

HAPBCO

# AHEAD

2013 July Volume 4

THE  
ATTITUDE  
GIVES  
SUCCES  
100%

AHEAD  
IN STYLE

## AHEAD NEW PROJECTS

Regionwise focus on the latest projects and works of HAPBCO Group

## AHEAD TOP STORIES

News and Views from the HAPBCO Family Interactions with management and staff

## AHEAD OCCASIONS

Moments of Glory and Joy from the various celebrations held among the HAPBCO team members





## From the Editor's Desk

One of the most important steps you can take towards achieving your greatest potential in life is to learn to monitor your attitude and its impact on your work performance, relationships and everyone around you.

Having the right attitude towards what you do has always been regarded as the source of success even at the most adverse of conditions. It grants you the energy to tackle the toughest of tasks and come out in flying colours. It also elevates the team you are working with to the desired level of performance and impart a sense of belonging among the team beyond geographical distance.

We at HAPBCO Group has always stood in the forefront of bringing change in the industrial culture in a positive direction with a sharp focus on attitude of the team we are maintaining with us. More than anything, development of the nation, stands as the supreme priority in each and every project successfully commissioned by us.

Attitude keeps our team think and act beyond personal preferences and priorities to build a better future for the needy. At each and every step of our projects we think of the greater common good that particular project is to herald in for the country and its people.

In this issue, we would like to focus on the Right Attitude towards life and work.

If the attitude is right, success becomes a habit!

# News from GULF & AFRICA

## MIDDLE EAST REGION



### RECENT NEWS

1. Successfully completed 2000MT fabrication for Gulf Cement Company, Ras Al Khaima for WHRS project
2. Aditya Birla Star Cement Ras Al Khaima WHRS Project is in full swing
3. Oman, Salalah Lime Plant Civil jobs are in Progress
4. Dubai, Emirates Macaroni Factory Expansion Jobs are nearing completion

GULF CEMENT COMPANY, RAK, Around 2000 MT of Structural and Ducting fabrication is completed.

### ADITYA BIRLA STAR CEMENT, RAK

WHRs project with FLS Technology is under progress. We are the main contractor for this project executing civil, structural fabrication, erection of structural, boiler and other equipment. Almost major portion of our scope has been completed and pressure pipe line fabrication and welding is under progress.

In this Project we have taken Electrical and Automation installations also.



ADITYA BIRLA STAR CEMENT, RAK





EOT Crane Erection at ABG STAR



Hopper Erection at WHRS-Star

### EMIRATES MACARONI FACTORY, DUBAI

Emirates Macaroni is one of the flagship companies in Dubai is undergoing capacity addition with two more lines of Macaroni production system. It is food Industry and we are doing complete mechanical erection under the direct supervision of Buhlar from Italy. Unit will be ready for commissioning by Mid of May 2103.



*"Your most unhappy customers are your greatest source of learning"*  
-Bill Gates

# FUJAIRAH CEMENT FACTORY KILN SHELL REPLACEMENT AND OTHER JOBS

We have received maintenance orders from Fujairah Cement Factory for the first time to replace worn out kiln shells and to renovate their ESPs.

Line-1 kiln shell near the feed end and after the girth gear were replaced. Having constraints in their existing preheater structural columns and crane approaches, we have done an excellent job.



Kiln shell replacement



Tyre Assembled in new shell

## RAS AL KHAIMA CEMENT COMPANY, RAK



Cyclone after Erection

We have done preheater cyclone -2 replacement job for RAKCC during their recent shutdown



After Cleaning and

Also we did kiln girth gear teeth grinding and cleaning successfully



## OMAN,SALALAH

For Associated Industries Limited, Salalah we are executing 400tpd Quicklime plant at Salalah, Oman. Complete Civil, Mechanical & Electrical works are in our scope. Civil work is under progress. We are exporting fabricated structural to Salalah from UAE.

Weighbridge construction



Kiln Foundation & building

Kiln fabrication will be done at site. Original equipment are supplied by Cimprogetti, Italy (<http://www.cimprogetti.com/> ). This project is fully executed by United Middle East Construction Company LLC is a 100% subsidiary of A.P.BAVA CONSTRUCTION COMPANY LLC, UAE.

## Weighbridge construction



A.P.BAVA ENGINEERING FZ LLC is a free zone company registered in RAKIA (Ras Al Khaima Investment Authority, UAE) entering into third year of operation, a 100% subsidiary of our HAPBCO group concentrating in African business.

