

MESSAGE FROM CEO'S DESK

Jio-bp's Chief Executive Officer, Harish C. Mehta reflects on the past quarter and talks about the exciting times ahead.

Dear Colleague,

Heartiest greetings to you and your family for the festive season. Navratri culminating into Dussehra, and Diwali is often celebrated as victory of good over evil. However, the festivities also have an underlying tone of acknowledging the spirit of togetherness. At Jio-bp, the quarter gone by has been the celebration of this very spirit in adverse market conditions with our key stakeholders: channel and employees. Easing margin situation on both MS and HSD shows that the industry is moving in the right direction.

Starting the quarter with seamless deployment of unprecedented compensation package for our channel partners, we have continued augmenting their efforts through multiple MS led sales scheme including our first ever integrated country-wide scheme, customer campaigns around Har Ghar Tiranga, Ganesh Chaturthi and much more. On the employee front, we celebrated the best of long tenure and performance excellence in a well-received gala event. Not only do we continue building on employee engagements around the festivities, within a short-time, we also made EV Day celebration take centre-stage in the larger RIL RCP family.

Initial results of this togetherness are already visible with Jio-bp seamlessly evolving premium

pricing strategy of fuels to maximize shareholder value. With every month, CNG is entering new geographies. Aviation is on path towards rewriting all-time high profitability. EV business continues to march towards being country's largest charging operator with prestigious tender wins. HS&SE and digital team continue to add new feathers to their crown in spite of the steep learning curve. Not only consolidating the existing presence, Jio-bp continues to harness founder-owner mindset to foray into new areas. Load matching and co-located WBC projects are going strong in market.

On top of this, for a young and growing organization, winning the coveted Golden Peacock Award within couple of years of inception is a testimony to our highest standards of corporate governance and institutional excellence.

Looking ahead, let us start with getting back our MS volumes making the scheme a roaring success. With rebranding and network expansion regaining speed, I urge each one of you to go all out to build this momentum. We have done the hard job of taking our customer propositions live, now is the time to drive their rapid footprint growth. For this, team Jio-bp needs to continue thinking out of the box, improve execution diligence and take complete target ownership. Together, we can and we will!

On that note, wishing you and your family a very happy, safe and prosperous Diwali!

Regards,
Harish C. Mehta



Top row (Lto R):
Ankita Agarwal
Aritra Chakrabarty
Bernadette Dsouza
Bhupendra Patil
Binoy Murlidharan



Middle row (Lto R):
Christopher C Dsouza
Debopam Chell
Durgesh Kashyap
Nishant Sinha
Paritosh Dawande



Bottom row (Lto R):
Pratiksha Thakur
Rajeev Barman
Rakesh Dahare
Saiprasad Vurakaranam

NOTE FROM EDITORIAL TEAM

Message from our team across functions and businesses.

Dear Readers,

In this issue, we will recount the projects and activities in which Jio-bp and our team members have been actively involved for the past quarter.

As we move the needle from ambition to action, with focus on expanding fuel offerings including greener choices like EV and CNG, this issue's cover story dwelves deeply into this topic.

We thank all the teams and people who contributed to the publication, without which there wouldn't have been this newsletter issue.

As always, drop us a line at corporate.communications@jiobp.com with any suggestions on topics you would like to see us cover or things you like or don't like about the newsletter. We're all ears!

We encourage binge reading!

Thanks,
Editorial Team
Neo-bility

BEST OF BOTH WORLDS

Highlights from Reliance Industries Limited and bp

Reliance Industries Limited to acquire majority stake in SenseHawk



Reliance Industries Ltd recently signed a definitive agreement to acquire a majority stake in SenseHawk Inc (SenseHawk) for a total transaction value of USD 32 million, including funding for future growth, commercial rollout of products, and R&D. Founded in 2018, SenseHawk is an early-stage California-based developer of software based management tools for the solar energy generation industry.

SenseHawk is a Solar Digitization Platform (SDP) with customers throughout the solar asset lifecycle in the US, EMEA, APAC, and SEA. SenseHawk offers an SDP

SaaS for process optimization, automation, and asset information management.

