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Volume 2

HAPBGO

AHEAD



memoir of a
Legend

mission
Safety



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content

Memoir Of A Legend

Mission Safety

News N Frames

Orissa Region

Hyderabad Region

Udaipur Region

Salute The Team Spirit

Leadership Development And
Enhancement Of Personal Skill

Obituary

Value of team work

Ahead with Media

editor's note

We are extremely happy to bring out the second issue of "Hapbco Ahead". This is the period when we complete a long gloomy year - after the sad demise of our founder and dynamic leader – Hajee A.P. Bava. Obviously, in this release it becomes our responsibility to commemorate the great soul. It is indeed his foresight and vision that remains as a source of strength to all of us and enabling the organization surge ahead successfully.

The company's primary focus is on Safety, especially the employees being the greatest asset and fortitude of the organization. It is noticeable that our CMD always emphasizes the importance of Safety and other related measures.

This issue of the Ahead also sheds light on the major events and programmes held in the last quarter. There are one or two motivating articles by our team members on hard work and commitment – both essential for the sustained growth of our organization.

Let us present this issue to all well wishers of the organization and request them to send their valuable feedback and suggestions, if any, for improvisation of the magazine and the organization.

Ahead Team 



An innovation
in every field of
his activity was
a way of life,
rather than a
managerial
practice.

memoir of a **Legend**

We are completing the debut year after the sad demise of our founder, Hajee A. Bava. Though he is not with us the vision and mission he left behind lead the company to the novel horizon of wisdom. No words can fill the gape formed by his passing. Time and tide never wipe out his golden memories from the minds of each and every employee of our company.

The founder, a gigantic business magnet, had kept reminiscence of the tradition through great achievements. Bava Hajee had started his business voyage even before Indian independence. His great personality and incomparable character made this company unique one. Its business relation crossed continents.

When Bava Hajee signed a work agreement, in Ninety forty-seven, for erection of a cement factory, he did never thought of conquering apex achievements. Now HAPBCO is in the forefront of engineering contracting companies of India.

Though Bava Hajee, son of Koya Kutty Hajee, was born in a traditional business family he started his career as an ordinary worker. With the backing of absolute confidence and sheer hard work, Bava Hajee, within a short span of time, attained zenith of growth.

HAPBCO firstly engaged in workshop engineering of cement factories. Then the company switched promptly over works like fabrication and erection of sugar, cement and fertilizer factories. Since the inception, the company took rapid strides to progress, providing utmost quality in all works. The company now handles steel, Iron, atomic, thermal and hydropower station works in various countries.

Bava Hajee, the visible symbol of triumph and achievement, always extended his helping hands to needy. Many schemes are in operation for the welfare of poor. An innovation in every field of his activity was a way of life, rather than a managerial practice.



Mr. A P Abdul Kareem
Chairman & Managing Director



mission **Safety**

Our efficient and experienced staff is the strength of the company, which attained the apex of a leader position in providing value-added engineering construction services to customers by creating a successful partnership with them throughout the process.

My pledge is to establish lasting relationships with our customers by exceeding their expectations in quality, safety and cost. I have proud of my group for gaining the trust of clients through exceptional performance by every member of the team.

We offer the best values for novel engineering construction, reconstruction or thermal upgrade, emergency repair, and replacement of plant and machinery. HAPBCO team will work with you through all the stages of your project design, budgeting, planning and installation; to make sure you get the best job for the best value.

We are well equipped and specialized in complete plant and machinery erection of cement, sugar, fertilizer, and chemical products, thermal and Atomic power stations. HAPBCO has proved work efficiency in fabrication of machinery parts, ducting, piping, column, truss, bridge and structuring.

We never permit our employees to work on construction or facility surfaces until it has been determined that the surfaces have the requisite strength and structural integrity to support the workers.

We HAPBCO, in 21st Century engineering construction, has gained a solid reputation of stability and integrity that has distinguished our company. HAPBCO has grown from a small company into full service experienced international engineering construction outfit specialists. From the period of inception the company followed safety measures. With a tremendous growth and knowledge that followed, we have expanded our capabilities to include any engineering structures and schedules.

