



energising lives

# JWALADHWANI

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Energising Kochi Refinery



## EDITORIAL

### CELEBRATING THE FAMILY INTERNATIONAL FAMILY DAY

We are delighted to bring you the special message given by the head of the BPCL family, our Chairman and Managing Director in the opening week of the new financial year. The milestones we have crossed as a global company is not just amazing but energising for the whole new financial year ahead.

In the coming month we will be planning the way forward for the new FY more closely and also celebrate the big wins of 2023-24 at the Annual Business Meet. It is a privilege for BPCL to share our learning and experience in the Petchem domain with IOCL, who is also proposing to set-up a similar unit as the Oxo-Unit at Kochi. An experiential learning programme has been designed for the team from IOCL Gujarat for this exclusive mission. This can be seen as a mutual learning programme in the Oil sector family.

Every success has a force behind us that keep us moving with confidence and that is the family support. This month is specially dedicated to all family members, for the love and support to the Refiners that has kept them going strong. We have announced a special engagement for KR family members as part of the international family day on 15 May and look forward to your whole-hearted participation too.

With a gentle reminder to take extra care during the scorching summer, we wish all youngsters in the family happy holidays and all those who have joined fresh into the Refinery, a very warm welcome.

Warmly,  
Editor

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## Message From G. Krishnakumar Chairman & Managing Director

April 05, 2024

Dear Team,

As we draw the financial year 2023-24 to a close, I acknowledge with gratitude and pride, the unprecedented milestones we have achieved together, scripting history and heralding a future filled with immense possibilities. I take this moment to congratulate you on your exceptional performance in FY 2023-24. It is essential to highlight that your outstanding efforts have culminated in unparalleled, record-setting outcomes never before witnessed in BPCL's history. This was achieved amidst challenging global conditions and local hurdles, underscoring the remarkable nature of your achievements over the past year.

We have outperformed in Marketing by scoring the highest ever Market Sales of ~50.95 MMT accentuating our dominant position in the market and our commitment towards customer fulfilment and service excellence. Our refineries have set a new benchmark with the highest ever crude throughput of 39.9 MMT during the year, surpassing our previous best. Achieving an average capacity utilization of 112% reflects our relentless pursuit of efficiency and operational mastery. These remarkable feats are an outcome of your enduring passion and exceptional teamwork.

The laying of foundation stone for the Rs. 49,000 crores Bina Petchem & Refinery Expansion Project (BPREP) by the Hon'ble Prime Minister in September 2023 was a watershed moment in BPCL's history marking our foray into a vastly diversified portfolio. Fortified by the BPCL Board's consent for the implementation of Rs 5000 crores Polypropylene project at Kochi Refinery, our bold petrochemical ambitions shaping a significant future of big bets, are now firmly on course.

Our major strides in the Alternate Energy sector, including setting up of solar project at Prayagraj and Wind Projects at MP & Maharashtra, setting up of Green Hydrogen refuelling Station at CIAL, setting up of 5 MW Green Hydrogen Electrolyser plant at Bina Refinery and Compressed Biogas plant at Kochi, highlight our commitment to Green & Renewable energy.

The most coveted resource remains our people and their indomitable spirit. With an overarching emphasis on our employees' well-being and future assurance, we have revived the Post Retirement Medical Benefit Scheme. The successful closure of Long-Term Settlement (LTS) at Refineries is a reflection of our collective effort in fostering a collaborative workplace atmosphere. We have addressed key staffing needs through the largest recruitment efforts in recent years & with annual progressions and postings, we underline our commitment towards nurturing the well-being and aspirations of our team members.

In a first in many years, the onboarding of Rahul Dravid and Neeraj Chopra as brand ambassadors for BPCL's top line brands, Pure for Sure, MAK and Speed was a strategic move to enhance BPCL's brand recall. Rahul Dravid, as "Mr. Dependable" true to his unmatched imagery of trust and consistency, aligns well with our values of reliability and trustworthiness. Neeraj Chopra, undoubtedly the country's youth icon, brings a dynamic and youthful energy to our reinvigorated Speed – high performance petrol with bespoke friction modifier technology, resonating with the themes of performance par excellence.





## Message From G. Krishnakumar Chairman & Managing Director



### Embracing the Road Ahead

As we herald the new financial year, we are mindful of the geopolitical uncertainties and global supply chain disruptions that may lead to higher crude prices, putting pressure on corporate margins. It's crucial therefore, for us to remain agile and nimble, particularly in our outlook on crude procurement and enhancing efficiency in supply chain management & Refineries operations.

The year ahead ought to see our heightened focus on deepening customer experience and loyalty within both the B2C and B2B landscapes, a fundamental aspect of our business strategy. Elevating our differentiating brands, viz. Pure for Sure, MAK, SmartFleet, Bharatgas, Petro Card, Speed and In & Out all of which enjoy tremendous equity and have pioneered the BPCL resolve of connecting with our customer on an emotional level is the express need of the hour. Building disproportionate focus on our new age brands like HelloBPCL, UFill, eDrive, MAK QUIK, FuelKart, BeCafe, BPCL SBI and BPCL BOB co-branded cards, while ensuring the consistent delivery of their value proposition at the last mile, is the mantra to keep us right up there in the consumers' mind space.

