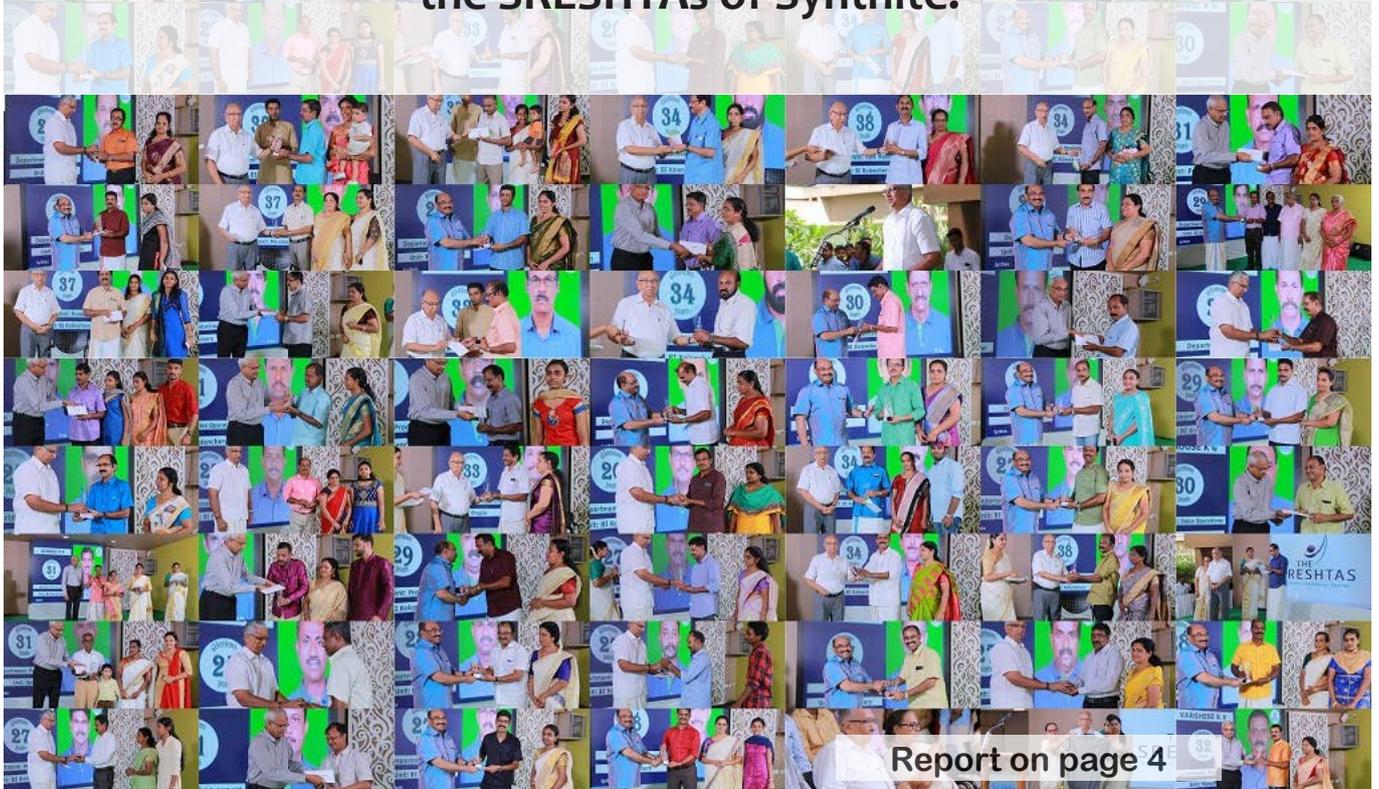




A class apart

Every organization has a group of employees who form the bedrock of its success. Employees who stand with it through thick and thin, who anchor its values and culture, and set an example for others to follow. They are a storehouse of wisdom. There are the SRESHTAs of Synthite.



LEARN FROM THE MASTERS



CHAIRMAN'S MESSAGE

Human resources are the lifeblood of any knowledge-based organisation. Synthite is no exception. At Synthite, we have always considered each employee as a member of the Synthite family. We have made sure that all the material needs of our employees are taken care of. We have provided them opportunities to grow in their career and fulfil their aspirations. Our aim is to make Synthite a great place to work, by benchmarking our HR practices with the best in the world.

The long-serving employees who have been a part of the Synthite family all these years have a special place in our heart. They provide stability to the organisation at a time when the world is changing at a fast pace. They anchor our value systems

and culture. Their wisdom helps us meet the challenges that come our way with confidence.

It gives me great pleasure to know that their contributions are being recognised. Plans are also afoot to utilise their knowledge by turning them into mentors.

In our early days, mentoring, though not in its structured form, was the main tool that we used to develop people. As we grew, systematic training programmes were introduced. Nevertheless, I strongly feel that mentoring has an important place in people development, even today.

I am sure that the younger generation would benefit from the mentoring that our veteran employees provide. That, in turn, would help all of us achieve greater heights.