The mission of the Safety Administration is to save lives, prevent



5S COMPETITION
FOR
IMPROVING HOUSEKEEPING



CERTIFICATE OF APPRECIATION

Certificate of Appreciation has been awarded to Team of Lime & Dolomite Plant for outstanding performance & remarkable contribution to “Implement 5S” in HAPB&CO Fabrication Site area and stood First in the month of April '11.

Rajesh
Rajesh Jha
(Executive Director)



ENVIRONMENT MANAGEMENT DEPARTMENT

5 S Safety Award by M/s.Jindal Steel and Power Ltd, Angul, Orissa for the best safety team of the site



Kiln Shell Erection by 250 ton crane at Jindal Steel And Power Ltd, Angul, Orissa

“

I take this opportunity to wish each and every one of you a Happy Diwali and Eid Mubarak! May the joy, cheer of these divine festivals surround us forever

”

injuries and protect the health of workers. We have our own inspectors to assess safety of workers as well as the quality of materials. Our inspectors including complaint discrimination investigators, engineers, physicians and other technical and support personnel spread over our various offices throughout our sites. This staff establishes protective standards, enforces those standards, and reaches out to employers and employees through technical assistance and consultation programs.

We use our complete resources effectively to stimulate management commitment and employee participation in comprehensive workplace safety and health programs. We are dedicated to improving the quality of our efforts more successfully. We became a firm, driven by commitment to safety service.

Workplace inspections are one of our principal activities. We systematically practice number of voluntary efforts to improve working conditions ultimately depend on strong enforcement. HAPBCO make various surveys focused primarily on the inspection process of safety measures in various level.

The company bases on international new standards for public service on what we learned from the survey, from meetings with employee and client groups. We will continue to gather information on the quality of our performance in delivering services in areas ,particularly in the construction sector.

I take this opportunity to wish each and every one of you a Happy Diwali and Eid Mubarak! May the joy, cheer of these divine festivals surround us forever. May the happiness that this season brings brighten our life all endeavors!



Super Smelter Site, West Bengal (File Photo)



Bag House at Jindal Steel & Power Limited Angul

Regional office of Eastern Zone took shape in Dec, 2010. We are organizing quarterly meeting of Project Managers of the Division to give them a platform for periodical personal interaction with top management of the Company and to develop a Knowledge Bank for future Managers.

1. Region's 1st Project Manager's Meet took place on 13th July 2011. Our Hon'ble CMD and President of the company graced the occasion by their benign presence interacting with Project Managers in an open session meeting giving emphasis on capacity addition, Quality consciousness and time management.

2. Base frame weighing 113 MT of size 19.5 mtr x 9.8 mtr of Lime & Dolomite Kiln was successfully erected at JSPL, Angul.

3. Record breaking experience at JSPL, Angul:
• Fabrication of 230 MT in a single day



LDP-Fab of bunker 95 ton

- Achievement of targeted 3500 MT structural fabrication and 4300 MT erection in a single month(March,11)

4. Opening of New sites:

a. NECO STEEL at Siltara,Raipur:

BOQ Quantity 14000 MT fabrication & Erection of 14000 MT.

b. 1st entry to expanded Zone: M/s BMM Ispat, Hospet, Karnataka.

5. Capacity Expansion: 100% erection contract for Beneficiation Plant of M/s Rashmi Metaliks Ltd,Kharagpur.

6. SECOND PROJECT MANAGER'S MEET ON 11.07.11

This meeting was attended by most of the Project managers of the Division. Our CMD Janab Abdul Kareem Sir, President & Business Head Sj Vijay Kumar Sir,VP- Finance, AGM Mr.S.Meer took active part in open session discussion with Project managers on profit related aspects and advised Managers to evolve new methods to maximize the profit margin.

7. STAFF WELFARE:

Head-Steel & Power Mr.Arakkal Mohammed declared the introduction of Medi-claim Insurance Scheme for all enrolled staff of the Division.