Currently we are exploring markets in Zambia, Tanzania, Botswana, Kenya, Djibouti, Nigeria and Ethiopia.

Scope for Cement, Steel and quick-lime projects are being explored.

DJIBOUTI (<http://en.wikipedia.org/wiki/Djibouti>)

We have successfully completed and commissioned a new grinding unit for NAEL CEMENT PRODUCT COMPANY, Djibouti. The plant was officially inaugurated by President of Djibouti and the cement is rolled in the market.

## TANGA, Tanzania

Tanga is a port town in the northern side of Tanzania on the shores of Indian Ocean. A calm and nice town having one existing cement plant (TANGA CEMENTS) and one new plant by ATHI RIVER MINING Group, Kenya.

More about Tanga? Please read [http://en.wikipedia.org/wiki/Tanga,\\_Tanzania](http://en.wikipedia.org/wiki/Tanga,_Tanzania)

Recently we have entered a contract with MAWENI LIMESTONE LIMITED, TANZANIA to erect a 4000tpd clinkerization plant supplied by Walchandnagar Industries. Job commences on 15th May. Our scope starts from Rawmill Hoppers and up to Clinker Silo. Let us wish and pray for a successful completion.



# NEW PROJECT

## Pooja Photos



Mr. A P Abdul Kareem and Mr.--- Proejct 1



Mr. Akbar, CEO , Speech 1



Mr. Gopinath Speech 1



Pooja

Client: Dalmia Cements (BHARAT) Limited on 31-Jan-2013

### Project Details

Fabrication, Installation, erection, testing and commissioning of the plant and machinery for 450tpd Greenfield cement plant at Belgaum Karnataka, India









Inauguration of  
Regional Office  
Hyderabad new building

# HAPBCO TOWER

On 4th Oct 2012







Inauguration of Regional Office Hyderabad new building  
**HAPBCO TOWER** on 4th Oct 2012





# ANRAK ALUMINUM LTD

Makavarapalem, Andhra Pradesh







Anak Aluminium successfully completed calciner train-1 and produced calcined Alumina on 04th April-13

## Jayapee Balaji Cements, Baduwada , Jaggayyapeta, Krishna District, Capacity – 12000



Wagon Loading Machine 1-JP Balaji



Wagon Loading Conveyor From Packing Plant





CPP Coal Crusher Circuit Erection



ANRAK Aluminum Ltd  
Makavarapalem, Andhra Pradesh

Manikgarh Cements - Unit II, Gadchandur, Chandrapur, Maharashtra, Capacity -



Erection of RAW MILL GRINDING BOWL (119MT)



KILN SHELL Erection



Erection of CEMENT MILL SHELL (125MT)



# ELECON PIPE CONVEYOR JOB, 7.5 Km length at Manikgarh Cements - Unit II, Gadchandur, Chandrapur, Maharashtra



Fitment



Sandblasting



Pipe Conveyor structure erection



Cement Corporation Ltd. Kallur Project, Gulbarga (DT), Karnataka, Capacity – 6000 TPD Successfully commissioned on 6th Oct 2012



