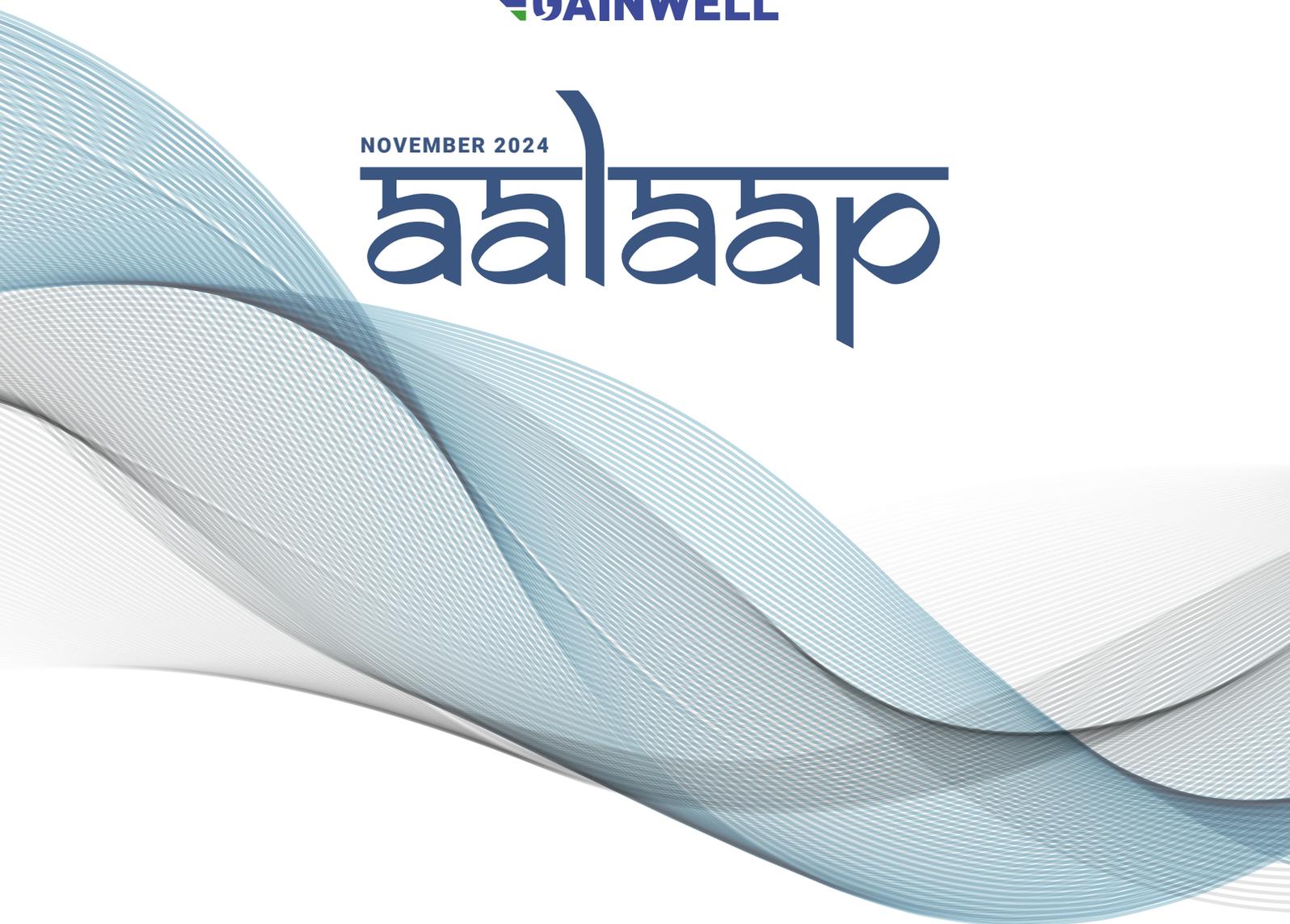