Erection Of Sms Column By 250 Ton Crane



Fabrication At BWP



SMS Column

Ongoing Projects

1. Jindal Steel And Power Ltd Angul
Steel Melting And Caster Plant
2. Jindal Steel And Power Ltd Angul
Lime Dolo Plant
3. Jindal Steel And Power Ltd Angul
Raw Material Handling System
4. Jindal Steel And Power Ltd Angul
Coal Gassification Plant
5. Monnet Ispath & Enrgy Ltd
Steel Melting And Fes
6. Monnet Ispath & Enrgy Ltd
Blast Furnace Fes
7. Super Smelter Ltd,Line-2
300 Tpd Dri
8. Rungta Steel Ltd
350 Tpd Dri
9. Prakash Industries Ltd Dri
500 Tpd Dri
10. Sree Ram Epc
Raw Material Handling System
11. Cithar Vessels Pvt Ltd
Power Plant
12. Essar Projects India Ltd
6 Mtpa Pellet Plant
13. Abhijeeth Projects Ltd
500 Tpd Dri
14. Reshmi Metaliks Ltd
0.6 Mtpa Pellet Plant
15. Reshmi Metaliks Ltd
Sinter Plant
16. Reshmi Metaliks Ltd
Benefication Plant
17. Jaiswal Nico Steel Ltd
Steel Melting Shope
18. Mgm Steel Ltd
350 Tpd Dri
19. Aarti Steel Ltd, Line-2
500 Tpd Dri
20. Vishnu Chemicals Ltd
Esp
21. Bmm Ispath
Pellet Plant





Inauguration of UTCL Rajasree site

New Project

Hajee.A.P.Bava & Co Constructions Private Limited signed a new contract with UTCL (Rajasree Cements works) Malkhaid, Gulbarga on 16th May 2011 for Erection, Fabrication and Pipe Laying jobs with contract value Rs. 97.29 crores. The project, started in 27th July 2011, is expected to complete in 27 months.

Infrastructures at Project Site

Well furnished office building

Stores shed

Two Staff quarters and Labour hutment constructed with Aerocon building.

New Initiative

Aerocon was used to construct Staff quarters and Labour hutment in UTCL site. Its advantage is that we could dismantle and reuse the structure.

An example for client rapport building

RAIN Commodities Unit- 1 (Priya Cements) Ramapuram, Nallagonda District, is an ample example for our Client rapport building. Plant was erected in 1985 and from 1986 we are involved in maintenance job with



Rain Commodities Unit- 1, Ramapuram



Project office at UTCL Rajasree site



Staff Quarters Aerocon Building UTCL Rajasree site



Erection of Vertical Gear Box at BCCL Kadapa

supply of 50 workmen.

Chettinad Cement Cooperation LTD Kallur

CCCL is one of our major cement plant Fabrication and erection of 6000 TPD projects in Hyderabad region initiated on Feb 2011. The work is expected to complete in July 2012.

* It was a challenge for our technical team at Indian Cements LTD, Vishnupuram to erect cement mill bag filter in the middle of two silo.



Cement Ball Mill Erection at CCCL Kallur

SAFETY Aware



Safety award given to our staff at BCCL line 2, Kadapa



Safety Oath, UTCL (Rajasree Cements)



Safety awareness programme at UTCL, Rajasree Cements

We follow high standard safety system in our project sites. Before resuming the work at site, workman of all categories, supervisor & staff are given induction training in collaborated with clients which covers the basic safety requirements and it is followed at site

Ongoing Projects

1. Ultratech Cements
Rajashree, Gulbarga,
Karnataka
2. CCCL Kallur, Andhra Pradesh
3. MYK Laticrete
4. Zuari Cements, Dondepadu
5. Keerthi Cements,
Melecherevu
6. KCP Macherla Cement Plant
7. FLS Hindalco, Belgaum
8. Bharathi Cements, Cuduppah
9. Anrak Aluminium Line 1 & 2
10. Jaypee Cements, Jagayapet
11. JSW Nandial





S K RAO



AJAY KUMAR. P B

Value of team work

We are proud to say that we are playing an important role in nation building. We belong to a well known company that is involved in heavy engineering. We are given a commission to construct a heavy duty pipeline conforming to international standards. The pipeline is for an upcoming Alumina Refinery to be erected in Visakhapatnam district of Andhra Pradesh, India. Our work is hard and strenuous one demanding most of our physical and mental abilities. We work in unfriendly and hazardous terrain. In spite of all the adverse conditions, we strive to bring out our best to our company in particular, & to modern India in general.

