

Manappat Together

MANAPPAT CORPORATE MAGAZINE



TEEJAN
A MANAPPAT COMPANY

**Celebrating
our past...
Inspiring
our future**



Business
Overview

Happenings

Celebrations
@ Manappat



Chairman & Group MD's Message

My Dear Family Members,

At the outset I wish to convey my good wishes to all the members of the Manappat family and pray that the New Year ushers in lot of happiness, peace and prosperity to your respective families.

The global economy has now entered its sixth year of stagnation and the growth outlook of 2017 shows a continuation of this trend. Modest positive signals emerge from the base scenario showing some strengthening in use of advanced technology, improved labour force skills and greater productivity, hence all businesses need to stay focused in managing their costs and growth in a balanced way so that when we grow out of this phase, we are ready to accept the challenges the business throws up as we move forward.

As a group we have taken a challenging target of AED 1 Billion Dirham equivalent revenue target for all the businesses within the Manappat Group and I am sure with the concerted efforts of all we will achieve this target by 2020.

Some of the businesses are going through the restructuring phase, some through consolidation and some are ready to grow to the next level of performance and productivity. I am happy to note that all businesses are serious to address their gaps in performance and are committed to take actions as per their plans which will not only address current but also future performance.

This edition of "Manappat together" is focusing on the activities of our Teejan General Trading. Teejan is completing 25 years of its existence. It has travelled a long way.



It is also celebration of 25 years of our association with Mr. Jamal Majed Khalfan Bin Theniyah, our partner and sponsor in UAE and also with Mr. Sudhir Mohamed our Group Executive Director. In this long journey we have learnt lot of lessons as well as grown and prospered. Teejan is now poised for another growth phase to achieve its target of AED 300 million within next couple of years. I request all of you to wish them the best and support them in their future journey.

You will be glad to know that as per our Corporate Social Responsibility (CSR) we have been doing lot of interventions in the state of Uttar Pradesh in the fields of Education, Economic empowerment etc.

For our UK operations, especially AIE, I am expecting 2017 to be the breakeven year. Lot of things are happening in the background and we expect from now onwards we shall be on a different pedestal.

In toto, our family is marching towards a better year, God willing. I seek all your cooperation to make it accelerated.

With fond regards,

- Ameer Ahamed

Dear Team,

Another year passes by in our lives and a new year is heralded in. Some people may feel they have grown year older and some may feel they have become wiser. Different strokes for different people but all of us would anticipate a brighter future for ourselves and for our families.

And why not? As 20 years from now many of us may look back forlornly at the things we did not do rather than the things we did do. The definition of insanity is doing the same thing over and over again and expecting a different result. I guess we all need to innovate, throw off the bow lines and sail away from the safe harbor. Explore, dream and discover!!

In the business meet held in Dubai on the 10th of Oct' 2016 our Chairman had set the vision and the pace. To achieve 1 Billion AED or equivalent by the FY ending 2020 collectively for all the businesses within the Manappat Group. That should be our guiding vision to set the pace and work collectively towards a challenging target. It would surely mean taking innovative decisions and decisive steps to review and restructure our respective business, wherever necessary. I have no doubt we will be able to achieve our goals with grit and determination.



I also take this opportunity of wishing you and your near and dear ones all the best in the year 2017 and wish and pray all your dreams come true.

At the end I would like to sign off with a quote from Martin Luther King Jr. "If you can't fly then run, if you can't run then walk, if you can't walk then crawl, but whatever you do keep moving forward" !!

Best regards,

- Kishan Dutta

Contents | Highlights...



Contents

Page Nos.

1. Group Business Overviews	05 - 35
2. People In Focus	36 - 37
3. Corporate Social Responsibility	38 - 42
4. Celebrations @ Manappat	43 - 45
5. People Matters	46 - 49
6. Inspirations	- 50
7. In Lighter Vein	- 51
8. Newsletter Archive	- 52

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Business Overviews | UAE

Teejan General Trading LLC.



Sudhir Mohamed – Group Executive Director - TGTL

An excerpt of Sudhir Mohamed who describes his journey of 25 years in the business.

In my 25th year in Dubai I am very proud to pronounce that I had only one Employer “TEEJAN” and I am very much obliged to our Chairman for giving such opportunity to service this Organization till date.

28th July 1992 is the foundation day of Teejan Dubai which was a humble beginning in a small shop cum office situated at Yousuf Baker Road, a prominent business place in Dubai. Initially started as a procurement office for the Teejan Group Muscat for sourcing of various building material requirements and thereafter started dealing with Janitorial Products. In 1994 a water proofing contracting unit was set up but couldn't work well because of the situations at that time. After a lot of trial and error, in 1998 management entrusted the company to me conditionally and 6 months time was given to prove ourselves. In 1998 Teejan started dealing with specialized building material - ESSCOFOAM - extruded polystyrene from Gulf Insulation Materials, Kuwait.



The initial stage of operations was really tough and the company got breakeven only in 1998 and thanks to ESSCOFOAM which was the oxygen to Teejan. Special Thanks to Mr. Ashok Kumar Chotani, General Manager of Gulf Insulation Material, Kuwait who supported Teejan unconditionally.

Thereafter various divisions was experimented through domain knowledge partners and headed by experienced personal. Apart from the existing business we started Carpet & Flooring in 2005, Frozen food Division in 2006, Euro Arabia in 2008, Industrial Product Division in 2010, Technical Product Division in 2011, Philipino Fry Foods in 2011 and Air-conditioning Spare Parts in 2014 which unfortunately is closed now.



Sudhir Mohamed with others at Boston Seafood Exhibition

Business Overviews | UAE

Teejan General Trading LLC.



Birthday celebrations

From a turnover of AED 8 Million in 1998 our company has grown to a turnover of AED 164 Million in 2015. During crucial periods the presence and guidance of our Chairman was very helpful for the growth of Teejan. Special Thanks to our Partner and Sponsor Mr. Jamal Majed Khalfan for his valuable support when needed. His reputation in this country also supported in obtaining Visas and fulfilling other mandatory requirements easily.

Our growth was really supported by various Banks especially RAK Bank in the initial stages. Even during growth it was made sure that a democratic touch was there in all our activities thereby making TEEJAN a people's company with proper controls in all angles. Monthly MIS meeting and reviews of each division were the backbone of our growth.

