



PROPEL

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Safety Transformation at Rane



The World of Rane

Rane Holdings Limited (RHL)

Rane Brake Lining Limited (RBL)

Rane Engine Value Limited (REVL)

Rane (Madras) Limited (RML)

- Steering & Linkages Division (SLD)

- Light Metal Casting India (LMCI)

- Rane Auto Parts (RAP)

- Rane Light Metal Castings Lnc (LMCA)

Rane NSK Steering Systems Private Limited (RNSS)

ZF Rane Automotive India Pvt. Ltd. (ZRAI)

- Occupant Safety Division (OSD)

- Steering Gear Division (SGD)

Rane Holdings America Inc. (RHAI)

Rane Holding Europe GmbH (RHEG)

Rane t4u Private Limited



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TABLE OF CONTENTS

4

Cover Story

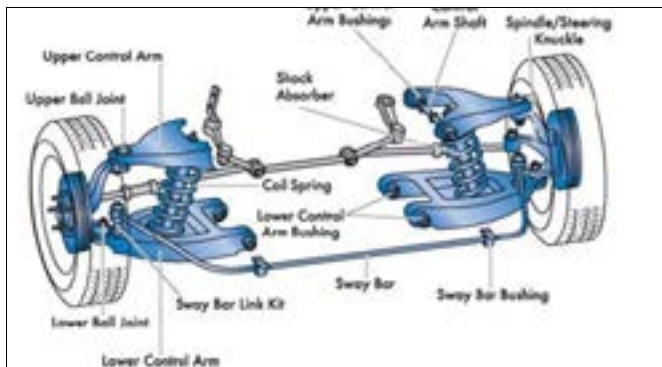
Safety Transformation at Rane



9

Know the Product

Independent Suspension System



12

Outside In

TVS Rubber - Finger on Customer Pulse

14

Employee Spotlight

On Supply Chain Managers

16

Rane for Good

Annual Day Celebration



18

Awards & Accolades

ACMA Atmanirbhar Excellence Award 2022



19

Rane News

Rane QC Convention



Safety Transformation @Rane

- With Total Employee Involvement for Continuous Improvement

Rane has always considered employee safety important. Since 2017, it has crystallized its practices and aligned them with ISO 45001 to improve workplace safety. As India celebrated Road Safety Week in January and National Safety Day in March, here is a recap of Rane's safety journey and the way forward.

Rane Group follows a culture of continuous improvement. This is applied not only to the manufacturing processes and

Since the inception of the committee, the group has been working on specific initiatives within risk reduction, training and

System). Focused efforts on machine safety, electrical safety and fire safety were taken up by assessing the risk exposures and implementing the mitigation measures.



product quality and performance but also to employees with a focus on skill development and workplace health and safety.

Though Rane has always been mindful of the health and safety of our employees, a Group H&S Steering Committee revisited and upgraded the governance structure across the group. As world-class safety is a journey of many steps, the end of every cycle of improvement is viewed as the starting point for the next cycle of improvement.

audit structure. Adherence to legal and compliance obligations have already been in place for several years, so the committee is able to focus on the proactive aspects of H&S improvement such as risk assessment, hazard identification and risk reduction in order to give employees a safe and secure work environment.

Assessing Risks and Continuous Improvement

Rane has 25 plants across the country, all certified for ISO 45001 (OHSMS – Occupational Health and Safety Management

At the group level, in the last year and a half, different subcommittees have also been established to standardize safety management at the group level, wherever possible.

These subcommittees are led by senior chairpersons from the group companies and cover:

- **Standards & Procedures:** Standardize practices across the group companies
- **Safety Behaviour Observation:** Assesses the risks based on how the operators interact with the machinery they work on and ensures that they accept and adhere to safety requirements.
- **Training & Capability:** Training and capability development help to create awareness about the safe behavior as well as the right and safe way to work.
- **Incident Investigation:** Despite all preventive controls, incidents do happen. Incident investigation helps to determine the root cause

through fault tree analysis and improve mitigative controls to prevent future recurrence.

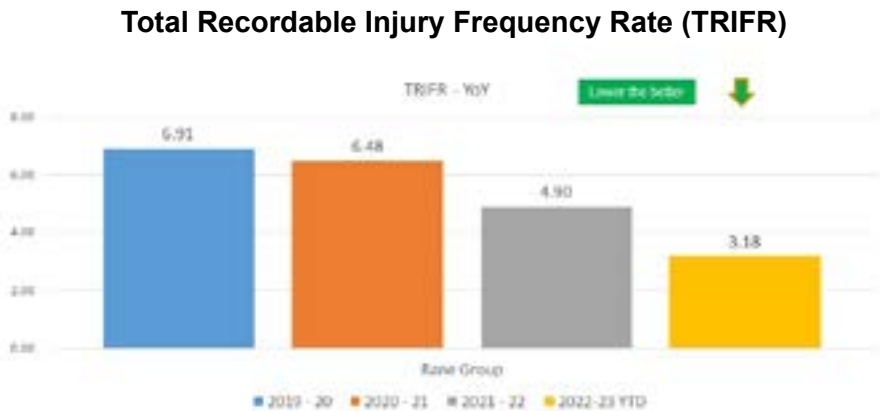
• Contractor Safety

Management: Rane hires contract workers. These have typically higher exposure though they are infrequent. Since some of them may not be aware of standards and safe behavior, Rane evaluates them before hiring and provides training and other guidance as required to ensure their safety. Permit-to-work, Toolbox Talks (TBT), job safety analysis and so on are performed as per regulatory requirements and the contractors continually evaluated.

