's Retail Business – essentially the City Gas Distribution (CGD) network involving Compressed Natural Gas (CNG) stations and Piped Natural Gas (PNG) connections, and bulk sale to customers, – particularly from the fertilizer, power, petrochemicals, glass and steel sectors.

From a climate perspective, natural gas helps the nation towards achieving its long-term emission-reduction goals, thus playing a pivotal role - in building a sustainable future. To fructify this profound shift, our fuel stations are metamorphosing into "energy stations" that offer a bouquet of multiple options like petrol, diesel, and flexi fuels, EV charging facility, CNG and eventually hydrogen. Bharat Petroleum has plans to develop 7,000 such Energy Stations in a few years.

The gas business of BPCL is broadly categorized in two parts –

- 1. Bulk sales** (Liquefied Natural Gas (LNG) which is sold as a liquid directly through Cryogenic Tank Lorries and Regasified-LNG which is sold through pipelines to industries
- 2. City Gas Distribution** (CGD) sector sales (CNG for vehicles and PNG for domestic as well as industrial/commercial usage).



CLICK ON ICONS
ABOVE TO
KNOW MORE

PROJECT ASPIRE AIMS AT DOUBLING PROFITS (RS.25000 CR) FROM 2021-22 AND QUADRUPLING THE MARKET CAPITALISATION (RS.3 LAKH CR) IN NEXT 5 YEARS (2023-28)

In GAS, the BIG BET is TO :

- Optimal infrastructure for CGD
- Acquire more high opportunity Geographical Areas
- Set up trading capabilities and support it with storage facilities
- Diversify sourcing to meet short term and long-term requirements
- Building LNG regasification infrastructure for import and marketing

REFINING



MARKETING



NON FUEL



GAS



UPSTREAM



PETRO
CHEMICAL



GREEN
ENERGY
BUSINESS



DIGITAL
VENTURES



PROJECT ASPIRE IS BUILT ON EIGHT PILLARS



ADIEU SARAH THOMAS, THE FIRST **FIRST LADY OF KOCHI REFINERY HR**

Ms. Sarah Thomas is not only the very first FIRST lady of HR in Kochi Refinery, but a dynamic leader who has carved a very special niche for herself in the highly demanding domain of HR as a charismatic, strong and very committed professional. She is one who can be ruthlessly tough and at the same time is ever ready to take a chill pill. We bid adieu to this dynamic leader, who is superannuating as the Chief General Manager (Human Resources), KR.

Time and again she has by examples, shown how the management, at all levels, which also includes the HR team, is aware that there are instances where the business as well as the individual may face significant personal repercussions for the decisions one takes for a business requirement. She is the kind of HR leader who tries to understand the "pain points" in the business and is on a constant mode to provide an alternative approach to solve the problem with all checks and compliances in place. With her years of research in this domain and her brilliant networking skills, she has reflected what it is to be a truly dedicated HR professional. Her mantra is best defined as *caring at work and caring for work*. Yes, she focused on getting systems straight so that people could find work and the workplace, meaningful.

Taking well informed people-decisions is key to a successful HR professional. And the ability to influence business leaders requires, a thorough knowledge of the entire eco-system of BPCL. Both of which this leader has captured along her career, starting as a young LPG sales officer in Delhi in 1987 and then moving on to Retail and later into core HR, at Mumbai Refinery, Corporate and further heading the HR team in the southern region before taking over as the first lady of HR in Kochi Refinery.

From the key contributions as an HR SAP task force member, designing key HR interventions, building case studies and success stories, ensuring focused approach for performance efficiency and in competence development, she has been very particular that the HR practices is nothing less than the best in the industry. Under her leadership, Kochi Refinery bagged the *KMA Award for the Best HR practices*, the *NIPM award* for best practices by *Young HR Managers* and the most recent, *Kerala Best Employer Brand Award* under her leadership.

In a farewell note she shared, "I am immensely grateful to the Organisation for reposing faith in me by giving me various challenging assignments. I am also grateful to all my colleagues across cadres and cities for their support, guidance and camaraderie. It was this support, passion and commitment to excellence from all colleagues that made my journey extremely enriching and I am privileged that my journey is culminating in the biggest PSU Refinery – Kochi Refinery. As I embark on a new chapter in life, my heartfelt gratitude to each one of your for your unwavering support in enabling the team to overcome challenges and achieve significant milestones . As a family we will always cherish the memories of the good times for years to come."