SenseHawk helps accelerate solar projects from planning to production by helping companies streamline processes and use automation. SenseHawk has helped 140+ customers in 15 countries adopt new technology for their 600+ sites and assets totalling 100+ GW.

Speaking about the acquisition, Mukesh D. Ambani, Chairman and Managing Director, Reliance Industries Limited, said, "We welcome SenseHawk and its dynamic team to our family.

RIL is committed to revolutionize the Green Energy sector and has a vision to enable 100 GW of solar energy by 2030. In collaboration with SenseHawk, we will drive down costs, enhance productivity and improve on-time performance to deliver the lowest LCoE for solar projects globally and make solar energy the go-to source of power in lockstep with our vision for solar energy. It is a very exciting technology platform and I am confident that, with RIL's support, SenseHawk will grow multifold."



Ruby arrives in India

The newly built “Ruby” floating production storage and offloading (FPSO) vessel safely completed its sea trial and departed the Samsung Heavy Industries Geoje Shipyard in South Korea in September first week and arrived in the MJ gas field offshore India in end September. FPSO Ruby arrived at Kakinada after making a long and safe journey from South Korea.

This is a big milestone since it's the culmination of two years of construction and was safely delivered with 6.7 million job-hours worked without a lost time incident.

Bernard Looney, Chief Executive Officer, bp said "I've been in this industry for many years but the sheer size and

engineering genius of vessels like this still amazes me. A big thanks to the teams at bp and Reliance Industries Limited, for making this happen safely and efficiently."

Sashi Mukundan, President, bp India and senior vice president, bp group said "It is indeed a big achievement for the JV and we will not only increase gas production for the people of India, we will help the nation save close to \$10 billion in import costs! On full operations we will be close to 30% of India's gas production. This is a true proud moment for me and my extended RIL-bp team in India."

MJ is the third of three deep water gas developments in the KGD6 block that bp is

developing with its partners, Reliance Industries.

- First gas at MJ is scheduled for 4Q this year and at peak is expected to produce between 400-450 million standard cubic feet per day of gas and up to 20 thousand barrels per day of condensate gross production.
- On the ground during construction was bp project manager Luis Hernandez, who was seconded to Reliance to oversee the project.

Once online, the MJ field will take production at bp's gas business in India to 1 billion cubic feet per day, equivalent to a third of the country's total domestic gas production.

SNAPshots

National Diwali petrol scheme



FUEL YOUR DIWALI CELEBRATION

Every time you fill Petrol at Jio-bp Mobility Station you stand a chance to **win big.**

BUMPER PRIZES*

- 10 SUV Cars
- 50 Bikes
- 150 Smart Phones

UPTO 3000 DAILY PRIZES*

DISCOUNT RANGING UPTO **₹500*** ON YOUR NEXT FILL

Offer Valid: 05th Oct to 05th Dec 2022.

*Terms & Conditions apply. Offer valid in selected outlets. Images used are indicative.

Jio-bp launched a country-wide petrol scheme ahead of Diwali from 5th October 2022 for a period of 2 months. As a part of the scheme, any consumer who fills petrol for INR 200 or more is eligible to be a part of a lucky draw and win prizes. There are up to 3000 daily prizes wherein a customer can get a cashback up to INR

500 on the next fill and bumper prizes at the end of scheme. The bumper prizes include 10 SUV cars, 50 motorcycles and 150 smartphones. To make the scheme successful there is a 360-degree integration – ranging from incentives for Driveway Sales Managers and sales team along with an exhaustive marketing

campaign covering digital and extensive on ground promotions. The scheme has started with a bang, and we are seeing a lot of traction and motivation across the country for it. The scheme is fully digital for the customers and the entire integration of the scheme has been done digitally.

Petrol scheme highlights



Jio-bp holds ceremony for long-service and ARBA award winners



Long years of service is an embodiment of passion, dedication and perseverance that will surely set an excellent model for other colleagues. It is by all accounts an extraordinary feat for someone to have been working for an organization for 10 years, 15 years, 20 years, 25 years and all the way up to 30 years! It shows loyalty and a strong sense of belongingness.

