Monthly Newsletter
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INDEF BUZZ



HERCULEAN'S MESSAGE



Safe, Strong, and Thriving: Stories from the Women of Indef

At Bajaj Indef, we believe that safety is the foundation on which empowerment is built. As part of this special edition of Herculean's Speak, we reached out to the women of our organisation to understand what makes them feel truly secure in their workplace.

Their voices reflect more than just policies or protocols—they reflect trust, respect, and a culture of inclusion. From supportive leadership to a strong team culture, from clear safety measures to everyday encouragement, their insights reaffirm our collective commitment to creating an environment where every woman can thrive.

Here's what our women employees had to say—real stories, honest reflections, and inspiring perspectives that together showcase what it means to be Safe, Strong, and thriving at Bajaj Indef.

Ms. Akshata Sakoskar from SCM



I have been working at Bajaj Indef for the past 2.5 years. When I first joined, I felt this organisation wasn't for me, as most departments—especially at our Khalapur plant—were male-dominated.

Being in the Purchase department, I regularly interact with the Planning, Production, QA, and Design teams—all of whom are men. But over time, things have completely changed. I've grown more comfortable with the team and no longer feel like a fish out of water.

They are all great team members, and I genuinely enjoy working with them. A special thanks to my team, who have always motivated me by saying, "Ek Nari Sab Pe Bhari."

And yes, Bajaj Indef is indeed a safe and growing place for women.

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Ms. Anjali Verma from HR & Admin

At Bajaj Indef, a safe and inclusive work environment isn't just a policy—it's deeply embedded in our culture. The organisation's focus on employee well-being is evident through robust safety measures, supportive leadership, and a team culture rooted in mutual respect and empowerment.

Clear policies, open communication, and a workplace that values diversity create a strong sense of security and belonging.

Encouragement from both leaders and colleagues ensures that every individual—regardless of gender—has the opportunity to grow and thrive.

This environment of trust and support empowers us to perform at our best and contribute meaningfully to the organisation.

Ms. Ashwini Sonavane from Marketing



At Bajaj Indef, I feel truly secure and empowered, thanks to a workplace culture that prioritizes safety, inclusivity, and growth. The well-defined policies ensure a structured approach to workplace security, while strong leadership support fosters trust and open communication. Additionally, the team culture is built on mutual respect and collaboration, creating an environment where women feel heard and valued. Knowing that my well-being is a priority allows me to focus on excelling in my role with confidence, making Bajaj Indef a place where women can truly thrive.

Mrs. Deepti Srivastav from Project Management & Customer Support



Our organisation provides a strong ecosystem that supports both professional growth and personal well-being through policies such as the Anti-Harassment and Discrimination Policy, Equal Opportunity and Diversity Policy, Flexible Work Policies, Job Security and Performance Review frameworks, Confidentiality and Privacy measures, Health and Benefits Programs, Employee Assistance Programs, and Training and Development initiatives.

At Bajaj Indef, we reaffirm our unwavering commitment to the safety and well-being of all site and project personnel by prioritizing education and proactive safety practices—creating not just a secure workplace but also a healthier environment.

Leadership and team culture also play a key role in fostering a sense of security. At Bajaj Indef, our leaders set clear expectations, provide regular feedback, and consistently uphold policies to maintain a stable and fair environment. Fair treatment builds trust and ensures that both opportunities and challenges are managed equitably.

Let's continue to empower this ecosystem—turning our collective aspirations into real experiences. Together, we can inspire excellence and propel our organisation to even greater heights.

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Mrs. Pooja Badre from Marketing



As a woman who has been with Bajaj Indef for the past seven years, I feel secure and empowered thanks to the company's strong policies, supportive leadership, collaborative team culture, and proactive safety measures.

The anti-harassment policy and commitment to equal opportunities ensure a fair and respectful workplace, while our leaders' focus on diversity and inclusion makes me feel heard and valued.The positive team environment fosters trust and camaraderie, encouraging me to take on new challenges confidently.

The company's efforts—like secure premises and regular safety trainings—prioritize our well-being. Empowerment initiatives such as the Saksham programs and skill-building sessions have played a key role in my growth, creating a space where women truly thrive.

At Bajaj Indef, I feel safe, strong, and ready for what's next—every single day.

