



HAPBGO

2012 September
Volume 3

AHEAD



Going Green
an essential choice



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This issue of the Ahead, seriously addresses the humane sphere of technology. "YOU CAN'T BOIL THE OCEAN" is a phrase often used when a task seems too large to accomplish. It's a phrase, used for many years regarding change in engineering sector for developing and utilizing of utmost humane technology. However, during the last few years it has been seen that humanity has the real potential to boil the oceans. As an international industry, HAPBCO plays its important role in the protection of natural resource and better use of natural reserves .

As CMD suggests in his interview, going green is an inevitable selection and it is the phase to think honestly about green technology to protect nature and its resources. Human generation should be the prime prospects in any technological developments. Here we submit this issue for next generation technology initiatives. Ahead upholds this as a superior slogan for engineering community. There is a huge need to reduce all types of waste and sustain all types of resources in the most effective ways possible.

HAPBCO has received many honors and awards in the last summer season. The prestigious Interfaith Harmony Award specially endowed with United Nations' Interfaith Harmony Week initiatives and observations was an outstanding appreciation.

HAPBCO, in last months, was working seriously on safety tools and safety measures. We have achieved a lot in the successful implementation of safety measures in various levels.

We, with the showering high hopes, present this issue to our dear readers.



Apco CMD speaks about the urgent need to preserve natural resources for next generation. These are selected passages from his Exclusive Interview.

“Going Green is an essential choice”

This is the time to think of green technology to protect nature and its resources. We have to preserve natural resources for next generation. Apco takes going green technology as a motto in all engineering works. There is an urgent need to address the great challenges of our times: climate change, resource depletion, pollution, and peak oil. These issues are all accelerating rapidly, and all have strong links with the construction and fabrication industry.

There is a growing consensus from scientists that we are going to face drastic insufficiency of natural resources in the next twenty years. In some areas, we have reached this point already. Global demand is soaring, whilst global production is declining, and oil and its byproducts are set to become increasingly expensive. Nowadays various industries are hugely dependent on oil, from the manufacture and transportation of its materials, to the machinery and tools used in erection, fabrication and construction.

In the current scenario, various industries use vast quantities of fuels, accounting for over half of total carbon emissions that lead to climate change. The built environment is also responsible for significant amounts of air, soil and water pollution, and millions of tonnes of landfill waste. This is a situation that clearly needs to change and find solution. But through utmost care we can create some changes. It is our intense desire to contribute for the nature that nurtures the human being in its noble lap. Apco thinks seriously on the matter and implements seriously on our various projects. We believe that this is very important instruction, which can serve the next generation by unpolluted environment and pure natural resources for them.

Energy Consumption.

With the inevitability of declining fossil fuels, and the threat of global climate change, reducing our energy consumption is an essential survival strategy. Choosing to build green saves energy. The low embodied energy of green products ensures that very little energy went into their manufacture and production, with a direct reduction in carbon emissions. Eco friendly design methodology can further reduce energy consumption by minimizing energy inputs for heating, cooling and light, and incorporating energy efficient appliances. Saving energy for the occupant also saves money - an issue that will become increasingly important as the cost of fossil fuels inevitably rises in the near future.

Building Healthier Environments

Eco-friendly construction can not only help to create a better outdoor environment, it can also help to build a healthier indoor environment. Some kind of conventional materials and methods have been linked to a wide range of health problems. Chemical pollutants from cheap paints, solvents, plastics and composite timbers, along with biological pollutants such as dust mites and moulds are known to cause symptoms such as asthma, headaches, depression, eczema, palpitations and chronic fatigue syndrome. Green buildings eliminate these problems through the maximum use of natural, non-toxic products and materials.

The low embodied energy of green products ensures that very little energy went into their manufacture and production, with a direct reduction in carbon emissions. Eco friendly design methodology can further reduce energy consumption by minimizing energy inputs for heating, cooling and light, and incorporating energy efficient appliances.



An Essential Choice

Green technology is not only a wise choice for our future; it is also a necessary choice. The industry must adopt eco-friendly practices and materials that reduce its impacts, before we reach a point of irreversible damage to our life supporting systems. Various government and non governmental agencies of developed countries have recognized this urgency, and is committed to integrating green specifications into building regulations and codes, but the process of developing policy is slow. The industry needs to take its own initiative and find alternative ways, using green, renewable energy resources, and adopt non-polluting practices and materials that reduce, recycle and reuse, before it is too late. There are many good reasons why we should use eco-friendly construction methods and materials. It can improve the health of our planet, and the health of our own lives.