Improving Workplace Safety

The company has a top-down approach with the top management leading the way in safety management and encouraging employees to imbibe safe behavior.

For each plant, the top 5 hazards are identified and appropriate mitigation measures put in place. Each new employee is provided safety training in the



dojo so that they learn to use the machine in a safe way. Around one hundred executives have been trained so far and to speed up the process, resources will be created at the plant level to improve safety in each plant. Each plant has a safety officer, but since they alone cannot be responsible for the safety of the 300-500 employees in each of these plants, it is essential for the workers and managers too to become involved. Internal and external resources are used for the training. The company has also introduced the train-the-trainer concept to accelerate safety training and close the gap quickly.

Since safety is monitored at the group level, there is the horizontal deployment of actions across the group, with best practices being shared to further

strengthen and speed up the safety culture.

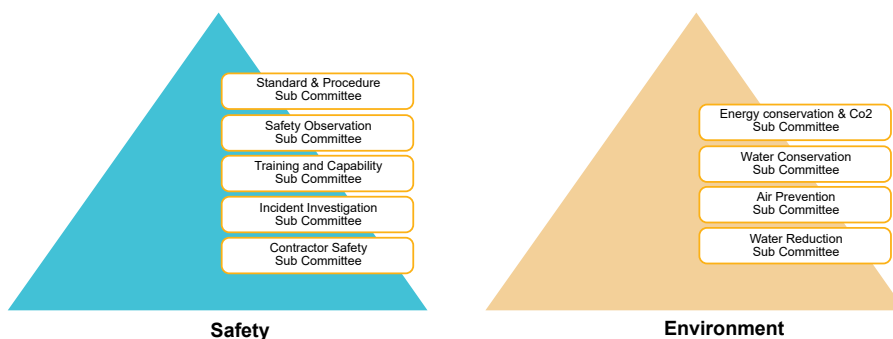
Not just the shop floor, the Rane safety management program also looks at overall safety, involves families in understanding safe behaviors and nurtures young minds studying in Rane Vidyalaya, through awareness programs on road safety, fire safety, LPG safety, electrical safety, home safety etc.

Reinforcing positive behavior is one aspect that is being encouraged to improve safety. Another is to encourage safety observations and correct the mistake right away without blaming anyone or fearing retribution, which is another aspect that is expected to improve employee involvement. This is also reported to the safety team using a simple form so that the inputs can be used for training purposes and as data for further improvement.

Monitoring and Measuring Safety

What cannot be measured cannot be improved. Rane tracks lead and lag indicators weekly, monthly, and quarterly to assess performance, identify gaps, and

Safety Steering Committee, Environment Steering Committee



create meaningful interventions for continuous improvement of safety management.

Lead indicators tracked include training man hours, HSE promotional activities, HSE initiatives/improvements, HSE meetings, Unsafe Act/Unsafe Condition (UA/UC) identified and closed, stop work cases due to UA/UC, near miss report received and closed, PPE compliance (%), LOTO compliance (%), total safety audits and cardinal safety rules violations among others.

Lag indicators include the number of fatality, Lost Time Injuries (LTI), Restricted Work Case (RWC), Medical Treatment Case (MTC), First Aid Cases (FAC), High POtential incidents (HIPO), Near Misses, internal/external-fire, property damage, and environmental spills.

As per the IS standards, Frequency rate and Severity rate are the metrics used to level out the differences between bigger and smaller plants. TRI-FR – Total Recordable Injury Frequency Rate, RA-SR – Recordable Accident Severity Rate.

ISO 45001 certification is valid for three years, after which the plants are audited by a third party for compliance before recertification. In addition, Rane also has special interventions by external consultants for fire safety, electrical safety and machine safety.

Apart from external agency auditing, internally Rane follows 1st Party & 2nd party audit processes to evaluate the implementation of safe practices and continually improve.

Role of Technology in Improving Workplace Safety

Technology plays a key role in improving the effectiveness of safety management. Some of these include the implementation of engineering controls in machines like light curtains, interlocks, auto-sensing guarding systems etc., to reduce the hazards and risk exposures for protecting people.