Ms. Prachi Ahire from Marketing



At Bajaj Indef, I truly feel that a safe, respectful, and empowering work environment is not just a commitment but a lived experience. The strong support system from leadership, an inclusive team culture, and well-defined policies ensure that women feel secure, valued, and encouraged in every aspect of their professional journey.

What stands out the most is the culture of mutual respect and teamwork, where every voice is heard and appreciated.

The company's safety measures and policies prioritize employee well-being, creating a sense of security that allows us to focus on growth and excellence.

Moreover, the continuous encouragement and opportunities provided to women help us excel in our roles with confidence. With supportive leadership and peers who inspire and uplift, Bajaj Indef has created a workplace where women can truly thrive fearlessly, contribute meaningfully, and achieve their full potential.

Mrs. Priyanka Hange from HR & Admin



Working at a plant location, I feel safe and supported because of the positive work culture and strong team spirit. The company ensures not just physical safety but also fosters a respectful and inclusive environment.

Open communication with managers, equal growth opportunities, and a supportive team make me feel truly valued. Despite the challenges of a plant setting, the encouragement from colleagues, access to proper facilities, and a culture that promotes learning and collaboration make my workplace both empowering and welcoming.

Mrs. Seema Ghosh from MD Office



At Bajaj Indef, safety and strength aren't just about policies—they are about the culture of trust, inclusivity, and respect that we experience every day. With a female-to-male ratio of 16:189, one might assume challenges, but I've always felt supported, valued, and secure.

A few years ago, there was a few months period when I was the only woman across our Khalapur and Belapur offices. Yet, not once did I feel out of place.

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The genuine camaraderie, respect, and encouragement from my colleagues ensured an inclusive environment where I was recognized for my contributions, not my gender.

I soon approach my eighth work anniversary at Bajaj Indef, I reflect on how this journey has been shaped by progressive leadership, an empowering culture, and a team that champions diversity. Here, safety is not just about policies—it's about mindsets that uplift, leadership that empowers, and teams that stand together.

Mrs. Suman Baliga from Service



At Bajaj Indef, women are empowered to lead, grow, and thrive. Being part of this esteemed organisation, I have always felt respected and valued. The company's structured approach to work enables women to balance professional and personal responsibilities effectively.

Our team culture is truly supportive—colleagues and seniors treat each other like family, creating an environment where everyone feels motivated to excel. I've been fortunate to work under inspiring leaders who have guided and encouraged me through challenges.

Our Managing Director, in particular, has been a mentor, always listening and helping me overcome my fears.

As Head of the Service Team, I travel extensively, but Bajaj Indef's unwavering commitment to safety makes me feel confident and secure, whether at work or on the move. The strong camaraderie, focus on safety, and culture of mutual support drive us to achieve our goals together.

At Bajaj Indef, we are more than a team—we are a family. This culture of respect and empowerment makes every challenge an opportunity to grow stronger.

Ms. Usha Saha from Marketing



This was my first experience working in a manufacturing organisation. I still remember my first day of training at the Khalapur unit—seeing only men around, with very few women. The scenario was quite similar at the Belapur office, where I currently work.

The first thought that crossed my mind was: "Will I be able to manage here?" Having come from a marketing background where the gender ratio is more balanced—and sometimes even women-dominated—this environment was completely new to me.

That was then. Two years have passed at Bajaj Indef, and not once have I felt that way again. For me, it's the team culture and the collective outlook of the organisation that reaffirm my belief that here, it's your work that speaks for you—nothing else.

There have been times when I've worked late hours or over weekends, but I've always felt safe, supported, and protected. I truly appreciate the company's work culture for creating such an environment-friendly and inclusive space for women.

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ABP SPEAKS

A Legacy of Trust and Innovation: Unique Sales with Bajaj Indef

In this edition of ABP Speaks, we feature Unique Sales, an Authorized Business Partner of Bajaj Indef, led by Mr. Aziz Rangvala, the company's Managing Director. With a strong foundation built by his father, Mr. Tanvir Rangvala, Unique Sales has grown into a trusted name in the material handling industry.

A Journey Rooted in Determination

In 1987, while pursuing his Chartered Accountancy (CA), Mr. Tanvir Rangvala decided to follow his entrepreneurial instincts and start his own business. With support from his uncle, who provided the initial loan, he laid the foundation for what would become Unique Sales. The company began by focusing on trading and soon progressed to become a dealer for Advani Company, dealing in welding and electronics products—marking its first step into the industrial sector.