Timely completion of our planned projects will be a crucial enabler in achieving our Project Aspire aspirations of doubling our profit & quadrupling our market capitalization. For the realization of expected benefits from these projects, speed of execution and cost discipline would be of paramount importance. In the current growth story of the nation, attracting and retaining top talent will be of overarching importance, emphasizing the need for strategic focus on our human resources. Ensuring that the right people are in the right positions at the right time is essential for the timely completion of all significant projects.

Safety and good governance are the cornerstones of our long-term success. We remain committed to upholding the highest standards of safety & governance in all our endeavors.

My heartfelt gratitude to each one of you for your dedication, hard work, and resilience. It is your relentless pursuit of excellence that drives BPCL forward. I would also like to express my sincere gratitude to your families for their constant support. As we embark on the new financial year, a year that should see us making giant strides under Project Aspire, I look forward to working together with accelerated vigour and renewed commitment for realising our co-created vision.

Regards  
KK





## GOLDEN INTERACTION WITH A REMARKABLE LEADER

Mr. Sanjay Khanna, Director (Refineries) BPCL, along with officials from BPCL Refineries, hosted Ms. Sukla Mistry, Director (Refineries), IOCL, on 21 April, 2024, in Mumbai to acknowledge her contributions to oil and gas industry.

The event provided a unique opportunity for women officers from BPCL's three refineries to connect with Ms. Mistry, gaining valuable insights into her inspiring journey, challenges, and lessons learned. Ms. Mistry shared her winning formula, highlighting the power of hard work, perseverance, and a strong determination to succeed. She encouraged women officers to defy stereotypes and rise above gender barriers, emphasizing that competence and potential know no bounds. Mr. Sanjay Khanna encapsulated Ms. Mistry's leadership essence, stating, "Leadership is the capacity to translate vision into reality," highlighting her exceptional ability to motivate others and establish a meaningful legacy.

In the exclusive forum with the first Lady Functional Director on Indian Oil Board, women refiners of BPCL had several questions to ask and Ms. Mistry was only happy to share her story that began from very a humble background and how she rose to the highest rung in the Corporate ladder in the Oil & Gas Sector. Hailing from Sunderbans a remote village in West Bengal, she was the first girl to ever step out of her village to graduate as a Mechanical Engineer from one of the top institutions in India in the Metallurgy stream from the Bengal Engineering College, Calcutta University. The hardships she went through made her tougher and the failures and successes taught her to rely on renewing confidence and commitment, to move forward. She is an inspiration to young women in the oil and gas sector and professionals across the country. She has been featured in the **G20-Empower - 75 Women Engineers**. G20 EMPOWER endeavours to be the most inclusive and action-driven alliance among businesses and governments for accelerating women's leadership and empowerment across G20 countries.



It was indeed a golden interaction with an outstanding leader in the oil and gas sector. Refiners also took this special forum to meet with colleagues whom we otherwise connect only on phone or VC. Hosted by Mumbai Refinery, the forum was appreciated by all who participated from MR, BR and KR.







## PRINCIPAL SECRETARY ( ENERGY) GOVERNMENT OF TAMIL NADU VISITS KR

It was a pleasure for Kochi Refinery to welcome Dr. Beela Venkatesan IAS, Principal Secretary (Energy), Government of Tamil Nadu on her brief visit to the Refinery on 23 April 2024. Mr. Sankar M, Executive Director extended a warm welcome to the Principal Secretary along with Mr. George Thomas, CGM(HR). Keen about understanding the various energy conservation initiatives in the largest PSU Refinery, the Principal Secretary raised several poignant questions during the presentation made by the Process Tech team in the presence of ED, Sankar M, and Chief General Managers , Mr Rajeev C, (Operations), Mr. S Sriram, ( Engg & Advisory Services), Mr.George Thomas (HR), Mr. Satheesh Kumar (Project PP), Mr. Senthilkumar, (Technology), Mr. T Venugopal ( Engg & Construction) and Mr. Sumit Saha, GM(P&U). Later CGM(Ops) detailed about the various facilities during the plant visit. Dr Beela was very impressed by the floating solar panels inside the Refinery and the extent of water conservation.

Dr. Beela is a member of Indian Administrative Service 1997 Batch (TN Cadre). An MBBS holder from Madras Medical College, Dr. Beela is presently serving as the Principal Secretary to Government of Tamil Nadu, Energy Department. Starting her career as Sub-Collector, Chengalpattu, Tamil Nadu, she also served as Collector, Dhanbad, Govt. of Jharkhand, and Executive Director, Handloom Export Promotion Council, Ministry of Textiles, Govt. of India. Prior to her current office, Dr. Beela has handled key positions in Fisheries Department, Department of Housing, Health & Family Welfare, Commercial Taxes & Registration and Land Reforms, Govt. of Tamil Nadu.







## KOCHI REFINERY WELCOMES CHAIRMAN, COCHIN PORT AUTHORITY

It was a pleasure to welcome Mr. B Kasiviswanathan IRSME, Chairman, Cochin Port Authority (CoPA), on his visit to Kochi Refinery in the new financial year. Mr. M Sankar ED(KR) welcomed him on 02 April 2024 along with Mr. George Thomas, CGM(HR). The CPOA Chairman had detailed discussions with the senior management of BPCL Kochi Refinery to strengthen the mutual business relations shared with Cochin Port.