CCCL Site Kallur

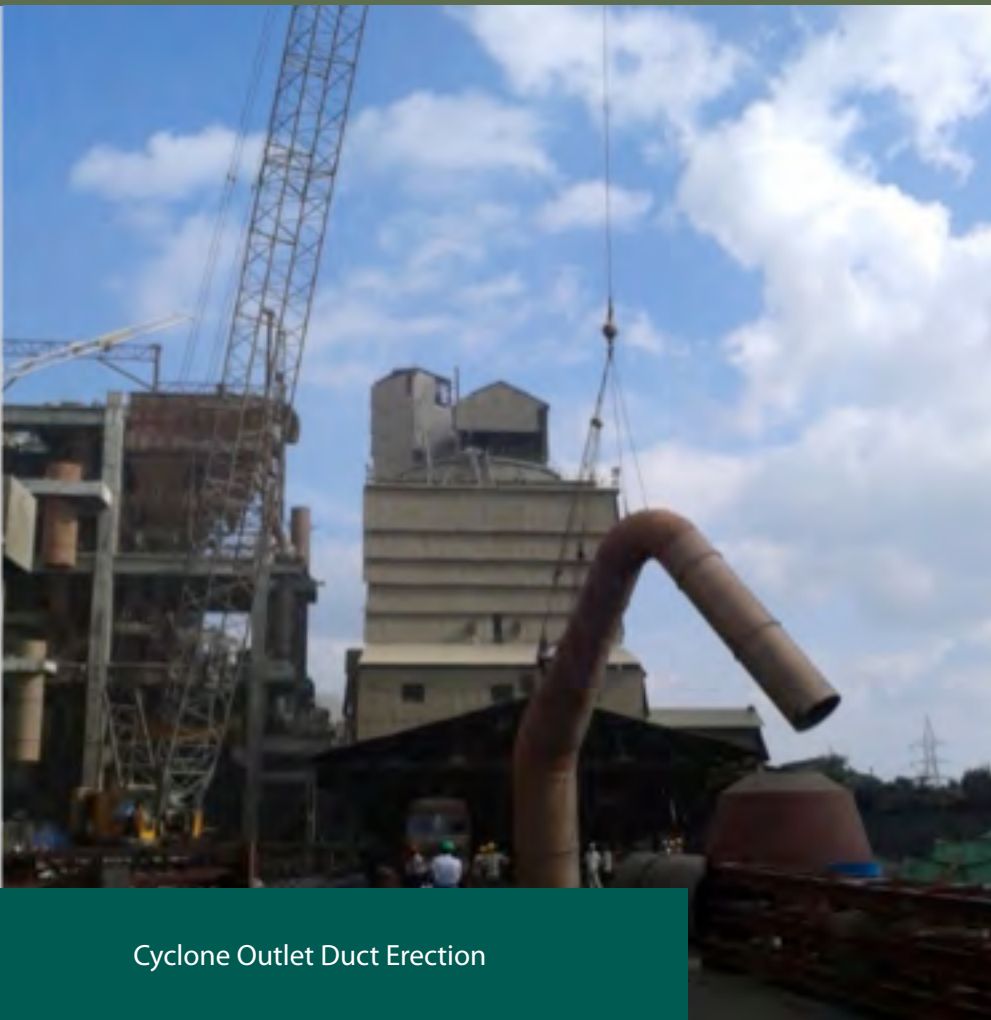


ADDITIVE STACKER SHED ERECTION-  
CCCL Kallur



HAG Line Structural Erection-  
CCCL Kallur





Cyclone Outlet Duct Erection



Hopper Erection



Girth Gear Erection





**UltraTech**  
**CEMENT**  
*The Engineer's Choice*

Ultra Tech CEMENT LIMITED  
(Unit – IV: Rajashree Cement Works), Gulbarga



Coal mill Bag



Coller ESP erection





## Republic day Programme at JSW Cements

## Safety Awards

We are glad that we have received the Safety Award for exceptional work done at M/s. Manikgarh Cement.

The award was given to us on National Safety Day which consist of a trophy and certificate





# NANDYAL SITE SAFETY DAY PROGRAMMES



BEST DOMESTIC CARTOON FOR LADIES ( MRS .HIMA ARUN )



BEST PERFORMING CONTRACTOR  
(CHEIF GUST - M.V .SHIVAKUMAR REDDY)  
(CHEIF FACTORY INSPECTOR )







DRAMA CLIMAX



DRAMA CLIMAX







SAFETY DAY PLEDGE



SPECIAL AWARD FOR FEMALE PERFORMANCE (SHIVA - HAPBCO OFFICE BOY)



SAFETY DRAMA



# BIRLA INAUGURATION









# JINDAL STEEL & POWER LTD. ANGUL



Steel melting shop & caster

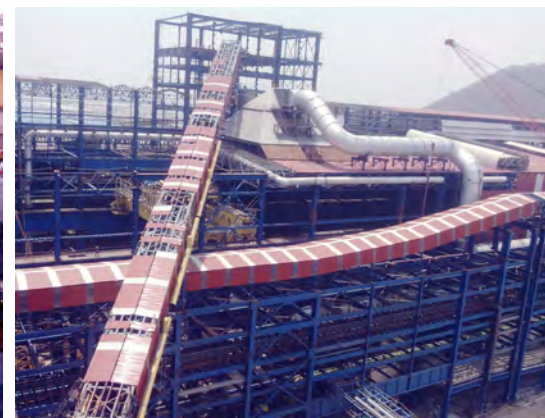
India's biggest 250tons electric arc furnace



Safety day



Canopy & 450mt EOT crane





# ORISSA REGION

During 3rd Quarter of 2012 Steel & Power Division has taken a big leap Changing its orientation from Steel to Cement and Power Sector. Now the Division is currently executing 4 Projects in Power and 3 Projects in Cement segment and we are expecting other 3 to 5 Projects during next 6 months.

