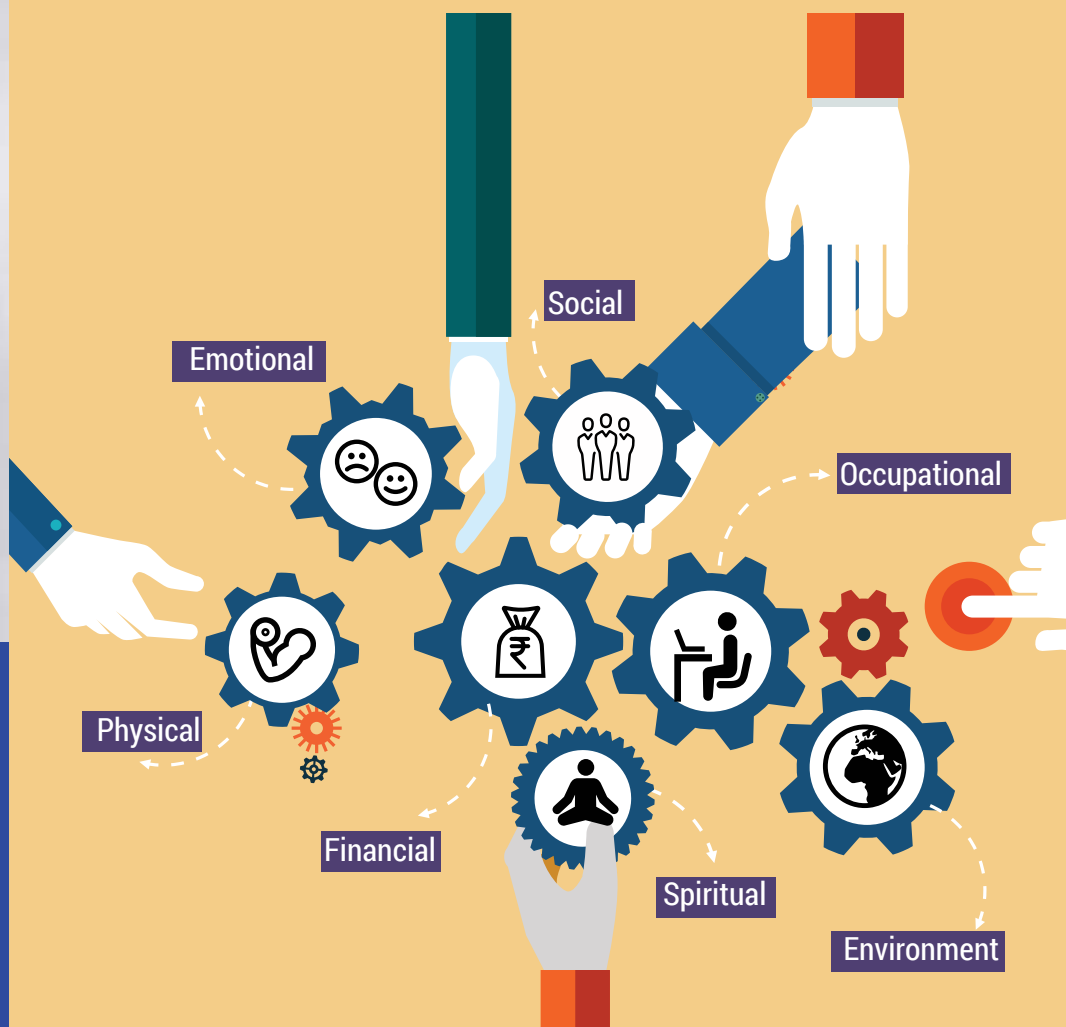


# PROPEL

ISSUE 35 | OCT 2023

## Employee **Wellbeing**

A Cornerstone of Success  
**at Rane Group**



Interview with  
**Satyakam Arya**  
- MD & CEO of Daimler  
India Commercial  
Vehicles



# *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 Castings India (LMCI)*

*- Rane Auto Parts (RAP)*

*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)*



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## Employee Wellbeing

### A Cornerstone of Success at Rane Group

In the pursuit of organizational success, companies worldwide are increasingly recognizing the profound connection between employee wellbeing and achieving their strategic objectives. This paradigm shift represents a fundamental departure from the traditional notion that success is solely driven by revenue, profits, or market share.

Instead, a more enlightened perspective is emerging—one that places the mental, emotional, and physical health of employees at the very core of a company's prosperity.

The impact of employee wellbeing on organizational success can be seen in numerous dimensions. When employees feel valued, supported and inspired within their workplace, they become not just contributors but passionate advocates for their organization's mission and vision. They are more invested in the success of their organization and participate proactively to implement standards and policies for greater efficiency and effectiveness. This becomes a virtuous cycle in improving the wellbeing of the employees in turn.