## NEW DIVISIONAL RAILWAYS MANAGER VISITS KR



BPCL Kochi Refinery was delighted to welcome new Divisional Railway Manager (DRM), Dr Manish Thaplyal and his team from Trivandrum on his first visit to Kochi Refinery, upon taking charge as the DRM. Mr G Sreekumar, General Manager (OM&S) extended a warm welcome on behalf of Kochi Refinery on 12 April 2024.

DRM had detailed discussions with Mr M Sankar, Executive Director (KR) and senior KR officials. He also visited the Pet Coke plant to understand the Coke Handling Storage (CHS) facilities of KR which is one of the largest facilities of its kind in the country. DRM appreciated the extensive support given by KR team to dispatch pet coke through Railway wagons to various destinations in south India.







## BPCL EXTENDS EXPERIENTIAL LEARNING IN PETCHEM FOR IOCL AT KOCHI REFINERY

**“This tailor-made workshop is a benchmark programme, a first of many such industry expertise sharing opportunities for Indian Refineries with operating excellence in niche domains.”**

**-Rajeev C, CGM (Operations)**

The Oxo Alcohol Plant at BPCL Kochi Refinery is a 212 KTPA Unit that can produce Normal Butanol, Iso-Butanol and 2 Ethyl Hexanol from Propylene and Syn gas as feedstock. This unit is licensed by M/s JM Davy & Dow Global. Recently Indian Oil Corporation Ltd (IOCL) announced its plan for setting up a similar facility by the same Licensor at Dumad in Gujarat.

As part of a mutual learning pact, BPCL Kochi Refinery is organising a 3-Day in-plant experiential learning programme along with licensor support for the IOCL officials who will be operating the new unit in Gujarat. This knowledge exchange amongst industrial giants like BPCL and IOCL is the culmination of intensive deliberations by Mr. Sanjay Khanna, Director (Refineries), BPCL and Ms. Sukla Mistry, Director (Refineries), IOCL over the last few months.

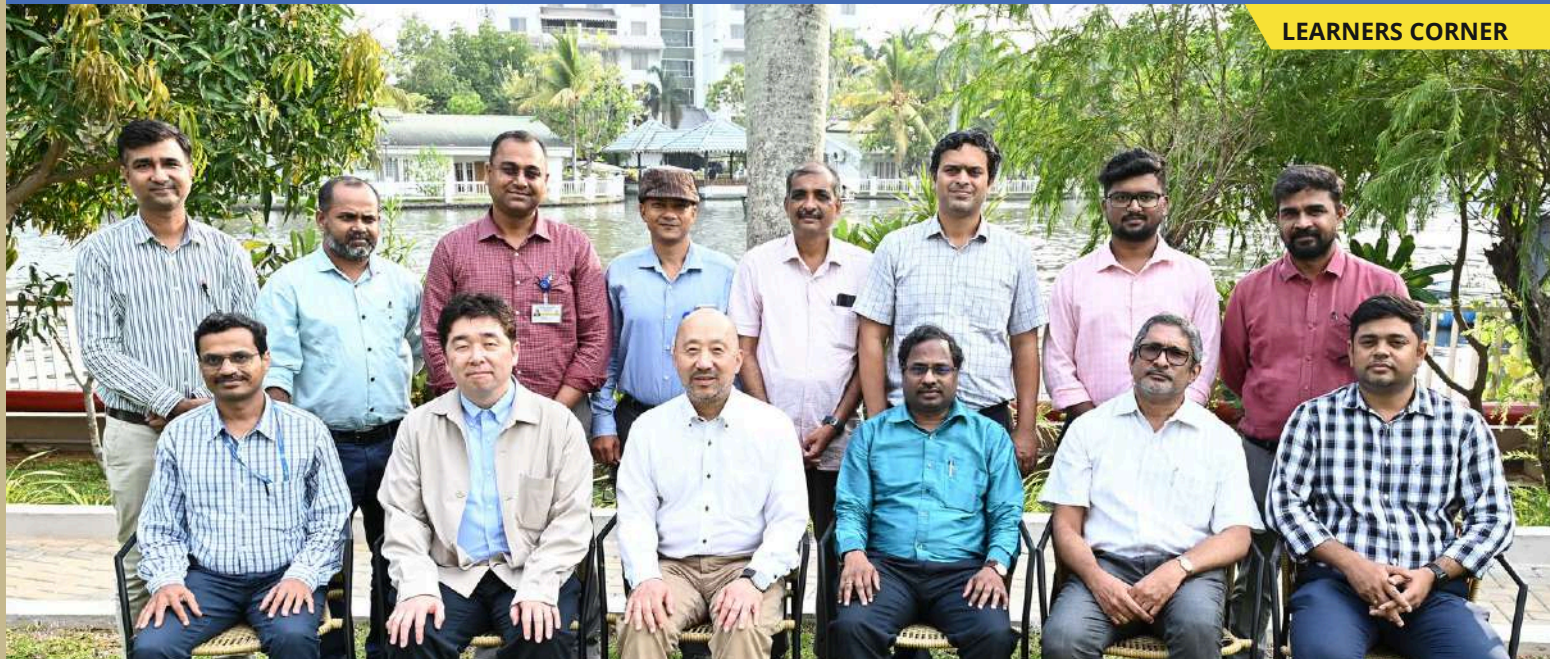
Mr. Rajeev C, Chief General Manager (Operations), Kochi Refinery inaugurated the experiential learning programme on 29 April 2024 along with Mr. Senthil Kumar GR, Chief General Manager (Technology). Mr. Mahesh CD, DGM( Mfg), PETCHEM, welcomed the team. Ms. Kavitha Mathew, Manager (Learning & Development) also spoke on the occasion.