In process we have spread our wings from West Bengal to Uttar Pradesh and Odisha to Karnataka.

## Division's maiden entry to Cement Sector

The Division's entry to Cement Sector has witnessed new enthusiasm amongst our employees and CMD's presence on work resumption ceremony at OCL Bengal Cement Works at Midnapur has escalated the tempo of our staff and workers.

To start with, we have been awarded with two Prestigious Projects from DALMIA GROUP under banner the of OCL BENGAL CEMENT WORKS, near Salboni, Dt: PaschimMidnapur(WB) which is a green field Project and M/s ULTRATECH CEMENT LTD has awarded a brown field construction package for capacity addition at their Jharsuguda Cement Works(Orissa) project.

Both the projects are currently under implementation.

In addition to above, we have been awarded with another green field project by M/s Shree cement at Aurangabad( Bihar) and our Project Team is already in the site for mobilisation of resources for the Project and we are planning to start execution activities by end of may 2013.

Now the management speculates some growth oriented activities in cement sector in Eastern India like establishment of new plants, expansion of existing outfits etc. In order to grab the opportunity, RO:BBSR is gearing up to bag further orders from cement Sector in near future.







## WE ARE SPREADING WINGS IN POWER SECTOR TOO

Our success in erection of 25 MW X 2 Power Plant at Prakash Industries, Champa(CG) gave advantage in Power Sector of this area and we were successful in bagging an order for 60 MW Project at OCL Iron & Steel Ltd,Rajgangpur. Apart from this now we are a part of executing one Prestigious Power Projects at JAI PRAKASH GROUP of Company's M/s Prayagraj Thermal Power Plant(660 MW X 3) at Bara,Allahabad and M/s COROMANDEL SUGAR LTD for their Power Plant (30 MW) at Mandya Dist, (Karnataka).





# WORK RESUMPTION SITE POOJA



From L to R: Mr.Sanjeev Kumar, AED (M/s.OCL Bengal Cement Works),Mr. Abdul Kareem,CMD,HAPBCO Group of companies,Mr. SanjayPatwari,MD (M/s.Rashmi Mettals Ltd) Our Guest of Honour to the Innagural Puja function at OCL Bengal cement Site,Midnapur, Dt: 17.01.13.



Innagural Puja function of Project 30MW Power plant of Coramandel Sugar Ltd, Mallavalli Site held on Dt: 11.03.13

Present:

Mr.Krishna Mohan,GM-Powerplant (Coramandel Sugar Ltd)

Mr.Arakkal Mohammed,Head-(Steel & Power)-Hapbco Bhubaneswar

Mr.Suryakanth,Regional Project Manager- Hapbco Bhubaneswar



Mr.Taure, Director (M/s.OCL Iron &Steel Ltd), Guest of Honour in our Work resumption Ceremony of Cethar-OCL 60 MW Power Plant on 15.10.2012



Innagural Puja function of Project Ultratech Cement Works-II, Jharsuguda Site held on Dt: 21.03.13

Present:

Mr.Vivek Dhole,DGM-Projects (UTCL WORKS-II)

Mr.Suryakant,Regional Project Manager

Mr.Habeeb Rahiman,Regional Finance Manager

Mr.Ashok Kumar Mohanty,Regional Manager Project Co-Ordination



Mr.G.P GUPTA, GM-Projects, Mr.B.M Singh, GM-Quality (M/s. Prayagaraj Thermal Power Plant (Jaypee)), Guest of Honour in our Work resumption Ceremony of Jaypee 660 X 3 MW Power Plant on 25.12.12



# OUR SUCCESS STORY BEGINS WITH SAFETY AWARENESS

## NATIONAL SAFETY DAY CELEBRATIONS



SAFETY PLEDGE AT OUR Prayagaraj Thermal Power Project, Allahabad



Monnet Ispath & Energy Ltd

## WE EXCELLED

### MILE STONE ACHIEVEMENT IN FAB & ERECTION WORK IN SOME OF OUR PROJECTS



110% Achievement on Erection at Cethar Vessels Ltd, (OCL Iron & Steel Ltd), Rajgangpur in first month



MONNET ISPATH & ENERGY LTD-AIR COOLER DUCT ERECTION -6100 mm Dia and TOTAL LENTH OF DUCT 600 mtr



Volume of bag house 4400000 Am<sup>3</sup>/hrs and India's largest bag-house in steel industry