The turning point came in 2002, when Unique Sales partnered with Bajaj Indef, entering the material handling industry.



MR. TANVIR RANGVALA &
MR. AZIZI RANGVALA

DIRECTOR OF UNIQUE SALES

Ankleshwar

Over the years, their commitment to quality and service helped them build a strong reputation in the market.

New Leadership, New Milestones

In 2012, Mr. Aziz Rangvala joined the business after completing his MBA in Marketing. He began his journey with hands-on experience in field marketing, visiting companies, meeting purchase executives, and expanding Unique Sales' reach. Over time, he took on greater responsibilities, and for the past five years, he has been fully managing the business.

Under his leadership, Unique Sales has seen remarkable growth, with turnover increasing by 80-90%. Mr. Aziz attributes this success to Bajaj Indef's high-quality products and reliable spare part availability, which have strengthened customer trust and loyalty.

Achievements and Memorable Moments

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Among the many achievements of Unique Sales, some of the most cherished moments include receiving the Star Service Award in 2018 and the Elevate Elite Club Award in 2022, which was presented at the prestigious gathering in Bali.

One of Mr. Aziz Rangvala's most memorable experiences was attending the Elevate Elite Club Meet in Bali, where he had the opportunity to connect with other ABPs. He fondly recalls meeting Mr. Amit Bhalla, Managing Director, describing him as a down-to-earth and approachable leader who makes everyone feel valued, regardless of their position.

Looking Ahead

While Unique Sales has built a strong legacy, Mr. Aziz Rangvala believes there is always room for improvement. He shared valuable feedback, emphasizing the need for enhancements in the service section to further strengthen customer satisfaction.



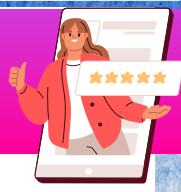
Mr. Aziz Rangvala with Team

Expressing his optimism for the future, Mr. Aziz extended his best wishes to Bajaj Indef, confidently stating, "The target of ₹500 crore will not only be achieved but surpassed. We will continue to grow together with Bajaj Indef and reach even greater heights."

With a deep-rooted partnership and an unwavering commitment to excellence, Unique Sales continues to set new benchmarks in the material handling industry.

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CUSTOMER STORY



Enhancing Efficiency and Safety at TPCODL with Indef's Overhead Crane

At Bajaj Indef, we take pride in delivering reliable and efficient material-handling solutions that empower industries. One such success story comes from TP Central Odisha Distribution Limited (TPCODL), where our DGEOT overhead crane (10-ton capacity) has been in operation for over a year, significantly improving workflow efficiency.

We had the opportunity to speak with Ms. Dibyarupa Nayak, a Testing Engineer at TPCODL's Distribution Transformer Workshop, who shared her experience using the crane for the first time. Initially cautious, she was quickly impressed by its smooth operation, user-friendly design, and safety features, which made handling heavy materials easier and more efficient. In her own words:

"It's multifunctional working is so good."

Beyond the equipment itself, the support from our representative, Mr. Jyoti Ranjan Hota, played a crucial role in ensuring a seamless transition. He conducted comprehensive training sessions for the staff, covering essential topics like crane operation, sign language for safe communication, and troubleshooting techniques.

TPCODL
TP CENTRAL ODISHA
DISTRIBUTION LIMITED
(A Joint Venture of Tata Power and Government of Odisha)

This hands-on guidance helped the team gain confidence in using the equipment safely and efficiently.

The success of TPCODL's implementation reflects our commitment to providing high-quality solutions and exceptional customer support. We look forward to continuing our partnership and contributing to enhanced productivity and safety in the power distribution sector.

INDEF UPDATES

Celebrating Safety, the Bajaj Indef Way – National Safety Week 2025

At Bajaj Indef, safety is more than a responsibility—it's a core value. From 4th to 10th March 2025, we celebrated National Safety Week across all locations, embracing the theme: "Safety & Well-being: Crucial for Viksit Bharat."

The week began with a Safety Oath Ceremony, reinforcing our commitment to a secure and healthy workplace. Employees across locations, including Sales & Service teams, participated in this collective pledge.

