



Dear BNPM Family Members,

I am happy to see you again today – I have seen some of you earlier and some I am seeing for the first time. I welcome all of you to our fold. As a manufacturing company operating 24 x 7, we have nearly achieved the installed capacity and are going to exceed it by 25-30% which means yearly production exceeding 15000 MT. I promised in my last year message that you will be rewarded for good work. You should know the company has incurred additional expenditure by way of ex-gratia, revision of pay scales and arrears payment, expenses on petrol, medical, mobile charges - Rs 12.5 Cr, taking the employee benefit expenses per year to Rs. 43 Cr. This is what I meant by profit sharing – even though we are still not debt free (interest outgo on loans – 6 Cr per month), not yet started mandatory dividend distribution @ 15 / PAT, we still convinced the board to share some profit with you. We are also working out a production incentive scheme in which for every tonne produced beyond 12000, quality acceptance by percentages beyond 90% you will be rewarded. This is what I call growth with distribution. Achieving 12000 MT per year is like reaching a base camp in trekking, real climbing will start now. It will test your tenacity, skill set, commitment / passion for vertical climb. I hope you will do this year after year. This financial year we are going to produce 15000 MT – you don't believe in rumours that targets are slashed, we are going to slowdown or close down the mill once we produce 12000 MT etc. We are going to operate 24 x 7 – 340 days.

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Having BRB in the next compound has helped us a lot in many ways. Continuous feedback from BRBNMPL has helped us in standardising and improving the quality of paper. Wherever they point out something wrong, take it into outside because it helps us honing our skills as paper maker. You don't be thankless and ungrateful.

You are in salubrious location – green, clean environment which has won us 1<sup>st</sup> prize in Mysuru. Please maintain it that way.

**Grievance redressal mechanism:**

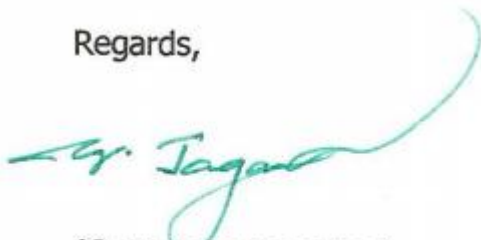
We are going to introduce a system where in any one can lodge a complaint to the Managing Director directly and those of you without access to company email, drop your complaint in a box near canteen, the keys of which will be with my PA and nobody else. All grievances – real or perceived will be addressed by me – you are aware we are declared a public utility service and therefore your trade union rights have to be exercised keeping that in mind. There will not be any distribution without growth and those of you not reading the company's financial statements put on the website are likely to be misled easily. We are a civilised society with educated employees. There is no room for violence, venting your ire, anger in a disruptive way. Civilisation means suppression of or reigning in your passions and courage is grace under fire, not resorting to abusive language, or fisticuffs.

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**CSR responsibility:**

Corporate Social Responsibility demands that all profit making organisations should spend up to 2% of profit on social activities like improving sanitation in neighbouring villages, drinking water, toilet facilities in villages, schools etc. and we are going to shoulder that responsibility with your active participation in the coming months. If you help us in producing increased quantities, productivity in a significant way, you will reap the concomitant benefits; may be in years to come after continuous profit making, one can think of our own housing; don't compare yourself with neighbours and despair, after all, Rome is not built in a day. We do expect from your diligent work, rigour in SOP to avoid accidents and wastage – raw material, down time etc. you are all intelligent people but lack in SOP rigour which you have witnessed in German engineers during installation and trial production. We want you to be happy and aspiring and I expect your families to extend their support in keeping you tension free. Please enjoy your evening.

Regards,



(G. Jaganmohan Rao)  
Managing Director

Date: 13<sup>th</sup> October, 2017