In two batches, the training programme coordinated by L&D, Kochi Refinery is being extended during 29 April - 03 May and 06 to 09 May 2024. The first batch of the Petchem team of IOCL had 17 members and in all, 40 members are expected to avail this exclusive industrial training opportunity at zero-training-cost. In-house experts from the KR Petchem, HSE, QC, OM&S and Maintenance are sharing their learnings and experience of having run the niche plant at Kochi Refinery that was dedicated to the nation by the Hon'ble PM of India in 2021. The licensors' representatives Mr. Andrew James Smart and Mr. Dean Graham Shaw are here from the United Kingdom, specifically to help in the customised learning process at the Kochi unit.

From PETCHEM team, M/s Ramalingam V, (SM), TM Sreekanth, (SM), Raghul Gopalarathnam, (Mgr) and Arkajyoti Bose (SM); with Eric Thomas (Mgr) and Monish BS, (Mgr) from Maintenance, Alamgeer Khan (Mgr) HSE, Vignesh Siva (SM), Process Engg and, Umesh P Mallia, DGM(Quality Control) and Srikumar G, DGM(OM&S, are among the key-facilitators of the training programme. Apart from detailed classroom sessions, the team will also have in-plant sessions in the Oxo Alcohol Unit to understand the operations in close counters, the sampling procedures, the minute details of the main control room, the indispensable role of Quality Control and the meticulously controlled dispatch facilities.

As opined by CGM(Operations), this tailor-made workshop is a benchmark programme, a first of many such industry expertise sharing opportunities for Indian Refineries with operating excellence in niche domains.





## KNOWLEDGE SHARING SESSION BY YOKAGAWA ON DIGITAL TRANSFORMATION

Experts from Yokogawa Japan and Yokogawa India were in Kochi recently to detail about their offerings in the field of digital transformation. Team KR took the opportunity to organise a knowledge sharing session with them. The name Yokogawa means rippling water in Japanese, which also signifies how they have spread from their home country to the rest of the world with the most innovative business solutions.

**FKDPP** is an innovative AI based solution by Team Yokogawa which was recognised with the award from Prime Minister of Japan. FKDPP is an autonomous control solution with Artificial intelligence algorithm based on Factorial Kernel Dynamic Policy Programming (FKDPP) joins PID and Advanced Process Control (APC) to deliver new levels of autonomous operations. It is believed that FKDPP will help increase degree of automation in operations.

The **SIRI Assessment with Yokogawa's DX Consulting Engagement** – is the global measure for Industry 4.0 transformation maturity and SIRI helps organization to increase awareness and set targets that organizations can work towards. SIRI coupled with Yokogawa DX Consulting Engagement not only give Digital Maturity of operations but also help to create a roadmap of digital transformation what is required for our operations to become more safe, secure, sustainable, and efficient. A typical outcome of SIRI assessment with Yokogawa's DX Consulting Engagement is clear understating of operations maturity along with digital transformation roadmap aligning with current initiatives and business priorities.

Yokogawa Japan's expert Mr Keiichirou Kobuchi and Mr. Ken-ichi Oohara supported by Yokogawa India team Mr. Partha Bharadwaj facilitated the knowledge sharing session at the BPLC Annexe on 29 April 2024.

Mr. Georgi Varkey Abraham, DGM (E&C) welcomed the team in the presence of Mr. Srikumar D, DGM (IS, Digital and Optimisation). Representatives from Instrumentation, Process Engg, APC & Digital of KR were present at the meet coordinated by Mr. Suryavanshi, Chief Manager (Digital) at the BPLC Annexe, Kochi.