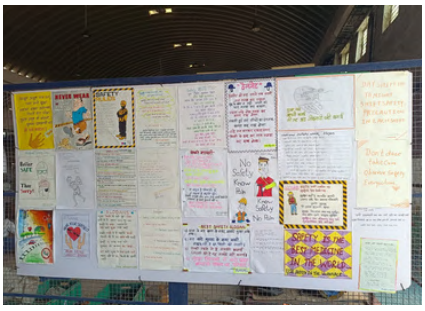
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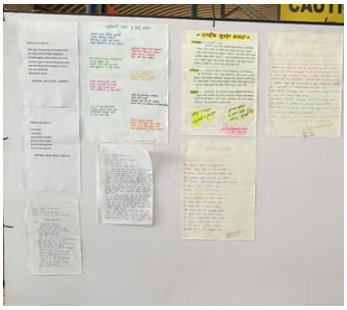
Creative competitions like Drawing, Poem, Article, and Slogan contests encouraged employees to express safety messages through art and words, generating enthusiastic participation. Adding a modern touch, the Safety Meme & Short Video Challenge turned employees into 'safety influencers,' spreading crucial messages through humor and digital content.





Interactive activities like Find the Hazard tested employees' observation skills, encouraging them to identify risks and suggest preventive actions. Meanwhile, the Workplace Safety "5S" & Kaizen initiative showcased remarkable before-and-after transformations of workspaces, applying the principles of Sort, Set in Order, Shine, Standardize, and Sustain.








This week-long celebration reinforced that safety is not an event but an ongoing journey. By fostering awareness, creativity, and teamwork, we continue building a safer, healthier, and more sustainable future.



From Knowledge to Safety: Guiding Customers on Best Practices

As part of National Safety Week, we took the initiative to spread awareness about equipment safety by organizing a series of service and safety seminars for our customers. These sessions aimed to educate users on the correct handling of our products and essential safety measures to prevent accidents.

The seminar began with a brief introduction to our company and product line, followed by an in-depth discussion on product maintenance.

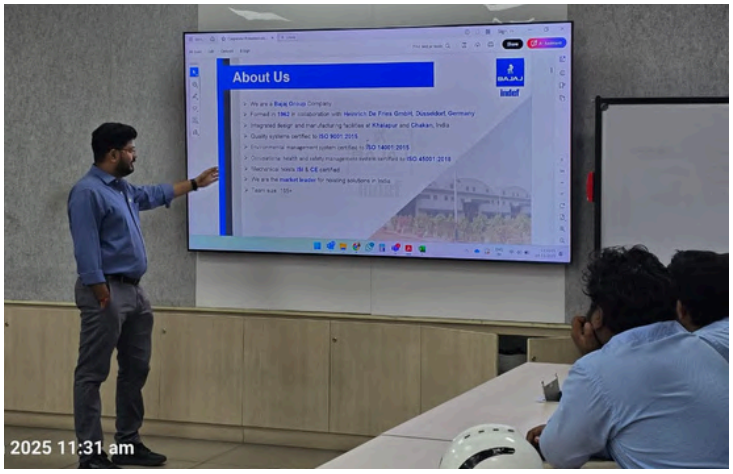
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Key safety guidelines were emphasized to ensure proper usage and minimize potential hazards. The session concluded with a detailed overview of safety protocols, helping attendees understand the best practices to avoid workplace accidents.

These seminars were conducted at various locations, including a leading manufacturing casting unit and a top EPC contractor in India. The sessions saw enthusiastic participation, with over 30+ attendees gaining valuable insights into workplace safety and equipment handling.

By fostering awareness and providing hands-on guidance, we continue to prioritize safety and reinforce our commitment to creating a secure working environment for all.











Culture, Colour and Community: Bajaj Indef's March Highlights

The past few weeks at Bajaj Indef were a vibrant celebration of culture, colors, and community spirit. We kicked off March by celebrating International Women's Day, honouring the strength, confidence, and grace of the incredible women across our teams. The atmosphere was filled with warmth and admiration as our women employees dressed in ways that made them feel empowered and beautiful. It was a heartwarming occasion that reminded us of the value women bring to our workplace every single day.

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Right after, we turned up energy with a burst of colour as we celebrated Holi with great enthusiasm. Dressed in classic white, our team gathered to welcome the festival of colours in the most spirited way. The white outfits soon transformed into canvases of joy as everyone immersed themselves in colours, laughter, and camaraderie. It was a truly memorable day, filled with playful moments and vibrant memories that brought everyone closer.