#### Employee Wellbeing at Rane

The Rane Group has always recognized the importance of a healthy, motivated workforce as the backbone of success. It has constantly worked on introducing programs and initiatives aimed at enhancing the physical, mental and emotional health of its employees.

As employee health gains importance globally, Rane is working on setting benchmarks to champion the cause of workplace wellness. The scope ranges from innovative health and fitness programs to fostering a culture of mindfulness and mental resilience.

Rane has initiated a comprehensive approach to create a workplace environment that not only nurtures professional growth but also prioritizes the holistic wellbeing of its employees.

#### Dimensions of Holistic Wellness at Rane





## Creating a Culture of Wellness

Rane Group annually sponsors employees to participate in marathons. This initiative not only encourages a healthy and active lifestyle but also fosters camaraderie and team spirit among the workforce.

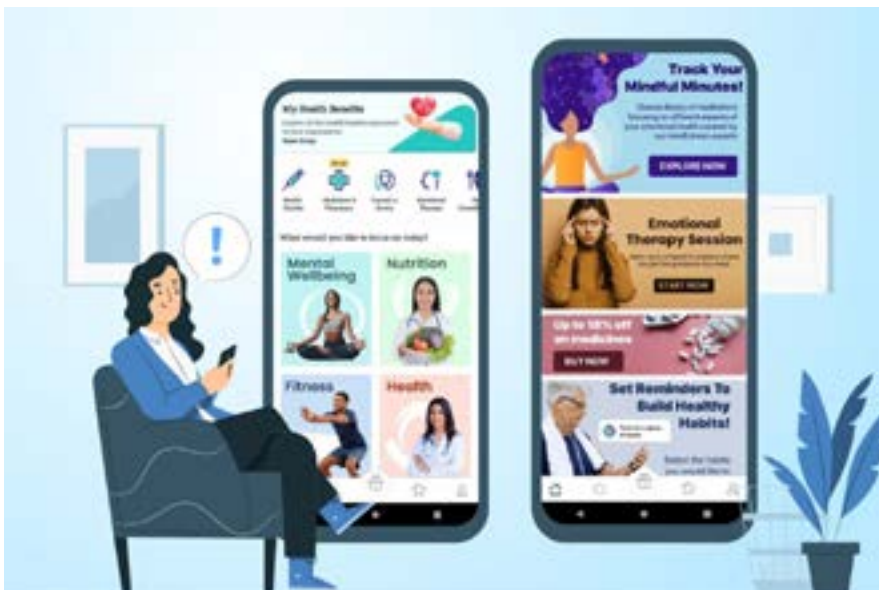
We launched a wellness app partnering with The Wellness

Corner which provides holistic wellness solutions to prioritize the health and well-being of the employees. Through this initiative we are encouraging our employees to participate in multiple challenges and encourage them to adopt healthy habits like regular exercise and mindful eating.

We conducted a 21 day #WalkTrackMindChallenge with an aim to incorporate more physical activity. Around 235 employees actively participated in this wellness drive. These initiatives are designed to support our team members on their journey toward healthier lifestyles.

Our group companies have also introduced comprehensive weight reduction programs for our employees, which is a combination of nutrition guidance, fitness activities, and expert coaching. We aim to help them achieve and maintain their weight loss goals.

Through various initiatives such as wellness workshops, mental health support and financial wellness programs,



we aim to empower our employees to lead balanced and fulfilling lives.

We even prioritize the wellbeing of our employees through our robust HSE (Health, Safety and Environment) practices, including ergonomic

assessments, to ensure that the workspaces are optimized for comfort and productivity.

Our Learning Management System (LMS) has seen a significant uptick in utilization. With a continuous stream of valuable contents, our employees are now

empowered with the knowledge and tools to enhance their overall wellbeing.

The LMS has become a hub of personal and professional growth, fostering a culture of support and resilience within our organization.

## Hear from them as they share their experience!



## Wellness Initiatives during COVID

- Health and safety protocols at all office locations and manufacturing units, including regular temperature checks and mandatory mask-wearing
- Social Distancing Measures
- Frequent Sanitation
- Compliance Monitoring
- Remote Work Support
- Flexible Working Hours
- Vaccination Camps
- Wellbeing sessions

## Unlocking 360° Employee Wellness

With a view to provide a holistic approach to wellness, Rane Group embraces a 360-degree employee wellness program that recognizes the importance of family well-being.

We have conducted parenting workshops for our employees which was facilitated by Certified Parent Educators and over 200+ employees actively participated in the workshop. This well-rounded wellness

initiative encompasses not only physical and mental health but also extends to empowering employees as parents and fostering family connections.