Slurry Tank (14 mtr dia x 21 mtr height ) Fab&Erec Through hydraulic system AT JSPL ( BARBIL) II PH EXPANSION PELLET PLANT PROJECT





105% Achievement on Fabrication at JP,Allahabad consecutively in Jan & Feb 2013



Slurry Tank (14 mtr dia x 21 mtr height )  
 Fab&Erec Through hydraulic system  
 AT JSPL ( BARBIL ) II PH EXPANSION PELLET  
 PLANT PROJECT





Lighter side of Life  
We Celebrate & Njoy

WELCOME



Photo of Md.Nidhal (Annoos) Mr.Junior Ashraf  
Palliyali (R.O.BBSR-Purchase Manager)



New Born Baby  
Salahuddeen Ayyoobi, Son of Mr.Md.Arakkal (Head-  
Steel & Power) Date: 25-12-12

## Marriage



Marriage Photo of Mr.Mehaboob (Brother of  
Mr.HabeebRahiman-RM-F) With Saleena  
Date: 30.12.12



Marriage Photo of Mr.Chaitanya Moharana  
(Site Engineer-Monnet Site)Date: 15.02.13



Wedding Anniversary Photo of Mr.Mustafa  
(Site Incharge -Godawari), Date: 24.04.12





Mr. Nishad (Finance Excecutive, HO Chaliyam ) & Shamna



Marriage Photo of Mohamed Azharudeen (Director, Hajee A.P Bava & Co Constructions (p) Ltd) with Fasna Fathima



Mr. Hariharan ( S/o Mr. R Vijayakumar, Presedent & Business Head ) & Ms. Ashwini





## ROLE OF HR MANAGER IN A CONSTRUCTION INDUSTRY



**Mousumi N**  
Regional HR Dept., Bhubaneswar

Man management in infrastructure sector has been becoming more complicated day by day.

Massive construction of roads, bridges, industrial corridors has created scope for core sector industry like steel, power generation, cement and this growth trend has own construction industry.

Manpower now filling the vacuum from different walks of society with varied educational, economical back ground with ambition for a place in social life. Here starts the role of HR manager.

He has to interact with the new entrants in industry who have filled the gap from various walks of society with ambition of every luxury in private life and prestige in society so, the incumbents are always in search of better salary and service benefits.

To retain their services in industry.

To impart training to make them suitable for industry's requirement.

To bring all incumbents under common rules in industry.

Adopt brain wash methodology for staff & workers to purchase their loyalty to the management.

### Hear the HR Manager has 2 major roles to play

Keep the old manpower satisfied and loyal to the management because they are the flag bearers of the Industry.

Cautious choosing the new incumbents to create a future loyal group.

In this exercise, HR Manager plays the role of a liaison officer between Management and its Manpower and resort to level playing in a continuous "give & take" war between management and its manpower.





## REGIONAL TRAINING CENTRE FOR OUR ZONAL MANAGERS

Ashok K. Mohanty  
RO: BHUBANESWAR

HAPBCO has come of age. With a matured mindset the Company is all set to scale new heights each promising year and will gear up to meet new Challenges in Country's infrastructure sector.

Now the Company will give its litmus taste and go ahead with a non flexible plan to sustain growth

From a humble beginning about 6 decades back, the Company has managed to fight out all odds and marched ahead with a missionary zeal to thrive excellence which has become an exemplary for others to envy.

In the post globalization era, we need professionals to manage 3rd generation industries and specially infrastructure sector. Only faithful manpower on roll or sizable Orders in hand alone will not be able to take the Company to new heights. We need Professionals to head our Projects and become instrumental in writing its growth story.

Now we are managing work sites by professionally qualified & experienced managers as well as not professionally qualified but exceptionally experienced Managers who have integrity & Devotion to Company's work. Lack of any methodical approach for such managers, it is seen that, our Managers, sometimes facing inferiority complex in presenting their view points in front of Client .It is seen that a few Managers are not very serious about their duties and responsibilities due to lack of Proper monitoring process . Therefore in order to see each and all of our Project sites as Profit Centres, we have developed a Professional Mechanism to train our Managers to refresh their mind set and convert the adversaries to opportunities to make our Managers instrumental in taking the Company's flag to new heights.

Now we are imparting Training to our Project managers at RO to improve their technical skill, understand Projects, Capble them for risk management, understand human behavior, Financial management so that they will be able to handle affairs of an Unit independently and maintain a personality, their juniors to follow: Now we have made a 2 weeks On-the-job training is mandatory for all new entrants in the Region.