Closing the month on a traditional and festive note, we celebrated Gudi Padwa—the Maharashtrian New Year—with ethnic flair. The workplace came alive with colour and culture as employees arrived in stunning traditional attire, reflecting the rich heritage of the occasion. A special highlight of the celebration was the Mr. & Miss INDEF contest, where employees showcased their traditional looks by submitting their best festive photos. The participation was enthusiastic, and it was wonderful to see everyone embrace the cultural spirit with such joy and pride.

Together, these celebrations created a lively and inclusive atmosphere, reminding us once again of the vibrant culture that defines life at Bajaj Indef.



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Saksham Path: Empowering Employees through Skill Development Training

As part of our Saksham Path initiative, we hosted a skill development training session aimed at enhancing our employees' capabilities in data analysis, visualization, and decision-making.

The session offered hands-on experience with essential tools and techniques to interpret data effectively, build insightful reports, and apply best practices in business analytics. These skills empower employees to transform complex information into actionable insights, supporting smarter decision-making and improving operational efficiency.

Designed for maximum engagement, the training encouraged active participation and exploration, allowing employees to immerse themselves fully in the learning experience.

Through such initiatives, we continue to foster a culture of continuous learning and innovation at Bajaj Indef, equipping our teams with the right skills to drive business intelligence and performance.











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INDUSTRY TRENDS

TATA AUTOCOMP EXPANDS EUROPEAN FOOTPRINT WITH ACQUISITION OF IAC SWEDEN

Tata AutoComp Systems Ltd. has acquired International Automotive Components Group Sweden AB (IAC Sweden) to strengthen its presence in Europe and deepen relationships with key European OEMs. This strategic acquisition, subject to regulatory approval, will expand Tata AutoComp's global footprint, enhance its manufacturing capabilities and technology, and consolidate its position as a leading automotive component manufacturer. The acquisition aligns with Tata AutoComp's vision of expanding in global markets and reinforces their commitment to providing sustainable, high-quality automotive solutions.

TOYOTA TO SET UP FIRST INDIAN R&D CENTER IN BENGALURU, HIRING 1,000 ENGINEERS BY 2027

Toyota Motor Corp. is establishing its first Indian R&D center in Bengaluru, marking the market's rising strategic value. Starting with 200 engineers near its Bidadi plant, the team is expected to grow to 1,000 by 2027. While Toyota currently relies on hybrids and its partnership with Suzuki, it's eyeing deeper local integration. The Bengaluru center—Toyota's third R&D hub in Asia-Pacific—could evolve into a global innovation base, similar to Mercedes-Benz's facility in the same city.

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TATA GROUP PARTNERS WITH TESLA TO INNOVATE INDIA'S ELECTRIC VEHICLE SUPPLY CHAINS

Tata AutoComp, TCS, Tata Technologies, and Tata Electronics have quietly emerged as global suppliers to Tesla, contributing to nearly $2 billion worth of Indian exports to the EV giant in FY24. With Tesla exploring entry into the Indian market, these Tata companies are poised for a larger role. Tesla's procurement teams have met Indian suppliers to discuss sourcing parts like castings, forgings, and electronics. While global supply agreements continue, Tesla's potential local manufacturing or contract production could reshape India's EV ecosystem, offering significant sourcing opportunities for Indian suppliers in the evolving global supply chain.

INDIAN RAILWAYS TO INTRODUCE FIRST HYDROGEN-POWERED TRAIN BY MARCH 31

Indian Railways is set to launch its first hydrogen-fuelled train by March 31, joining countries like Germany and China in advancing green mobility. The project, allocated Rs 2,800 crore, involves developing 35 hydrogen fuel cell-based trains, with specifications designed by the Research Design and Standards Organisation (RDSO) to ensure indigenous technology. Built by the Integral Coach Factory (ICF) in Chennai, the initial train will operate on the Delhi Division's Jind-Sonipat route, covering 89 km, and is expected to be among the longest and most powerful hydrogen trains globally.