**Uma Devi & Nitha Var-
ghese (Farmtech)**
July 2016



**Vijith Paul, Jiju Paul
& Baby MP**
(Raw Material Procure-
ment) July 2016



Alias C P
(Raw Material Procure-
ment)
August 2016

The Pursuit of Wellness

Team Symega Flavours writes about - **A Healthy Life** - an initiative that focuses on the overall well being of the team.

“When I was of your age, I was so much more active.” All of us would have heard this one liner from our parents or grandparents at various stages of our lives. Though most of us have always ignored it on the outside, deep down inside we knew that they were 100 percent right. Their healthier eating habits and level of physical activity kept their minds and bodies much stronger and fitter than ours could ever be. Today, in our lives, food has become the most sought after anxiety drug and exercise – the most under-utilized antidepressant.

The irony of our lives is that we know all about staying fit and healthy but just refuse to practice it until life gives us a strong reason to do so.

For us at Symega Flavours, the wake up call was when a hale and hearty employee complained of pain in his abdomen. A symptom that we most often ignore turned out to be a pancreatic infection due to continuous intake of unhealthy food, lack of physical exercise and lack of nutrition in the body. 1 month

of hospitalization, 2 months of bed rest and dozens of antibiotics later, the employee returns to work but is absolutely unrecognizable!

This was our Health Alarm. The message was quite clear - our health is important no matter where we are and what we



do. Most of us spend over 9 hours sitting at a desk or inside an office and hence it is vital that we take that little bit of extra effort to lead a healthy lifestyle.

To power this thought further, we started an initiative focusing on the overall well being of our team. We call it "A Healthy Life". The initiative began with an online survey to determine the food and routine habits of all our employees. This data along with the reports of our annual medical checkups were shared with Mrs. Jayashree Krishnan - a practicing nutritionist and dietician at Krishna Hospital, Ernakulam - one of guiding lights of this initiative. A personal consultation pro-

gramme was then conducted in the company premises where she advised each employee on the changes they had to make in their lifestyle and eating habits in order to create a healthier future for themselves.

The one advice Mrs. Krishnan shared with all of us was the need to include physical exercises in our everyday routine. The obvious reaction from most of us was “we don’t find the time for it” and that gave us the cue to what we needed to do next. A 5 day workshop on Desktop Exercises was conducted in collaboration with a team from Y2S, Kochi, headed by Ms. Sudakshana Thampi, the workshop taught us simple stretches

and breathing exercises that are much needed in our sedentary (and yet hectic) lifestyles. The only message Ms. Sudakshana left us with was - practice – for it was only through continuous practice that each one of us could reach our desired health and fitness goals.

This initiative has brought lifestyle changes amongst most of us here at Symega Flavours. A feedback survey conducted 2 weeks after the programme gave us a highly encouraging response. As we hope to continue this journey we leave you with a simple thought quoting Jim Rohn,

“Take care of your body; it’s the only place you have to live.”

REWARDING LOYALTY

Synthite introduces tenure based loyalty bonus scheme to reward long-serving employees

The day was 08 September. Onam was around the corner and the whole of Synthite was in a celebratory mood. In tune with the mood, Synthite organised a function to felicitate the long-serving employees in the organisation. 109 employees who have more than 24 years service in Synthite were recognised at the event, in the presence of their families, who were also given a personal invite to the event. The employees – the SRESHTAs (Synthite Recognised Employees for Service Harmony Togetherness and Ardour) – were awarded Rs 1 lakh each, a memento and a T-shirt, with the SRESHTA logo, that would be their Friday wear.

Employees who complete 15 years will get a lumpsum payment of Rs 50000, while those who complete 20 years will get a lumpsum payment of Rs 100,000



They were treated to a sumptuous onam feast too.

Mrs Lissy Kuriakose, Senior Manager, Purchase department is ecstatic over the recognition. "It is a good initiative. The function was well-organised and is one of the best that I have attended in Synthite," says the veteran who joined Synthite in 1992 and is the only woman among the SRESHTAs.

Many an organisation takes their long-serving employees for granted. Their contributions often go unrecognised, in the race behind performance. But it is not so in Synthite. Synthite recognises the crucial part they play in the success of the organisation. They lent stability to the organisation, by standing in when others leave in search of

greener pastures. In addition, they have a huge role in maintaining the culture and value systems of an organisation. They also are a store house of practical knowledge that they have amassed over the years.

"In the early days, there weren't many employees in the organisation. Initially there were just two of us in the purchase department. We had to manage all the activities and that helped us learn about all the processes," says Mrs Kuriakose. "We did not have facilities such as Internet or systematic training programs. We needed to depend on seniors to learn new things," she adds.

Such persistence is hard to find among the younger generation who are used to switching jobs every couple of years. "Synthite is an organisation that gives enough opportunities for people to grow. Youngsters should learn to value their job. They should do a honest job with integrity and their efforts will surely be recognised," opines Mrs Kuriakose.

Synthite has come up with tenure based loyalty bonus scheme to recognise the role that the long-serving employees play in the organisation. As per the scheme, employees who complete 15 years will get a lumpsum payment of Rs 50000, while those who complete 20 years will get Rs 100,000.