The Learning Management System (LMS) portal offers e-Learning Safety Training modules for employees to access and upgrade their skills and capability. We have deployed a road safety module for all employees, an electrical safety module for targeted employees and many more are in the pipeline. Visitors become aware of the safety requirements of Rane using the safety kiosk placed conveniently for their benefit.

In addition, Rane also uses IoT and AI to improve workplace safety. For instance, it is mandatory to wear goggles when using particular machines. A sensor-based solution has been implemented wherein the machine will not start if it does not detect the goggles.

A lot more interventions are happening in the industry. For example, technological intervention is being used for monitoring the movement of heavy trucks that come to deliver the material. Rane is in the process of developing a safety management portal to improve the process, increase visibility, and have access to data that can help with further improvements.

The aim of Rane is to effect a 20% reduction in the number of incidents year-on-year and make Rane a safe place to work.

Safety monitoring through AI based solution



NATIONAL SAFETY WEEK



Rane Group celebrated the National Safety Day/Week on 04.03.2023 across our group companies which provides an opportunity for us to reflect on the importance of safety and reinforce the commitment to foster a safety culture.

The theme provided by the National Safety Council of India for this year #OurAimZeroHarm resonates strongly with our safety philosophy, which is centered around the belief that all accidents and injuries are preventable.

Various events were organized to promote safety in the workplace and educate our employees about the latest safety practices and encourage them to adopt safe behaviours in their daily lives.

We took a pledge to make safety a top priority and ensure that it remains at the forefront of all our endeavours.

Rane Group reinforces our commitment to creating a safe working environment for our employees and to raising awareness about the importance of safety.



ROAD SAFETY WEEK

Rane Group celebrated Road Safety Week which is organized and executed by the Health, Safety and Environment (HSE) from 18th – 24th January 2023. We demonstrated the company's commitment to promoting road safety and creating a culture of safety within the organization. We also worked to promote road safety in the wider community by participating in local events and initiatives. The company provided resources and information to help people stay safe on the road and to raise awareness about the importance of road safety in the community.

One of the key focuses of the initiative was on educating employees about Defensive Driving. The group companies also worked to promote road safety in the wider community by distributing safety guidelines and protocols to the public.

A safety pledge was taken by all the employees, which is a commitment to always practice safe driving habits that include:

- to always wear seat belts
- obey traffic laws
- avoid distractions while driving
- always be aware of our surroundings while on the road



Independent Suspension System

Control Arm Application in Independent Suspension System

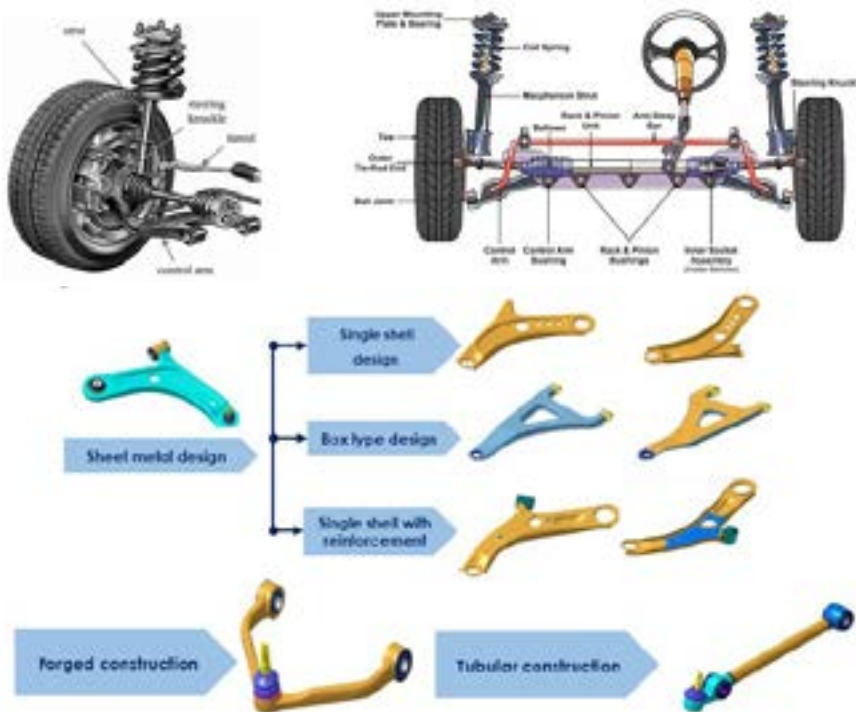
Independent suspension system allows each wheel on the same axle to move vertically during bump and rebound condition.

The main groupings are independent front suspension (IFS) types.

1. MacPherson Strut
2. Double wishbone suspension systems
3. Multilink suspension system

MacPherson Strut

In this setup, the front wheels are allowed to move independently. The MacPherson strut combines a shock absorber and a coil spring into a single unit. This provides a more compact and lighter suspension system that can be used for front-wheel drive vehicles.