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KALPATARU PROJECTS INTERNATIONAL LIMITED ACQUIRES ORDERS WORTH RS 2,366 CRORE

Kalpataru Projects International Limited (KPIL) announced that it has secured new orders totaling Rs 2,366 crore across its Transmission & Distribution (T&D) and Buildings & Factories (B&F) businesses in both domestic and international markets. This intake brings the company's FY25 order book to Rs 24,850 crore, setting the stage for improved execution and growth. KPIL, a specialized EPC company, is currently executing projects in over 30 countries and has a presence in 75.

KALPA-TARU

KALPATARU PROJECTS INTERNATIONAL LIMITED

RELIANCE SUBSIDIARY TAKES OVER NTPL WITH 100% STAKE ACQUISITION

Reliance Strategic Business Ventures Limited (RSBVL), a subsidiary of Reliance Industries Limited, acquired 100% stake in Nauyaan Tradings Private Limited (NTPL) from Welspun Tradings Limited. Subsequently, NTPL entered into an agreement to acquire a 74% equity stake in Nauyaan Shipyard Private Limited (NSPL) for ₹382.73 crore, subject to adjustments. NSPL possesses a leasehold interest in approximately 138 acres of land near Reliance's Dahej plant, intended for activities like salt handling, structure fabrication, and hydrogen electrolyser manufacturing. These transactions are not related party transactions, and the NSPL acquisition is expected to be completed by March 21, 2025, after the necessary approvals are obtained.



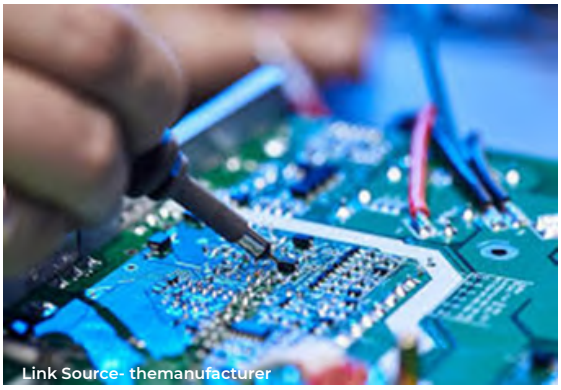
Reliance Industries Limited

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ELECTRONICS EXPORTS FROM INDIA SET TO EXCEED RS 3 LAKH CRORE THIS FISCAL

India's electronics exports are projected to surpass Rs 3 lakh crore in FY25, driven by a 35% increase to Rs 2.87 lakh crore in the April- February period. This growth, occurring amidst stagnant overall merchandise exports, reflects the success of government initiatives like the PLI scheme for smartphones. Smartphones remain the leading export, constituting 60% of total electronics exports in the first 11 months of FY25, with Apple's iPhone exports significantly contributing to this surge. The electronics sector has now become India's third-largest export category, and the government is planning a component development scheme to further strengthen the ecosystem.





Link Source- themanufacturer

ACME'S GREEN AMMONIA PROJECT IN ODISHA ATTRACTS INVESTMENT INTEREST FROM SIX JAPANESE FIRMS



Link Source- Hive Energy

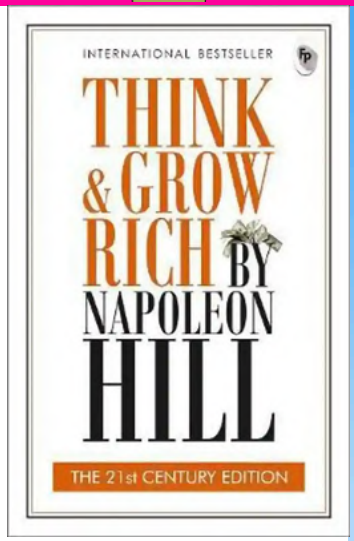
Six Japanese companies—IHI Corporation, Hokkaido Electric Power Co., Mitsubishi Gas Chemical Company, Mitsui O.S.K. Lines, Mizuho Bank, and Tokyo Century Corporation—have signed a memorandum of understanding to explore investment opportunities in ACME Group's green ammonia production facility in Odisha, India, slated to begin production by 2030. The goal is to establish a stable supply chain of green ammonia for various Japanese domestic users like power generation companies and chemical manufacturers, facilitating decarbonization efforts. The companies aim to collaborate, leveraging their respective expertise in ammonia production, transportation, utilization, and finance to establish a special purpose company for ammonia production and investment.