— Aapki gaadi ka —  
**Mr. Dependable**

**MAK**  
LUBRICANTS

**MAK** makes it possible.





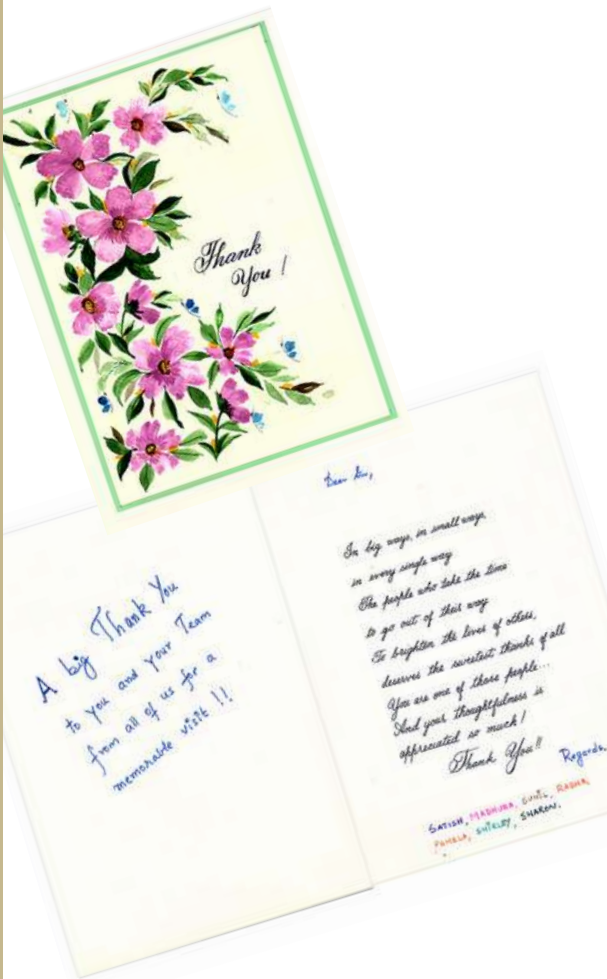
## COLLEAGUES FROM HQ EXPERIENCE KOCHI REFINERY

BPLC Kochi Refinery is poised for new expansion projects like Polypropylene Project and socially driven projects in the city such as the CBG Project. As senior officials of the C&MD and Directors' secretariat, who handle many of the Project related documents, it is imperative for the team to have firsthand knowledge and experience of the facilities where the new projects are coming up. In order to give the team a clear idea of the process and protocols of the largest PSU Refinery in India, a 2-day experiential learning programme was organised on 06 & 07 April 2024 which included detailed presentations, Refinery visit and appreciation of the connected industrial facilities along the sea-line of Kochi. The team was welcomed by Mr. Yatheendran MR, GM (HSE) and Mr. Vishwas Khobragade, GM(Mfg).

The study tour anchored by the L&D team also included a short visit to the Marine Drive Complex and concluded with the final session at the BPLC Annexe Kochi. Joining the team from Kochi Refinery were the staff officers of ED(KR), Mr.V Gopalakrishnan and Staff Officer of CGM(Operations), Ms Susan Mathew.

Supporting the entire process were Ms. Athira PD, Manager (Process Engineering), Ms. Yamini K (Mgmt Trainee), Mr.Rajendra Prasad KG, Manager (Environment), Mr. Bimal Raj, CM(HSE), Ms. Anu Appukuttan, SM (Maint), Mr. Kishor Kumar, Manager (Admn), Mr. Vinod T Mathew, Manager (PR & Admn) and Mr. Raviraj Devalkar, SM (Estates).

Team Kochi Refinery was elated to receive a hand-painted thanks note that was sent to ED(KR) by the team comprising of Mr. Satish Mudaliar, CM(C&MD)'s Office, Ms Michelle Monteiro, Secretary to C&MD, Ms Madhura Shetty and Mr. Sunil Kelkar, Secretary to Director (Marketing), Shirleyann Dias, Secretary to Director Refineries), Pamela Barboza, Secretary to Director (Finance) and Sharon R Dsouza, Secretary to CVO. Ms. Kavitha Mathew, Manager (L&D) quizzed them lightly as part of the concluding session at the BPLC Annexe, which was their last stop before their flight back to Mumbai.







## OBT MAKES AN IMPACT ON DIGITAL CHAMPIONS

The 10km trek along Munnar hills nudged them to overcoming the fear of the unknown, will power, discipline, supporting others in need and the eagerness to reach the summit.



With an array of teaming exercises, the out bound training (OBT) **IMPACT** sets a new spark in Digital Champions of Kochi Refinery. As the name IMPACT suggests, *Innovative, Motivated, Passionate, Ambitious, Charismatic and Talented* champions nominated from various departments of KR, immersed in the 2-day OBT in Suryanelli, Munnar during 22-23 April 2024.

In addition to leadership and management, they were sharpened in skills like concentration, understanding the difference between perception and reality listening, coordination and maximising resources to optimise time. Lessons on priority on safety, cost vs safety, efficiency, and utilization of available resources, were the take-aways of the life-changing experience of building and rowing their own rafts with rudimentary elements.

The 10km trek along Munnar hills nudged them to overcoming the fear of the unknown, will power, discipline, supporting others in need and the eagerness to reach the summit.

The main objectives of the OBT, IMPACT designed by the KR L&D in association with the training partner Kalypso, are in cultivating a growth mindset and proactively taking initiative, dispelling uncertainty through open discussions and asking the right questions, increased sense of accountability, responsibility, and ownership with greater commitment for better results and exploring innovative solutions by pushing beyond conventional limits.

Staying in tents, the team ate, laughed and completed the tasks together that put them through pivotal scenarios of cooperation, collaboration and competition. As shared by GM (IS & Digital), Mr. S Chatterjee, “the knowledge and expertise gained from this Experiential Training will not only benefit personally, but also add significant value to the KR Digital mission of co-creating an efficient and profitable digital eco-system to achieve the goal of *Project Aspire*”.