In RML, we develop lower control arm with ball joint. The lower control arm design is widely classified as

- Sheet metal design
- Forged construction
- Tubular construction

The ball joints can be press fitted, welded, bolted and integrated as forging construction

Double wishbone suspension systems

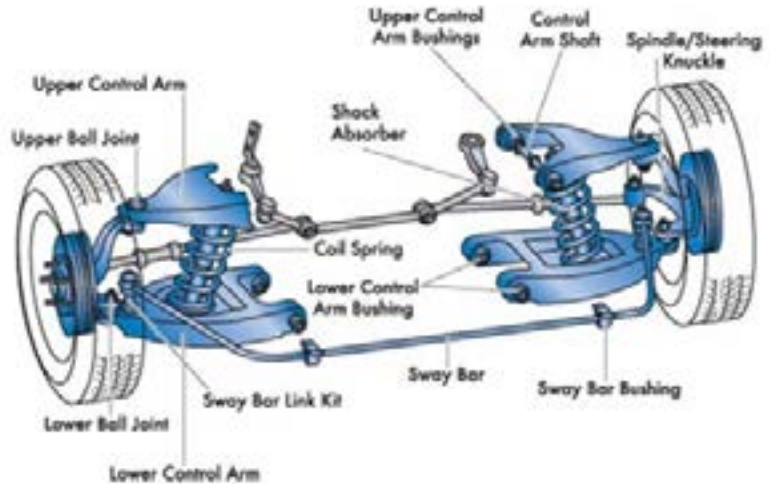
Double wishbone suspension allows each wheel to act and react independently from the others. This can be achieved using two wishbone-shaped arms (also known as control arms or double A-arms) that are located between the knuckle on the wheel assembly and the car's chassis. This type of suspension system is used in rear wheel drive.

The upper and lower control arms have ball joints on wheel end to allow the wheel vertical



movement, which is controlled through the shock absorber and coil spring mounted on the wishbones.

Double wishbone suspension offers drivers a smoother driving experience, especially on bumpy roads. Double wishbone suspension gives technicians flexibility to adjust parameters like camber, caster and toe to meet the requirements.



Multilink suspension

A multilink design, usually with four or five arms known as links, allows an independently-sprung wheel to combine both ride quality and handling. This suspension system is laterally stiff so a car equipped with this type of suspension gives excellent cornering stability when compared with other designs, but it also allows smooth, independent movement of the wheel even on larger bumps.

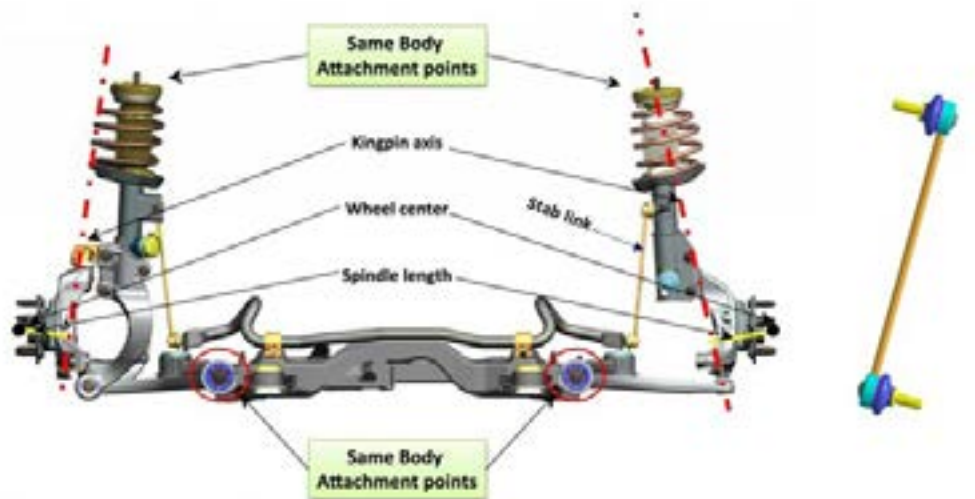
Their quantity is usually varied based on three to five elements. In the manufacture, the features of the design of the remaining suspension elements and their interaction are taken into account.



Multilink suspension

- Transverse levers provide vertical wheel movements and change the angle of inclination of the hub node in the horizontal plane. Depending on the location scheme, transverse levers can also limit longitudinal movements.
- Jet thrust limits the movement of the hub in the longitudinal direction. It is used primarily on the rear multi-dimensional suspension, and used in the front to enhance the structure.
- Springs provide elastic suspension communication with car body.
- Shock absorbers are designed to waste oscillations.
- Transverse stability stabilizer compensates for the casual rolls when turning turns.

Stab link application in independent suspension system



Stabilizers (stab link) reduce the tendency of the vehicle structure to roll when cornering, thereby improving vehicle stability on bends. Stabilizer links connect the stabilizer to either the steering knuckle, transverse control arm or strut.