We emphasize:

- Technical aspects of a Project and basic knowledge in implementing a project.

- Criteria for choosing right manpower for a professionally managed Project.

- Man management Technique.

- Aptitude for risk management.

- Behavioral Science.

- Financial Management.

IN HOUSE TRAINING PROGRAMME:

After completion of a project and before posting to a new sight, the incumbent is asked to spend 15 days in the training Centre with full salary and other service benefits and the process has given us immense avenue to produce more responsible hands internally.



# MARVELLOUS ACHIEVEMENT





# MIDDLE EAST SPONSORS VISIT TO HEADQUARTERS












Written by  
Sarat R. Kurup  
Head HR, Apco Group

# Attitude





THINK POSITIVE, THINK BIG,  
THINK RICH, THINK SUCCESS!

There is no doubt that a person with the right attitude will succeed in life; he also leaves a success pattern for others to emulate.

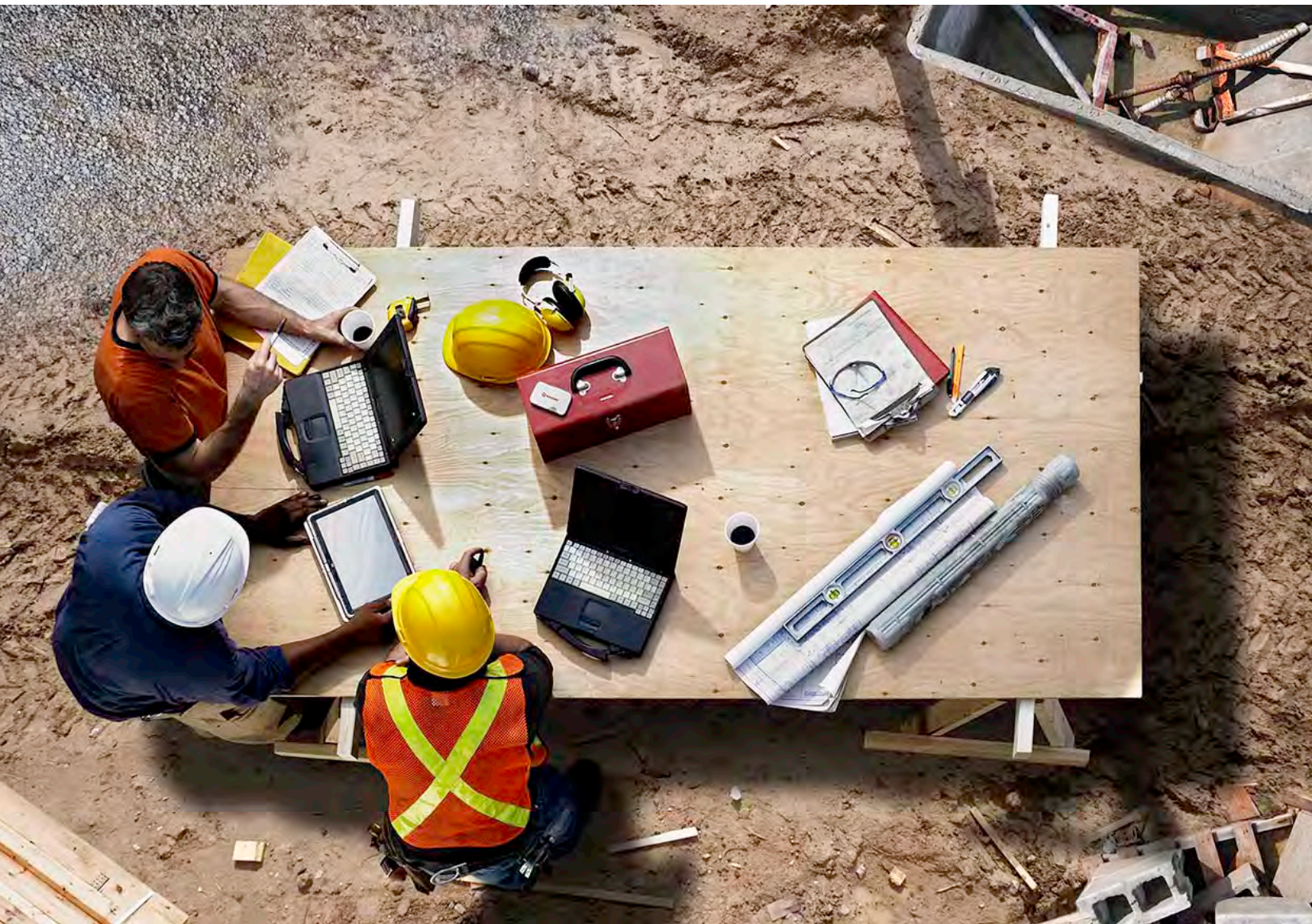
Look! Here is Mr. X - a successful man, a man with nerves of steel. Everyone agreed that the person was entitled for this acknowledgement; his envious accomplishments on the professional front reflected his nerves. But, what about his attitude? There was something wrong, somewhere. There was difference of opinion between everyone. I would say that this man was not wholly successful. Reason: There was something wrong with his attitude.