The industry needs to take its own initiative and find alternative ways, using green, renewable energy resources, and adopt non-polluting practices and materials that reduce, recycle and reuse, before it is too late.



Jay Pee Sidhi Cement Plant, Madhya Pradesh

Measures to Prevent Pollution

Good construction site practice can help to control and prevent pollution. The first step is to prepare environmental risk assessments for all construction activities and materials likely to cause pollution. Specific measures can then be taken to mitigate these risks:

- ◆ To prevent erosion and run-off, minimise land disturbance and leave maximum vegetation cover.
- ◆ Control dust through fine water sprays used to dampen down the site.
- ◆ Screen the whole site to stop dust spreading, or alternatively, place fine mesh screening close to the dust source.
- ◆ Cover skips and trucks loaded with construction materials and continually damp down with low levels of water.
- ◆ Cover piles of building materials like cement, sand and other powders, regularly inspect for spillages, and locate them where they will not be washed into waterways or drainage areas.
- ◆ Use non-toxic paints, solvents and other hazardous materials wherever possible
- ◆ Segregate, tightly cover and monitor toxic substances to prevent spills and possible site contamination.
- ◆ Cover up and protect all drains on site .
- ◆ Collect any wastewater generated from site activities in settlement tanks, screen, discharge the clean water, and dispose of remaining sludge according to environmental regulations.
- ◆ Use low sulphur diesel oil in all vehicle and equipment engines, and incorporate the latest specifications of particulate filters and catalytic converters.
- ◆ No burning of materials on site.
- ◆ Reduce noise pollution through careful handling of materials; modern, quiet power tools, equipment and generators; low impact technologies; and wall structures as sound shields.
- ◆ Measures to reduce and control pollution are relatively inexpensive and cost-effective, and the construction industry needs to incorporate these into an environmental management strategy. By employing these practices, the construction industry is well positioned to the hopes of next generation.



K.J. GOPINATH
Regional Manager
Hyderabad Region



Engineering and significance of Engineers in managing the project

“Mechanical Engineering is a god's gift for technological advancement of Human being”

If we take the history of mankind we do have evidence for emergence to a civilian since last 10,000 years, though our species originated million of years ago. Our ancestors were wandering length and breadth of the globe for want of settlement and livelihood.

But this has come to an end by the invention of wheel which is considered as the first mechanical instrument. This invention paved ways for quicker advancement and breakthrough in societal life of human being into a bright future. Formulation of mechanical engineering is considered as median for all unanswered questions arising in minds of human to meet his daily needs like travel, shelter, farming and better safe living.

Thus Mechanical Engineers stage major role in development. They need to have technical knowhow and management skills to deliver all goods to his team as well as to the project.

Engineer should encompass the following for better management of his assignment.

1. A good leader with clear vision, directing his team to achieve the target within the time limit.
2. Skilled in Planning, especially grass root level and foreseeing things to prevent short comes.
3. Team player and motivator who get things done through subordinates.
4. Having positive attitude.
5. Magnanimous personality
6. Integrity.
7. Humor sense to defuse tensions during project execution.
8. One who displays principles, values and be role model for others.

BIPIN V.K,
Asst. Manager- HR



Motivation at work

Given that work takes up a large chunk of our daily lives, losing motivation can not only hamper your job performance but can also negatively affect your personal life.

Sometimes employees resolve the situation by changing jobs but that should be a last option. First, try some ways to get your job mojo back. Identify why you are de-motivated and try to tackle the specific problem. Here are some tips to help you in the process:

1. Ask for feedback: Your manager or boss is likely the most important source of motivation or de-motivation for you. If he or she is not giving you the time and attention that you need, then you need to talk about it. Set up a meeting to discuss any work-related issues, or to share any fears or concerns that you might have.

Often, employees don't discuss their concerns with their bosses because employees fear the reaction. "This is the biggest impediment to their growth and a source of de-motivation. "Don't be afraid to ask your boss what you need to do to reach the next level," Getting feedback from your manager can help provide clarity on your role and career growth.

2. Weave a web of support: If you have lost your motivation because you are lacking focus and don't have proper guidance from your boss, seek out mentors within or even outside your organization. Ideally, your mentor "should be someone who is a few levels above you and with whom you are open,"

Don't restrict yourself to one guide. "Draw motivation from various sources. Perhaps one person can guide you with people issues and another one can share thoughts on your career decisions.