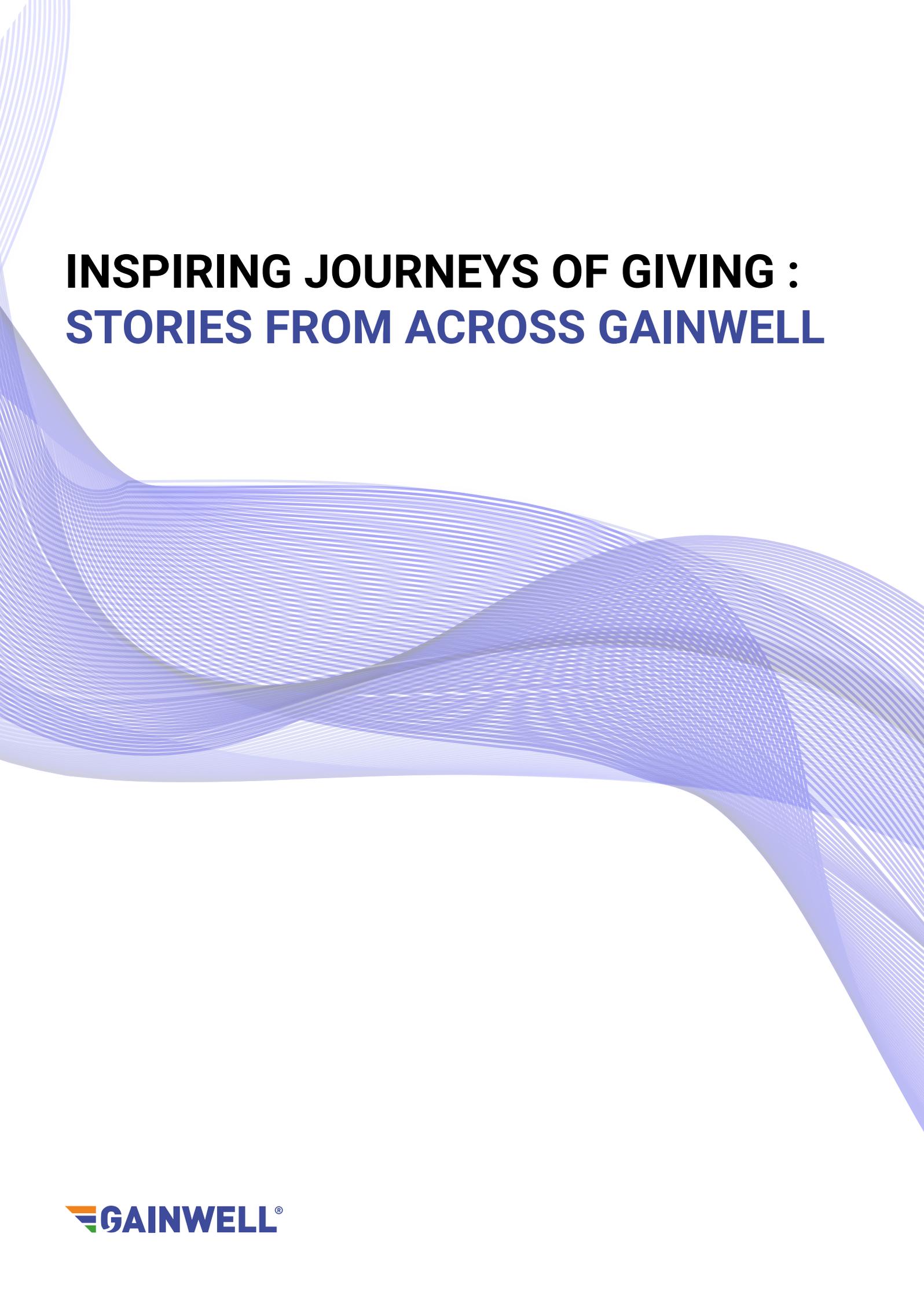