Presently we represent various leading international brands in all our activities from building materials, flooring to Foods. Support from our principals was really encouraging, especially from Freshly Frozen Foods is noteworthy. In 2006 I was officially inducted as partner and in 2009 it was legalized by our Chairman.

During recession period we were able to increase the turnover and profits through our conservative and collective approach. During these period acquisition of various companies like Rooftek and Summerking was completed. Each division works as independent profit units where each HOD is responsible for their unit. This collective approach of all units has made Teejan a platform to gallop greater heights and acquire more in coming years.



Sudhir Mohamed Group ED cutting Cake on his Wedding Anniversary in presence of all staffs of Teejan.

During this 25 years we were able to achieve the followings:

- Strategically located 60,000 sq ft Warehouse
- Multi-equipped Cold storage
- 165 dedicated staff
- 81 vehicles
- 55 heavy equipments (compressors and generators)
- Partner of 40,000 ft office premises in Jebel Ali
- Owns 10,000 sq ft plot at Umm al Quwain Industrial Area
- More than 5,000 customers base
- Optimal bank facilities to run the operations

Teejan, a part of Manappat Group would always strive to keep up the mission and vision of the group. Being a captain of the ship, I thank to all our family members who supported us to be in the market for 25 years and to maintain the reputation positively.

Sudhir Mohamed
Group Executive Director



A Blood donation drive conducted by "SANTHWANAM", a leading social organization in Dubai, the Teejanians proudly took part in this social event.

Celebrations @ | UAE

Teejan General Trading LLC.



Suhail Ameer Manappat addressing employees



Suhail Ameer Manappat & Sudhir Mohamed at Cake cutting ceremony



Sudhir Mohamed addressing employees



Christmas and New Year celebrations at Teejan



Siraj Khan presenting gift to employee



Sudhir Mohamed & family presenting gift to employee

Celebrations @ | UAE

Teejan General Trading LLC.



Teejan employees family members



Sudhir Mohamed and Suhail Ameer Manappat
Welcoming Siraj Khan



Celebrations: singing & dancing



Christmas and New Year celebrations at Teejan

Glowing Star - Hanna

Hanna, Daughter of Abdul Majeed (Partner, Benchmark Foods - UAE), studying in Standard VII is an ardent book reader. By the Grace of Almighty she has won many accolades in her career.

Recently she has been in news for winning the competition of "LIVE NEWS READING" at Sharjah Book Fair by Media One Channel.



On UAE National day she won First Prize for "Public Speaking Competition" organized by MSS, UAE.

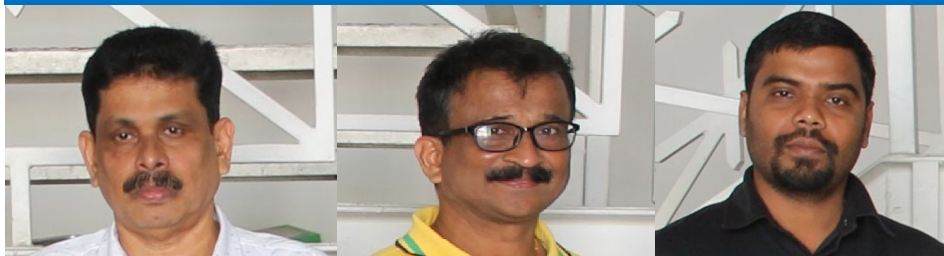
We wish her more success in all her future endeavors.



Binodh

Iqbal

Bala



Abdul Nazer

Sivaram

Sanish



Suja

Ameer



Dinesh

Hashim

Sudheer

Our Divisional Heads



ABDUL MAJEED
Benchmark Foods



MOSHIN AZAD
Benchmark Foods



ABDUL NAZER
Flooring Solution



GOPA KUMAR
Industrial Products



RAJASEKHARAN
Water Proofing



RAJENDRAN
Technical Products



NARAYANAN
Technical Products



DINESH KUMAR
Engineering Products

Finance Team



ABU VARGHESE



SAJU MATHEW



SIVARAM

Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK

Lichfield, Staffordshire: Not only has history been made, but rules have been rewritten following the debut of the first ever British made sports car successfully powered by a single rotor rotary engine at the 2016 Cenex Low Carbon Vehicle Event on 14-15 September.

The large scale event held at the Millbrook Proving Ground was the setting for a dynamic ride and drive test of a ground-breaking *low carbon rotary engine* integrated within a popular British open-top Westfield Sportscar.

The 120bhp rotary engine developed by world-class rotary specialists **Advanced Innovative Engineering (UK) Ltd** couldn't help but turn heads as the unmistakable sound of the rotary exhaust rumbled across the course, delivering exceptional performance as it was put to its paces around the ride and drive test track.

The historic moment is a result of a Niche Vehicle Network collaborative project to develop a high performance low carbon vehicle; utilizing an AIE rotary engine designed to improve fuel efficiency and environmental performance of the vehicle, whilst delivering optimal power with reduced emissions.

Although generally viewed as an unlikely fuel efficient option considering the history of the rotary engine, AIE (UK) Ltd defied critics by showcasing the rule changing capabilities of the latest 650S rotary engine that utilises patented technology including SPARCS (Self-Pressurising-Air Rotor Cooling System). This innovative cooling concept invented by Norton Rotary Engine specialist David Garside rectifies previous drawbacks of the engine, providing superior heat rejection and efficient thermal balancing to reduce wear, increase efficiency and deliver unrivalled performance above other oil and air-cooled rotary engines.

Commenting at this notable event, AIE Managing Director, Nathan Bailey noted *"It was definitely a milestone moment to watch our 650S make history as the first single rotor engine to power a British sports car around the track."*



Cool: New rotary engine-powered car revealed

First British Rotary Engine Sports Car Makes Historic Debut

AIE have once again proven that through advanced technology and precision engineering, rotary engines can deliver innovative solutions as lightweight, efficient powertrains within the automotive industry."

With this new high performance rotary engine occupying less than 50% of the engine area volume and boasting a 50% reduction in overall weight from a standard four-cylinder engine, the 650S lends itself perfectly to the weight reduction and low emission requirements of the automotive industry whilst still delivering an impressive 120bhp performance using less fuel.

Although further test runs will be conducted in an effort to further improve efficiencies, the extremely high interest and attention towards this new rotary powered sports car will play a large role in the future of next generation rotary engines and the reigniting of a once coveted dream technology to its former glory.

