



A Quarterly Newsletter (For In-house Circulation only)

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CM's Alfaaz

Words from the CM's Desk

Dear Gilardians,

First and foremost, let me take this opportunity to congratulate you all. Gilard has won an award from PHDCCI on 28th of June 2024, for "Excellence in Diversity and Inclusion" in its work force. This means that at Gilard, we are an equal opportunity provider and we do not discriminate in terms of gender, race or religion. It also recognizes the fact that we hire people who are differently-abled. We are proud to be acknowledged as such. Our work environment ensures seamless integration of people which brings in different cultures, ideas and information and makes us a strong organization.

On 9th and 10th of March this year, we were visited by around 40 IAS officers from LBSNAA (Lal Bahadur Shastri National Academy of Administration), Dehradun. They were from all states of India and visiting prominent industries in the North as part of their training under Bharat Darshan Scheme of Govt of India. They highly appreciated our good housekeeping, good systems and employee involvement.

With best wishes to all Gilardians and their families.

H.S. Sethi

H.S. Sethi
Chairman

Vikaas

New Awards and Recognition

Gilard has recently been awarded PHDCCI HR Excellence Recognition Award 2024 in Diversity and Inclusion.

The awards competition was organized by PHD Chamber of Commerce & Industry. The competition was open to all categories - manufacturing & non-manufacturing organizations and included small, medium & large scale industries. The jury were focused on various factors which demonstrate the effectiveness, innovation and impact of Diversity & Inclusion initiatives within an organization. This included strategic alignment with organizational goals, commitment from the leadership, implementation and effectiveness of diversity policies, diverse talent pipeline in recruitment and hiring practices to ensure bias-free hiring, employee engagement and inclusion efforts to create an inclusive work environment where all employees feel valued, respected and included and there is continuous learning and development around D&I issues for all employees.



Gilard's Team HRD with members of jury

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."



Giving back to society is important for individuals as well as organizations. Gilard has been doing various activities for the benefit of the immediate society, since 2011. However, the CSR Act has become applicable to us recently, from financial year 2023-24. We share below some information about the 6 NGOs to whom we sanctioned grants under CSR.

Yogdaan Initiatives for CSR

- **Sarthak Educational Trust**, founded by Dr. Jitender Aggarwal in the year 2008, works for people with disabilities. Believing that "With Adversity comes an Opportunity", they enable Divyangs to become masters of their own destiny. They empower them by giving access to quality skill development and employment opportunities. The NGO is approachable to all Divyangs across the nation through digital and physical means. The objective is to create a sustainable change and make an inclusive India with equal dignity and respect for Divyangs.
- **National Abilympic Association of India**, NAAI was set up in the year 2001 at the behest of Ministries of Social Justice & Empowerment and Human Resource Development. They organize sports competitions and vocational skill competitions for persons with disabilities under various trades like ICT, Craft, Industry and Food. These range from restaurant service to painting, computer programming to creating web pages. There is a pan-India participation by Divyangs either individually or through NGOs, Central Universities, Polytechnics, Corporates, etc. The competitions are held at regional, national and international level.
- **Triveni Sangeet Sabha**, was setup in the year 2000 by Smt. Primila Puri, a renowned vocalist from Patiala Gharana. Located in Chandigarh, the NGO has more than 100 music lovers as their members. It works diligently to promote the rich heritage of Indian Classical Arts. It organizes 3 to 4 events annually, some in auditoriums and others as Baithaks in more compact gatherings, providing performances platform for eminent as well as new artists of Indian Classical music and dance. Triveni is a strong contributor in keeping India's priceless cultural heritage alive by bringing vocalists, instrumentalists and dancers from across India, to the city beautiful.
- **Indian National Portage Association**, INPA is an affiliate of International Portage Association USA. Headquartered at Chandigarh, INPA was setup 39 years ago by Prof. Dr. Mrs. Tehal Kohli. INPA is dedicated to the development of children with or at risk of - Developmental Delays/Learning Disabilities/Mental Retardation, as well as helping their families and offering special need based education and training for other segments of the society.
- **Rani Breast Cancer Trust**, founded by Ms. Bittu Sandhu in the year 2007, reaches out to women in urban and rural areas. With their motto, "No Scare, Be Aware", the trust spreads awareness on breast cancer and cervical cancer. They organize free mammography and pap smears and support poor patients in need of treatment. Their new initiative, "Never Say Die", is a project which is contributing towards heart surgeries for those who cannot afford treatment, covering patients between the age group of 25-35 years.
- **Jyoti Sarup Kanya Asra Society**, JSKAS was founded in 1998 by Dr. Harminder Singh. The NGO aims at social upliftment and empowerment of poor girl children through holistic education. Located in Kharar, Chandigarh they provide home to over 100 girl children who are either orphans or abandoned by their families, giving them a fair chance for a good future. There is no discrimination based on caste, creed or religion while accepting these children. They selflessly provide a complete rehabilitation package for a bright and confident future of these girl children. The children get personal care, security, good education and training facilities.