 **GAINWELL®**

NOVEMBER 2024

**वर्षावाप**





# **INSPIRING JOURNEYS OF GIVING :** **STORIES FROM ACROSS GAINWELL**

## EMBRACING THE SPIRIT OF GIVING

Our Values – [Customer Centricity](#), [Caring](#), [Collaboration](#), [Entrepreneurship](#) and [Excellence](#) – form the guiding light of our everyday action at Gainwell. The one value that stands out, especially in recent months, is the spirit of Caring and giving back to our community. Through various employee volunteering initiatives, the Gainwell family has demonstrated not just commitment to these values, but also an incredible capacity for [compassion and camaraderie](#).

These past few months, we have seen a remarkable surge in volunteering efforts across different teams. From enabling infrastructural development in schools to handing over of new clothes and books, our employees have dedicated countless hours to make a tangible impact. .

## THE JOY OF GIVING BACK

The joy derived from these volunteering experiences is evident in the stories shared by our team members. Many have expressed how these moments of service have brought a renewed sense of purpose to their roles. These initiatives have not only enriched our community but have also fostered a sense of [belonging and teamwork](#) among employees. The laughter, shared challenges, and collective accomplishments have strengthened our workplace culture, reminding us that we are more than just a team—we are a community.

As we look ahead, we invite all the Gainwell members to embrace this spirit of giving. There are countless opportunities to get involved, whether it's through organized events or simply dedicating some personal time to a cause close to your heart. Volunteering doesn't require a huge time commitment; even a few hours can make a significant difference

[Let's come together](#) to amplify our impact and create even more opportunities for connection and support within our community. By stepping forward, you not only help those in need but also enrich your own life with meaningful experiences and relationships.

We encourage you to share your volunteering stories, inspire your colleagues, and explore new ways to contribute. [Together, we can make a lasting difference—not just in our workplace, but in the lives of those around us.](#)

Let's make our next volunteering initiative the best one yet!

## CLEAN WATER, BRIGHTER FUTURES

In the remote Getra and Pondi villages, where clean drinking water has long been a scarce resource, one individual is making a significant difference. [Prakash Singh Gaharwar](#), through a corporate CSR initiative, has spearheaded the installation of RO water facilities at four schools in the villages, near Gayatri UG Mine. This generous gesture aims to address the dire shortage of clean water, a challenge that has affected the health and well-being of students and the broader community for years.

[Getra and Pondi](#) have long struggled with inadequate access to clean drinking water, often forcing families and schools to rely on contaminated sources. As a result, children faced serious health risks, with many falling ill due to poor water quality. For Prakash Singh Gaharwar, this issue hits close to home. As a child, he too experienced the hardships of studying in a school where clean drinking water was a luxury, not a given.



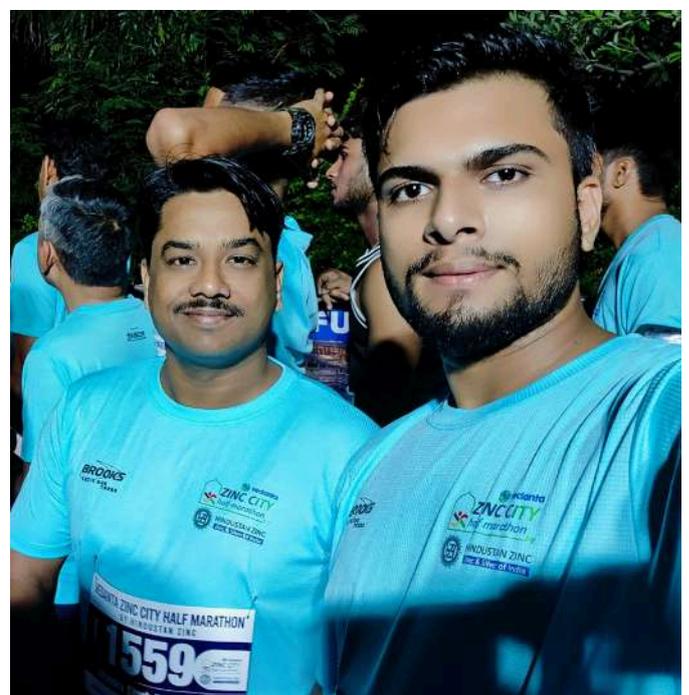
“This initiative is more than just installing water purifiers—it’s about giving these children a chance to thrive in a safe, healthy environment. Clean water is a basic necessity, and I’m proud to be part of a team that is helping make this possible for the kids of Getra and Pondi. It’s these small acts that create lasting change”, says Prakash.