To follow the journey of the first rotary engine powered British sports car and discover the ground-breaking capabilities of AIE rotary engines, connect with AIE on Twitter [@aieukltd](https://twitter.com/aieukltd), LinkedIn at [AIE – Advanced Innovative Engineering](https://www.linkedin.com/company/advanced-innovative-engineering/) or visit www.aieuk.com.



Lichfield, Staffordshire: Fantastic progress has been made with AIE's collaborative Aerospace Technology Institute (ATI) Project as a new breakthrough is made for **next generation unmanned aerial vehicle (UAV) hybrid power systems.**

The aim of the ATI project is to work with four leading cross disciplinary SMEs in the UK to develop an innovative hybrid power unit that delivers productive added-value for UAV operators requiring extended flight times.

With the majority of multi-rotor UAVs capable of only 30-40 minutes of flight time, AIE's new technology will work to boost UAV battery life and deliver close to 240 minutes of continuous flight; providing massive advantages for civilian services using UAVs for surveying, inspection and search & rescue.

Introducing SREEV for UAV Hybrid Power

Now with the project making rapid progression, AIE are able to reveal that the **core engine model and integrated generator designed by partner Electronica are soon to be completed.**

Utilising AIE patented technology SPARCS (Self-Pressurising-Air Rotor Cooling System), the new hybrid power technology for UAVs will ensure superior heat rejection and efficient thermal balancing to optimise the life of the operating rotary engine.

ATI Project Update : New Hybrid Power for UAVs

This new technology, or **SREEV (SPARCS Rotary Engine for Electric VTOLs)** will work with high power-to-weight ratio rotary engines to extend UAV battery life with the capability of a quiet-flight mode allowing the internal combustion engine to be switched over when required.

Speaking about the ATI project, **AIE Managing Director Nathan Bailey commented:** *"ATI funding has allowed us to work with partners in the UK, increasing the UK expertise and allowing access to markets that would perhaps been more limited with overseas investors"*

With completion of the project moving quickly ahead for testing and final production in 2017, interested parties seeking to benefit from this new innovative SREEV UAV hybrid-power units can contact AIE today to receive more details on benefits for their application needs. Simply call AIE (UK) Ltd on 01543 420700.

Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK



AIE Awarded Horizon 2020 Funding to Combat Range Anxiety

Unlike the bulky and heavy piston engines currently used in hybrid-electric vehicles, AIE's CREEV (*Compound Rotary Engine for Electric Vehicles*) technology benefits from the inherent advantages of the low vibration, lightweight and space-saving rotary engine that meets vehicle OEM needs with its patented technology that reduces wear, eliminates oil loss and increases efficiency.

The novel CREEV range extender system delivers an exceptionally efficient power plant by harnessing unburnt fuel in the engine exhaust to improve combustion efficiency, lower emissions and reduce noise as the rotary engine drives the generator, charging the electric vehicle battery for greater range.

Horizon 2020 funding is instrumental in ensuring this breakthrough range-extender technology can be fully appreciated across the globe by enabling AIE to install, test and comprehensively demonstrate the capabilities of CREEV within a fully functioning electric LCV (light commercial vehicle).

This testing programme will allow AIE to demonstrate how CREEV successfully meets the needs of both electric vehicle OEMs and consumers by means of its cost-effective, lightweight and compact design that not only improves consumer confidence by efficiently extending vehicle range between charging stations, but does so quietly, using low fuel consumption and with low emissions.

With this low carbon range-extender unit aiming to encourage purchase of electric vehicles, CREEV can also be instrumental in supporting Europe in making progress towards overall transport emission targets.

Lichfield, Staffordshire: Ground-breaking innovations for **electric vehicle propulsion technology** can now be driven out to the global marketplace by UK specialist engineers Advanced Innovative Engineering (UK) Ltd thanks a funding award from the biggest ever EU Research and Innovation programme, Horizon 2020.

With over €80 billion of funding available, **Horizon 2020** aims to secure Europe's global competitiveness in world-class science by delivering the latest breakthroughs and discoveries to the world; creating economic growth and sustainability.

AIE (UK) Ltd, as an organisation that is on the cusp of finalising game-changing propulsion technology for electric vehicles, welcomed the award of a €1 million programme¹ by Horizon 2020 to test their latest innovation, the [CREEV range-extender](#) within a light commercial vehicle.

Designed to address the issue of range anxiety [the fear that an electric vehicle has insufficient range to reach a destination], **AIE's CREEV range-extender technology will help overcome the major barrier to large scale adoption of electric vehicles and unlock significant environmental benefits through reduced CO₂ emissions.**

Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK

AIE Present Latest UAV Engine Concepts at FIA2016 Show



In an area steeped in aviation history, including the UK's first powered and sustained flight, the Farnborough International Airshow Trade 2016 in Hampshire was the ideal location for the global aerospace industry to meet and showcase their latest innovations and modern capabilities.

As UAV engine experts, Advanced Innovative Engineering (UK) Ltd were invited to attend the FIA2016 Trade Show event in order to deliver **an intriguing presentation on AIE capabilities** and latest innovations in lightweight, high power-to-weight UAV engines and rotary engine technology.

Presenting to a very international audience within the Innovation Zone, Alex Vaughn, Business Development representative for AIE (UK) Ltd provided an overview of AIE's rich heritage that stretches back to Norton Motorcycles in the 1960's and beyond.

From this background as rotary engine design specialist, AIE have developed a unique range of world-class UAV engines from the 40S 2kg 5bhp engine to the 28kg 120bhp UAV engine each benefiting from patented technology and easy-to-integrate structures.

Continuing his presentation regarding the advancements for UAV engines, Alex explained that AIE had been successful in receiving a grant award from NATEP to **develop an ultra-light UAV engine for maritime surveillance**. Describing the project, Alex noted *"UAV surveillance requires an engine that can deliver superior endurance, climb and payload capabilities. With the technological advancements in this project, we have been successful in developing a rotary engine propulsion system that is not only reliable, but is light, reducing fuel consumption and powerful to cope with extended flight times."*

The audience were interested to note that the results of this project will provide a valuable solution in helping reduce operational, technical and cost requirements for small fixed-wing unmanned aerial vehicles.