3. Seek new challenges: Maybe you have lost enthusiasm for your job simply because you are bored. Try to identify why

that is.

Is it that you are not learning new things? To change that, try interacting with people from different departments in your company, or sign up for a training program. If you work in the finance department, for instance, try to learn something about another function like purchasing. "Constantly upgrading your skills and knowledge will keep you motivated," Is there a lack of challenge in your job? If so, "ask for a job rotation and take up new assignments,"

Ideally, do a self-assessment to see what role you should pursue next. "Write down what makes you ready for it, then go and talk to the concerned person," Another option is to ask for a change in location – a new place, a new environment and new people might just be what you need to get fresh perspective on your job.

4. Tackle mundane tasks: Nobody looks forward to doing routine or mundane tasks that take time but don't engage our minds. But they have to be done, so don't let them bring you down. If it's possible to delegate some of these tasks or share them with your colleagues, do that. If not, try to get them out of the way as quickly as possible — like swallowing a bitter pill that will ensure your long-term well-being.

Try "setting a target that you would finish the work in two hours instead of four," You could also mix such tasks with things that relax you, such as listening to music or taking frequent breaks.

5. Have a life: While work is important, all work and no play makes Jack a very de-motivated boy.

You need to "have interests outside of work and to spend time on developing them. It's easy to say that you don't have time to pursue interests outside of work but you have to find the time for your own and your families' peace of mind. Better time-management and re-adjusting your priorities will help.

MAJOR ERECTIONS



KILN SHELL GROUND ASSEMBLY NEAR KILN PIER, At UTCL Rajasree cements



KCP RAMAKRISHNA CEMENTS(SHUTDOWN WORK)

2012 September



Silo at MYK LATICRETE INDIA PVT LTD, Hyderabad



Erection of Machinery at BCCL, Kadapa

NEW PROJECT AWARDED

Client: Manikgarh Cement Unit –II
Project Details: Fabrication and Erection of cements and power plant



Inauguration of Project Office



ERECTION OF COOLER STACK
UTCL Rajasree cements



Keerthi Cements,
Nalgonda Cooler ESP Outlet duct

M. Neel Kumar

Asst. Manager – HR
Hyderabad Region

OBSTACLES TO EFFECTIVE COMMUNICATION



Sometimes we are able to Communicate Effectively with another person, sometimes we are not. Some things act as obstacles to effective communicate.

Our Attitudes and Values can sometimes act as an obstacle to communication. We filter what we say and hear through our values and attitudes. We talk and listen selectively. Our values and attitudes act like sunglasses in the communication process.

So, when two persons are communicating, both are wearing sunglasses of their respective values and attitudes, and if they are different from each other, as is mostly the case, it is possible that they wear different sunglasses and hence talk and listen to each other selectively because of their different values and attitudes.

Pressure of work, the atmosphere in the family, what happened recently, one's own physical well-being; all affect our moods and consequently our communication.

We should therefore be alert and sensitive to the values, attitudes and moods of the other person we are communicating with.

Because people are different, these differences are shown in their concepts. For example, if an urban educated person wants to meet you, you will specify a time, say 6.00 p.m. But if you ask a rural man when you can meet him, he will perhaps say 'after work'. If we do not understand their concepts, we will not be able to communicate with them effectively.

Be sensitive to this to be an effective communicator.



Appreciation for harmony initiatives

Apco group Chairman and Managing Director A.P. Abdul Kareem Haji was awarded the prestigious Harmony Appreciation Award specially endowed with United Nations' Interfaith Harmony Week initiatives and observations.

He received the award for his contribution in the field of harmony and tolerance. The award committee considered Apco as the Kerala's most popular emissary on account of its successful humanitarian ventures and harmony initiatives.

The harmony seminar and award function was held in connection with The International Interfaith Harmony Week, United Nations initiative, seeks to spread the message of harmony and tolerance among the

followers of religions, faiths and beliefs.

The award was presented by Syed Arab Iddid, former rector of International Islamic University, Malaysia on March 1 at the International Seminar on Interfaith Harmony and Tolerance held in the International Islamic University Malaysia, Gombak campus at Kuala Lumpur.

The World Interfaith Harmony Week was first proposed at the UN General Assembly Sep 23, 2010 by King Abdullah II of Jordan. On Oct 20, 2010, it was unanimously adopted by the UN and the first week of February will be observed as a World Interfaith Harmony Week.



We have successfully erected 3 nos of Boiler (83 ton X 19 m long to 32 mtr elevation with a radius of 25 mtr) at Coal Gasification Plant of M/s Jindal Steel Angul with support of 450 MT crane for lifting and 250 mt crane for tailing.



