



A Quarterly Newsletter (For In-house Circulation only)

Issue No. 27 July 2020

CM's Alfaaz

Words from the CM's Desk

Dear Gilardians,

We re-opened our manufacturing after the COVID-19 lock down on 4th of May 2020. All the precautions that were suggested by the Government and health authorities were converted into Standard Operating Procedures (SOPs) and since all our Gilardians are disciplined, we had no problems in implementing the same in our daily routine. In May, we could call only about an average of about 60 employees per day. This was based on the requirement of production as well as our need to implement safe distancing while working. In June we were able to double the attendance of May. Now hopefully in the next few months we should be able to increase this further. This however depends a lot on how the entire country is able to get rid of COVID. Our customers are spread all over the country and if they are under lock down then they shall not be able to place orders on us. We on our part have to continue being careful. Please stay at home. While coming for work, travel straight to the factory and back home. Do not visit any crowded areas and maintain social distance when you go for essential purchasing. Always wear the mask and ensure it is covering your nose and mouth. In case, anyone of your contacts is tested COVID positive, please report the same to the HR department and then follow their instructions. This is very important to keep our work space healthy and COVID free.

Wishing the very best for you and your families.

H.S.Sethi
Chairman

Vikaas

New Awards / Certificates



Gilardians, we are so fortunate to have together created a wonderful work environment in our organisation! As you are all aware, Gilard got certified as a Great Place to Work in December 2019 and since then there have been other developments on that front. Recently, in June 2020, Great Place To Work™ Institute listed us in the Top 5 "Best Workplaces in Auto and Auto Components Industry, India 2020" and also among the Top 50 "Great Mid-Size Workplaces, India 2020" across all industry segments in July 2020. Earlier in February 2020, we were listed amongst the "Best Workplaces in Manufacturing, India 2020". We recently shared with you on our official facebook page, Chatpate Ansh-Episode 3 - "Kuch toh baat hai, Mehak Gilard ki mein"! The video is about our journey together in receiving these honours, which started in December 2019 when we were certified as a Great Place to Work™. The video covers the cherishable moments of achievement of Gilardians in December 2019 and of later months when we received more awards from this institute.

Congratulations to all Gilardians!!!



Besides business continuity, health & safety of all Gilardians & their families is of utmost importance to us. To ensure we come out of this crisis stronger than ever, our Team HRD is motivating all Gilardians, keeping them aware of Covid-19 prevention measures and developing their zeal to give back more to the organisation by increasing their efficiency.

Yogdaan Initiatives for CSR

People Initiative taken during Covid-19 Lockdown for Gilardians

Within days of first lockdown declared on 22nd March, 2020, it was realised that some Gilardians were alone in their PG rooms. To keep all Gilardians and their families in high morale and feel cared for, Team HRD initiated "Bolte Alfaaz", a daily podcast posted on Gilard's Facebook page. In 31 chronicles of Bolte Alfaaz the topics covered were Alone Time, Family Time, Motivation, Happiness, Healthy Recipes, Importance of Simple Stretching Exercises; Festivals, Moral Stories on Patience, Honesty, Gratitude, Importance of Hard Work, Survival of the Fittest etc. The result was ecstasy! Post lockdown Bolte Alfaaz remains a medium of communication as and when required.

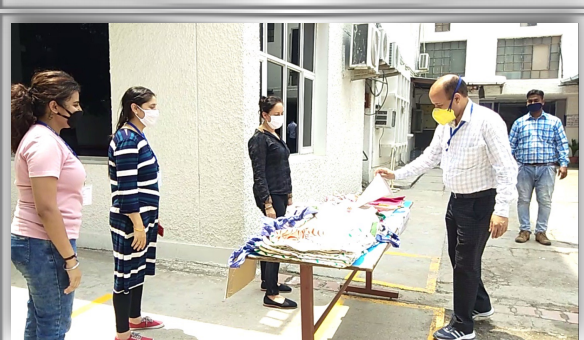
Gilard's Green Wave in June to celebrate Environment Month

COVID-19 has brought both positive and negative impacts on the lives of people around the world, changing our lifestyles within days and beyond recognition. From having a cleaner air to breathe and a liberated wildlife, Covid-19 lock down across the world appears to have had a number of positive effects on the environment. At Gilard too we adopted new ways to sustain our ten years long initiative called 'Gilard's Green Wave'. The month long event saw various activities like distribution of cloth bags for Gilardians to discourage use of plastic bags, daily ritual of providing food and water for the birds & a Kavi Sammelan on "Swatch Bharat Mein Thookna Mana Hai". All activities were enjoyed by Gilardians keeping social distancing safety norms.

Daily Bird Feeding



Kavi Sammelan



Distributing Cloth Bags

F I K A R F A R A K F A K H A R

"If we are passionate about our work, we can make a difference and then take pride in the results."

Dil Se... The Creative Zone

जो साथ दें सारे गिलार्डियन्स तो जरूर जीतेगा गिलार्ड !

मेरे प्यारे गिलार्डियन्स,

मैं ऐसा सोचती हूँ कि ये गिलार्डियन्स की काम में भागीधारी और हर तरह की एक्टिविटी में काबलियत है, जो हमें मज़बूत बनाती है। आज कल, जब पूरी दुनिया में सेहत और नौकरियाँ दोनों ही खतरे में हैं, हम एक साथ मिलकर न केवल इस संकट का सामना करेंगे, बल्कि पहले के मुकाबले अधिक मेहनत, लगन और प्रयास से अपना और गिलार्ड का भविष्य और मज़बूत बनाएँगे।

I feel at Gilard, it is the employee engagement combined with smartness and the creative imagination of our people which makes us strong. We shall together not only withstand this crisis due to Covid-19 but also make our future even stronger by putting in more efforts than earlier times.