In conclusion to his FIA2016 presentation, Alex encouraged delegates to witness for themselves the remarkably compact and aesthetic design of the AIE 40S Engine displayed in a glass case at the Midland Aerospace Alliance (MAA) Stand.

Manappat Group Business Meet | UAE



Ameer Ahamed—Chairman & Group MD



Manappat Group Business Meet - October 2016

Setting up the vision : Manappat Group Business Meet

You all will be glad to know that we organized a leadership meet for our Manappat Group of companies wherein excluding AIE, the group was represented by all other businesses. The venue was in Dubai and the objective of this meet was as under: -

Objective of the meet:

- Create a collaborative work culture
- Bring in transparency in business operations – specially financials
- Identify risks and initiate timely action
- Benefit from collective wisdom of senior leadership
- Gives time to introspect and plan for future.

The workshop started off with a presentation by our Chairman Ameer Ahamed wherein he set the tone of the Manappat Group of companies in terms of his vision, in terms of its financial performance for the next three years and also the strategic perspective the group needs to take going forward. It ended with a phrase namely Vision 2020 – 1 Billion Dirhams.



Kishan Dutta – Group CD welcoming the participants



Session in progress

Manappat Group Business Meet | UAE

All the respective businesses were then advised to go back to the drawing boards and come up with a very aggressive financial plan ending FY 2019-20 and which has since been done and submitted by them.

All the business leaders made a presentation of their respective businesses as per the under mentioned template.

- Financial performance
- Work winning status
- What went well – what did not go well.
- Support needed
- Future strategy and plans

Apart from the above the following were also presented:

- GMD's vision of Manappat Group and key CSR activities.
- A brief overview of internal audit and risk management by Siraj Khan
- A feedback on all senior leadership on the strengths and grey areas on the team using BELBIN (a psychometric tool) facilitated by Kishan Dutta.



Manappat Group Executive Director & CEO Suhail Ameer and Executive Director Aasim Ameer at brainstorming session



Manappat Group Leadership Team



Presentation by R. Govindarajan & Abdul Hameed



Presentation by Sudhir Mohamed



Presentation by Anish Kasim

Manappat Group Business Meet | UAE

The icing of the cake was the brainstorming session which was facilitated by Suhail Ameer and Aasim Ameer on what we need to do, what needs to be done, who will do it and by when it will be completed. These actions were then documented and before the participants left the venue they had signed it off in a collective agreement and the same is being monitored and reviewed periodically. Overall it also gave a collaborative team spirit wherein each business was aware of what the other business were doing so that wherever possible synergies could be drawn and advantages rubbed off to the respective businesses.

Based on the positive feedback received from the participants it has been decided that going forward this meet will be held as an annual feature with a predetermined agenda so that the discussions are pointed and concrete actions flow out of such meet which will not only effect the Manappat Group per se but also the respective businesses in the environments in which they operate.



Best Presentation Award to Agnice UAE :
Anish Kasim (above), J. Prakash and Lifna Afsal (Below) receiving best presentation award by our Chairman and Group MD, Ameer Ahamed.



Presentation by Siraj Khan



Presentation by Vinod Kuruppath & Sanjay Gupta



Presentation by Ruchi S. Nair

Business Overviews | UAE

Agnice Contracting LLC.



ADNOC Filling Station - Fujairah



Agnice Team at ADNOC – Fujairah Project Site

Project : ADNOC Filling Station at Fujairah

Salient Features of the project : This ADNOC filling station is located in a remote area in the emirates of Fujairah, on Dibba road. Agnice is doing complete MEP works for 3 Island canopy, 2 diesel canopies, C-store, mosque, accommodation building, utility building and external works.

Planning / Experience / Success Story : Since we got a very good track record of executing MEP works for ADNOC stations, we are quite familiar with the works and deputed the ADNOC experienced supervisory category for this project also. Our Junior Management is executing this project under the guidance of Manager Projects and hence we are able to minimize the project overheads.

Challenges Faced : Initially the project was moving at a good pace and hence ADNOC forced us to

bring all major equipments as per project schedule. But Civil works got delayed in the later stage and we were unable to install equipments on time resulted in negative cash flow.

Mitigative Measures adopted : We discussed with ADNOC and agreed to release 60% of BOQ rate against material delivery and were able to maintain positive cash flow. Expected Completion is 15th February 2017.



Agnice Team : Site Engineer, Supervisor & Charge hand at ADNOC – Fujairah Project Site

Business Overviews | UAE

Agnice Contracting LLC.

Project : FLORA – G+4 Storey Labour Accommodation

Salient Features of the Project : Construction of G+4 storey building – Labour Camp project is from our esteemed client M/s. On Time Manpower Supply / Flora Hospitality. Building is having total plot area of 5315 sqm and total built up area is 3194 sqm. Labour Camp is having about 148 rooms of approximate 18 sqm area of each room with aluminum doors and windows, ceramic tile flooring and emulsion paint finishes etc. Corridors, kitchen & dining rooms are covered with calcium silicate tile ceiling and ceramic tile flooring. Project includes latest surface mounted sounding system in each room and CCTV camera is also installed in each corridor. Solar panel is also installed on the roof of the building. The main feature of this project is almost all materials used in the construction work is meeting green building requirement.



Flora Project Team : Agnice UAE



Flora – Labour Accommodation

Planning / Experience / Success Story : Project duration is five and half months. Planning is done by considering existing site condition. Currently building structural work is going on i.e. Roof slab shuttering and reinforcement work, block work and plastering work. We are meeting our deadlines within our budget. It's a great success for us till today.

Challenges Faced : Project is located on the main road junction. It's a great challenge for stacking material and its loading & unloading due to insufficient space surround the building. Another challenge is a close coordination with MEP subcontractors, Aluminum doors and windows and Steel staircase subcontractors as they are the client nominated subcontractor.

Mitigative Measures Adopted : It's a great experience to mitigate project deadlines periodically by getting valuable outcome from the project site team and senior managers guidance.

Business Overviews | UAE

Agnice Contracting LLC.

Agnice Contracting (UAE) staff and workmen were happy to share a moment of a great milestone in Agnice history by completing the largest concreting in their ongoing **FLORA PROJECT (On Time Labour Accommodation, G+4, Pro NO : 20008)** with Zero Harm.