The impact of this initiative goes beyond just water—it is a lifeline for the future of Getra’s children, creating a better, more conducive learning environment and empowering the next generation to achieve their fullest potential. Prakash Singh Gaharwar’s commitment to community welfare stands as a testament to the power of corporate social responsibility in creating lasting, positive change.

## RUNNING FOR A CAUSE

Arpit Mehta, Vanshdeep, Jitendra Rathore, Pankaj Akhawat, Bhupendra Choubisa, Dinesh Dhakar, Pradeep Meena, Hulchal Kumar, Anupam Richhariya, Ajay Kumar Vishwakarma, Krashna Kumar, Gopal Menariya, Vijay Rawal, Pradeep Maheshwari, Mahendra Vyas, Anil Pareek and Narayan Purohit took part in Udaipur’s inaugural Vedanta Zinc City Half Marathon. The 21 km marathon was organized by Hindustan Zinc to support the important cause of eliminating rural malnutrition.

The theme #RunForZeroHunger carried significant weight as it focused on combating child malnutrition in rural Rajasthan. Beyond the race itself, the Vedanta Zinc City Half Marathon sought to promote healthier living and highlighted the importance of both physical and mental well-being.



Pankaj Akhawat shared his experience, "Participating in the Vedanta Zinc City Half Marathon was an incredible experience for me. As I stood at the starting line, surrounded by fellow runners and the breathtaking views of Udaipur, I felt a sense of purpose that transcended just completing the race.

The theme of #RunForZeroHunger resonated deeply with me, reminding us all of the critical issue of child malnutrition in rural Rajasthan. Knowing that my participation contributed to such an important cause motivated me every step of the way. The energy of the participants and the encouragement from the spectators created an uplifting atmosphere that made the experience even more memorable. Completing the marathon was not just a personal achievement; it was a collective effort to raise awareness and inspire action for a healthier future".

Thank you to everyone who participated. Together, we can make a difference!



## GIFT A BOOK: GAINWELL'S INITIATIVE TO IGNITE MINDS



At Gainwell, we truly believe in the **transformative power of books**. They open doors to new worlds, ignite imagination, and inspire a lifelong love of learning. This year, we proudly collaborated with an NGO, to launch the "Gift a Book" campaign. We encouraged the Gainwell family to come together and spread the joy of reading to those in need.

A heartfelt thank you to Amit Kumar, Sabitabrata Ghosh, Bhanu Pratap Singh Mehta and Shaswata Mondal (Gainwell Commosales) and Shashi Agarwal (Gainwell Engineering), for their generous support in this initiative. Their efforts in distributing books to children in need made a significant impact.

Amit Kumar played a leading role in this program, and here's his reflection on the experience: "As I participated in the 'Gift a Book' campaign, I felt an overwhelming sense of purpose. Distributing books and school supplies to children was not just about giving them something to read; it was about sharing stories, dreams, and possibilities. Each child's face lit up as they received their book.

Being part of this initiative allowed me to connect with these young minds and witness firsthand the excitement that comes with opening a new book. It reinforced my belief that books can change lives and create opportunities. I am grateful to the Gainwell family for their support for facilitating this incredible campaign. Together, we are making a difference, one book at a time."

Thank you again to everyone involved in this meaningful initiative!



## SPREADING FESTIVE CHEER AT AMAR JYOTI SCHOOL'S DIWALI MELA



Gainwell employees had the privilege of spreading festive cheer at the Diwali Mela organized at [Amar Jyoti School](#). The event, held at the school premises, was a heart-warming celebration of Diwali and a wonderful opportunity to engage with the students of this inclusive institution.

Amar Jyoti School is built on a foundation of [inclusivity](#), [integrating children with disabilities into mainstream education](#). This approach not only helps to break down barriers but also challenges stereotypes and promotes a culture of empathy and understanding among all students. By providing a holistic educational experience, Amar Jyoti empowers students to reach their fullest potential, equipping them with the skills needed for fulfilling lives and active participation in society.