Kiln Erection at Ultratech Cements Rawan



J.K.Lakshmi Cements Jajjar



Jay Pee Cement Plant, Sidhi, Madhya Pradesh



Boiler Building at Jay Pee Sidhi Cement Plant, Madhya Pradesh

ABG CEMENT, SURAT CEMENT SILO ROOF GIRDER ERECTION



6.00 MILLION TPD GRINDING UNIT
SILO HEIGHT. : 65.800 MTR.
SILO DIA: 32 MTR
JOB SIZE: 33 MTR DIA & 3.5 mtr ht
ROOF STRUCTRE WEIGHT : 80 MT
ERECTION DONE BY 600 M.T CRANE
BOOM COMBINATION : MAIN BOOM 60 MTR.
LUFFING BOOM : 48 MTR
Under the supervision of Mr. P. Sukumaran Nair



new project

RELIANCE, The Biggest & Reliable Brand name in India is going to set up their first 10000 tpd greenfield cement project at Maihar, Katni (M.P).

The LOI no. RINFRA / MAIHAR/CEMENTPLANT ERECTION/001 dated 28/3/12 was handed over by their C.E.O Mr. Aravind Pathak to our Sr. Vice President, Mr. P.S. Nair.

This could be considered as one of the biggest achievement as far as HAPBCO -

Udaipur Region is concerned.

Reliance is a Brand Name known around the world.

By the way, HAPBCO's name may also be known around the world having with the association of Reliance.

Shri P.S. Nair added another milestone in his career & Hapbco added another giant client.



Mr. Aravind Pathak, CEO, Reliance Handing over the Letter of Indent to our Shri. P.S. Nair



HAPBCO Tower at Bengaluru inaugurated on 26/04/2012



HAPBCO Tower at Bengaluru



Inauguration of APCO HYUNDAI – Kallachi outlet



Inauguration of APCO TATA –Changaramkulam Outlet



Inauguration of APCO TATA –Perambra Outlet



Inauguration of APCO TATA –Mukkam Outlet



Inauguration of APCO TATA – Kanhangad Outlet



Inauguration of APCO TATA – Koyilandi Outlet



ACE ZIP - LAUNCH



ANNUAL ADDRESS BY CHAIRMAN FOR THE YEAR 2012, AT THE ANNUAL GET-TOGETHER



From Annual Get together



Award for Zip best market share given by Ravi pisharady (President TATA motors CVBU)



Award for the All round Best Dealer in South India given by Mr. Ravi Pisharady (President TATA motors CVBU)



K.S. RAO

Country Manager

A.P.BAVA CONSTRUCTION COMPANY LLC

A REPORT

MIDDLE EAST AND AFRICAN REGION

A.P.BAVA CONSTRUCTION COMPANY is a Joint Venture LLC, established in UAE, presently executing our operations in QATAR, BAHRAIN and OMAN apart from UAE. The entire Middle East region is affected with recession, left in a hard time. In spite of that we are marching forward with signing new contracts and this year hope fully we will revert back

to our successful track.

Last year we have completed the following projects in UAE.

1. Abu Dhabi National Cement – 600 TPD Grinding unit
2. ABG-Star–Abu Dhabi grinding unit- Installation of additional cement storage system

ABG-Star Cement

Recently we have signed a contract to execute Waste Gas Recovery System with ADHITYA BIRLA STAR cements in RAK. It is a first plant of its kind for FLSmidth in this Waste gas recovery area. A.P.BAVA CCLLC, UAE has expressed its willingness to associate with FLSmidth as an active partner in the area of execution, for their WHRS projects.

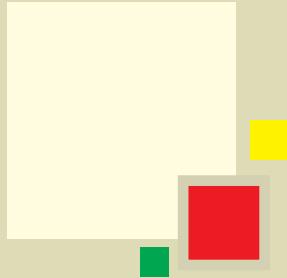
UMEC

UNITED MIDDLE EAST CONSTRUCTION (UMEC) is our new company started in OMAN to handle OMAN Projects. It will act as a branch for A.P.BAVA CONSTRUCTION COMPANY, UAE and will focus industrial and infrastructure Projects in OMAN. Presently UMEC has signed a contract for constructing, fabricating and erecting a new LIME PLANT for ASSOCIATED GROUP with ITALIAN Technology supplied by the leading LIME PLANT technologists CIMPROGETI. The factory will be in SALALAH, a port city located in OMAN.