Reportedly, the person had never struggled or experienced any hardships in life. He was never exposed to fire. Incidentally, he had never travelled in the city buses of Kerala (especially Cochin and Calicut).....never tried to get a certificate to prove his Nationality (try that)..... never visited a Government School to learn more about proper education..... Enough! If I continue with the fire, I will be testing your attitude as well.

A stretch of three kilometres in a city bus with seventeen stops in between; you improve your temperament and become an expert in the topography of the region; 45 minutes of your life (for a public servant it hardly matters) is gone. An attempt to prove your Nationality; you improve your will-power and learn the intricacies of the system that is governing us; two weeks (let me be considerate) of your life is gone. If you are forced to join a Government school seeking better education; you become realistic, since your destiny is pre-determined -sans education sans values sans future; your life itself is gone (unless you have tremendous external support).

These are testing grounds to anyone. What is the level of your attitude at such





moments? Don't you feel like possessing an AK-47 to handle these situations? Know your limitations, dear. In the first case, you may end up shouting at the conductor or the cleaner alias "Kili" (assigned to clean the passengers rather than the bus). In the second case, you may shout, eventually improve your temperament. In the third case, you blame your destiny. There is no wonder that a "Bharat Chandran" (Character played by Suresh Gopi), with his uncanny language and twisted fist in the air, creeps into our dreams, uninvited. It seems that you are already exhausted. It's time to take a long breath. However, I have no sympathy to you, for you have been showing distinct attitudes in tackling these matters of relevance. There is something rotten in the state of affairs. Isn't it?

Do you still believe that you have an excellent attitude? If you are reading the jokes column in a magazine, political scoops in the mainstream newspapers, watching the breaking news in the visual media, with the same frequency, possibly I may believe you. Come on! Liberate yourself from such mind blocks, dear

friend.

There is no doubt that a person with the right attitude will succeed in life; he also leaves a success pattern for others to emulate. We all know that the foundation of success regardless of our chosen field is ATTITUDE. Nevertheless, building a right attitude is not easy.

Some are fortunate, to have been endowed with the quality of having an excellent attitude in life. Such persons are only a handful. We are not one among those blessed beings. Won't you like to examine your attitude towards life and unearth how your attitude will affect your aspirations? Let us tread on the path of realization.

Can attitudes be developed? Yes! You can develop them and put into practice. It is indeed a process of energising yourself. Primarily, three factors determine our attitude - the living environment, the education and the individual experiences. They are inseparable. Predominantly, these factors lead an individual to success or failure. Let us closely examine them.

Our living environment consists of the

cultural and religious background, the socio-political environment, the media, the school, home etc.... These environments, one-way or the other, are either positive or negative. Obviously, our attitude becomes positive in a positive environment and negative in a negative environment. First, you need to evaluate the environment in which you are living. Second, you decide the destination of your life and choose between the positive and the negative (depends on Will-power) environments. It is indeed your discretion to choose. To choose the right one, you need support -that of education.

What is education? Is it just the academic qualifications, which we are madly in pursuit of? Certainly not! Education is a platform that is built to teach us not only how to make a living but

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also how to live. Proper knowledge is an attainment through formal and informal education that we receive during the course of our life. Learning is rightly, a lifetime process. Unfortunately, academic education (reflection of the present system) is only a process of collecting information. Knowledge becomes wisdom, when an individual translates this collected information's wisely. This topic has depth. We will come back to this at a latter point of time, during our discourse. Meanwhile, you wisely translate information into actions –say, the activities in which you are involved in your routine life. Our actions, engagements and efforts constitute the factor called experience.