## Employee Wellbeing and Organizational Success

Improved employee health lowers absenteeism rates and reduces incidence of chronic illnesses, further enhancing productivity and reducing healthcare costs. Rane Group provides comprehensive health insurance coverage for the health and wellbeing of our employees. We understand that a healthy workforce is a productive one, and we want our employees to have peace of mind, knowing that they and their families are protected.

Furthermore, in an age where corporate social responsibility is increasingly important, focused employee wellness programs improve the brand reputation due to increased awareness amongst consumers and potential partners. A commitment to employee wellness is a moral



imperative for Rane. But it also strengthens our business strategy in an interconnected world where public perception

plays a pivotal role in long-term success.

## Conclusion

In times of unprecedented challenge, Rane Group has not only weathered the storm but emerged stronger and more dedicated to its employees' wellbeing than ever before. The COVID-19 pandemic revealed the true strength of our organization—a united workforce that prioritizes

health, safety, and mutual support. The company also plans to explore new avenues for innovation, harnessing technology and employee feedback to further enhance the wellness programs. The way forward is one of resilience, adaptability, and

unwavering commitment to the wellbeing of our employees. Rane Group remains resolute in its mission to provide a workplace where our employees can thrive, knowing that their health, happiness, and harmony are the pillars of our continued success.

# Daimler India Commercial Vehicles - A Value Proposition Across Industries

*In an interview with Rane Propel, Satyakam Arya, MD & CEO of Daimler India Commercial Vehicles, shares Daimler's history, technology, and commitment to the Indian market.*

**Please share your 3 most memorable moments from your journey at DICV so far.**

Amongst the many memorable moments in my 15 years in Daimler India Commercial Vehicles (DICV), the three moments that stand out for me are:

- 1) Launch of BharatBenz products in September 2012
- 2) Dashak - 10th Anniversary of DICV and BharatBenz.
- 3) The first BharatBenz truck that crossed 1 million kms on Indian roads and still going strong

I vividly recall the day I joined DICV 15 years ago when we were a small organization with just around 100 members. Today, we stand tall as a robust team of over 4,000, and our collaborative efforts have led to the establishment of a thriving supply chain ecosystem alongside our valued partners, which has generated employment opportunities for more than 60,000 individuals. Notably, Daimler Truck holds the prestigious title of being the world's largest truck

manufacturer, and DICV proudly serves as its wholly-owned subsidiary.

From the outset, our unwavering vision was to invest in India with the aim of catalyzing a profound transformation within the CV industry. We took it upon ourselves to challenge traditional engineering and manufacturing methods, enhance the quality of trucks and buses to a point where customers willingly chose our products, and raise the safety standards in commercial vehicles to unprecedented levels.

I am genuinely pleased that the fruits of our vision and relentless hard work have materialized in the form of shifting customer perceptions regarding safety, an increased desire among customers to invest in superior and long-lasting products, and the recognition by policymakers that Indian regulations require enhancement to bring the nation in line with the world's advanced markets. It is a source of immense



satisfaction to observe that, in the present day, approximately 2,000 BharatBenz trucks have each triumphantly completed a remarkable 1 million kilometers of service while continuing to serve their fleet operators with utmost efficiency and effectiveness.

It is undeniable that any thriving industry necessitates consistent revenue and profits to sustain growth, and Daimler Truck is no exception to this principle. Nonetheless, we are resolute in our belief that our profitability stems from being the driving force behind the transformation of our industry, ecosystem, and product offerings. Our unwavering

commitment is aimed at ensuring the enduring success of our valued customers and partners.

**Please share your thoughts on some of the key drivers of growth for Commercial Vehicles in India.**

The current decade represents a remarkable opportunity for the Indian Commercial Vehicles industry. I firmly believe that by 2030, the MHCV segment itself has the potential to achieve an annual volume of 450,000 to 500,000 units. This ambitious target can be due to rapid and large-scale infrastructure development, embracing regulatory changes, and overall strong economic growth.

India is rapidly emerging as a pivotal business hub, attracting global investors. With the second-largest road network in the world, trailing only behind China, we are poised to surpass our geographical neighbor's infrastructural benchmarks in the near future. Over the next five years, we anticipate witnessing the proliferation of multi-axle trucks and tractors boasting high power and torque configurations on Indian highways. These vehicles will be instrumental in keeping pace with India's burgeoning infrastructure development,

construction, mining projects, the exponential growth of eCommerce enterprises, and the emergence of new businesses and industries.

The digital era has also dawned upon the world of trucks and buses as our customers increasingly demand technology to enhance their operations. Safety considerations have ascended in priority and will undoubtedly steer forthcoming regulatory changes. Moreover, in the realm of trucking, driver comfort is now a paramount concern, facilitating faster cargo turnaround times. Truck as a Service (TaaS) is poised to take center stage in the years to come.

Furthermore, the advent of electric and hydrogen-powered vehicles is set to open exciting new horizons for the truck and bus industry, presenting opportunities for innovation and sustainability.