AFRICAN REGION

A.P.BAVA ENGINEERING FZ LLC is a new company from our Group. A 100% owned by HAPBCO INDIA, incorporated in Ras Al Khaima Free Zone, UAE, to





handle and expand the business in growing AFRICAN continent. It will operate adapting local rules and regulations in related African country. AFRICA is a future potential area which is developing steadily. Mr.M.S. SELVAN is handling Africa Business, with the guidance and support from Management.

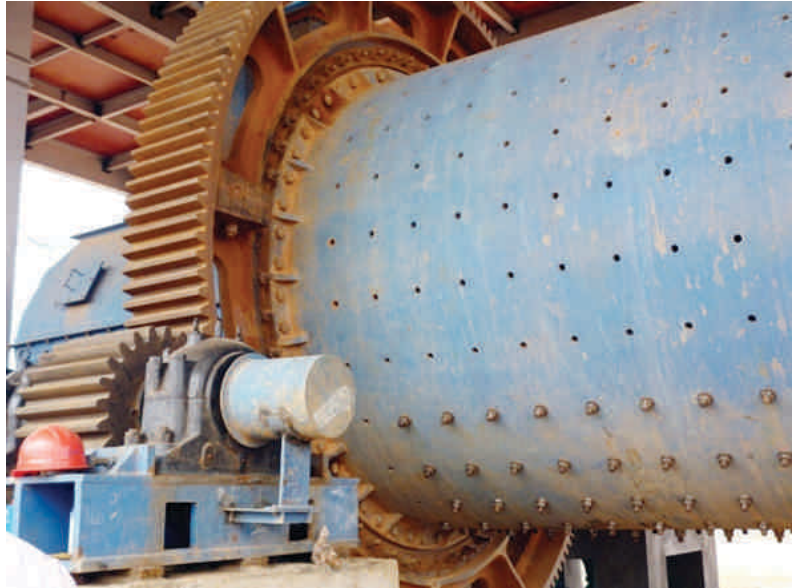
Presently our team is executing a 600 TPD grinding unit for NAEL CEMENT FACTORY AND PRODUCTS –ALAIN, a long time Client for APBCCLLC. Plant is supplied by CHANDERPUR WORKS, Jamuna Nagar.

IN NEAR FUTURE

Management has strategically decided to start our operations in Kingdom of Saudi Arabia, which will be announced soon. Hopefully we will share that good news with more details in the coming issues.

We take this opportunity to convey our sincere thanks to CMD, Executives and all the employees of HAPBCO family, our colleagues, our Clients, business associates for the support rendering to us and we wish the Editor team of this magazine for their best contribution by linking our HAPBCO Family once in four months.

We encourage all to participate and to share their views, success stories, failure lessons here, which will be definitely a reference book for the future generations.





M.S. SELVAN

Engineering Manager.
A.P.BAVA ENGINEERING FZ LLC.

Managing the Projects

WHAT IS PROJECT?

Any unique activity or service which has a definite start and end, is a PROJECT

WHAT IS MANAGEMENT?

Set of collective acts comprising Planning, organizing, controlling and directing to achieve

the desired results in time.

Management can be defined in detail in following categories:

1. Management as a Process
2. Management as an Activity
3. Management as a Discipline



- 4. Management as a Group
- 5. Management as a Science
- 6. Management as an Art
- 7. Management as a Profession

WHAT IS PROJECT MANAGEMENT?

Project management is the process of guiding a project from its beginning through its performance to its closure.

PROJECT MANAGEMENT PROCESSES

We can divide the entire Project cycle in to five process stages.

- 1. Initializing Process
- 2. Planning Process
- 3. Executing Process
- 4. Monitoring & Controlling process
- 5. Closing Process

We HAPBCO team, no doubt very much strong

in third process, of course a major one in the list of above five. It doesn't mean that we are not good in other areas.

We are good but need to be “the best”. Because Project Management Gurus are telling Planning process and Monitoring & controlling process are the key areas to be followed fully to achieve productivity in a Project.

We would like to discuss more on Planning and Monitoring phases in coming issues. The discussions should be interesting rather a theoretical one, which will force you to turn these pages unnoticed.

We will try to discuss the Project Management principles, tools and techniques related to our core business. Later we are going to see some case studies also.