What is experience? Is it just the work experience in a particular field, which we are yearning for? Certainly not! It is more than that. Experience is that phenomenon that teaches you the intricacies of life and moulds you into a better individual. It is a realization process. Obviously, it sharpens your skills and characteristics, which will fetch you results in your desired field of interest. Above all, experience equips you to face-off the tougher challenges in life.

It is evident that our attitude depends much on the several attributes associated with the above factors. Indisputably, it is clear that you need to be positive in your attitude to succeed in life. Your positive thinking and self-belief plays an integral part in moulding your personality. Let us examine those traits that will reflect your positive character.

Think rich and be energetic about your goals. Be enthusiastic and lift your spirits that propels others into action. Portray your ideas, diplomatically, on every opportunity and dramatise everything you do or say. Smile honestly, put feeling and meaning into your words, actions and thoughts. Encourage others and be honestly concerned about others; reach out and help them. Spread the attitude of goodwill and friendship. Be pleasant and happy and engage yourself only in good deeds. Never make fast impressions about anyone or anything, until you have the facts. Be considerate to others and look at the positive aspects in everybody and in everything. Compliment people and raise their spirits. Never speak disparagingly. Praise, where praise is due. Above all, take care not to create a show.

However, a positive attitude itself will not be enough to succeed. Much depends on your efforts as well. So do it, do not talk about it. You have to think success to be successful. Have faith in yourself; it is the best way of preventing negative elements entering our lives. It is that simple to attain a positive attitude. Life is not a dress rehearsal.

**THINK POSITIVE, THINK BIG,  
THINK RICH, THINK SUCCESS!**

How do you look at failures? For a positive thinker it is a stepping-stone, but for a negative thinker it is an obstacle.





## GOOSE STORY

People who share a common direction and sense of community can get where they are going more quickly and easily because they are travelling on the thrust of one another.

When you see geese flying along in “v” formation, you might consider what science has discovered so as to why they fly that way. As each bird flap its wings, it creates uplift for the bird immediately following. By flying in “V” formation, the whole flock adds at least 71 percent greater flying range than if each bird flew alone. People who share a common direction and sense of community can get where they are going more quickly and easily because they are travelling on the thrust of one another.

When a goose falls out of formation, it suddenly feels the drag and resistance of trying to go it alone. And quickly gets back into formation to take advantage of the lifting power of the bird in front. If we have as much sense as a goose, we will stay in formation with those people who are headed the same way we are.

When the head goose gets tired, it rotates back in the wing and another goose flies point. It is sensible to take turns doing demanding jobs, whether with people or with geese flying south. Geese honk from behind to encourage those up front to keep up their speed.

What messages do we give when we honk from behind? Finally – and this is important – when a goose gets sick or is wounded by gunshot, and falls out of formation, two other geese fall out with that goose and follow it down to lend help and protection. They stay with fallen goose until it is able to fly or until it dies, and only then they launch out on their own, or with another formation to catch up with their group.

If we have the sense of a goose, we will stand by each other like that.





## APCO DRIVERS MEET

### SAFETY FIRST

Safety Awareness Programme for the Drivers of Kasargod  
'Drink + Drive = Death'

A safety message could not get any simpler than this warning equation highlighted in the safety awareness programme organised by APCO TATA, Kasargod mainly for the three wheeler drivers of the district. Speaking on the occasion, Mr T J Thankachan, MVI, Kasargod stressed the need to avoid any form of intoxication while driving. By doing so, the drivers are not only risking their own life and the life of the passengers they carry, but they also pose a threat to the safety of innocent pedestrians as well as other vehicles on the road. He was in all praise for APCO's attempts to create a better world for the future generations by organising such campaigns and awareness drives.

Mr A P Shamseer, Assistant General Manager and Mr TV Anoopkumar, Regional Manager, APCO TATA Kasargod led the event from the front. The presentation of the topic of safe driving measures was amply supported by video presentations which made the participants get a clear cut idea of the dangers and threats of drunken driving.

The drivers participated were also enthusiastic about knowing the details of the latest range of vehicles and products offered at the APCO outlets. All their queries were individually attended and explained by our staff and executives thus making the venue and ideal one for interaction between the management and the end users. The participants were served with light refreshments after the seminar sessions were over.







# APCO TATA

Thalipparamba





**HAPBCO**  
**AHEAD**  
news cum in-house magazine of  
HAPBCO Group



**HAJEE A.P BAVA & CO**  
CONSTRUCTIONS PVT.LTD  
Chaliyam Post, Calicut- 673301, Kerala, India.