On 26th August 2022, Jio-bp felicitated all employees at RCP who had completed the above milestones for the period April 2019 to Aug 2022. The grand celebration was held at LDC - Jio Talks Auditorium. The guests of honour were Jio-bp Chairman, Sarthak Behuria and CEO, Harish C. Mehta who were felicitated by CHRO, Rajan Sharma.



Kudos to all the winners, HR and organising team!

All the long service awardees were felicitated with a silver salver and certificate which was handed to them by our leaders, starting from those who completed 3 decades with Reliance. A Total of 142 long service employees were honoured.

Annual RBML Business awards winners were also felicitated on this day with certificates. The ambience of the auditorium with music, lights and background made the event splendid and the evening ended with Jio-bp's Wild Bean Café serving all the invitees a delicious snack box.



SOAKED IN THE

Tricolor



This year, the entire nation celebrated the 75th anniversary of Indian independence. Jio-bp family participated wholeheartedly in these country-wide commemorations. Taking active part in the Azadi ka Amrit Mahotsav, through the Har Ghar Tiranga movement, Jio-bp family exhibited their sense of responsibility and pride towards the country.

Flag hoisting, cultural programs, rallies were organized across multiple sites through the independence week.



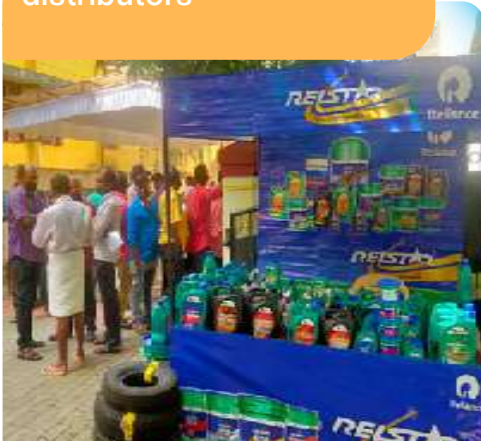
Celebrations at Wild Bean Cafes



Celebrations at Aviation Fuel Stations



Celebrations by our Relstar distributors



Celebrations at Mobility Stations



Inspirational story from the ground



Jio-bp CEO, Harish C Mehta and CFO, Kartikeya Dube felicitating Parndhaman during site visit in Andhra Pradesh

D. Parndhaman, working as Shift Supervisor at Nagari outlet in Andhra Pradesh, was recently felicitated by our CEO, Harish C Mehta during his site visit. Parndhaman was praised for his long and continued service at the outlet since its opening in 2006. Parandhaman started working at the outlet while he was still studying because of his family's economic situation. With the advice and support of the dealer, he completed his studies and also worked as DSM and was later promoted as Shift Supervisor.

Our Nagari outlet, which caters to rural market, has continued to sell petrol at the same level as that of January 2022 (~60 KL per month) even with a premium of Rs 7/litre. This bears testament to the trust they have created for Jio-bp brand with superior service standards, high morale of outlet staff and elevated levels of customer orientation.

Visit of Nicola Grady Smith - SVP, bp

We recently hosted Nicola Grady Smith - SVP City & Corporate Integrated Solutions, bp at Jio-bp Mobility Station at Navde, Navi Mumbai.

bp delegation consisting of Sashi Mukundan- SVP bp India, Rajeev Kumar- VP Business Development and Integration- bp India and Susannah Stewart -

Business Advisor to Nicola were taken through our offerings while on a tour of the flagship site. The delegation also enjoyed some delicacies at Wild Bean Café, which were thoroughly enjoyed, especially the mango and strawberry shakes.

Harish C Mehta- CEO, Kartikeya Dube- CFO and Kedar Apte- CMO were present as Nicola witnessed the value propositions in action. In addition to Nicola,



Jio-bp to install and operate EV charging stations in Mumbai by sharing infrastructure of BEST Undertaking



In a welcome news, Jio-bp has been selected for installation and operations of EV charging stations by sharing infrastructure of The Brihan-Mumbai Electric Supply & Transport (BEST) undertaking for a period of 10 years. Under the agreement, we will setup

fast charging infrastructure at 55 locations which are a mix BEST Bus terminus and Depots.