Gainwell has been a proud supporter of Amar Jyoti School's mission for several years, helping to promote diversity and inclusivity. This year, [Trishna Singh Dhoopar](#), [Sarika Rai](#), [Vaishali Bairagi](#), and [Jyoti Singh](#) joined hands with the children of Amar Jyoti to celebrate the festival and its values of unity and empowerment.

Reflecting on the experience, Jyoti Singh shared, "Participating in the Diwali Mela at Amar Jyoti was an incredibly uplifting experience. It was a beautiful reminder of how a spirit of inclusivity can truly light up lives. Seeing the joy and enthusiasm of the children as they celebrated together was a powerful testament to the strength of diversity and the importance of fostering understanding. It's moments like these that inspire all of us to keep working toward a more inclusive society."



## GAINWELL PARTNERS WITH DIGNITY FOUNDATION TO SUPPORT SENIOR CITIZENS BATTLING TB



Gainwell recently teamed up with [Dignity Foundation](#) to support senior citizens recovering from tuberculosis (TB), offering a meaningful opportunity for employees to volunteer and contribute.

For over 30 years, Dignity Foundation has been addressing the unique needs of elderly citizens, with a special focus on those recovering from TB. These seniors often face poor nutrition, which hampers their recovery and weakens their immunity. By providing dry ration kits for six months, Dignity Foundation helps ensure they receive the nourishment necessary to heal and regain strength.

As part of their [TB-Free India campaign](#), Dignity Foundation, in collaboration with Give India Foundation, launched an initiative to assist underprivileged senior citizens battling TB. Gainwell joined this cause by raising funds to provide [80 dry ration kits over six months](#), directly benefiting the recipients.



Through the generosity of Gainwell employees, we raised over **Rs. 58,601**, which was matched by Give India Foundation. The funds were directly distributed to the beneficiaries, ensuring they receive the vital support they need.

A special thank you to all the Gainwell team members – [Bhushan Sharma](#), [Jaminee Mishra](#), [Prateek Kumar Singh](#), [Naveen Chander](#), [Ashok Kumar](#), [Anup Ghoshal](#), [Sudipta Dhar](#), [Bidisha Mal](#), [Saurabh Gupta](#), [Subrata Chakraborty](#), [Jugal Kishore](#), [Suresh Kumar Gudey](#), [John Baxla](#), [Jagdish Gupta](#), [Saugata Roy](#), [Surendra Kumar Mittal](#), and [Saibal Mitra](#) – for your compassion and generosity. Together, we have made a meaningful impact and helped brighten the lives of those in need.

## SPREADING FESTIVE JOY THROUGH THE "SAVE AN EXTRA" CAMPAIGN



As the Gainwell family geared up for the festive season, we partnered with a NGO to spread joy beyond the office. Through the "Save an Extra" Campaign, many of our employees came together to provide new clothes to children in need.

A special thank you to Prerona Sen, Madhumita Majumder, Upendra Sharma, Sumantra Patra, Ajeet Kumar, Somnath Dasgupta, Rama Chandra Mohanty, Lakshmi Narayan, Dhananjay Yadav, Saugata Roy, Harsh Jha, Prakash Singh Gaharwar, Ashok Kumar and HR Team (GWS) for their generosity in brightening this festival for everyone!

Here is what Madhumita Majumder had to say about her experience, "Participating in the 'Save an Extra' Campaign was an incredibly rewarding experience for me. Witnessing our Gainwell family come together with such enthusiasm to support children in need truly touched my heart. Each item we collected represented not just fabric but hope and warmth for those children. When we handed out the clothes, the smiles and gratitude from the children and their families were priceless".

In the words of Subrata Roy, "This initiative reinforced the spirit of giving and community, reminding us that our collective efforts can bring happiness to those who need it most. I am grateful to everyone who participated and contributed, making this festive season a little brighter for those in need".



## LET'S PLAY & LEARN: ASANSOL TEAM CELEBRATES CHILDREN'S DAY



On the occasion of Children's Day, employees of Asansol came together for a heartwarming initiative aimed at spreading joy and support to the specially visually challenged children at the Asansol Braille Academy. The initiative, named "Let's Play & Learn", was a beautiful example of kindness and compassion in action, as the volunteers not only brought joy but also contributed to the educational needs of the children.