In light of these transformative dynamics, the next decade is poised to offer an abundance of business opportunities and a vast scope for growth. At DICV, we are acutely attuned to these shifts and are steadfast in our commitment to lead the charge toward sustainable transportation in the future. I am sure our valued partners like the Rane

Group are with us on this exciting journey. Rest assured, the best of India as a country and the CV industry is ahead of us!

**How do you do demand forecasting and planning at DICV?**

In today's uncertain environment, it is an absolute must to consistently analyze market trends and the evolving economic landscape to establish a flexible business framework that closely aligns with our strategic goals. Hence the role of a robust forecasting mechanism becomes very crucial to ensure our success and the success of our business partners.

Demand forecasting and planning are crucial aspects of our business strategy. We strive to accurately predict future demand, enabling informed decisions regarding sales, production, and inventory management. This proactive approach helps us mitigate business risks, enhance strategic planning, and improve customer satisfaction.

DICV engages with all suppliers through digital tools to maintain up-to-date long-term forecasts. This empowers our suppliers to strategically invest and expand their operations to meet future

demand, whether short-term or long-term. We consistently update demand data in our system at regular intervals, providing suppliers with a firm zone for planning raw material procurement and skilled manpower allocation, ensuring the timely delivery of quality parts.

Furthermore, to enhance overall transparency and agility across the value chain, DICV continually focuses on the digitalization of our processes. This ensures we progress continually in making our systems and processes leaner and efficient.

We handhold our supplier partners to develop their own systems so that they can plan and execute our requirements in the best possible quality and on time. This is a continuous work in progress. We are of the firm belief that the entire supply chain is as strong as the weakest link. Hence it is our endeavor to ensure that we work together with our supplier partners to reduce variability in the system.

### **A few words on the Daimler Brand and what it means for the commercial vehicle ecosystem in India.**

Daimler Truck is the inventor of 'the truck.' Our rich history stretches back more than 125 years to 1896 when our founder, Gottlieb Daimler,

created the world's first truck. Daimler Truck's Worth Plant, located on the banks of the Rhein River in Stuttgart, holds the distinction of

*We eagerly anticipate collaborating with our esteemed colleagues at the Rane Group to ensure that the next generation of commercial vehicles in India becomes technologically superior and achieves high localization.*

being the largest truck plant globally, with its assembly operations spanning up to 4 kilometers. The Worth plant is responsible for manufacturing a range of trucks, including the Actros, Atego, and other specialized Mercedes-Benz models like the Unimog, Econic, and Zetros. Remarkably, the Worth plant handles approximately 470 truck customizations.

In India, DICV stands as the sole Daimler Truck subsidiary manufacturing four global truck brands under one roof at our facility in Oragadam: BharatBenz, Mercedes-Benz,

FUSO, and Freightliner. Tracing back a bit in India's commercial vehicle history, it was Daimler Truck that granted Tata Motors (then known as Telco) the license to produce a Mercedes-Benz truck (branded with a Tata logo) in 1954, specially tailored for the Indian market. Our history is laden with instances of pioneering achievements, and 125 years of leadership in the global trucking industry have ingrained innovation in our core.

Everything we undertake is driven by a long-term perspective and the aim to make a positive impact on our ecosystem, encompassing the industry, the marketplace, and our valued customers. Our commitment to transforming lives is deeply embedded in our mindset, operations, and systems. This commitment is a key reason why we consistently lead the way in truck and bus manufacturing. Whether it's Safety, Quality, Reliability, Engineering, or Comfort, we always anticipate and surpass market regulations.

We expect the same determination from our partners and within our ecosystem. Our desire is to align our values, work collaboratively, and propel the entire industry to excellence.

We are dedicated to uplifting our ecosystem, which includes our supply chain, dealer network, customer base, workforce, and the communities in which we operate.

**Tell us a little bit about DICV's approach to its various target customer groups.**

Our trucks hold a strong appeal for customers with well-defined contracts and a longer business visibility. Our typical customer values the comprehensive worth of our trucks over the entire product lifecycle, rather than merely focusing on the price tag at the point of purchase. Over the years, we have observed a significant shift in the mindset of truck operators who now prioritize safety, comfort, and reliability, which in turn directly impacts driver performance.

BharatBenz trucks have rightfully earned a reputation as the safest and most comfortable trucks in the industry. This reputation has brought about a substantial improvement in the turnaround time of the trucks operated by fleet owners across the country. Drivers behind the wheel of BharatBenz trucks are not only more alert and refreshed but also highly motivated, contributing positively to our overall reputation.

Furthermore, we have crafted a distinctive value proposition tailored to demanding applications such as construction, mining, e-commerce, and cement transportation. While we serve customers across all medium and heavy-duty segments, it is noteworthy that medium and large fleet owners consistently prefer BharatBenz over other trucks available in the marketplace.