Creation of fast charging infrastructure at prominent locations will go a long way in creating an enabling ecosystem for EVs in

Mumbai where EV sales have already started growing at a fast pace. The locations are strategic to us from both brand building and network fitment.

Congratulations to EV team and here's to more such success stories!

First additive dosing facility launched at hospitality location

In line with our commitment of elevating fuel standards in the country through 100% additivation, we are proud to share that Jio-bp has formally commissioned India's first of its kind additive dosing facility at Karur, Tamil Nadu for servicing both petrol and diesel supplies from hospitality locations last week.

What is a hospitality location?

Hospitality locations are all supply sites outside of those belonging to our major shareholder (Reliance Industries) from where we procure our product (petrol and diesel). The arrangement necessitates a different dosing mechanism for these sites.

What's the news?

Starting from scratch, Jio-bp is developing a separate facility in the vicinity of all our existing hospitality locations for ensuring the

completion of last leg of 100% automated additivation. The site is fully automated with accurate precision of additive dosing in the tank trucks. The site is also equipped with video analytics for ensuring correct quantity and quality of additives. Driven by a novel instrumentation system, the site ensures that there is no mix-up of additive with state-of-art technology and best safety practice. Additionally, given the

small quantum of additive addition needed in every tank truck, the facility has a high tolerance limit making it is even better.

Showcasing our commitment, we have educated the statutory authorities and received Weight & Measure type

approval for Israel based Original Equipment Manufacturer's dosing skid, the first of its kind.

What all this means?

It is a unique facility. No one in India has attempted 100% additivation before. Developing the concept, building requisite technology,

educating the statutory bodies and readiness to continue ensuring 100% Q&Q makes this project a feat in itself. Intensive deployment of forward looking technology makes the operation of this site a example of digital excellence as well.

L&D team launches 'Jio-bp talks'

Research says that within a decade, it's highly likely you'll be working in a job that doesn't even exist yet – and no, we're not talking about building flying cars or developing the world's first time machine. The world of work is evolving quickly, which means you have to figure out how to prepare for a future job role that's impossible to predict.

Building a successful professional career is the aspiration we all grow with. What we also grow with, is our will to be inquisitive and learn to keep abreast with the advancements in the world. It is thus not just important but critical to maintain a sense of curiosity, a drive to expose

yourself to different areas of work, and to not limit yourself. Most importantly, immersing yourself in learning, creating and developing must be an always-on, intrinsic and a continual loop of progression.

What is Jio-bp Talks?

In one such attempt to make ourselves future ready and to learn in a cross-functional well-rounded method, L&D team has launched Jio-bp Talks. Jio-bp Talks is a platform to share ideas, inspiring stories, lessons from failures and successes.

So, who would be the speakers in Jio-bp Talks?

Well, the answer is each one



of you can come and deliver talks if you have an idea, a story to tell or learnings to share. We are confident that with such collective efforts of all of us, we can create a strong learning and sharing culture in Jio-bp.

Hero Electric set to partner with Jio-bp for 2-wheeler EV adoption



In a development that is expected to boost electric vehicle (EV) adoption and mobility in India, Hero Electric is set to partner with Jio-bp to strengthen mobility solutions for electric two-wheelers. Under this proposed partnership, the customers of Hero Electric are expected to get access to the widespread charging and swapping network of Jio-bp, which is also open to other vehicles.

In addition to creating solutions for seamless

customer journey on Hero Electric and Jio-bp apps, both companies will bring the best of their global learnings in electrification and apply them to the Indian market to create a differentiated customer experience that delights the consumer.

Jio-bp is operating its EV charging and swapping stations under the brand Jio-bp pulse. With the Jio-bp pulse app, customers can easily find stations nearby and charge their electric vehicles. Further, with a vision of being

among India's largest EV network, Jio-bp is creating an electric mobility ecosystem that will benefit all the stakeholders in the EV value chain.