The day kicked off with a cheerful distribution of school supplies such as Braille books, notebooks, and stationery, ensuring that the students would have the necessary tools to continue their studies and personal growth. Along with the school supplies, each child received a pack of chocolates, adding an extra touch of sweetness to the day.

The volunteers also organized interactive activities that encouraged the children to play, learn, and engage in group activities. The aim was not only to provide them with educational resources but also to foster a spirit of **togetherness and fun**. The event became a lively occasion, filled with laughter, games, and moments of connection.



Devarati Dutta, expressed her thoughts on the event with great passion. She shared, "As an organization, we believe in the power of community and the impact of small gestures. For Children's Day, we wanted to do something meaningful for these wonderful children at Asansol Braille Academy. The 'Let's Play & Learn' initiative is our way of showing them that they are not alone, that they are valued, and that they have the right to enjoy their childhood just like any other child. Volunteering for this cause was a humbling experience for all of us, and we hope to continue supporting these amazing children in their journey of learning and growth."

# JHANJRA MINING TEAM'S INITIATIVE TO EMPOWER EDUCATION

In a remarkable initiative to support education and improve school facilities, [Satyajit Bhandary](#), along with the [Jhanjra Mining Team](#), played a pivotal role in the installation of two washrooms and a drinking water facility for the girl students at [Belrui N G Institution](#), near Durgapur. This project, supported through corporate CSR resources, addresses a critical need in the school and aims to reduce dropout rates, particularly among young girls.

Belrui N G Institution, like many rural schools, faced significant challenges in retaining female students due to the lack of basic sanitation facilities. For many girls, the absence of clean and private washrooms was a key factor leading to irregular attendance or even dropping out altogether. The newly installed washrooms and water facility are expected to create a healthier and more supportive environment, helping to encourage consistent school attendance and enhance the overall learning experience.

Satyajit Bhandary, reflecting on the importance of the initiative, "As we worked on this project, we saw the impact it would have on the lives of the girls attending Belrui N G Institution. Education is a fundamental right, and I strongly believe that no girl should be forced to miss school due to the lack of basic sanitation facilities. This initiative is not just about providing washrooms or water; it's about creating an environment where girls can feel safe, supported, and motivated to pursue their education. I hope this small step helps ensure a brighter, more inclusive future for these students."



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## TIL LIMITED STEPS FORWARD TO AID FLOOD VICTIMS IN PANSKURA, WEST BENGAL

In a powerful demonstration of community spirit and corporate responsibility, employees of TIL Limited recently came together to support the victims of the devastating floods in Panskura, West Bengal. The initiative, driven by the company's culture of compassion and service, saw a group of dedicated employees volunteering their time and resources to provide relief to those affected by the calamity.

The floods in Panskura, particularly in the village of Raghunath Bari, caused widespread damage, displacing families and leaving many without access to basic necessities. In response, the employees of TIL Limited organized a relief drive to deliver much-needed aid to the affected communities. The team successfully distributed essential relief materials to 85 families, ensuring that they had access to food, clothing, and other critical supplies during this challenging time.

Manish Shukla, who led this compassionate effort, expressed his deep gratitude and pride in the initiative. In a heartfelt message, he said: "In times of crisis, it is not just about providing material support, but about showing our neighbors that they are not alone. The devastation caused by the recent floods in Panskura was heartbreaking, and when we saw the suffering of those affected, we knew we had to act. The relief drive was made possible thanks to the generosity and dedication of our colleagues at TIL Limited, who came together with a shared commitment to make a difference. We may not be able to undo the damage caused, but we can offer hope and help rebuild lives, one step at a time."

"I am immensely proud of the volunteers who put their hearts and efforts into organizing and delivering the relief material. This initiative is a true reflection of the values we uphold as a company—solidarity, empathy, and a deep sense of responsibility toward those in need. It is in moments like these that we realize the strength of community and the power of collective action."



# VOICES ACROSS GAINWELL

## EMBRACING EMPOWERMENT

In my journey of empowerment, I find strength in **self-motivation and endurance**. I focus on self-motivation and endurance, encouraging the women around me to believe in themselves. My social circle is full of enthusiastic people, and I often help them stay patient and focused.