Dil Se... The Creative Zone

आओ सब मिलके धरती को संजोये हम

हवा की जगह धुआं फेंकते हम,
अपनी जननी के आंसुओं को ना पहचानते हम।
सोशल मीडिया पर पेड़ बचाओ,
देश बचाओ दुनिया बचाओ,
लेकिन एक पेड़ लगाने के वक्त 100 बार सोचते हम।
ना पानी, ना हवा, ना मिट्टी को छोड़ा हमने।

कैसे लहराएंगे वृक्ष घने, जब धरती को ना सिंचा हमने।
कागा तो चला आखिरी उड़ान भरने,
कैसे पीपल बरगद की छाया मिलेगी,
कैसे इस धरती को फिर से जीने की आस मिलेगी?
तू कर - तू कर मैं हमने अपना भविष्य बिगाड़ा है,
ना सोचा है, ना समझा है।
विश्व को जनसंख्या राक्षस के हवाले कर डाला है,
सबसे बड़े युद्ध को भी हमने भ्रम बताया है,
अपने लालच के आगे हमने सारा भविष्य दाव पर लगाया है।

मानव से ज्यादा कोई क्रूर नहीं है,
जिनको ना दे सके साफ पानी, हवा या मिट्टी,
उन्हें इस दुनिया में लाने का कोई हक नहीं है।
कितने सागर कितनी नदिया बलखाते हैं,
फिर भी ना जाने क्यों लाखों प्यासे रह जाते हैं।
सब कुछ तो सुधर नहीं सकता!
इतनी दूर निकल आए हैं,
लेकिन थोड़ा ध्यान दे तो,
प्रलय को रोकने की गुंजाईश अभी बाकी है।
आओ अपने कर्तव्य को समझें हम,
आओ सब मिलके धरती को संजोये हम।

Ragani (E2916)
Sales

वातावरण 'ते कविता

आओ असीं सांठे एह कसम खाएँ,
वातावरण नुं खराब होठ तें बचाएँ।
सुनेहा एह सभ तेंक पहुँचाएँ,
आओ असीं वातावरण बचाएँ।
जिआदा तें जिआदा रुँध लगाएँ,
पाटी दी हर एह घुँद बचाएँ।
एह सभक सभ नुं पाझाँएँ,
आओ असीं वातावरण बचाएँ।
हुँह हेंर रुँध ना कँट देसीएँ,
पूँदुस हेंर ना वण देसीएँ।
असीं सभ आपटीं जिमेवारी निभाएँ,
आओ असीं वातावरण बचाएँ।

Jatinder Kaur (E1558)
ASS / Team I

पर्यावरण बचाओ

बदले हम तस्वीर जहाँ की,
सुंदर सा एक दृश्य बनाये।
सन्देश ये हम सब तक पहुँचाए,
आओ हम पर्यावरण बचाये।
फैल रहा हूँ खूब प्रदूषण,
काट रहे हैं मानव जंगल वन।
हवा हो रही हूँ जहरीली,
कमजोर पड़ रहा हूँ सबका तन।
समय आ गया हूँ कि मिल कर,
हम सब कोई कदम उठाये।
सन्देश ये मेरा सब तक पहुँचाए,
आओ पर्यावरण बचाए।
भला हो जिससे सभी जनों का,
आदत हम सभी वो अपनाये।
सन्देश ये मेरा सब तक पहुँचाए,
आओ पर्यावरण बचाये,
आओ पर्यावरण बचाये।

Sunita Rani (E0709)
Ass / Team C

Dastak News from around Gilard

Annual Function

Company's Annual Day is a memorable day for all of us and everyone takes the liberty of dressing up differently from routine work life.

On this occasion our M.D., Mr. Sanjiv Singh shared information on last year's performance and summed up with plans for the new financial year.

In the much awaited Award Ceremony, 88 awards were given for improvement ideas under the Kaizen Scheme, thereby indicating good employee engagement. Besides this 5 Gilardians were honoured with the "Award for Longevity" on completion of 25 years with the company. The special awards were for "Safety Heroes", "Culinary Skills", "Safe Working Award" & "Voice of Gilard". Team Toolroom bagged the "Best 5S Award" and Team Dilawar, the champions of our Sports Day got the "Annual Sports Day Trophy".

We honoured Mrs. Harbhajan Kaur & Dr. Harminder Singh, founders of Jyoti Sarup Kanya Asra Society for creating a home for the abandoned/orphaned girls in the year 1998. A group of young girls from this NGO performed Gidha, punjabi folk dance on the stage. Our own Theatre Club's entertaining performances were also awesome.



Faculty visit of Hindustan College of Science and Technology, Mathura

A team of 3 faculty members, Mr. Sanjay Singh, Mr. Ajeet Singh and Mr. Honey Kumar from Sharda Group of Institutions, Mathura visited us on 27th May. The objective of their visit was to collaborate with our organization for internship of students on industrial trainings and also for training sessions by our experts in their institute.

Later, while acknowledging their visit to our plant they have praised our principles of manufacturing philosophy, particularly the 5D approach starting from conception at Design stage to physical transformation and Delivery of the product with a complete Value Chain Management.

First-Aid Training

An outsourced training in First Aid including CPR along with AED demonstration was organised on 8th May, 2024. It was attended by 43 Gilardians and has equipped them with correct knowledge and skill required to preserve life in case of a medical emergency, till the affected person is hospitalized. This classroom training followed by a practical session has prepared the attendees to interpret the situation and then follow the top life-saving tips without wasting time.

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