Hero is committed to delivering the best electric mobility solutions to its consumers and this association will fasten the EV growth in the country while strengthening Hero Electric's vision to transform the e-mobility sector in India.

#SelfieWithBappa contest launched on Ganesh Chaturthi



This year, Jio-bp celebrated Ganesh festival with its extended family and customers.

Our Gujarat, Maharashtra, and Karnataka state teams, along with channel partners organized #SelfieWithBappa campaign with music, lights, selfie booth, prasad

distribution and beautiful decor.

Parallely, we also ran a selfie contest on Facebook where users needed to upload a selfie featuring Ganesh Festival and tag Jio-bp on their Facebook handles. 200 lucky winners won exciting prizes.

Jio-bp wins Images ‘most admired retailer of the year’ award



Chief Marketing Office, Kedar Apte and Head of Marketing Services, Kartik Gangwani receiving the award.

We are ecstatic to share that Jio-bp won the Images ‘most admired retailer of the year’ award for 2022, for Innovation in Retail design of its mobility stations.

Our Marketing team received the award at the event held on 25th August 2022 in Mumbai. IMAGES Retail Awards (IRA) recognise and honour outstanding achievements in every major format and category of modern retail in India.



All hired terminals equipped with additive dosing infrastructure



In line with our commitment of elevating fuel standards in the country through 100% additivisation of fuels, we are pleased to announce the

automation of four of hired terminals, IMC JNPT, Kochin-Konkan Terminal, HHA-Cochin Terminal and SSS-Terminal Kakinada. With

this, we have achieved 100% completion of automation at all our hired terminals.

The first fully automated additivised tank truck roll out from IMC-JNPT hired terminal happened recently.

Supporting Mahindra's new electric vehicle launch



On 9 September 2022, the much awaited Mahindra XUV 400 electric SUV was unveiled. XUV 400 is equipped with 39.4 kW battery pack which can provide 456 km of range on single charge and can accelerate from 0-100 kmph in just 8.3 seconds.

Jio-bp extended its partnership with Mahindra by serving as their charging partner, powering all XUV 400s present during the launch event via 7 fast chargers of 60kW CCS. Jio-bp and Mahindra are closely working to explore creation of EV products and services, alongside identifying synergies in low-carbon and conventional fuels.

World EV Day offering

This World EV Day, Jio-bp launched an attractive offering to provide EV charging at just Rs.1/kWh. The scheme lasted till 18 September 2022 and aimed at increasing visibility of Jio-bp's best in class fast EV charging network. We received exceptional response and positive feedback on all fronts be it platform or experience from customers across geographies.



Rs. 1/ kWh. No hidden charges.

- 10 days of offer
- 40+ locations on offer

Fuel4U- vehicle branding

With the intent to gain quick awareness for the newly introduced Fuel4U brand and garner visibility across multiple locations and geographies, branding of Mobile Dispensing Units was initiated in December 2021. In a short span of 8 months nearly 100 MDUs across 15 states delivering diesel at customer doorstep were branded with Fuel4U brand graphics. Branding of the MDUs was executed through carefully impaneled specialized vendors to ensure graphic quality was both impactful and warranted for longer life.

Vehicle branding also included toll free number & QR codes for easy customer ordering and engagement. These branded vehicles were leveraged as mobile assets and Fuel4U is receiving very encouraging response from both channel partners and customers. As we look at expanding our footprints, we are looking at adopting such transit branding opportunities across various other touchpoints and assets.

One team' in true spirit was witnessed in action, where the state wise Area Managers meticulously organized

painting vendors, drivers and graphic applicators at local level and head office business and branding team diligently coordinated at central level with state teams and vendors under supervision with guidance of leadership team. 'Ownership mindset' to complete the task in scheduled timeline congregated the teams to overcome challenges of unavailability of vehicles due to sales pressure, rain amongst other challenges. Today, the complete effort is a milestone achievement along with great individual success stories!