The vehicle's suspension has a crucial role to play when it comes to handling. For the suspension to work efficiently, it needs to ensure that all of its sub component function efficiently. When you take a turn, you will realize the body roll where the weight of the car leans against the turning side and ensures optimum power to keep the traction in all the wheels. While all these things are working together, the rods will maintain the stability by distributing the car's weight.

The stab link assy consists of two ball joints, one ball connected with sway bar and other end is connected with MacPherson strut.

TVS Rubber

- Finger on Customer Pulse

TVS Rubber, a division of Sundaram Industries and a supplier for Rane Group Companies. Mr. P. Sundararajan, Director, Sundaram Industries shares the journey, milestones, strategic thinking and future plans of TVS Rubber during an interview with Rane Propel.

Tell us about the journey of TVS Rubber and some of the key milestones in the last few years.

TVS Rubber started as a manufacturer of tyre repair materials in the year 1962. Subsequently, we moved on to auto components manufacturing for PV and CV. In this journey of 60 years, TVS Rubber has become the preferred supplier for Indian defence and many OEMs in India as well as overseas markets, serving through dedicated warehouses.

During this journey, TVS Rubber has migrated to other product lines, which has moved our capability higher on the technological ladder. The company has a joint venture with an Italian company for manufacturing technical products. Through its subsidiary, it manufactures air springs for commercial vehicles and railways. Through its recent acquisition, it makes low-pressure specialty hoses for automotive

as well as industrial applications.

TVS Rubber has its own product development and their lab is accredited with NABL certification. It has developed flat products, rubber tracks for the agri industry and adjacencies like TPE and TPU products.

What are some key trends you're seeing in the automotive industry – both in India and globally? How is TVS Rubber preparing to take advantage of these trends?

TVS Rubber is seeing customers moving towards a common product for the globe with an extended warranty and enhanced performance of products. For this, we continuously work on developing recipes that could withstand extreme variations in environmental conditions across the globe. Our intent is to be a step ahead in providing solutions to customers as they come up with enhanced requirements.



Customers are working on system design and expect their supplier partners to work on the product design for the system. We have our own technology center which works on product design as well as recipe design. We have our own product testing laboratory over and above material testing. We are also looking at a development base where the vehicle systems are designed.

The most important trend in the automotive industry is the worldwide shift to electric vehicles. The growing popularity of EVs is a great opportunity for corporates

and businesses to redefine their mobility and adopt greener fleets with EVs. This not only helps businesses reach their sustainability targets but may also help in cutting costs in the long term.

There is a need for a lot of new performance components since the oils, coolants, sealing requirements etc., are changing as compared to ICE vehicles. At TVS Rubber, a lot of proactive work is carried out with major polymer manufacturers to identify superior-performance compounds. The drive towards reduction of weight would become very important with manufacturers looking at plastic, rubber and silicone substitutes.

How is the automotive industry performing and are you seeing an increase in demand for your products? What are your plans for capacity expansion?

With rising middle-class income and lower vehicle ownership per thousand, we see the demand to be sustained in the near future. With rising power costs and a shortage of resources in other parts of the world, we see that India will emerge as a strong export hub.

Other favorable trends in terms of increasing demands are:

- Introduction of Scrappage Policy.
- Make in India Policy.

To meet these, we have already started manufacturing from satellite plants.

What are some of the challenges you are facing as an industry and TVS Rubber specifically?

Availability of Human Resources is a big challenge and hence we are moving towards process improvements which could reduce these requirements.

Specifically for the rubber industry, the challenge is the availability of synthetic polymers and specialty chemicals that are primarily imported. This is because of the restrictions imposed by different countries on the way these raw materials are manufactured.

Other challenges include supply chain volatility (sudden disruptions due to current geopolitical situations) and increasing freight costs. We are entering into long-term contracts with our suppliers and our R&D team is working on alternates that are locally available and can be substituted.

You supply to both OEMs and Tier I. Is there any difference in the way you interact with the two?

We are not seeing any difference in the way we interact with OEMs and Tier 1. We get more time for product development when it is with OEM and relatively lesser time when it is with Tier 1. We also see more improvement points after development with Tier 1.

Please take us through your approach to R&D and quality.

We collaborate with customers by providing design and material solutions considering end-vehicle performance. This is one step ahead in looking at future application requirements.

What is your advice to middle management professionals, especially in the manufacturing sector?

Given the increasing volatility, uncertainty, complexity and ambiguity, which are here to stay, the advice to middle management professionals would be:

- Customer Centricity
- Transparency
- Speed of response
- Flexibility
- Cost Orientation

On Supply Chain Managers

Supply chain managers from across the Rane group companies share their journey in the group



Leo Anthony Raj E
Assistant General Manager
RML - SLD

Memorable Experiences

In my 13 years of working in Rane Madras, I have seen the business grow tremendously from Rs. 600 crore in 2010 to almost Rs. 1800

crore now. The most memorable experience was establishing a reliable supplier base and meeting the expectations of the most important high-volume export business. Other experience was in getting a competitive edge in commercials and establishing a supplier base for the hydraulics business which achieved a milestone of Rs.100 crore.