Our unwavering commitment to quality and performance sets us apart, and we take immense pride in the lasting impact our trucks have on both our customers' businesses and the industry as a whole.

**Keeping this target in mind, how did you choose the features you wanted to add to a commercial vehicle?**

Our primary focus in product development revolves around driver safety and comfort. This commitment led us to introduce factory-fitted metal

air-conditioned cab trucks when we first entered the Indian market in 2012. The industry quickly recognized the immense value of this proposition, and we emerged as pioneers in the adoption of air-conditioned cabins, which are also the safest in India, meeting the stringent ECE R29-03 standards, and the highest Euro cab crash norms.

We were ECE R29-02 compliant as early as 2012, even before India had made it mandatory. In the event of a frontal collision, our cabins are ingeniously designed to crumple in a manner that enhances the safety of the driver, possibly causing little or no harm. BharatBenz truck cabins are engineered to safeguard drivers, even in critical areas like the windshield, where the A-pillar is reinforced to withstand frontal impacts and reduce the potential for occupant fatalities.



Moreover, we provide premium features aimed at enhancing driver comfort. A recent addition to our safety measures is the standard inclusion of the Driver State Monitoring (DSM) system in our Heavy Duty Trucks, further underlining our commitment to driver safety. Alongside, we offer a multitude of other features on our trucks that not only bolster reliability but also enhance performance for our customers.

Our dedication to staying ahead in terms of safety is unwavering. We are committed to introducing a new safety feature in our trucks every year, ensuring that we consistently surpass regulatory requirements, as we have always done

We depend a lot on our strategic partners to work with us to bring new technologies to the Indian Market. The Indian customer today demands the best technologies and features that are available globally, yet, at an Indian cost. Hence, we must jointly work together to bring the technologies, scale them, and ensure we are able to meet the cost expectations of our customers through ingenuity and innovation.



### **Tell us about how DICV is designed for “our Indian” ecosystem.**

The foremost impression customers will have of DICV is our product brand, BharatBenz. Instead of adopting an existing brand name from the Daimler portfolio, we deliberately chose to name our products BharatBenz. This decision was driven by our commitment to establishing an immediate connection with the Indian market when we first ventured into the country.

Daimler Truck has always stood for quality and reliability, and our dedication to these principles was evident from the very beginning. Even before launching our operations, we made it a priority to construct a test track in Oragadam. Building our own test track was a testament to our unwavering global commitment to

maintaining the highest standards of quality and reliability. Every truck that rolls out of our manufacturing facility undergoes extensive testing, covering thousands of kilometers across a range of real-world environments. This rigorous testing process ensures that our customers invest in a product of exceptional quality and unquestionable reliability.

When we entered the Indian market, it was dominated by cowl trucks. DICV broke new ground by being the first CV manufacturer to introduce trucks with factory-fitted metal cabins and air conditioning across our product range – a pioneering move in 2012. The industry had traditionally focused solely on livelihood, resulting in truck drivers operating in challenging and often hazardous conditions. This posed risks not only to their lives but also to the business interests of fleet owners. Our trucks revolutionized this mindset, and the industry landscape has since evolved. The volume of cowl trucks has reduced significantly, by approximately 40%, but we recognize the need for continued progress.

It is paramount that our ecosystem is nurtured with the right values before pursuing market growth.

Our long-term perspective drives this belief, and we wholeheartedly embrace it. In line with this approach, we consistently encourage our suppliers, dealers, customers, and workforce to consider the broader impact we make on the world as we pursue business growth, revenue, and profitability.

Now, as DICV takes progressive steps in digitalization and sustainability, we are committed to bringing our ecosystem along on this transformative journey. Together, as a unified unit, we aim to meet the evolving needs of the future

**What is your view on the penetration of alternate powertrains in the commercial vehicle segment?**

Alternative propulsion is an inevitability we must embrace. It's not a question of 'if' but 'when' we will witness the emergence of trucks and buses powered by fuels beyond the traditional diesel internal combustion engine (ICE). Daimler Truck recognizes Electric and Hydrogen as the two driving forces behind the future of mobility.

Presently, India remains a developing nation. Our

infrastructure, digitalization efforts, regulations, and socio-economic fabric are all works in progress. Diesel ICE engines continue to be relevant, especially for long-haul trucking in our current landscape. Heavy-duty trucks will continue to rely on diesel fuel until the next phase of regulatory mandates necessitates a shift. While multiple fuel options are available today, many manufacturers are exploring these alternatives to maintain their market presence. However, we view this as a short-term gain because the true transformation will occur when fossil fuels are entirely replaced by sustainable alternatives, a change that requires a well-structured regulatory framework.