CNG outlet inauguration in Madhya Pradesh

We are pleased to share that Jio-bp launched its first CNG station in western India on 5 August 2022 in the presence of Honorable Energy Minister of Madhya Pradesh, Pradhuman Singh Tomar and AGL (Aavantika Gas Limited) team. Jio-bp team had close interactions with CNG customers explaining them our

value proposition of quality and quantity.

CNG station is an important step in expanding availability of natural gas as environment friendly and convenient fuel to the transport sector in the city and it is safer and economical compared to most conventional fuels. We aim to



provide mobility solutions to our customers by providing multiple fueling choices, thereby changing the landscape of fuel retailing..

Video analytics solution at additive dosing facilities

Jio-bp is setting up Additive Dosing Facilities (ADF) at various locations. The operations at ADFs include injecting additives into main product line (petrol and diesel) to enhance the efficiency of fuel by dosing special chemical in dosing facility.

With an intent to further strengthen our Quality and Quantity (Q&Q) proposition whilst leveraging technology, we have introduced AI based video analytics system at ADF. It is first of its kind facility achieving 100% fuel additivisation with zero tolerance.

ensures prevention of cross contamination across all operations- decantation from additive barrels to vessels, and from skid to tank truck- lastly, delivery of right quantity of the additivated fuel. The system is also

intelligent enough to identify the vehicle and product code through OCR (Optical Character Recognition) to deliver the specified additivated fuel to tank truck with very less manual intervention.



Video analytics system



Jio-bp awarded Golden Peacock Award for Excellence in Corporate Governance

It gives us immense pleasure to share that within a short operating span of 2 years, Reliance BP Mobility Limited has won the coveted Golden Peacock Award for Excellence in Corporate Governance for the year 2022 in National Category, under the Hydrocarbons sector. We were adjudged the winner after rigorous evaluation by the Awards Jury under the Chairmanship of Hon'ble Justice M. N. Venkatachaliah, former Chief Justice of India and former Chairman, National Human Rights Commission of India and National Commission for Constitution of India Reforms. We were evaluated across the range of corporate governance initiatives

undertaken and for amplifying the significance of governance within the organization. Being a young and growing organization, this award is a special acknowledgement of our efforts towards excelling best in class corporate governance practices and validates the collaborative and inclusive style of ethical management adopted by the company.

About the Award

Golden Peacock Awards (GPA) is a set of prestigious national and global awards that is designed to enhance productivity and develop a better work culture in organizations. The primary aim

is to promote business excellence by providing a Framework or Criteria for assessment that is based on similar grounds as other awards across the globe. This award instituted by the Institute of Directors (IOD), India in 1991 has completed 30 glorious years, and is now considered as a benchmark of Corporate Excellence, both locally and globally. This is largely due to its robust transparent evaluation process and determination of clear criteria.

Driver Loyalty Program at Kottakal



Our team conducted DLP program at Kottakal retail outlet in Kerala. The event witnessed the presence of around 30 customers where around 50 gifts were delivered to the drivers and their family.

The dealers also took an initiative to give away 12 gifts to loyal customers as part of rapport building.

Inauguration of additivised fuel at Thrissur



Jio-bp Chairman, Mr Sarthak Behuria visited Thrissur retail outlet in Kerala along with our CFO, Mr Kartikeya Dube, CCO, Ms Savithri Parekh and Regional Sales Manager, South- Mr Sanjay Kaushik on 22nd September 2022 for the inauguration of additivisation fuel at Thrissur RO.

All distinguished guests planted four saplings as part of our commitment

towards the environment. Our Chairman inaugurated the additivised fuel by fueling a customer's vehicle. During the visit, long Service awards were also presented to the outlet staff by our Chairman.

A detailed discussion with dealers regarding their queries and about Jio-bp's further expansion plans was also planned and executed.

Culture of values and trust

Our values and behaviours are declarations in principle about how we, as an organization will engage with and treat our employees, customers, service providers, suppliers, and other stakeholders. For reinforcing this, regional physical pilot workshops on "building a culture of trust and values in Jio-bp" were conducted for field team.