# 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 take a closer look at the business of Petrochemicals.

### FUTURE BIG BETS

### PETROCHEMICALS

In keeping with the "Make In India" Vision of the Government of India, BPCL is proud to be the first Oil Company in India to venture into the petrochemical segment of Acrylates and Acrylic Acid. At present, the end-users of these petrochemical products are totally dependant on imports. The Propylene Derivative Petrochemical Complex, which was dedicated to the nation by Hon'ble Prime Minister Shri Narendra Modi on 14th February 2021, was built at the cost of Rs 6,000 crore. The complex has an Acrylic Acid Unit, Acrylates Unit & Oxo-Alcohol Unit of world scale size and capacity and will save approximately Rs 4,000 crore annually, in foreign exchange due to import substitution. It has the manufacture capacity of 329 KTPA of Acrylic Acid, Butyl Acrylate, 2 Ethylhexyl Acrylate, 2 Ethyl Hexanol, Normal Butanol and Iso Butanol from Polymer Grade Propylene.

#### ACRYLIC ACID

**ACRYLIC ACID (propene acid)** is a clear, colorless, corrosive, and flammable liquid that has an acrid/pungent smell and is miscible with water, alcohol, ether, benzene, chloroform, and acetone. It is a very versatile, and valuable, industrial chemicals as it is a chemical intermediate utilized in the production of many industrial and consumer products.

**IUPAC Nomenclature:**  
Propenoic acid

[KNOW MORE](#)

#### ACRYLATES

**BUTYL ACRYLATE** is a clear colorless liquid with a sharp characteristic odour that is used in making paints, coatings, caulks, sealants, adhesives.

**IUPAC Nomenclature:**  
Butyl prop-enoate  
**Chemical Formula:** C<sub>7</sub>H<sub>12</sub>O<sub>2</sub>

2 Ethylhexyl Acrylate (2 - Propenoic Acid) is a chemicals compound which belongs to the acrylates group. It is a colorless liquid with a sweet odour, it is used for the production of Pressure Sensitive Adhesives.

**IUPAC Nomenclature:**  
2 Ethylhexyl prop 2-enoate  
**Chemical Formula:**  
C<sub>11</sub> H<sub>20</sub> O<sub>2</sub>

[KNOW MORE](#)

#### OXO ALCOHOLS

**NORMAL BUTANOL (Normal Butyl Alcohol)** is a clear, mobile, neutral alcohol with a characteristic odor which is miscible with all common solvents and used primarily for making industrial solvents, phenolic resins and acid-curable lacquers

**IUPAC Nomenclature:** 1 Butanol  
**Chemical Formula:** C<sub>4</sub> H<sub>10</sub> O

**ISO BUTANOL (Isobutyl Alcohol)** is a medium boiling, slow evaporating, colorless liquid that is useful in organic synthesis, as a chemical intermediate and as a solvent in coating applications

**IUPAC Nomenclature:**  
2 Methylpropan - 1-ol  
**Chemical Formula:** (CH<sub>3</sub>)<sub>2</sub>CHCH<sub>2</sub>OH

**2-ETHY HEXANOL (Octanol)** is a clear, colorless liquid, soluble in most organic solvents used as low volatility solvent and has got natural plant fragrances. It is starting material for the manufacture of plasticizers, lubricants and other chemical products such as raw materials for paints and coatings.

**IUPAC Nomenclature:** 2 Ethylhexan - 1-ol

[KNOW MORE](#)

[CLICK HERE TO VIEW BROCHURE TO SEE HOW USEFUL THESE PETOCHEICALS ARE](#)

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)

REFINING



MARKETING



NON FUEL



GAS



UPSTREAM



PETRO CHEMICAL



GREEN ENERGY BUSINESS



DIGITAL VENTURES



PROJECT ASPIRE IS BUILT ON EIGHT PILLARS



30 years

CONGRATS ON  
CROSSING YOUR  
CAREER MILESTONE



VINOD E K  
PETCHEM



RAJESH K  
OM&S

25 years



RENGARAJ S  
P&U



RAJEEVKUMAR M A  
P&U



PRASANTH T C  
P&U



SAJEEV K JOSEPH  
MAINT



AJAYKUMAR K V  
P&U



SUNIL DAS S J  
P&U



ANOOP K  
P&U



PRADEEPKUMAR D  
P&U



ARUN KUMAR S  
P&U



RAIJO JACOB  
P&U



NAGARAJ S  
P&U



JAYAPRAKASH  
M G / P&U



AGITH SELVIN S  
MAINT



SAJEEV T  
P&U



VINOD E  
OM&S



SUJITH V S  
P&U



ANIL KUMAR T P  
P&U



BABU VENKITESH  
P K / P&U



ANVAR SADATH  
V A / P&U



SREEKUMAR M K  
P&U



ANILKUMAR V  
OM&S



JAYAN C  
MAINT



VENUGOPAL C  
OM&S



REJIMONE Y  
OM&S



TOMY K J  
MAINT



SHIBU M C  
MAINT



LJO GEORGE  
MAINT



BINU D  
HSE



RADHAKRISHNAN  
M / P&U



SANTHOSH  
KUMAR K / HSE



DINESH BABU  
A P / OM&S

15 years



RAJESH KUMAR  
RAMAMOORTHY  
P & U

*Happy Birthday*

NEARLY 600 COLLEAGUES ARE CELEBRATING THEIR BIRTHDAY THIS MONTH. 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. WE WISH ALL COLLEAGUES A VERY HAPPY BIRTHDAY TO ALL OF YOU.





The family is the test of freedom; because the family is the only thing that the free man makes for himself and by himself --- G K Chesterton.