They applied a 340 cbm high density concrete in 40 Mixer vehicles along with 62 meter concreting pump at a extreme level of 20 meter (4th Floor) and also lifted approximately 50 Tonnes of reinforcement steel for the same height. The risk was not only for the work force but also for the vehicles and pedestrians passing by the road beneath which were controlled effectively. Thanks to RTA for their support and cooperation.



The Safety Officer Nijo John thanked the PM Yogesh Kumar, Prem Krishna, Nishad and the whole project team and management for providing all support at the right time.

Business Overviews | UAE

Agnice Contracting LLC.



Group Commercial Director Kishan Dutta and Sr. Manager (F&A) along with National Bank of Fujairah's representatives while receiving document of credit facility by the Bank.

It was a pleasurable moment to receive approval for Credit facility from the representatives of a new bank to us - National Bank of Fujairah - for our financial requirements i.e. Guarantees, LCs and TRs for forthcoming projects as expressed by Kishan Dutta.

He also added that this will pave way for greater engagements for the future and we look forward to a wonderful partnering relationship with National Bank of Fujairah going forward.



Completed Project : Warehouse & Office for Hans Logistics at JAFZA



Completed Project : Al Shaya Food Processing Facility at DIC



Agnice Team of Al Shaya Project

Celebrations @ | UAE

Agnice Contracting LLC.



Suhail Ameer presenting gift to Kishan Dutta



Anish Kasim presenting gift to Suhail Ameer



Siraj Khan, Anish Kasim & Kishan Dutta at birthday party



Kishan Dutta & Anish Kasim at Christmas celebration



Celebration of Christmas by presenting gift to employees



Siraj Khan cutting cake on new year celebration

Business Overviews | UAE

Agnice Contracting LLC.



Agnice Team at site of Al Shaya Food Processing Facility at DIC



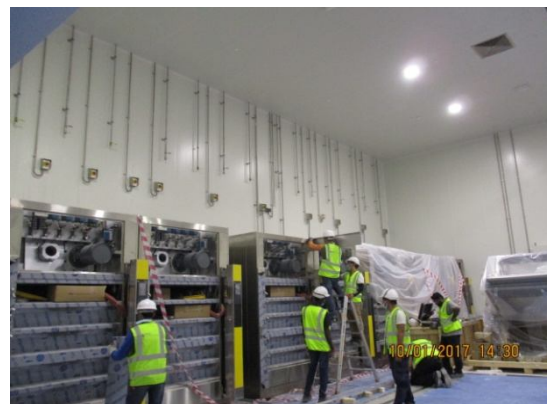
Al Shaya Site



Technician at work



HVAC Team at work



Electrical Team at work



My 10 Years Journey with the Company

I am proud to complete my 10 years of service with the Company.

I landed in UAE in the year 2006 from Kathmandu with lots of dreams and hope; although I was nervous that how UAE will treat me. I joined the company as an office boy.

While working as an office boy, I had opportunity to look at technical drawings, filings, scanning and copying. It aroused my interest and I began to study and understand many technicalities.

In the year 2010, a separate Estimation division was established in the company and I was assigned to work in the Estimation team under my senior Mr. Farooq Ali. I will always be thankful to the company who believed in me and gave me this opportunity to grow, not only within the company but also as a person. I also experienced many fond moments through these 10 years that will stay forever in my memory.

I am also proud to receive the GOOD WORK DONE award from the Company in the year 2015.

I work under a very friendly and learning atmosphere. I've learned so many new things; My superiors and colleagues taught me about the company working procedure and shared their knowledge with me.

Looking forward to the next 10 years and beyond.

Kiran Karki from Nepal
Agnice-UAE

Business Overviews | UAE

Rooftek Insulation Contracting LLC.

Project Name : G+4 LABOUR ACCOMADATION AT JEBEL ALI

Contractor : M/s. Saleh Construction LLC.
Consultant : BEL-YOAHAAH Architectural and Engineering Consultants

Scope of Work : SUBSTRUCTRE, ROOF, WET AREA & LIFT PIT WATER PROOFING WORKS

Rooftek scope of work is for sub structure, roof, wet area & lift pit waterproofing works on a re-measurable basis. The date of commencement of work on site was on 28th Nov 2016. The works were executed on a fast track basis initially without a confirmed schedule from the Main Contractor. Hence we faced challenges in the initial stages for site mobilizations & executions. With a professional approach from the operations team and with the support of estimation team we are very well moving ahead which is suiting the main contractors schedule currently.



Project Name : LABOUR ACCOMADATION IN JEBEL ALI INDUSTRIAL AREA

Customer : M/s. Al Naboodah Contracting Co. LLC.
Consultant : ARIF & BINTOAK CONSULTANTS AND ARCHITECTS

Scope of Work : ROOF & WET AREA WATER PROOFING WORKS

Rooftek scope of work is for Roof water proofing works on a lump sum basis. The mentioned job on roof was on 4 zones with a total area of 3400m². The work started in September and is continuing on a fast track basis and the major areas were completed within 30 days. With the strong support of procurement department and through a strategic master planning of operations team we have successfully completed the major works in time.



Business Overviews | Oman

Agnice International & Partners LLC.



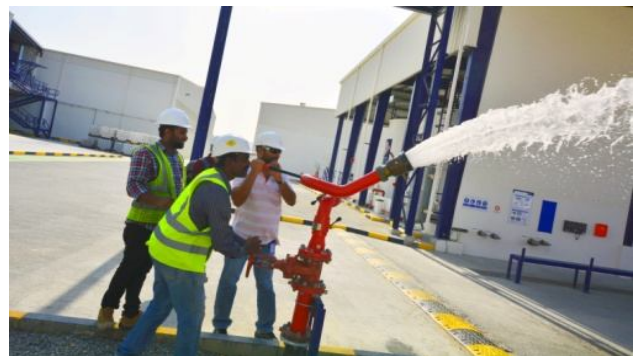
Deluge Valve



Jotun Site

Agnice International & Partners LLC. has been appointed to render services of Fire Engineering solutions for the factory of Jotun Group. The Jotun Group is a Norwegian chemicals company dealing mainly with paints and coatings. In order to meet the demand Jotun started their second and largest factory in Russayl, Sultanate of Oman. Resulting in a smoother and faster Production.

Installation of Deluge systems provide total flooding to an area through a system of piping and open nozzles or sprinklers. The system piping is empty until the deluge valve is activated by a hydraulic, electric or manual release system. Deluge systems may be used to protect high-risk occupancies by providing large amounts of water to defined areas or by cooling surfaces to prevent deformation or structural collapse.