Ms. Sarah Thomas is blessed with a very supportive family. Her husband Mr. Sushil Thomas retired from JM Baxi (Shipping & Clearing Agents), Chennai in 2019. Their elder son, Ashok is working with Westes, a multinational wind energy company in Chennai and his wife Sanjana is working in Ernst and Young (E&Y), Chennai. Their younger daughter Roshni is with E&Y, Kochi and her husband Dinoy is working with TCS at Techno Park, Kochi.

Post retirement, Ms. Sarah Thomas looks to unwind and be available to do all that she missed in these long years. *JwalaDhwani* congratulates this inspiring personality on her intensely dedicated service for BPCL from 1987 to 2024 and wish the family good health, peace and content in the many years ahead.

Contact Details :

Email : sarahthomas364@gmail.com **Mob:** 9840530243

30 years

CONGRATS ON CROSSING YOUR CAREER MILESTONE



LATHA KAMATH
K P / HR

25 years



SUNIL K ANTONY
TECH ENERGY



MANOJ KUMAR M N /
TECH OPTIMISATION



LIJUMON MATHEW
MFG -II



SOJI VARUGHESE
PETCHEM



SHIBU K L
OM&S



SUNIL C P
MFG-1

BPCL LIFTS PSPB VOLLEY TITLE

BPCL wins the 43rd PSPB Inter Petroleum Volleyball tournament. In the finals BPCL crafted the smashing victory with a straight 3-set win over ONGC. (Scores : 25- 22, 25 - 20 and 25-18).



Happy Birthday

COME WISH KOCHIREFINERS CELEBRATING THEIR SPECIAL DAY IN APRIL 2024. LOG ON TO KR CONNECT TO KNOW TEAM MEMBERS CELEBRATING THEIR BIRTHDAY ON EACH DAY OF THE MONTH. FOR THE MONTHLY UPDATE PLS FOLLOW DIGITAL NOTICE BOARDS

BEST WISHES TO COLLEAGUES SUPERANNUATING THIS MONTH



ESWARAN KADAYAM RAMACHANDRAN joined BPCL at the HQ in 1987. He is retiring from HR Dept as CM (Benefits Administration)



MOHANAN E joined KR in the P&A Dept in 1986. He is retiring from Maintenance Dept as Senior Fitter Craftsman



BABU K K joined KR in the S&OM Dept in 1987. He is retiring from Maint Dept as Senior W/BM Craftsman



CHACHAPPAN C MANAMAIL joined KR in Quality Control Dept in 1988. He is retiring as Sr. Manager (QC)



MATHAI M V joined KR in the P&A Dept in 1989. He is retiring from Maint Dept as Senior W/BM Craftsman



JOSE V KARENTHANAM joined KR in the Mfg Dept in 1989. He is retiring from Internal Audit (KR) as DGM (Int Audit)



SNEHAMOY HALDER joined KR in the Mfg Department in 1992. He is retiring from Technical as DGM (Process Engg)

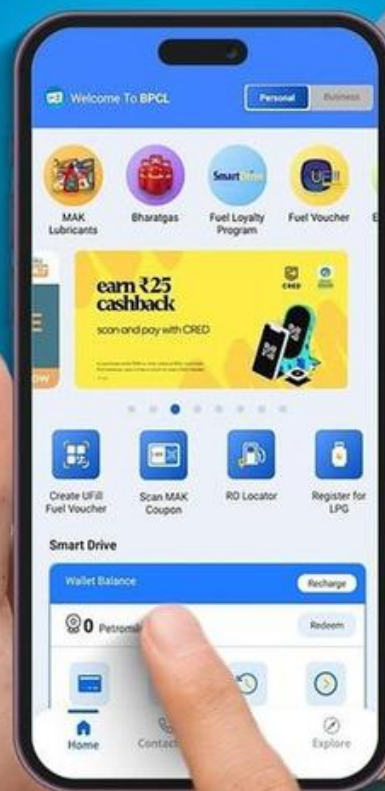


DRP MAR 24

The Discover Refinery Programme (DRP) in March, 2024 included a Presentation by Mr Aswin C P Manager (MFG), and Plant visit led By Mr. Aanand G, Sr. Manager (Environment). A total of 49 participants (14 Employees + 35 family members) discovered more about the refinery at the event.

All your
essentials,
at your
fingertips.

HelloBPCL
Download kiya kya?



Download the **HelloBPCL app** today!



Unlock unparalleled convenience and travel seamlessly
with Smart Drive on the HelloBPCL app.

Download the app now!
Android: <https://bit.ly/3tgOhRx>
Download for iOS: <https://apple.co/33F8DLp>