Greatest Learnings

Each and every day is a good learning experience for everyone in RML. My understanding of business models and business case workings for new projects improved along with how to work out the financial requirements for any new business. Requirements of quality systems and supplier capabilities for global customers were other learnings on the job.

Key Contributions

Cost reduction once used to be our key focus. Of course, even now it remains so to improve the bottom line. This has been streamlined such that we are able to achieve it without much stress. Also, a long-time search for competitive and quality-oriented suppliers for commodities like rubber, tubes, etc., bore fruit. For other commodities too, we are confident of establishing one very soon.

Keeping Pace

RML has introduced continuous learning programmes on a regular basis, helping us understand the new requirements in the industry and how to equip ourselves for this changed scenario. The HPLD training programme is one of the turning points in my career.

Rane in One Word: Passion

Memorable Experiences

I joined RNSS in April 2018. At that time, TQM Deming Prize preparation was going on. I had the opportunity to understand the requirements and worked with the team for preparation as per the timeline and then participated in the main audit. RNSS was awarded the Deming Prize. The whole experience of this TQM journey will always be memorable for me.

Greatest Learning

The TQM way of working and following DRM practices and process improvement through the PDCA approach are the two greatest learnings.

Key Contributions

During the new business nomination for a passenger vehicle customer,

we were unable to extend the space for the machine shop in the Bawal plant. So it was decided to outsource. I took the lead and set up a 3PL warehouse.

I have also improved procurement planning. During the setting up of the Gujarat plant, I planned the child parts supply.

Keeping Pace

I was nominated for the HPLD program, which enhanced my leadership capability, team-building capacity, customer-centricity, seeing the big picture and strategic thinking. The company has provided me with the required training to enhance my skills in meeting the changing industry requirements.

Rane in One Word: Process-oriented



Sarvesh Kumar
Manager
RNSS - Bawal



Santhanakrishnan R
Manager
REVL - Trichy

Memorable Experiences

We recently added a new customer, and their standards and expectations are totally different from our current practices. As a Head of Materials Management of the plant, I quickly learned their systems and also helped my team understand their requirements and implemented the new systems within the timeline. The major

systemic improvements are in the stores' management, traceability of raw materials, visual management system and supplier's performance index. This is one of the most memorable experiences where my team and I had a very good opportunity to explore our potential to implement and sustain the customer's new standards and requirements within a short span of time.

Greatest Learning

Being part of the HPLD team has given me the opportunity to attend leadership development programs, Reflection through training helped me to shape my leadership styles. The TQM way of work is one of the greatest learnings.

Key Contributions

Year-on-year price increase of various commodities is a great challenge to our industry. The materials team at the Trichy plant, with the support of CFT, has adopted various cost-saving initiatives such as raw material

yield improvements, and the implementation of an efficient manufacturing process. The overall cost savings on the above major projects are Rs 75 lakhs/annum.

Sustainable inventory management was achieved within the target level for both direct and indirect materials without any major non-moving inventory irrespective of fluctuations in the customer order.

Keeping Pace

Rane helped me to identify my individual development plan, strength and weakness through the HPLD programme, which is now enhancing my thought process to improve team-building capabilities and interpersonal skills.

Rane provides me the opportunities to work on my blind spots which is enhancing my strategic thinking and better crisis management. I am assigned challenging tasks to enhance my potential with empowerment.

Rane in One Word: Staunch

Memorable Experiences

My greatest moments at work have always been related to solving a problem or creating a solution for our supplier products. At the time I joined, our seatbelt and airbag product technologies were difficult to understand. I had a strong working experience that helped me. At present, my boss gives me a lot of freedom.

Greatest Learning

I am impressed with our Rane group culture and approach, especially in our OSD plant, since our ZF Rane JV initiated the Supplier Development Program to manage the domestic suppliers to meet global standards. They changed the way I look at and react to any situation.

Key Contributions

My strategy of "Focus on Variable Cost Reduction & Part Localization", with the support and guidance of my boss Mr. Guru Prasad. In Supplier development, I have been actively involved in making rapid improvements and sustaining them in the areas of quality, systems, process robustness, containment, infrastructure, team building, etc.

Keeping Pace

I have also continuously focused on DRM practices and updated myself on understanding my management requirements. HPLD training has helped me in practicing leadership skills and understand myself. There has been an improvement in my soft skills, especially team building

and inter-department relationship management.

Rane in One Word: Career growth



Jayaprakash
Manager - ZRAI OSD

ANNUAL DAY CELEBRATION

Rane Vidyalaya celebrated its fifth Annual Day on 25th February 2023.