The medium-duty truck market is currently at a crossroads, torn between diesel and CNG. Numerous brands are making strides toward electric solutions. Battery-operated propulsion makes sense for smaller commercial vehicles, particularly for last-mile connectivity. Yet, for larger commercial vehicles, the transition to new fuels will require a robust charging infrastructure and/or an extensive network of LNG and Hydrogen fuel stations. In the long term, Hydrogen Fuel Cell technology may

gain prominence in India, potentially surpassing Hydrogen ICE technology. This trajectory will be influenced by India's economic progress, technological investments, and regulatory adaptations that benefit industry leaders prepared to usher in necessary changes.

Our role is to vigilantly monitor these developments and trends while preparing for an adaptable future. Globally, Daimler Truck possesses cutting-edge technology, with products already on the road. The introduction of these technologies and products in India is a matter of time. For now, our focus remains on preparing for every potential alternative that may come our way

We eagerly anticipate collaborating with our esteemed colleagues at the Rane Group to ensure that the next generation of commercial vehicles in India becomes technologically superior and achieves high localization. I firmly believe that the full potential of the Indian commercial vehicle industry is yet to be realized. A mutually beneficial partnership, like the one between our organizations, unquestionably sets a benchmark for the entire industry.

# Rane: Becoming Energy Efficient

Over the years, energy conservation has been a focus area for the Rane Group - to improve profitability as well as to discharge its duties as a responsible corporate citizen. To enable this, the group has benchmarked itself against the industry standards as well as implemented continuous improvement in energy consumption to lower

costs and improve energy efficiency. The average energy costs to the company's sales ranges anywhere between 3-7% across businesses.

The efforts at conserving energy were stepped up when Rane decided to pursue Business Excellence as its driving strategy. Further, today customers have also become

aware and opt to give their business to companies that are aligning their operations to the ESG - Environmental, Social, and Governance goals. As a result, the group has initiated focused efforts to drive energy conservation across the plants the company operates. This also helps with compliance and statutory reporting.

## A Concerted Effort at Energy Conservation

Rane has a cross-functional team, a subcommittee for energy conservation, which has representation from each of the group companies. Each of them puts forth the plan for the year in their company and identifies the potential. The subcommittee deliberates on the plans, pools in resources and best practices to drive the energy conservation strategy for the year. It also gives the company an opportunity to aggregate scale in buying machinery and solutions and identify avenues for cost optimisation.

One of the steps the group has decided upon is to initiate a Carbon Disclosure Project (CDP). With sustainability taking centre stage, we are also in the process of building out our ESG goals by setting

targets on reduction of carbon emissions over a period of time.

The CDP, as the project is called, is a global portal where the company will disclose energy consumption patterns to enable tracking and monitoring progress. The current year's data on carbon emissions will form the baseline with targets for the coming years set to enable the companies to take action to achieve those targets. The company uses Scope 1 and Scope 2 reporting. While Scope 1 tracks direct greenhouse gas (GHG) emissions and Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heating, or cooling.

The company runs analytics using various statistical tools

to identify focus areas. From company level, to plant level, to even the machine level, measures and metrics are set up to enable a granular view of emissions and reductions and set targets. These efforts at lowering costs and carbon footprint are also bolstered by the use of renewable energy sources as well.

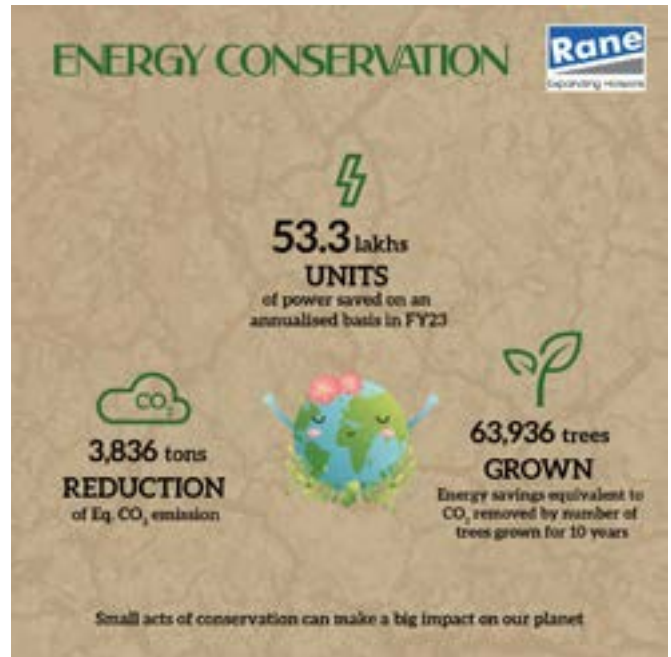
The metrics are measured in units saved on a year-on-year basis, tracked across a three year window. For measuring carbon emissions, the company is introducing new metrics. The third measure is the mix of renewable and nonrenewable energy and increasing the renewable percentage over time. This forms the basis for our various reporting requirements across forums.