The scheme would be in force from this year. Those who have completed 24 years in the organisation, have been rewarded this year. The rest of

Synthite wants the SRESHTAs to take up higher responsibilities and act as brand ambassadors for the organisation

those who have completed 15 and 20 years would get their reward in the coming year.

The scheme does not end with the cash reward. Synthite wants the SRESHTAs to take up higher responsibilities and act as brand ambassadors for the organisation. It has plans to tap their rich experience through a mentoring programme. Members of the SRESHTA group who have a keen interest towards employee development, which is vouched for by the business leaders would be selected as mentors.

The initiative is sure to help the younger generation meet the challenges they face at the workplace.



Mr MK Raju, DGM Production, addressing the 'Buddies'

The Best Buddy

The initial days in an organisation are usually a bit stressful for any new employee. They have to get used to the environment, make new friends, learn new things and perform at work too.

Synthite is aware of the problem and has introduced the “Buddy” programme to make the initial days of the new employees in the organisation as comfortable as possible. The programme aims to support and help the newly inducted employees in the organization

by addressing their living space, work space and job related issues.

The program has been started for the employees of the production department and will be extended to the other departments also shortly. As part of the program a selected group of employees from the production department were trained with the help of Production Manager and Corporate HR. They will act as buddies to the new employees and provide them the necessary help and guidance.



Participants of Synthite SMILE 2016 – Supervisory Development Program - held at SCLD from 29-31 July, 2016 with the trainers



Synthite Industries Limited has been awarded the MSME - Emerging Kerala Award 2016 for “Global Business Excellence.” Mr. P T Mathew, Vice President – Administration receiving the award from Dr. Thomas Issac, Finance Minister of Kerala, on 25th August 2016 in the presence of Dr. Reju M.T IAS (MD, ASAP) & Mr. K.Biju IAS (MD, KASE)

Synthite has won The Associated Chambers of Commerce and Industry of India (ASSOCHAM)’s National Award 2016 for The Best Innovator in Food Processing with Applied Nano Technology – Vextrano. Sadhvi Niranjana Jyoti, Minister of State for Food Processing presented the award at an ASSOCHAM-FAD Conference held in Ahmedabad on August 13, 2016. (Inset) Mr Baby KC and Mr Jacob Thomas Alappatt of CVJ Creative Centre who received the award



Team Synthite represented by Deepak Balakrishnan, Arun Sanjay and Akshay Ashok bagged 3rd prize in the Productivity Contest organized by Indian Institution of Industrial Engineering at Cochin University of Science & Technology on 24 September 2016



Synthite Kadayiruppu was awarded 4 STAR rating in the CII Southern Region EHS Awards – 2016. Lijo George and Dheeraj Unni receiving the award at a ceremony held at ITC Grand Chola, Chennai on 09th July 2016



Synthite's success in the TPM Excellence audit (Level 1) conducted by JIPM being celebrated during Tea@3

BEST OF SYNTHITE

July 2016
JASMINE
(Granulation)



**BEST
CIRCLE**

Mathukutty N M, Deepak Balakrishnan, George T P, Arun T Thankappan & Sreenadh K S receiving the award on behalf of JASMINE circle

September
2016 -
ADITYA(P12)



Eldho Varghese, Anish Peter, Krishnan VS & Ashwin Viswanath receiving the award on behalf of ADITYA(P12) circle

BEST KAIZEN



July 16 - AM – 1st prize - Mathukutty, Baby Paul, Sreenadh & Arun T Thankappan receiving the award on behalf of Jasmine circle



July 16 -FI – 1st prize - Eldho PM, Akhil Narayanan (Circle Brahma)

July16 - OTPM – 1st prize - Deepu S Nair & Raj Mohan (Technical Services)



Sept 16 -OTPM – 1st prize – Sreejith (Costing)

Sept 16 - FI 1st prize Unni M J, Basheer K K (Nila)



Sept 16 - AM – 1st prize – Rajesh A G receiving the award on behalf of Kaveri Circle



Sept 16, PM – 1st prize – Unni M J , Sasi K K (Brahma & Kaveri)

BEST OPL



July 2016 –1st prize Sibi VM QC - Urja Circle



Sept 2016 - Manjula Venu-gopal, Rose Jacob & Biju KK, receiving the award on behalf of Office - QC, Diamond Circle



Best 5S auditors Arun Sanjay & Babu NP Team Leads Production



Sept 2016 - Ajan C Mathew & Jose Prince receiving the award on behalf of Shop floor - Solvent Column



Maveli visiting Synthitians during Onam



The Thiruvaathirakali at BI Kadayiruppu enthralled the audience



The Pancharimelam by Rohith K N, Randheep Raj, Deepak Balakrishnan, Sojan Kuzhuvellil, Moni P C at BI Kadayiruppu



Pulikali at Taste Park



The women too participated enthusiastically in the Uriyadi



The Onam-feast at Synthite Ongole



Thiruvaathirakali and Tug of war between the guests and employees were held as part of the Onam celebrations at Ramada Resorts



Pookkalam at Synthite Marudur