L Lakshman, Chairman Emeritus, Rane Group graced the occasion as Chief Guest and Pushpa Lakshman was the guest of honour. Welcome address was given by B Rajalakshmi, Correspondent, Rane Vidyalaya, and R Nagarajan, Principal, Rane Vidyalaya read the annual report laced with achievements in Olympiads by the students. Lakshman addressed the gathering and recalled the decisions made regarding starting a school in a rural area with the best of facilities. He also

spoke about the future plans of expanding the classes till XII and the various streams which will be offered keeping the best interests of the students in mind. The annual day performances by the children were based on the theme of 'Protect Nature'. For the children coming from a rural background, it was a

milestone when they enacted the English play "Julius Caesar". Hindi play had a snippet from Suppandi. Tamil play was laced with humour about "Women Empowerment".

The evening's performances left the audience spellbound.



FIFTH UKG CONVOCATION

The most awaited UKG Graduation Ceremony was celebrated with great zeal and fun on 12th March 2023. The event was graced by Mr R Venkatanarayanan, President – Corporate Services, Rane Group.

The most important part of the Graduation Ceremony began with the smart and tiny tots of UKG adorned in customary



graduation robes walking onto the stage. The young graduates' procession was led by B Rajalakshmi, Correspondent, Rane Vidyalaya.

The kids exhibited their outstanding performances with blissful, auspicious and contemporary dances and passionate songs. The Chief Guest addressed the gathering and felicitated the winners for their academic achievements. It was indeed a joyous and memorable day for the little ones as they received their Graduation Certificates.



A Step Towards Holistic Development of Students at RPTC

The staff of Rane Polytechnic Technical Campus was oriented towards the holistic development of students through a workshop that was held on the 11th and 12th of March 2023 at ZRAI OSD. On day 1, Dr. S. Venkataraman, Senior Consultant, UNESCO HQ (Paris), enlightened our staff on: a) the Future Job Skills report 2022 of World Economic Forum, b) the top-notch skills required for 2025 and c) the role of teachers as change agents in skilling the students to acquire transversal competencies. Setting the need for holistic development, the teachers were then divided into teams and were made to identify the major key challenges faced by students in their classrooms. The challenges

were then mapped with the skill gap to address the issues. The second day started with an awareness of and the need for inculcating transversal competencies in the students due to the ever-changing job environment. Following that, a discussion was held on enabling RPTC to achieve sustainable development targets set by the United Nations in the area of quality education with lifelong learning. The teachers then started working to identify, plan and prepare a strategy to implement activities, programmes, etc., for first-year students to provide targeted activities for the holistic development of this cohort all the way till they complete the course.



ACMA Atmanirbhar Excellence Awards 2022

Rane group companies won awards under various categories in ACMA Atmanirbhar Excellence Awards 2022.



Rane Brake Lining Limited - Puducherry won Bronze Award for Excellence in Sustainable Business under Large Category.



Rane Brake Lining Limited - Trichy won Gold Award for Excellence in New Product Development & Localisation.



Rane (Madras) Limited - Pantnagar won the Certificate of Appreciation for Excellence in Manufacturing under Very Large Category.



Rane Brake Lining Limited - Puducherry won Gold Award for Excellence in Manufacturing under Large Category.



Rane Brake Lining Limited - Trichy won Gold Award for Excellence in Health, Safety, and Sustainability.



Rane NSK Steering Systems Pvt Limited - Gujarat won the Certificate of Appreciation for Excellence in Sustainable Business under Very Large Category.

AWARD FROM CII

Rane NSK Steering Systems Private Limited received the recognition of achievements from CII on "Sustainability through Social Initiatives" from CII on 10.03.2023 at CII Tamil Nadu State Annual Meet, Chennai.



WOMEN'S DAY CELEBRATION

Rane Group celebrated International Women's Day on 8th March 2023 with great enthusiasm and pride. The company recognizes the immense contribution of women in various spheres of life and strives to create a gender-inclusive workplace that values diversity and empowers women to achieve their full potential.

The company's commitment to gender equality is reflected in its policies and initiatives that promote career development, leadership, and work-life balance.

Women employees at Rane came together in groups to celebrate their achievements on this occasion. The group companies conducted varied initiatives and fun-filled, theme-based events to make it extra special for their women employees. We stand committed to creating a brighter and more equitable future for women in the workplace and beyond.



RANE QC CONVENTION

Rane Group has been practicing TQM for achieving business objectives for the past two decades. Total Employee Involvement (TEI) is an integral part of TQM. Quality Control Circle (QCC) plays a vital role in enhancing TEI.

To encourage, motivate, recognize and reward QCC, Rane Group has been organizing QC Convention at the Group level since 2008. The 16th Rane QC Convention was held on 04th January 2023 at Rane Institute for Employee Development (RIED).

The performance of the eight QCC was evaluated by an external jury. The QCC projects were based on the application of a systematic problem-solving approach, namely, QC Story. The Jury selected the Winner and the Runner up based on their performance using the seven steps of the QC Story approach.

Chairman L. Ganesh delivered the keynote address and the entire senior Leadership team participated in the whole-day event. Vice Chairman Harish Lakshman distributed participation certificates to all the participants.