गिलार्डियन्स हमेशा याद रखें, हमारी बुनियाद है - सच्चाई से काम करना, और फिकर काम का, फरक काम में और फखर खुद पे और गिलार्ड पे करना।

Guneet Sethi
Director HRD & CSR

थूकना मना है

महकता रहे यह हमारा चमन,
पर्यावरण को स्वच्छ बनाए हम !
भूल से भी कभी ना थूके यहाँ !

पेड़ पौधों को लगाए ,
हरियाली को बढ़ाये !
इनसे साँसों को मिलती है
शुद्धता की हवाएँ !
भूल से भी कभी ना थूके यहाँ !

प्लास्टिक को हटाएँ,
और जूट अपनाये !
5s को बढ़ाये,

स्वच्छ भारत बनायें !
भूल से भी कभी ना थूके यहाँ !
महकता रहे यह हमारा चमन
महकती रहे ये हमारी गिलार्ड!

Reena Devi (E-0416)
Dept: Press Shop

पर्यावरण की पुकार

पर्यावरण पुकारे हाहाकार मचाये,
पर्यावरण पुकारे हाहाकार मचाये !
सुन ले प्राणी सुन ले क्यों इतना मुझे सताये।
अपने थीरकते होंठों से बस बात यही कह पाये
बस बात यही कह पाये।

ऐ मेरे दोस्तों सुन लो इतना ज़रा
थूकना है मना थूकना ना यहाँ !
जब जब थूकते हो तुम यहा से वहाँ
जब जब थूकते हो तुम यहा से वहाँ !
क्या तुम्हें है पता इससे होता है क्या,
इसका मुझ पे असर होता है किस कदर !
यह ज़रा जान लो, यह ज़रा जान लो !

सांस थम जाती है,
दम मेरा घुटता है,
जाँ मेरी जाती है
जाँ मेरी जाती है !
ऐ मेरे दोस्तों सुन लो इतना ज़रा
थूकना है मना थूकना ना यहाँ !

Krishna Kumari (E-2381)
Dept: Press Shop

स्वच्छ भारत में थूकना मना है

स्वच्छ रहे ये देश हमारा,
लगे जहाँ से सबसे न्यारा !
मिलझुल कर हम करे सफाई,
इसी में है सबकी भलाई !

वातावरण को दूषित बनाया,
जगह जगह है थूक गिराया !
पान सुपारी खाने वालों,
सड़कों पर ना थूक गिराओ !

जगह जगह पर थूकने वालों,
भारत माँ को स्वच्छ बनाओ !
साथ सभी का जो मिल जाए,
हम भारत को स्वच्छ बनाये !

**Jasbir Kaur (E-1722) &
Suman (E-1674)**
Dept: Assembly



अल्फ़ाज़...

Dastak News from around Gilard

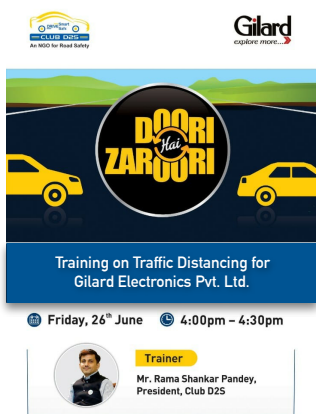
Ye Aam, Aam Aam Nahin, Ye Hain Gilard Ke Aam!

We know that all Gilardians are together in happiness and hardships. The Summer season brings with it a fruit that every year we look forward to. Gilard's Mango trees get loaded with the most delicious variety of mangoes. Ripe flesh of the mango is soft and juicy, pale orange in colour, and tastes fresh and sweet and emits a sweet fragrance. Since Gilardians eagerly wait to get their share of mangoes we could not let go of this ritual because of social distancing. Where there is a will, there is a way. Watch the video on our facebook page to know more.

Traffic Distancing versus Social Distancing

"Doori Hai Jaroori", an interactive online training session of Gilardians on Road Safety was organised by our business partner, M/s Hella India Lighting Ltd. in the month of June, 2020. The objective was to make the audience aware of the need to maintain 1.5 metres distance from the vehicle moving ahead, while driving, to avoid road accidents. A comparison was drawn

between the current days serious social distancing due to Covid 19 and the less implemented social distancing of vehicles on the roads. 154 Gilardians participated in this webinar training. Gilard's Management is thankful to Mr. Rama Shankar Pandey (Managing Director - Hella India Lighting Ltd.) who presided over the session. We appreciate his passionate and repetitive efforts to connect with the masses to improve safety on Indian roads.



The New Code of Conduct

The "New Normal" post Covid-19 lockdown, with the new code of conduct, has been well accepted by all Gilardians because we understand the seriousness of the matter.

Our official Facebook page has become a strong medium of communication with Gilardians, so much so that they eagerly wait for updation on this platform. During lockdown we kept ourselves engaged with Gilardians by posting Covid-19 prevention related awareness via posters, videos and PM Modi's addresses, as and when they were released.

Work from Home: Our G.A.P OSM software team and I.T. infrastructure team enabled remote access and a successful work from home environment could be created during lockdown, for those who were assigned jobs during lockdown. On-line technical trainings were arranged for all HODs, Supervisors and Gilardians working in technical areas. Online tests were conducted for all after each training and this invoked excitement among the trainees.

Birthday Wishes: Thanks to our G.A.P OSM software, HRD could check employee data from home and started posting Birthday Wishes on the official facebook page which was received with enthusiasm by Gilardians. Post lockdown the practice still continues on the facebook page and the birthday wishes are also announced daily in the company.

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