My self-confidence and strong character are the cornerstones of my strength. My family and friends provide invaluable support, helping me overcome stress and self-doubt. I've learned that a solid support system is crucial for personal growth.

To develop leadership skills, I advise women to **avoid overthinking, self-doubt, and negativity**. Instead, I focus on building resilience, enhancing listening skills, and fostering team collaboration. These skills empower me and strengthen leadership dynamics in my environment.

Promoting inclusion in the workplace is also vital. Effective strategies include **leadership commitment, diverse hiring practices, and training on diversity**. Initiatives like **employee resource groups (ERGs)** and **zero-tolerance policies** against discrimination create a supportive culture.

Mentorship has been pivotal in my journey, offering guidance and networking opportunities that enhance my confidence and help me learn from setbacks. Initially, I struggled with public speaking, but I overcame this by setting ambitious goals and embracing challenges.

To stay grounded, I prioritize self-care through exercise, meditation, and quality time with loved ones. Engaging in hobbies and setting boundaries help me maintain balance.

If I could advise my 25-year-old self, it would be: "**Trust the journey and prioritize growth over perfection**." Empowerment, resilience, and inclusive leadership are interconnected. By nurturing these qualities, **we can create a more supportive environment for all women**.



## MINING INNOVATIONS SHINE BRIGHT AT MINEXPO 2024

**Deepanshu Ranjan Singh, Dy. Manager-Mining Sales**, recently attended MINExpo 2024 in Las Vegas, the largest mining trade show held every four years. This event is crucial for our industry, showcasing the latest innovations and technologies in mining and mineral exploration.

Deepangshu had an enriching experience, leveraging the event for networking, knowledge sharing, and fostering collaboration. He remarked, "**As a mining engineer, attending MINExpo—the largest mining machinery exhibition in the world—was truly a dream come true. My time in Las Vegas was incredible, allowing me to explore major trends shaping the mining sector and connect with some of the most inspiring leaders in the industry. Being part of Caterpillar Inc. as one of its dealers from India made this experience even more memorable.**"



Caterpillar, along with its dealers, is a leading player in the industry, dedicated to providing comprehensive solutions that encompass machinery and power and energy technologies that are both flexible and scalable. MINExpo served as an excellent platform for us to demonstrate how we can collaborate with our customers to enhance their operations, ensuring efficiency, safety, and sustainability.

While the event showcasing Caterpillar Inc.'s nearly 100-year history at MINExpo 2024 has concluded, the conversations and our commitment to supporting the mining industry will continue.

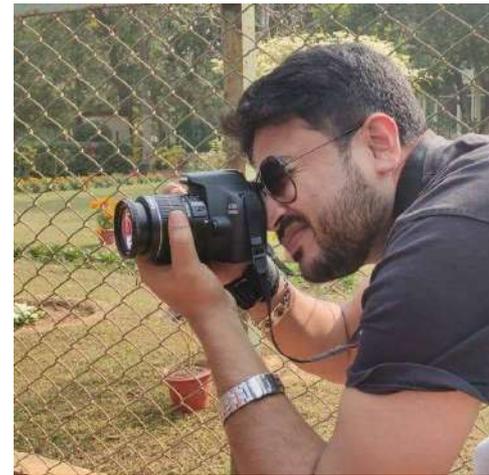
A heartfelt thank you to all our customers for their ongoing partnership and support!"



## CAPTURING THE SPIRIT OF FREEDOM THROUGH THE CAMERA LENS

“On the morning of August 15th, my two friends and I made our way to Swami Nigamananda Ashram, carrying bundles of clothes to share with those who might need them. We wanted to mark India’s Independence Day by experiencing the joy of giving. Amid the crowd, I noticed an unusual figure—a wandering monk, his appearance ageless, somewhere between sixty and eighty years old. His frame was slight, almost frail, yet his eyes held a sharpness and strength that defied his appearance as he quietly cleaned the floor.