The objective of these workshops is to build a culture of trust in high performance teams, aligned to values of Jio-bp. The workshop was conducted around discussions and group activities on the importance of trust the sessions were ended with ethics pledge.

The feedback scores received are also very encouraging.



Pilot locations: Kolkata, Nagpur, Lucknow and Chennai

Millennium plus Mobility stations with ACTIVE technology fuels at Jio-bp

At Jio-bp, putting ACTIVE technology in every drop of fuel sold is the heart of the differentiated customer proposition being launched in India. With no history whatsoever, the concept was literally started from scratch to develop bespoke products using Indian fuel on diverse range of Indian vehicles in various driving conditions.

The revolution of additivated fuel started at the first mobility station in October

2021. And we are proud to announce that within one year, Jio-bp has deployed additivated fuel at 1000+ stations. This indeed is a momentous occasion.

Further, Jio-bp has deployed automated additivation at over 85% of our supply envelope. The arrangement has created execution capability with a tolerance of 0.5% even while dealing with ppm level dosage. It is worth mentioning, that the teams

together could build state of the art additive dosing facilities even for hospitality locations encompassing entire gamut of statutory approvals.

It is rewarding and encouraging to note that our consumers are delighted with our offerings, which in turn has laid the ground for unlocking tremendous value for Jio-bp in the Indian market.



Commercial start of 1st CNG station in south zone



We are happy to announce the commercial start of 1st CNG station of Jio-bp in South Zone and 7th overall CNG station at Devanhalli, Bengaluru on the

10th of October. Inauguration was done by Hirdesh Kumar (OIC, Gail Gas Bengaluru) and Kedar Apte (CMO, Jio-bp) along with G.R.Reddy, Ranjit Thakur

from Jio-bp team and Vinay Krishna Shrivastava from Gail Gas Ltd.

Commissioning of this CNG retail outlet is one significant step towards a greener future. CNG footprint of Jio-bp network has started gaining momentum and many more CNG stations are expected to go live in near future.

HSSE launches HSSE Excellence Rewards and Recognition

Last two years were extremely eventful and encouraging on HSSE front, as we improved our safety culture at Jio-bp through various campaigns, activities and systems.

To celebrate the success of the campaigns executed, recognize efforts put in by different employees and teams and enhancing the safety culture further, team HSSE has announced HSSE excellence rewards and recognition scheme.

These rewards and recognitions will be extended to individuals and teams for different categories after thorough evaluation at various levels.

Please ensure 100% participation in this reward scheme and get the maximum benefit out of it. Team HSSE will be conveying further details to relevant departments on the same.





TÊTE-À-TÊTE WITH KEDAR APTE

In an exclusive interview with our Chief Marketing Officer, Kedar Apte, we explore his leadership style, fitness mantra, favourite books and much more.

Q . How would you describe your leadership style?

A I would describe my leadership style as motivating and enabling.

I like to paint big picture and then discuss the how with my team. Thereafter my role is mainly is that of an enabler, clearing path of my team and helping them navigate.

I also judge myself by the value I have added to those who work with me and it gives a joy to see my team progress. In one of my leadership roles, where work was not motivating enough, I started a daily ritual where before close of work, I used to ask myself – What value did you add today and that forced me to focus on capability

development every single day and get so much joy.

Q Please share an important leadership lesson that you have learnt (and from who)?

A The biggest lesson I have learnt is from Andre Agassi's biography : 'The Open'. His coach told him not to give it his best on every shot and but chose the time wisely to give that little bit extra. So when the opponent is up 40-0 and serving well, is not probably time to play your best shot of the match. But you have to seize your moments and give your best on those 30-30 points – big points which can make a big difference to the outcome. So reserve your best to

seize key moments by conserving your energy. I have internalized this lesson and understand, and seize on those big opportunities – that special project, presentation on that day and so on.

Q What are your views on time management?

A Time is one of the most valuable resources as all have, and guess what, every single person in the world has exactly 24 hours a day.

But yet, some use it wisely and some just see time fly by !