## BEST WISHES TO COLLEAGUES SUPERANNUATING THIS MONTH



**SRIRAM S**  
Joined BPCL in E&P, Mumbai in 1988. He is retiring as Chief General Manager (Engg & Advisory Services)



**SHAJIKUMAR M R**  
Joined KR in the Manufacturing Dept in 1986. He is retiring as General Manager (Mfg - Refinery I).



**MATHEW P THOMAS**  
Joined KR in the Manufacturing Dept in 1992 and is retiring as GM i/c (HSE)



**MONIKANDAN S**  
Joined KR in the S&OM Dept in 1993. He is retiring Procurement Leader - CPO (KR) Department



**RAMESH K**  
Joined KR in the S&OM Department in 1991. He is retiring as Dy. General Manager Vigilance (KR).



**GOPALAKRISHNAN A V**  
Joined KR in the Manufacturing Dept in 1984. He is retiring as Senior Manager (Contract safety) from HSE



**JOHNY JACOB**  
Joined KR in the P&A Dept in 1984. He is retiring as Assistant Manager (Maintenance - Offsites).



**JEEVAN K K**  
Joined KR in the P&A Dept. He is retiring as Accounts Assistant from Finance Dept.



**P JAYASHREE MENON**  
joined the organisation in Retail, Bhopal in 1992. She is retiring as Secretary (HSE)



**PRATHEEP KUMAR M K**  
Joined KR in the P&A Dept in 1986. He is retiring from P&U Department as Operator-A.



**RADHAKRISHNAN NAIR S**  
joined KR in the Manufacturing Dept in 1995. He is retiring from P&U Department as



**RAHIM M**  
Joined KR in the S&OM Department in 1992. He is retiring from Projects Dept as



**SATHYA KUMAR K V**  
joined KR in the Materials Dept in 2001. He is now retiring as Projects



**KRISHNAN KUTTY M V**  
Joined KR in the Security dept in 2006. He is retiring from HSE as Fire Operator VI.



### DRP APR 24

The Discover Refinery Programme (DRP) was Conducted on April, 2024 and included a Presentation by Mr Prince George( MFG- II ). A total of 41 participants (11 Employees + 30 family members) participated in the Refinery tour coordinated by Mr. Tom Joseph, Manager (Admin)





## TRANSITION FUTURE PERSPECTIVES PREPARING FOR THE **SECOND INNINGS**

Retirement is a very important milestone in every person's career. The mental, social and financial impact of this event can be quite challenging as they step into their second innings. Sometimes, financial insecurity, health-related concerns and the sudden changes in their life-style post retirement can be very stressful too. The programme "Transition - Future Perspectives" is an annual programme designed by Kochi Refinery learning centre to prepare them to adapt to this transition and to guide them and share information on various aspects pertaining to financial prudence, healthy lifestyle and legal requirements of retired life.

Many of the retiring employees have put in long years of sincere and dedicated service for the company and this program is also intended to be a token of appreciation for all the good work and sacrifices made by the retiring employees during the course of their career with BPCL. The programme is so designed that their partner is also part of the learning process for the new innings that they take on together.

**Psychological readiness** for the new phase of life and psycho-physiological aspects managing the phase change was dealt by Mr. K G Sreejith Panicker, who has conducted several behavioral trainings and retirement preparatory courses in Kochi Refinery from 2017 onwards. Mr. George Korah, who has conducted several financial planning sessions for retiring employees in the past delved on **Financial planning : How to handle personal finances in the post-retirement spell**. Dr Jino Joy, Geriatrician, Medical Trust Hospital took a very energetic session, filled with fun and laughter on **Health and wellness : during retired life**. A capsule session on **Legal insights : Awareness on Legal aspects pertaining to senior citizens and preparation of will** was handled by Advocate Pooja Menon, M/s Menon & Pai and the **Medical & Retirement benefits of BPCL** was detailed by Ms. Geetha Nair, Manager (HR- Ben Admn), Kochi Refinery.

In all, 18 Non-Management Staff of Kochi Refinery are retiring from service in 2024-25. All of them participated in the training session organised at the Hotel Avenue Regent, Ernakulam on 18 -19 April 2024. The most promising feedback, was that "retirement from a beloved organisation is an emotional challenge, but after the sessions we feel ready to finally accept it, more so because age is a factor we cannot dodge! We are all set for a new innings now."

## BABU KK BIDS FAREWELL

BPCL Kochi Refinery is the number one company in India and I am extremely proud to have been a member of the Kochi Refinery family, says **Babu KK** who is retiring this month after a long stint of 37 years.

"This company has blessed me in every way with great work opportunity, a dream home for my family, my children's education and much more," he said.

Working in OM&S Department of LPG Boiling plant was a great and unforgettable experience and I am grateful to all my mentors for guiding and supporting me through out my tenure. Feel very happy even today for the kind words showered while performing the Officer's duty in other departments.

Babu joined KR in the S&OM Dept in 1987 and he is retiring from Maint Dept as Senior W/BM Craftsman. He will be only happy to take on all the journeys that he could not complete with his family. His wife, Ammini AA, is High School Assistant (Hindi) at the Govt. Model Residential School, Keezhmadu, Aluva. Their elder daughter Ashita K Babu completed her Master of Arts and Bachelors in Education in English (Literature) and is teaching at St Antony's School, Kizhakkambalam. The younger son, Ashik K Babu is pursuing his Bachelors in Visual Arts (Interior Designing) at the Eldho Mar Baseliouse College, Kothamangalam. *JwalaDhwani* wishes the family the very best of health and happiness in the many years ahead.