## Future Plans

Due to a very volatile regulatory and pricing situation, fixing a target can be challenging. But the aim is to maximize within the constraints.

The group will continue to improve conservation at the business and plant levels. We recently started implementing Industry 4.0 solution at a plant to track the consumption of energy by specific machines.

Over the period of time, this implementation will be expanded across businesses and plants enabling us to take decisions using granular data at the machine level.



### Case Study - 1

At Rane (Madras) Limited, the company was using a pneumatic circuit to run a GA-18 compressor used by 9 VMC machines. This was leading to high energy consumption by the box cell with 6 kg pressure needed for tool declamp. After changing the circuit to hydraulic, the company was able to effect the following:

- Annualized energy savings of 1,97,024 kWh
- CO<sub>2</sub> emission reduction by 153 tons

Some of the benefits of this transformation include:

- Availability of machines improved.
- The induction motor life increased, winding failure is next to zero.
- The life of pump, other tools increased.
- Scope for horizontal deployment identified

### Case Study - 2

At Rane NSK Steering Systems, multiple compressors were being used for different machines with different requirements. The air compressor loading hours/day varied for each compressor, leading to varying energy consumption.

RNSS implemented an equalizer that centralized the compressor function and standardized the pressure. This enabled a 16% reduction in energy consumption.

This resulted in:

- Annualized energy savings of 2,33,064 kWh
- CO<sub>2</sub> emission avoided - 184 Tons

# Independence Day Celebration at Rane Vidyalaya

Rane Vidyalaya celebrated the 77th Independence Day with great fervour and patriotism. The entire school campus was adorned with the Tricolour, reflecting our deep respect and love for our nation. The day began with the flag-hoisting ceremony.

The students and staff came together to showcase their talents through various cultural performances, including patriotic songs and skits that emphasized the importance of freedom, unity and diversity.

The day's celebrations concluded on a harmonious note, with a heartfelt vote of thanks extending gratitude to all those whose unwavering efforts made this grand celebration of unity and patriotism possible.



# Redefining Learning: Virtual Reality Lab in Rane Vidyalaya



Rane Vidyalaya has taken a pioneering step in the Trichy region by establishing the first Virtual Reality (VR) Lab for students in Classes 1-9. This remarkable initiative, in partnership with Foton, ensures that the content remains aligned with the up-to-date NCERT syllabus.



The lab classes are thoughtfully scheduled to complement teacher's lectures and live demonstrations, serving as a perfect Teaching-Learning Material (TLM). The impact on the students has been extraordinary, as they have embarked on out-of-this-

world learning experiences that have left them eagerly anticipating their next class. Teachers have found it significantly easier to elucidate complex concepts with the aid of this virtual reality lab.

This innovative infrastructure, driven by our dedicated management's vision of providing "Quality education in rural India" ensures that students gain enriched insights into the world without leaving the classroom. We believe that this technology will greatly enhance their creativity and imagination.

## RPTC celebrates World Youth Skills Day

The celebration of World Youth Skills Day at Rane Polytechnic Technical Campus was a vibrant and inspiring event that brought together the students and educators in a harmonious blend of learning and celebration. As a part of the celebrations, the Institute Innovation Council of RPTC organized a Seminar on "Role of DIC in Budding Entrepreneurs". The Chief Guest enlightened the students on the opportunities from DIC Trichy to support them in becoming budding entrepreneurs.

The day concluded with a sense of accomplishment and the belief that empowering youth with skills is essential for a brighter future. This celebration is a reaffirmation

of the college's commitment to nurturing the skills and talents of the youth, equipping them to face the challenges of the modern world with confidence and competence.



## Inauguration of Upgraded Test lab at Rane NSK

The upgraded test lab facility was inaugurated by our Chairman L. Ganesh & Vice Chairman Harish Lakshman on 10th of Aug 2023.

RNSS's enhanced Test lab facility focuses on -

- RAW1 – Research Analysis Wing which ensures Product Design & Quality confirmation
- RAW2 – Reliability Assurance Wing which ensures Product Life & Reliability confirmation

RNSS has been continuously working to improve its testing facility to ensure the product quality & reliability through simulating the real time conditions.

The upgraded lab has the complete validation facility for electric power steering column including road load data acquisition, NVH simulation and field condition simulation capabilities. The bench rigs are capable of doing tests related to product Strength, Performance, Rigidity, Durability, NVH and Environmental tests.

RNSS co-developed most of



the product specifications for CV segment in our lab with participation of customers using RLDA (Road Load Data Acquisition) from vehicle & OEM's track.