A. PROJECT INITIALIZATION

- 1. Developing ideas and concepts into a Project
- 2. Project should meet the vision and core values of the company

3. Appointing a Project Manager in this Phase. It is very important to maximize the Project success rate

Main Objectives:

1. Identifying uncertainties
2. Building a business case

Uncertainties in a Project:

1. All the projects start with ambiguity in ideas and concepts
2. Difficulties in assessing Project
3. Elimination of uncertain factors and unforeseen changes

The main uncertainties in a project during initiation are:

1. The project's life cycle
2. The complexity of the project
3. The estimated cost for a project

There are certain items in a project that are defined

but many are not. Defined items are its deadline, project completion date, vision, goals, etc. Undefined items are costs, measure of success, the design, etc.

Reasons for Project Failure:

1. Not involving a Project Manager from the initialization
2. Not enough analysis of its full costs and benefits.
3. Not enough detailed planning to understand risks involved.
4. Unable to be completed within its constraints.
5. Unable to deliver the desired result.

PLANNING PROCESSES

The following things are to be included in the Project Planning Process.

1. An overview of the reasons for your project
2. A detailed description of intended results
3. A list of all constraints the project must address
4. A list of all assumptions related to the project
5. A list of all required work
6. A breakdown of the roles you and your team members will play
7. A detailed project schedule
8. Needs for personnel, funds, and non-personnel resources (such as equipment, facilities and information)
9. Resource personnel needs
10. A description of how you plan to manage any significant risks and uncertainties
11. Plans for project communications
12. Plans for ensuring project quality





Muhammed Arakkal

HEAD-STEEL & POWER DIVISION
HAPBCO BHUBANESWAR

A New Dimension for Growth

Now India is the 4th largest crude steel producer in the world next to USA and is poised for capacity addition @ 10% per Annum i.e. additional 40 MTPA will be added to capacity in next 5 years. The trend in Power sector growth is also more. Additional 1 lakh MW capacity will be installed within 2012-2017 and thus per year installed capacity will be @ 15,600MW. Theoretically steel & Power both are emerging sectors and there is vast potentiality for construction industry lay in these two sectors for next 5 years.

Looking at this national scenario HAPBCO has geared up to catch the trend and play a major roll in Steel & Power sector.

As a pioneer Mechanical Construction Company of India, HAPBCO GROUP implemented a lot of systems providing quality services to the Industry and extended full fledged operation facility through its Regional Offices opened at strategic places of India i.e. Bangalore, Hyderabad, Bhubaneswar and Udaipur where Corporate Administrative Office at Calicut.

RO, Bhubaneswar specially built with a vision to provide service to Steel & Power sector spread across the country.

CMD's vision to tap potentiality in steel & Power sector specially in the state of Orissa, WB, Jharkhand, Chhatis

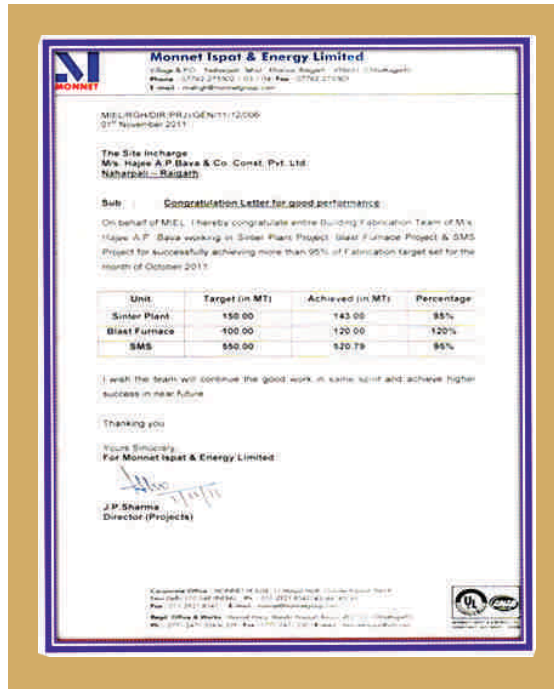
Garh,Karnataka etc and shape the growth of S&P Division as a most successful mechanical contractor in these emerging sectors.

Heading the S& P Division, I have tried my best to honour the vision of our CMD.RO Bhubaneswar has hatched the inherent potentiality of Steel & Power Sector and Our credentials will speak for itself.

Based on the Associate ship with major steel producers of the Countrylike Tata Steel, ESSAR, JSPL, Bhusan, Monnetspat, Abhijeet, RungtARTI, NECO, Prakash, Rashmi, Vedanta etc are a few.