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## JOSE SAYS GOODBYE

“My sincere gratitude to the organization for the wealth of experiences, enhanced knowledge, better living standards, financial security, lasting relationships and rich memories in my 37 years long association with Kochi Refinery,” says **Jose V Karethanam** who is bidding goodbye to his long and eventful career.

The unforgettable moments in his career include when DCS (Distributed Control System) was used for process control for the first time in the refinery during commissioning of Reformer unit in 1988, while the old Pneumatic control system was still in use in other plants; when the first Advanced Process Control (APC) system was implemented fully in house in the FCC unit paving way for in-house APC execution in all the units later and when approval was accorded by the Board for IREP, the largest project completed by BPCL till date and also the biggest ever industrial project in the state of Kerala, based on the configuration proposed by their team. The project made Kochi Refinery the largest PSU refinery and led to other offshoot projects also.

Another unforgettable moment was when Petcoke was dispatched for first time from the refinery, putting to rest all the apprehensions about viability and environmental concerns raised against the Delayed Coker Unit and Coke handling system, the design of which was coordinated by Jose. “I had to travel across Tamil Nadu to ascertain the demand for Petcoke,” he added.

His memories will include the numerous visits undertaken to other refineries in India, both private and national and the oldest Indian refinery in Digboi (Assam), one refinery in US, visiting Houston (twice) and New York, and Frankfurt, meetings with consultants and vendors at various places, participation in training and conferences in major institutes and organisations across India. The list is endless of the moments he will cherish. Jose shared that he is the oldest in age and longest by tenure in the position of DGM (Shift Administration) in recent history of refinery. “In fact every event in my career, achievements and disappointments, are unforgettable. As a member of an agrarian family from a remote village in Kerala, a golden degree in chemical engineering and a successful career with diverse experiences in an organisation like Bharat Petroleum, is a life-time achievement, for me,” he shared with great pride.

His wife Anita is a law graduate and post graduate in business administration. Their son Romel joined PWC, London early this month after completing his Masters from Warwick Business School, UK. JwalaDhwani wishes the family health and happiness through out the years ahead.

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## ESWARAN BIDS ADIEU

**Eswaran KR**, fondly referred to as the lord of all policies, joined BPCL HQ, Mumbai in 1987.

He has seen BPCL grow to great heights over a period of 37 years and is very happy to have worked with such a great organization. The roles assigned by the company, gave him opportunities to interact with top management as well as top government officials regularly, which were very enriching experiences. “Looking back, I am very happy that I could contribute in a very small way to keep the company’s brand image very high in the eyes of visiting dignitaries, which is of immense personal satisfaction to me.”

He went on to share, “It is as though only yesterday I joined this great organization and all these unforgettable moments are rushing back to me.”

The opportunity to work on computers introduced in the company first time in 1989 apart from quintessential manual typewriters and electronic typewriters are nostalgic. Being part of the team for implementation of Swipe Card attendance System linked to leave and payroll at Mumbai Refinery in 1990. As part of medical administration for employees, getting approval from Line Manager to C&MD for importing injection vials for treatment of cancer of one of our late colleagues in less than 4 hours’ time of receipt of request during 1998. As In-charge of Team handling All India Travel Desk Operations, providing Travel Ticketing Services to staff all India at best cost. Interactions with Board Members and Secretary (Petroleum) level officials as part of Protocol Duties. Working with wonderful colleagues in Industrial Relations Department in Mumbai Refinery, HRS (West) and Benefits Administration, KR are all golden moments.”

Easwaran is earnestly looking forward to settle down with his family after being away for 5 years. His wife, Mrs. Srividya Eswaran is an MA (Hindi) Gold Medalist from Madras University, currently working in State Bank of India as Chief Manager (Official Languages). Their son, Karthik Eswaran, completed MS (MIS) from Stevens Institute of Technology, New Jersey, USA. And is currently, pursuing Doctor of Business Administration (DBA) in Business Intelligence & Data Analytics from California University. JwalaDhwani wishes Easwaran and his family healthy and peaceful years ahead.

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# International Family Day

When it comes to family,  
every moment is SPECIAL  
Capture it!



PHOTO CONTEST



## FAMILY FIRST

On this international day of the family, JwalaDhwani invites you to share your beautiful family moments with us. Its holiday time and travel is on everyone's mind. Send us fun shots from your recent travel, holidays at your hometown, birthdays, road trips and more. All pictures should have family as the key theme and the contest is open only to employees of KR family.

Please mail your entries BY 10 MAY 2024 with name, staff number and your short message about *family first* to :  
z\_kr\_lib@bharatpetroleum.in

Specifications :  
Image size : Max 1 MB  
Entries : Max 2 per family



**TOP 30 Photos** will qualify for the **FAMILY FIRST** exhibition and viewers poll to win sweet surprises.

A photo contest by  
JWALADHWANI  
HR, Kochi Refinery  
Enquiries : 2821464

EMBRACING DIVERSITY, STRENGTHENING FAMILIES