Though our work is remote and isolated, our boys are highly motivated and disciplined. We value team work & show remarkable unity & calm when the project site was hit by a gigantic cyclone. Though the cyclone devastated more than half of our labor colony and most part of completed work at site, our boys stood up to the situation and participated whole heartedly in rehabilitation & reconstruction work. With the able guidance of our Associate Vice President Mr. K.V.Premanathan, we bounced back to normalcy within no time.

We always keep in mind dignity & decorum of our organization, & take time to participate actively in community activities to enable us to mix ourselves with the local population. Recently we participated in a Cricket tournament held by a local body.



HABPCO Tower Inaugurated

HABPCO Tower, HAPBCO's new Regional Office at Udaipur, Rajasthan was inaugurated by renowned Industrialist and entrepreneur Hon'ble Smt Vinitaji Singhania (Managing Director of J.K Lakshmi Cements, & President of Cement Manufacturing Association) On 13th June, 2011. Hon'ble CMD MR A.P Abdul Kareem, Mr R.Vijayakumar President & Business Head, Mr P.S Nair Senior Vice-President and other Project Managers and Officers graced the occasion.





Ongoing Projects

1. Ultratech Cements, Rawan
2. J K Lakshmi Cements, Durg
3. Durgapur Cement Works, Durgapur
4. Lafarge India, Tatanagar
5. Birla Cement Works, Satna
6. Ultratech Aditya Cements, Shambupura
7. New Chaderia Cement Works, Chitorgarh
8. J K Lakshmi Cements, Sirohi
9. J K Lakshmi Cements, Jajjar
10. J.P Cemetns, Dhala
11. Bhushan Power & Steel Ltd. Orissa
12. ABG Cements, Surat
13. Jey Pee Super Cement plant, Churk
14. Bhushan Steel & Strips Ltd. Angul
15. India Bulls, Sinar, M.P.
16. Birla Corporation Limited, Raebereli, U.P.





SALUTE THE TEAM SPIRIT

I am very proud of our company's associations with leading contracting companies around the globe in which all companies benefited from this association and shared expertise, development, progress and growth.

In spite of difficult times that were encountered on our journey, we believe that we have successfully reached a stage of self-assurance, respect and dignity.

Our pride is based on a highly technical staff, solid financial standing, far reaching national and international linkages, and above all, a team spirit that allows all to aspire for the same goals and dreams

At the Hapbco, whether managers, engineers, financial staff, administrative staff or laborers, all work with great expectations towards a strong, peaceful and prosperous future.

I take this opportunity to remind you of the pledge, our founder Hajee A. P Bava had taken before five decades, of commitment, sincerity, team work and high spirit of completing the duty. He had a strong relationship with all branches of the company. It gave us precious fruits and leads to the apex of glory.

So, we have to take pledge for a strong, healthy relationship that can be one of the best supports in our life and career. It improves our life in all aspects, strengthening health, mind and connections with others as well. However, it can also be one of the greatest drains if the relationship is not working. Relationships are an investment. The more you put in, the more you get back. Love and relationships take work, commitment, and a willingness to adapt and change through life as a team.

I salute the team work of Hapbco Group and thanking you for all the supports.



Mr. Perwez Alam

Manager, Sanghi Site (Kutch)



LEADERSHIP DEVELOPMENT AND ENHANCEMENT OF PERSONAL SKILL

Explaining and understanding the nature of good leadership is probably easier than practicing it. Good leadership requires human qualities, beyond the socially acceptable behaviors. Nowadays good leaders are an enabling force, helping people and organization to perform and develop, which suggests that a system alignment be achieved of people's need and aims of the organization.

Good leadership in the modern age more importantly requires attitude and behaviors which characterize with integrity, honesty, courage, commitment, sincerity, passion, positivity, wisdom, determination, compassion and more over related to humanity.

For good leadership two most important components are necessary 1st Confidence and 2nd Personal skill.

Confidence is an essential ingredient in the recipe of success. Confidence is gained through a very complex process of learning, experiencing, failing, bouncing back, planning and most of all experiencing success.