Engineers testing HD fire foam monitor



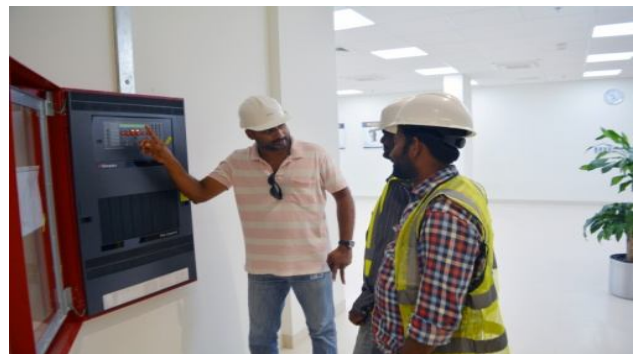
FireDos Foam Proportioner



Foam is the only way to effectively fight certain fire scenarios. To generate such foam, a foam agent must be precisely admixed to the extinguishing water flow first. Then, air is added as a third component and expands the 'premix' to a fire-fighting foam.



FM 200 System



4100 ES Fire control Panel

4100ES Series Fire Detection and Control Panels provide extensive installation, operator, and service features with point and module capacities suitable for a wide range of system applications. Dedicated compact flash memory archiving provides secure on-site system information storage of electronic job configuration files to meet NFPA 72 (National Fire Alarm & Signaling Code) requirements.

Business Overviews | Oman

Agnice International & Partners LLC.



Agnice Oman Team : Ganesh C, Jebin, Salahudheen & Nishant at Jotun site

JEX-X high expansion Foam generator

We employed JEX-X high expansion Foam generator in Jotun Paints product for finished goods Stores and barrel Warehouse.

JET-X High-Expansion Foam Generators deliver a mass of uniform bubbles in which the foam solution is expanded in volume to a range of 200:1 to approximately 1000:1. This high-expansion foam is achieved by coating a perforated screen with a foam solution comprised of water and JET-X High-Expansion Foam Concentrate, while a high volume of air is blown on the screen to produce the expanded foam

Application

Application used in other areas are Aircraft Hangars, Hazardous Waste Storage, Paper Product Warehouse, Tire Warehouse, Flammable Liquid, Storage, Mining, Ship Holds and Engine Rooms, Power Stations, Gas Turbine Generators, Cable Tunnels, Basements, Cellars and Enclosed Spaces, Communications Switching Stations, Engine Test Cells, Transformer Rooms.



JEX-X High Expansion Foam Generators



Business Overviews | Oman

Agnice International & Partners LLC.



Siraj Khan with Vinod Kuruppath, GM (Fire Div.) – Agnice Oman

He was also given a Omani pin to wear on his jacket to commemorate the special day by the leadership team, which he continue to wear even after return to Dubai. The colors look even more vivid against the backdrop of the white. The office cafeteria provides subsidized food to the staff, delicious and passionately prepared and served by very polite and cordial staff, he added.

Our Group Internal Audit and Risk Management Consultant Siraj Khan were on a field trip for 3 days to Agnice Oman, Muscat recently.

He expressed his views on Agnice Oman and apprised that we have a great team out there and a lot of action going on, both in FIRE and MEP division.

He was very impressed by the colorful decoration done in the office reception area for the Oman's National Day celebrations wherein he took few pictures with the leadership team which he shared with us.



Siraj Khan with Sanjay Kumar Gupta, GM (MEP Div.) – Agnice Oman

Business Overviews | Oman

Agnice International & Partners LLC.



Training session to Jotun Operations and Maintenance team at Agnice Oman.

Agnice Oman has conducted a training session for their operations and maintenance team for Jotun Project site in Sultanate of Oman on equipment handling and upkeep. The training conducted by Yuvaraj Manager Projects and Suhail Sulieman Design Engineer and attended by supervisors and foreman.



Agnice Oman employees celebrating National Day 2016



Agnice Oman employees celebrating National Day 2016



Farewell Party was organized for Agnice Oman employees Indra Pratap Singh - PM (MEP) & Ramesh KN - OM (Fire).



The best HSE Award based on AGNICE OMAN HSE performance to carry out the works without LTI's at Salalah-2 IPP Project , Sultanate of Oman.

Business Overviews | Oman

Manappat Foods



Arctic Gold Leadership Team



Manappat Foods – Arctic Gold Sales Performers 2015

Manappat Foods, sole distributor of Arctic Gold & Al Ameer brand products from Global Foods Industries LLC., Sharjah, U.A.E distributed Top Sales Performers award in Muscat.

Mr. Jacek Plewa, General Manager & Mr. Irfan Saiyed Export Manager of Global Foods visited Muscat to reward top Performers of Arctic Gold sales in Van Sales & Modern Trade in the presence of Abdul Majeed, Head of Benchmark Foods, UAE during the event organized by Manappat Foods .

Van Sales:

Suresh babu – Muscat Route
Nawas – Sohar Route
Rajeev – Barka Route

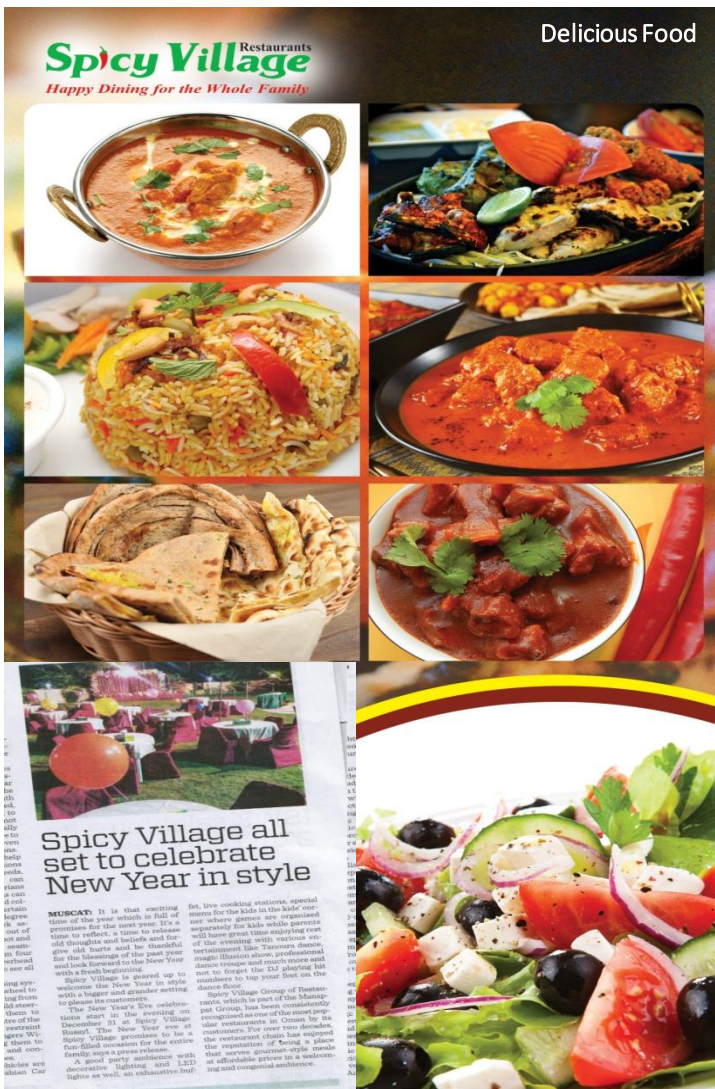
Modern Trade:

Sameer Mohamed
Mursal



Business Overviews | Oman

Spicy Village Restaurants



Valued Customers

New Year Eve Celebrations at Spicy Village Restaurant

Spicy Village restaurant had organized live cooking stations for Indian and Chinese cuisines on New Year Eve for their valued customers gala Dinner in their Lawn on 31st December at Rusayl outlet which was a celebrations for everyone in the family.

The evening begin with a variety of welcome drinks served to customers as they enter the premises. The highlights of day were a professional Punjabi Dhol, Bollywood Dance, Magic Show, DJ Music and Dance which went throughout the evening and of course there were variety of games for each and every one.

People enjoyed themselves in a luxurious buffet serving a variety of North Indian, South Indian and Chinese dishes.

Spicy Village have also arranged their special kid's zone which has special entertainment activities and snacks for the kids. Last but not the least everyone engaged themselves to be a winner of special prizes by participating in various activities and games.

We thank and value every moment of New Year celebrations together with our valued Customers.

Business Overviews | India

Design & Engineering Team



Agnice UAE Design & Engg. Team at Lunch

On securing Jotun Paints project in Dubai - UAE, our Design & Engineer Team Chennai, India were very enthusiastic and celebrated the joyous occasion with a day out on Friday 23rd September to Blue Lagoon Beach Resort, Neelankarai, ECR, Chennai, India.

The Engineering team was advised to estimate very precisely and meticulously to win large projects, thereby to have large outings in the near future.

The team enjoyed the day to the maximum extent with many indoor & outdoor games.

Congratulations Team, on your commitment & passion.



Agnice UAE Design & Engg. Team Day Out



Business Overviews | India

Connect Plus Recruitment Consultancy



Ruchi S. Nair at Group Business Meet - Dubai

Recruitment Drive

Connect Plus has finally started satellite operation in Khushinagar, Gorakhpur, UP. and a branch office in New Delhi headed by Bilal Anwar Siddiqui. Mohammed Akhter is based out of Gorakhpur and has been assigned this new job role. He is Graduate in English and has been a Trainer. He would be playing an important role in database formation and minimizing agent involvement.

Connect Plus here believes in creating a strong database of candidates, who are tested and ensured to be the best in their respective fields.



Mohd. Akhter : CP Satellite Office at Gorakhpur-U.P.



Bilal A. Siddiqui : CP New Delhi Office



AKG Pillai has been promoted to Manager Placements and was felicitated by our Chairman and Group Managing Director Ameer Ahamed. Connect Plus celebrates birthday of employees to make them feel engaged wherein recently they have celebrated birthday for Sajitha.



Business Overviews | India

Agnice Fire Protection

Project: Fire Fighting System, Hydrant & Fire Alarming system for Electronic manufacturing cluster developing at Wandh, Mundra, Gujarat, India.

Salient Features of the Project

Scope of Work: Design, Engineering, Supply, Erection, Testing, Commissioning of Hydrant & Fire Alarming system.

Client: PMC Projects (I) Pvt. Ltd. (Ahmadabad)

Major Systems: Hydrant & Fire Alarming system

Status : Design is approved and 95% materials completed 5% spares are in progress. Supply of pending spares will be completed by end of Dec. 16.

Challenges : Few challenges which are being faced to complete the project in the stipulated time with the constrained manpower and material resources are as under:

❑ This is a fast-track project, PMC civil work is going on at site and we have to match up the civil vendor for the A/G & U/G Piping.

❑ We have to install detectors on the height of 25 feet within given time period.

❑ Pressure to complete the project in the given short period of time is at all-time high and long material delivery periods is the main hurdle to overcome.

Mitigative Measures:

❑ Daily basis review of engineering activities & erection activities at site.

❑ Daily plan for proper material utilization for effective erection.

❑ Organizing weekly progress review meeting for supply and erection.



Business Overviews | India

Agnice Fire Protection

Project: Fire Protection, Detection & Alarm System for DFPCL, NPK Granulation Project at K-1 MIDC, Taloja, Maharashtra, India.

Salient Features of the Project:

Scope of Work : Design, Engineering, Supply, Erection, Testing and Commissioning and handing over of the Fire Protection Systems.

Client : Deepak Fertilisers & Petrochemicals Corporation Limited.

Major Systems : Pump House, Hydrant System, Sprinkler System, Spray System, Fire Alarm & Detection System. Additional order DFPCL Bensulf, Panipat has been awarded to us based on the relationship with client and working on existing project.

Status : Design approved and equipment ordering is under progress. Supply of equipment is expected by end of Dec. 16.

Challenges : Few challenges which are being faced to complete the project in the stipulated time with the constrained manpower and material resources are as under:

❑ Client's several civil works going on at site and they have given fronts on given time periods to complete the task.

❑ We have to erect cable & install detectors at the height of 25 feet within given time period where there is no movement of scaffolding so we have to carry out with adjustable ladder to complete the task.

❑ Pressures to complete the project in the given short period of time is at all-time high and long material delivery periods is the main hurdle to overcome.

Mitigative Measures:

❑ Daily basis review of engineering activities

❑ Daily plan for proper material utilization for effective erection.