The Division is specialized for implementing Steel melting Shop

(SMS),Slab caster,Rolling Mill,Lime & Dolomite Plant,Pelletisation Plant(From 6MTPA to .6 MTPA),



and consultants is evident of our quality oriented, time bound completion of projects.

Our monthly achievement in a single project is 4350 MT erection and 3600 Ton fabrication (Nov,2011) & in (Sept.2011) which is certified through appreciation letter by clients.Steel & Power Division is successfully fabricated, erected and commissioned 2X25 MW Power Plant at Prakash Industries,Champa(CG) and more than 6 Projects from 25 MW to 300 MW is in pipe line.

Management is very keen to expand the infrastructure facility for providing services to our

respective clients in Steel & Power sector in an innovative manner.

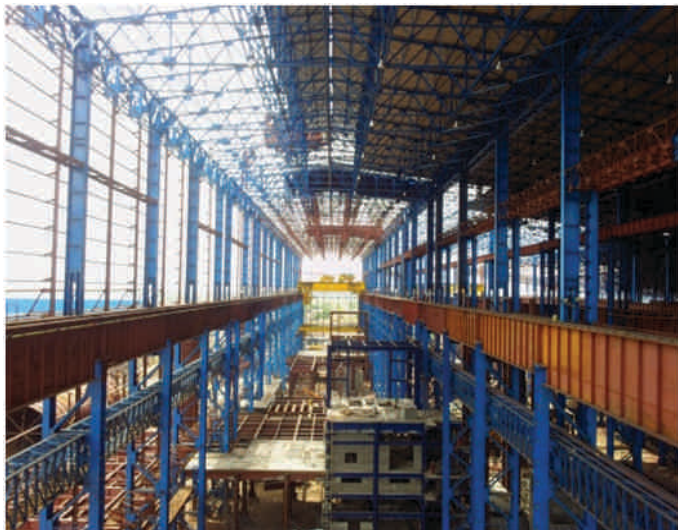
We are happy our growth of the Division as a major part of the particular sector.



Sinter Plant,Blast Furnace,Ferro Alloys including local manufacturing of Equipments of superior quality.

Repeat orders from reputed Industrial Houses and recommendations of major Equipment manufacturers

Time is not far away to achieve the intended growth of HAPBCO and see the Company in new heights of targeted Turnover of Rs.200 Cr Per Annum by 2013.