### Key features of the Lab

- Indigenously designed rigs meeting NSK's standards
- Digitalization of output from rigs
- Crafted to simulate Indian Road conditions
- Designed with modularity and flexibility between PV & CV applications
- RNSS rigs were synchronized with global R&D test centre and certified for key customer design specifications.



# Rane Group Tech Day at Ashok Leyland & TAFE

Rane Group conducted Tech Day at Ashok Leyland, Chennai, on 9th August, 2023. Ashok Leyland and Rane share over 70+ years of business relationship. This tech day helped us discuss technology trends and align the technology development roadmap.



Rane Group conducted Tech Day at TAFE - Tractors and Farm Equipment Limited, Chennai on 3rd August, 2023. We showcased an impressive array of new technologies and product ranges. The expo served as a platform to highlight our company's enhanced R&D and technology capabilities while also gathering valuable customer insights and aligning to their technology development roadmap.



## ACMA Aftermarket Expo

Rane group participated in the 2nd edition of ACMA Automotive Aftermarket Expo, which was held on 2nd and 3rd September 2023, at CODISSIA, Coimbatore, Tamil Nadu. The expo offered a platform to present a diverse range of aftermarket products.



## Leadership Outbound Training

Rane Group organized a customized experiential learning event, Leadership Outbound for the 7th batch of our High Potential Leadership Development (HPLD) group at Pegasus Institute,

Pondicherry on 27th and 28th July, 2023.

The outbound event was designed to cater to both macro and micro-level development, with more emphasis on building

leadership perspectives. The event's unique approach included a series of experiential activities that encourage collaboration among participants, fostering a spirit of teamwork.



## Welcoming Entry Level Graduates

At Rane, the Entry Level Graduates have always been one of the cornerstones of our talent pipeline. This year we introduced the group level internship scheme, wherein we on-boarded the identified entry level graduates as interns before they join us as trainees so that they are able to understand and appreciate the culture of Rane. More than 50 entry level graduates joined us as part



of our entry level talent hunt and were part of the Leadership Boot Camp (LBC) intervention. LBC focuses on helping them transition from campus to corporate



and has a blend of technical and soft skills programs, plant visits, on-the-job training, cross functional exposures and interactions with business leaders.

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## Rane AITA Tennis Championship

Rane Group is honoured to be associated with All India Tennis Association (AITA) and Tamil Nadu Tennis Association (TNTA) and conducted Rane AITA Tennis Championship. The event spanned a week-long duration and was conducted at Jay's Institute of Tennis, Trichy.

The tournament witnessed an impressive participation of over 130+ players from various parts of the country, who passionately showcased their talent. The prizes were presented to the champions by Mr. Ayyappan, President, ZF Rane Automotive India Private Limited - Occupant Safety Division.



The sponsorship provided an excellent platform to showcase our brand to a wide audience and had significant media coverage, creating a strong platform for brand visibility and recognition. Moreover, it allowed the company to position itself as a supporter of sports and an advocate for the growth and success of young talents. Rane group is committed to nurturing young talents and we remain eager to explore further opportunities to support and foster the growth of aspiring talents in their pursuit of excellence.

### RBL received the Overall Best Performance Supplier from Brakes India Pvt Ltd



Rane Brake Lining Limited has been awarded the Overall Best Performance Supplier for the year 2022-23 by Brakes India Private Limited.

### RBL received the Best Supplier Award from Brakes India Pvt Ltd

Rane Brake Lining Limited has been awarded the Best Supplier award under the Friction Category by Brakes India Private Limited.



### RML LMCI won Certificate of Appreciation from TIEI



Rane (Madras) Limited - Light Metal Castings India won Certificate of Appreciation from Toyota Industries Engine India Private Limited (TIEI) in recognition of outstanding contribution by achieving Zero Defect Supplies for the year 2022.

## RBL – Puducherry won first prize in the ACMA National level QC Competition



Rane Brake Lining Limited (RBL) – Puducherry plant won first prize in the 18th ACMA National level QC Competition. Over 12 finalists from across the country participated in the event.

Rane Group received the Partnership of Excellence award from Ki Mobility Solutions.



## Rane Premier League 2023



Rane Group organized Rane Premier League (RPL) 2023, a two day cricket tournament among our group companies. We had a total of 9 teams which were divided into two different groups. After a tough battle amongst them, 4 teams (RNSS, ZRAI – OSD, ZRAI – SGD, REVL) qualified for the semi-finals.

The winners of the Rane Premier League was ZRAI - SGD, showcasing their exceptional talent and determination throughout the tournament. ZRAI – OSD grabbed the Runner-up title and they gave a tough competition with their power-packed performance.



The trophies were presented by Gowri Kailasam, President - Steering & Linkages Division, Rane (Madras) Limited. The tournament showcased the talent and passion for cricket among employees, making it a memorable event for everyone involved.



## Rane Corporate Centre

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