With my new Nikon camera in hand, I instinctively captured his image. I offered him tea, which he graciously accepted, even agreeing to pose for a photograph. What struck me most, however, was the lingering irony of the moment: here we were, celebrating freedom in our own ways, while this man—robed in the saffron of renunciation—remained bound by the need to labor for his daily sustenance. For him, even in his solitude and detachment, freedom still came with the necessity of work—not for material gain, but for survival” reflects Sunamra Das, Accelaron Solutions.



This poignant moment, captured in a single frame by Sunamra went on to win the first prize within Accelaron Solutions, at the recently concluded Photography Contest, which centered on the theme of Human Portraits. The contest saw a remarkable participation from Gainwell Group employees, who submitted their original works, each frame telling its own unique story.

Cheers to the creativity and originality of the thoughts expressed through this photograph. It reminds us that freedom, in its truest sense, can mean different things to different people.



# SAFETY CORNER



# WOMEN SAFETY CHAMPIONS LEAD SUCCESSFUL MOCK FIRE DRILL AT DANKUNI FACILITY

A mock fire drill was conducted successfully at our Dankuni facility. This exercise is a crucial component of our safety protocols, ensuring that all employees are prepared to respond effectively in the event of a fire emergency.

The mock drill was particularly noteworthy as it was organized and executed by our Women Safety Champions—a first-of-its-kind initiative at Gainwell. This effort not only highlights our commitment to safety but also empowers our female employees to take a leading role in promoting a culture of preparedness and resilience within the organization.

The importance of conducting such drills cannot be overstated. They provide valuable training for our staff, helping to reinforce emergency response procedures, improve communication, and identify areas for improvement in our safety practices. By fostering an environment where safety is prioritized, we ensure the well-being of all employees and create a safer workplace.

We extend our gratitude to the Women Safety Champions for their dedication and leadership in this initiative, as well as to all participants for their engagement and commitment to safety. Together, we are building a more secure and proactive workplace for everyone.



# CELEBRATIONS AT GAINWELL ENGINEERING

# FOSTERING EMPLOYEE HEALTH AND WELL-BEING THROUGH YOGA

This year, **in celebration of Yoga Day**, we took a moment to prioritize the physical and mental well-being of our team. Yoga Day offered the perfect opportunity to come together and focus on creating a positive, balanced environment – both in and outside the workplace

The session comprised a series of yoga and mindfulness sessions, led by **professional instructors**, where employees from all departments were invited to participate. From gentle stretches to deep-breathing exercises, the sessions were designed to cater to all levels, ensuring that everyone could take part. **The goal was not just to improve flexibility, but to encourage relaxation, reduce stress, and promote mental clarity.**

Employees shared how much they appreciated the opportunity to step away from their usual work routines and recharge their minds and bodies. Many expressed how the yoga sessions helped alleviate physical tension from long hours at desks and provided a welcome mental break in a busy workday.



# INTERNATIONAL DAY OF HAPPINESS: RECONNECTING FOR A BRIGHTER FUTURE

On International Day of Happiness, the employees embraced joy and positivity that make life truly fulfilling. This year's theme, "Reconnecting for Happiness: Building Resilient Communities," served as a powerful reminder that happiness is not just a personal pursuit but a fundamental human right and universal aspiration. It encouraged us to strengthen bonds within our communities, spread kindness, and build a brighter, more resilient future together.

At this special event, we came together to promote well-being, create positive connections, and celebrate the power of happiness. To add to the joy, several fun activities were planned like Indoor Football, Indoor Golf and Caricature Artist that brought out the spirit of camaraderie and happiness.



## SWEETS & SMILES: A BIRTHDAY INITIATIVE

At Gainwell Engineering, we believe in **celebrating the people who make our organization special – our team members**. Through our "Sweets & Smiles" birthday initiative, we aim to add a personal touch to each team member's special day, making them feel truly valued and appreciated.

By celebrating birthdays, we create moments of joy and recognition that go beyond the usual workday. It's more than just a tradition; it's a reminder that every individual is an integral part of our collective success.

This simple gesture of celebration goes a long way in **building stronger connections and a happier, more engaged workforce**. Here's to creating more smiles, one birthday at a time!