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INDEF READS



Think and Grow Rich : The Secret of Freedom and Success



Think and Grow Rich is one of the most influential self-help books of all time, often hailed as a timeless guide to success, personal growth, and financial independence. Since its publication in 1937, the book has empowered millions across generations with its deep insights into the power of mindset and goal-setting.

Written by Napoleon Hill after over two decades of research, the book draws on interviews with more than 500 of the most successful individuals of the early 20th century. Hill's work goes beyond just monetary wealth—it's a philosophy of achievement rooted in how we think, believe, and act. He outlines 13 key principles that serve as the foundation for achieving success:

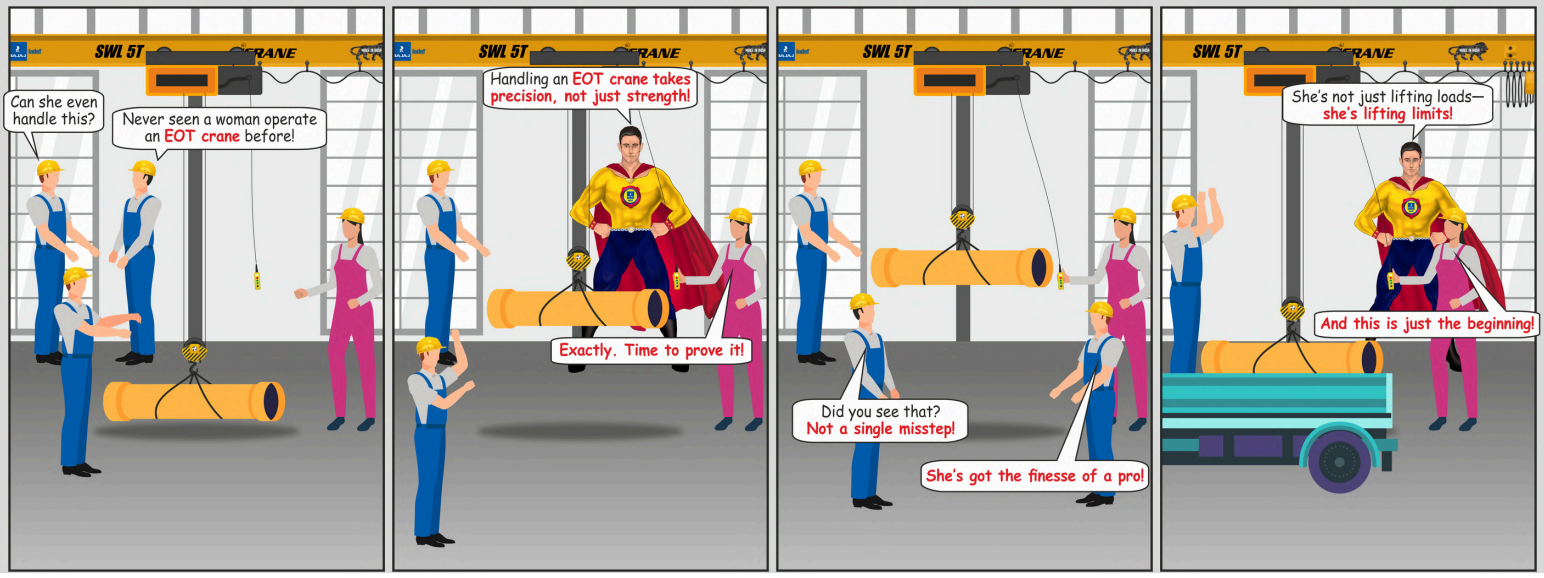
- **Desire** – The starting point of all achievement.
- **Faith** – Believing in oneself and one's purpose.
- **Autosuggestion** – Reprogramming the mind through repeated affirmations.
- **Specialized Knowledge** – Focusing on expertise, not general knowledge.
- **Persistence** – The ability to keep moving despite obstacles.
- **Mastermind** – Collaborating with others to accelerate growth.
- **Subconscious Mind** – Feeding it with positive, success-driven thoughts.



These principles, when applied consistently, shape a person's mindset and align their actions with their goals. Hill emphasizes that success is not just about hard work, but also about developing the right mental attitude and emotional drive.

In conclusion, Think and Grow Rich remains a timeless and practical guide for anyone seeking personal or professional growth. Its central message is clear and empowering: with focused thought, belief, and determined action, one can truly shape their destiny.

Comic Strip



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