I believe in 80-20 principle and prioritize on a few big things where I want to spend my time on. Thankfully I have a very

capable team that makes delegation easy and lets me focus on the big ones.

Q What are your views on work-life balance and what do you like doing when you are not working?

A Honestly I have been lucky enough to always love my work and work with some fantastic people, so never had to worry about work life balance.

I believe if one has a job they are passionate about and have friends at work, and then the concept of work life balance does not exist. However I do agree that you need to find moments where you do not get work pressure get to you. Once in my career, when work was getting to me, at end of every work day, sometimes 6 or 7 pm , sometimes as late as 11 pm, I would switch off email on my phone and that daily ritual helped me mentally relax. You have to do what is right for you and never lose site of the big picture and long term.

Q What is your fitness mantra?

A I live to enjoy good food and that can be done only if I keep myself fit enough to keep doing it. I regularly

exercise 4-5 days a week and the regime ranges from lifting weights to long walks. I find exercise not only keeps my body fit but also helps me relax by liberating my mind of all the negative and undesirable thoughts. Each person and their motivations are different so it is critical to have fitness goals, preferably write them down. Even better if you increase stakes by declaring to your spouse or friends !

Q What do you like to read?

A I listen more than I read and absolutely love enjoying audio books. What I listen depends on my mood but it ranges from Chetan Bhagat (please judge me not) to the likes of self-development e.g. Ikigai, or biographies especially of sportspeople.

Q What are your favourite movies or TV show?

A I am an avid fan of movies as well as TV shows. I do not have a favourite movie as such but anything that entertains me (e.g. Kuch Kuch hota hai to Queen or anything that moves me (e.g. Tare Zameen Pe or

Pakistani movie Bol).

In TV shows, my favourite genre is murder mysteries that keep me on the edge of my seat but I do not mind watching some masala content such as Fabulous Lives of Bollywood Wives, or Indian match making which are quite entertaining.

Q What advice would you give to young professionals?

A Balance achievement of work goals with self-learning. At start of your career, focus on width of learning – try to do different kind of roles, try to learn about other functions by doing or observing. Be hungry for growth even if that means it stretches you. It is good to be stretched at work especially early on in your career and have more on the plate than you can handle, that's what prepares you for the larger challenges ahead.

Try to surround yourself by people able at what they do, and with hunger to do well.

WORLD MENTAL HEALTH day

10 October 2022

6 steps to a healthy mental wellbeing



Healthy Diet

Having a healthy diet can help with your mood, energy and feelings.



Sleep

Try and keep to a regular sleeping routine. Wind down time before going to bed is also important.



Physical Activity

Regular exercise helps to lift your mood and increase energy levels.



Be Active

Spending time outside is valuable for our wellbeing, take up a hobby like biking or walking.



Enjoy Life

Relax and enjoy life by taking breaks and holidays. This will help you feel refreshed.



Stay Connected

Poor mental wellbeing can lead to avoiding social contact, however it is important to stay connected with others and talk about how you're feeling.

#ItsOkNotToBeOk

Break
Stigma

PLEASE TALK TO
SOMEONE IF YOU
ARE STRUGGLING

YOUR
MENTAL HEALTH



IS A **PRIORITY**



IT'S OKAY TO ASK FOR HELP IT'S A
SIGN OF **STRENGTH**
NOT WEAKNESS

LOOK AFTER YOUR



MENTAL HEALTH





Was at base
Solving a case!
In the stress
In the press
But what I learnt
That from yesterday I won
I said to myself
“From yesterday I became zero to one!”

I began to think
What I did
Then my eyes just blinked
Said to me-
“You can do it”
I thought I am no longer a kid
I realised that my work is done
And my brain from yesterday
became zero to one.

My responsibilities increased
Me time decreased
But I wasn't upset
My original behaviour
Got reset.

As I know that
Becoming mature is like upgrading from
Zero to one.

I could see a change in me
I could stand on my own
Felt as if I became a big stone
What I realised is that
I have become overall sized
My childhood is done.
I became zero to one!

Zero to One - By Vihaan Malik, 14 years
Son of Yogesh Malik, Learning and Development

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