'Rane Creators' QCC of Rane Brake Lining Ltd - Chennai won the Winner's Award and 'Busy Bee's' QCC of Rane (Madras) Ltd – Varanavasi won Runner-up Award in the 16th Rane QC Convention 2023.

The Winner of the QC Convention, Rane Brake Lining Limited - Chennai, attained the Chairman's Excellence Trophy (Rolling Trophy).



CHENNAI MARATHON 2023

The Rane Group employees participated in the Freshworks Chennai Marathon 2023 held on 08th January, Sunday.

Rane has been promoting employee wellness and fitness through various initiatives, and enabling participation in marathon events is one of them. We recognize the importance of a healthy workforce and encourage the employees to participate in such events.

The Chennai Marathon is the largest sporting event in Chennai. This time, there were four race categories: the 10 km, the Half Marathon (21.097km), Perfect 20 Miler (32.186 km) and Full Marathon (42.195 km).

This year, 146 employees from the Rane Group participated in the Chennai Marathon. The majority of the participation was for the 10 km event. There were notable 11 registrations for the Half Marathon and 1 for 20 Miler.



BOARD OF DIRECTOR – RETIREMENT

Mr. S Sandilya, Independent Director, retired from the board of Rane (Madras) Limited on 16th March 2023, as per the retirement policy of the board.

He has been associated with Rane Group since 2006 when he joined as an Independent Director on the board of Rane Brake Linings Limited. He joined the RML Board as an independent director on 21st May 2021. With his 52-plus years of experience, he has contributed significantly to board discussions and decisions on various strategic matters. He currently also serves on the Board of Eicher Motors Limited as Non-Executive Chairman and has been on the board of several reputed companies in the auto components, engineering and infrastructure sectors like Murugappa Group, GMR group and Mastek Group.



BOARD OF DIRECTOR – APPOINTMENT

Vikram Taranath Hosangady has been appointed as Non-Executive & Non-Independent Director of the Board of Rane (Madras) Limited on 16th March 2023.

He is a B.Com Gold Medallist from Loyola College, Chennai. He is a member of the Institute of Chartered Accountants of India and the Institute of Cost Accountants of India. He is a seasoned business leader and finance professional with over 25 years of experience in being a strategic partner to global PEs and corporations.

He has worked with KPMG in various positions from 2005 to 2022. He last held the position of head of Clients and Markets and Member of the India Leadership team from 2021 to 2022. Prior to KPMG, he worked with EY from 2002 to 2004 and Arthur Anderson from 1996 to 2001.

Vikram also serves as an Independent Director on the Board of MRF Limited.



FELICITATION FOR CHAIRMAN



Chairman L Ganesh was felicitated by ACMA India in recognition of being bestowed with the Deming Distinguished Service Award 2022. The chairman received the felicitation from the Union Minister Mr. Piyush Goyal at the ACMA Atmanirbhar Excellence Awards & Technology Summit 2023.



Chairman L Ganesh was felicitated by National Institution for Quality and Reliability (NIQR) for having been conferred with the coveted Deming Distinguished Service Award for Dissemination and Promotion (Overseas) by JUSE of Japan.

WELLNESS INITIATIVE

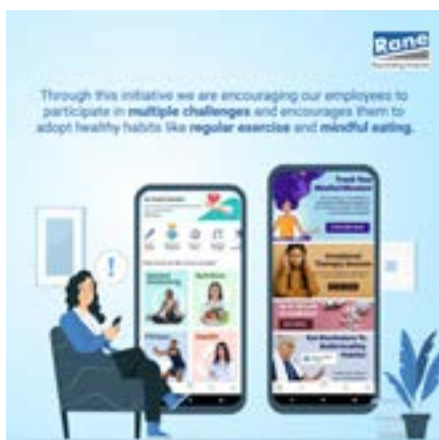
Rane Group is committed to promoting a healthy and positive work environment for its employees. We have partnered with The Wellness Corner which provides holistic wellness solutions to prioritize the health and well-being of the employees.

With the launch of its wellness initiative, the company is taking

a proactive approach to improve employee well-being and create a supportive work environment. The employees are encouraged to participate in challenge circles to adopt healthy habits such as regular exercise, mindful eating, etc.

By providing the necessary tools, resources, and incentives for our employees to prioritize their well-being, the company is setting a standard for workplace wellness and creating a culture of health and wellness that benefits everyone.

The company is setting a standard for workplace wellness and creating a culture of a healthy and balanced lifestyle.



CPR to Revive an Accident Victim



Mohan Kumar, SR, REVL, Trichy plant, was travelling from Trichy to Chennai by road. On the way, he witnessed a van carrying around 30 people of a family meet with an accident. One of the passengers became unconscious and was unable to breathe. Mohan administered Cardiopulmonary Resuscitation (CPR) first aid and was able to help the man start breathing again and regain consciousness.



Rane Corporate Centre

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