Personal Skill development is the pursuit of developing and mastering the skills that help us to become the best that we can achieve our destination. It is the reaching for, and realizing of our full potential as human beings. We all want to leave full productive lives, but some time we just do not know where to begin.

One thing is however certain. If we want to accomplish anything in life and realize our full potential we must have some skills – in this case life skill. A person must acquire and master certain skills. Possessing life skill enables you to deal with the life's inevitable difficulties and adversities more effectively and identify your weakness or work on them.





OBITUARY

“Those we love remain with us
For love itself lives on,
And cherished memories never fade
Because a loved one is gone.
Those we love can never be
More than a thought apart,
For as long as there is memory,
They’ll live on in the heart.”

HAPBCO Family share with great sorrow, the demise of Mr. Shyam Prasad, Mr. Moideen Kutty, and Mr. Prasanna Kumar of ABG Cements Kutch. The sad incident happened on 23rd June 2011, at Vayor Gujarat when their vehicle met with an accident and they were reported dead. May God give them eternal rest & may their soul rest in peace. We, all the staff at HAPBCO extend our heartfelt condolences on the bereavement caused.



GROUP MANAGERS



Mr. Aboobacker
Finance Manager
Apco Tata



Mr. Abdul Sammed
Accounts Manager
Apco Hyundai, Kasargode



Mr. Sunil Menon
General Manager
Apco Hyundai, Calicut



Mr. Jyothindra Kumar
General Manager
Apco Suzuki



Mr. Prabhakaran
Business Head
Apco Yamaha



Mr. Sikhamani
General Manager
Apco Tata



Mr. Abdul Khader
Depot In Charge
Bell Ceramics



Mr. Jaikish
DGM Service
Hyundai, Calicut



Mr. Rineesh.M
Sales Manager
Euro Stile Station, Calicut



Mr. Shamseer
Branch Head
Apco Tata, Kannur



Mr. Sivaram
Sales Manager
Hyundai, Pavangad



Mr. Mohandas
Sales Manager
Apco Ceramics



Mr. Rajendran
General Manager
Apco Associates



Mr. Ummer
Business Head
Apco Yamaha, Westhill

Assets



80 TON CRANES



35 TON CRANES





Inaugural ceremony of Hyundai Showroom at Apco Hyundai, Pavangad, Calicut - Kerala



Inauguration of service centre



First sale by Mr. Y S Lee, South Zonal Manager, Hyundai India. Ltd.



Inauguration of Tata Showroom at Payyanur, Kannur - Kerala



Launching of Verna Fluidic at Apco Hyundai showroom, Calicut

memoir



The Commemoration session conducted on the 1st death anniversary of Hajee A.P.Bava, the founder HAPBCO Group, at Chaliyam, Calicut - Kerala



Feast and prayer ceremony conducted at Bafaqi Thangal Yatthemkhana, Karuvanthuruthi on 19th September 2011 in connection with the first death anniversary of Hajee A.P.Bava



New born

DEVANANDHAN. M
Son of Mr Meer,
AGM Planning
HO CHALIYAM
Date of Birth - 04.02.2011

Married



Mr Sridhar
(Project Manager Chettinad
Cement Corporation Kallur)
& Mrs Sreedevi
Married on
24 - 4- 2011



Nikah

Nikah ceremony of
Mr. Abdul Raseed,
Sr. Accounts Officer,
Orissa Region
on 14th July 2011

milestones



Ahead with Media

HAPBCO released its news cum in-house magazine 'HapbcO Ahead' on 1st April 2011. It will serve as company's official corporate magazine.

The first issue was released by Mr. K Aboobacker, resident editor of the leading Malayalam Daily 'Malayala Manorama'. Mr. A.P. Koya, brother of Late Hajee A.P. Bava received the the first copy in a special event marked by delegates and family members of HAPBCO & APCO Group.

Mr. A P Abdul Kareem, CMD of HAPBCO said that Ahead will be published quarterly. According to him, the magazine is intended to update on the new projects and programmes of the company.





HAJEE A. P. BAVA & CO.

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SMS column erection at Jindal Steel & Power Ltd., Angul, Orissa