MONNET ISPAT & ENERGY LTD, RAIGARH



RUNGTA MINES LTD, BARBIL, KOIDA, ODISHA



M/S RASHMI METALICKS LTD



CETHAR VESSLS LTD



PRAKASH
INDUSTRIES LTD



SREERAM EPC LTD



VIEW OF SUPER SMELTER SITE, WB



STEEL MELTING SHOP SHED JSPL ANGUL

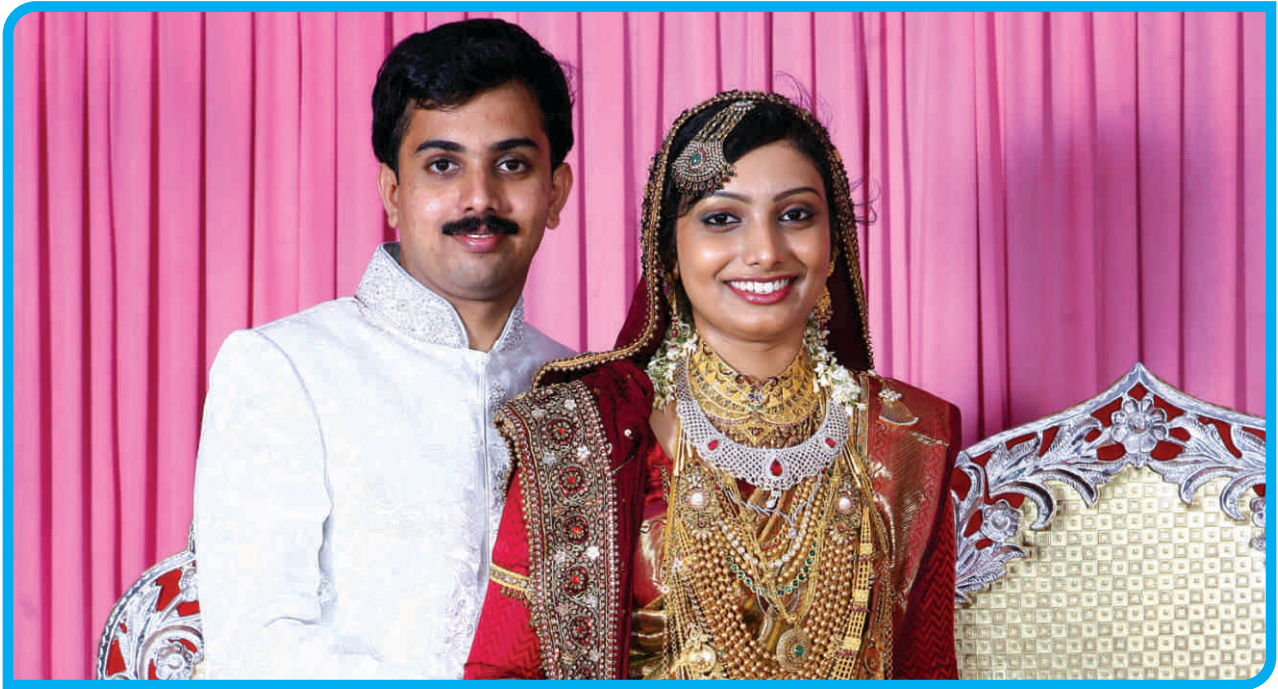


ERECTION VIEW OF STEEL MELTING SHOP OF M/S.NICO INDUSTRIES, RAIPUR



ABHIJEET PROJECT LTD, JHARKHAND SAREIKALA

happy wedding



Aysha Hishana(D/o. A. P. Abdul Kareem & grand daughter of Late HAJEE A.P. BAVA) & Riyas Ali



Aysha Hamna(D/o. Late A. P. Mohammed Koya & granddaughter of Late HAJEE A.P. BAVA) & Shafi V.C.

Aysha Hishana
Aysha Hamna
Hishana
Hamna



Mr. LEE (Hyundai Motors)

Mr.H.P Singh, Mr. Mahendra Kumar(UTCL), Mr. Soloman(FLS),
Mr. S. Ramanath(Prism Cements), Mr. S.K Wali(J.K Lakshmi Cements),
Mr. Adithya Sanghi, Mr. P.K Mishra(Sanghi Cements) and Mr. Gautham(UTCL)





Happy Weddings
Riyas Aliya V. Chitra
mna Weds Shari V. Chitra





↑ Mr. Nazir Khan(MEMCO), Mr. Solomon(FLS)



↓ Delegates from Fuwa Cranes



Mr. Ramnath (Prism Cements) and Mr. Mahendra Kumar (UTCL)

Mr. Kamal, Mr. Basha and Mr. Shamil from UAE





↑ Mr. A.P Kulakarni, Ashish Pampaliya(Ultratech Cements) and K.Y.P Kulkarni

↓ Mr. Sudhakar Rao(CCCL), Mr. P.L Subramaniam(ICL), Mr. N.V Bapu(ICL)

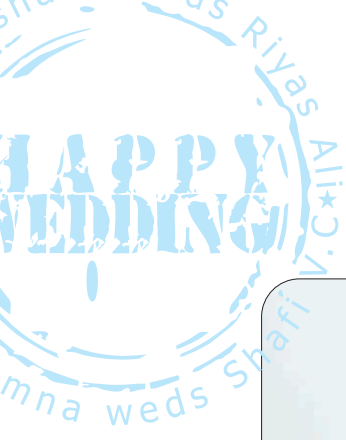




↑ Mr. A.P Koya and Mr. Achuth Rama Raju

Mr. P.L Subramanian (ICL), Mr. J.J Reddy (BCCL),
Mr. Sreekanth Reddy (Sagar Cements) ↓





↑ Mr. Adithya Sanghi and Mr. K.P Mishra (Sanghi Cements)



↓ Mr. Ram Mohan Rao (Anrak Aluminium)





Haji A.P. Abdul Kareem greets Mr. Narikot Govindan Nair, father of P. Sukumaran Nair (Senior Vice President) on 90th birthday celebration



Rohini
D/o Mr. K. Ramachandran (GM Accounts & Admin. Regional Office, Udaipur)

Demise- 01. 05. 2012



Susheela
Mother of Mr. R. Vijayakumar
(President & Business Head)

Demise-16. 05. 2012



S. Rajammal
Mother of Mr. Monickavasagam
(A.V.P Maintenance)

Date of Birth: 13. 2. 2012



Shahzad
S/o Mr. Saleem
(Senior Accountant,
Regional Office, Udaipur)



Ashik (Administrative Office, Chaliyam)
& Febina



Najoor (Administrative Office, Chaliyam)
& Shemeem



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