❑ Organizing weekly progress review meeting every Tuesday.



People Matters @ | India

Agnice Fire Protection



Govindarajan, MD handing over gift to employee

Agnice India team has organized a Pooja celebration wherein Govindarajan, MD is performing pooja.



A healthy diet and lifestyle are your best weapons to fight cardiovascular disease. It's not as hard as you may think! Remember, it's the overall pattern of your choices that counts. Agnice India organized a free heart health camp wherein 100 employees were screened by doctors and was given an advice on healthy dietary pattern and life style for long-term benefits to individual health and heart.



Heart Clinic Camp was organized for employees at Agnice India



Celebrations of Birthday at Agnice India



People In Focus . . .

Interview

A tete-a-tete with Aasim Ameer - Executive Director, Agnace Fire Protection – India

Q : You are now a part of the leadership team in leading the restructuring strategy for Agnace India. What are the key challenges?

A : Restructuring in itself is a huge challenge and this has been the sole focus for Agnace India over the past three months. The work environment and the culture that were instilled in our staff were of a formal MNC culture where in people do not tend to interact enough within departments to come together with combined solutions. As you know, we at Manappat group have a culture of “personalized professionalism” which is something that I would want to bring into the people here at Agnace India. Restructuring often calls for reduction in staff, which in India tends to bring in a lot of insecurities to people within the system. Attrition of staff starts to mount, and it is entirely up to us as leaders to ensure that our people are given the security and confidence to be engaged and committed to their profession. The other key challenge would be to bring down our operational costs. I for one believe that we need to have the ‘first mover advantage’ on the latest technologies in any business. Here we have a market that has unfortunately been dull for the past couple of years and our operational costs were not able to justify the volume of business that we have been doing here. We want to strengthen our bottom line to ensure that we are a healthy company with minimum liabilities. This challenge is a long term one, and I am confident that this can be achieved in the FY 17-18. Finally, with restructuring and downsizing of the company comes many unwanted news and reports in the market, which tend to go around. In these times we have to ensure that our reach is very high to our targeted clients and customers, and ensure that our Agnace brand is intact. Transforming the negativity into positive actions would determine the success of Agnace India in the coming year.



Aasim Ameer
Executive Director - Agnace India

Q : How do you think these changes will be beneficial to the growth and future prospects of the company and also its employees?

A : I must admit by saying that we have taken some decisive actions in the overall business interests not only for the present but also the way it will shape for the future. Rest assured it has all been for the benefit of the company alone. Downsizing the company was really the need of the hour to give us better control of operations, costs and our staff. As I mentioned earlier, building a strong base is our main focus rather than increasing the top line of the business. The decisions taken at this juncture will really show its results only two to three months later, but are confident that we would be entering the new financial year in a much healthier financial situation. Our business focus has also altered for the betterment of the company, since we have a targeted client base and are focusing more on private MNCs and Government organizations. Unfortunately Agnace India has not been doing well operationally due to the merger and demerger of UTC Fire and Security, and today the focus would be to ensure that our profit margins are raised, so as to allow us to share our profits with our staff. Having a lean and thin organizational structure allows us to be more nimble footed in the market and also in quick decision-making.

People In Focus . . .

Interview (Contd...)

Q : Where do you see Agnice India going five years hence?

A : We aim to be the most preferred Fire Protection and Detection System Integrator for the Industrial and Infrastructure sectors in India. As a business strategy we are shifting our focus on to much more specialized projects, such as tunnels, defense, and some specified product sales. Agnice India as you know has been a distributor for various multinational Fire protection manufacturers such as Tyco, Honeywell, and even UTC Fire and Security for a short span. However, we have also got into an agreement with M/s. Fogtec International, a German company that focuses on high pressure water mist systems, as well as M/s. Martec, an Italian company specialized in fire detection systems and disaster management systems for ships. In addition to these, we are in discussions with M/s. Bandweaver, a fast growing company headquartered in Shanghai, who give integrated distributed fibre optic solutions. We have already engaged into discussions with Bandweaver and are hoping to put pen to paper latest by Feb. 2017. Having such associations with technologically advances companies would certainly give us an edge over our competitors. In that respect our aim would be to once again make Agnice a 100 Crore company in the next 5 years.

Q : Where can we find you when you are off work?

A : You can find me sitting by the beach with some close friends, or visiting my family who are spread out in three different countries. Even though my schedule does not permit me to be off work very often, I try to make at least a couple of visits to Dubai, Muscat and UK to meet with the family every year.

Q : You have worked in Agnice UAE and also in Agnice India. Where do you think the challenges are more?

A : My most fruitful lessons have come during my tenure at Agnice UAE but I must admit the challenge that one would face in India is much more than that of any other environment. Starting from the various statutory norms & tax implications, to the working style and culture of Indian clients are always a handful. India still being a developing country gives a lot of challenges to subcontractors like us, especially those in the fire industry. Fire protection and its safety is unfortunately an area where the importance of having a fully capable fire system still lacks within our country's legislation. This becomes a huge challenge for us to introduce new technology and convince the clients of the importance of having to integrate ourselves with these technological enhancements.

Q : What is your favourite hobby and do you get time to pursue?

A : I do not quite have a favorite hobby, but one I would love to develop would be to read more. I do often find time on flights or during the evenings to spend some time reading.

Q : If you were to change one thing about you, what will it be?

A : I would want to improve on my discipline and time management. Discipline plays a major role in any and everything you do and it is one aspect I would want to keep improving day by day. Personally I do feel that being better disciplined would make my time management much more efficient.

- As spoken to editorial team

Corporate Social Responsibility

Manappat Foundation



Empowering the Marginalized

First Annual Meeting of Vision 2040 Project

The 1st Annual Meeting of Vision 2040 held on Sunday, October 16, 2016 at Residential Coaching Academy (RCA), AMU. Vision 2040 Project is an endeavor of Manappat Foundation, a Corporate Social Responsibility wing of Manappat Group, to achieve significant advancement in the educational, economic and social status of the marginalized communities of Uttar Pradesh.

The aim of the meeting was the assessment of annual progress on current projects of Vision 2040 and deliberations on prospects of future projects. It served as a platform to acknowledge the contribution and support of well wishers of Vision 2040 project. Notable persons of AMU and scores of concerned persons attended the meeting.



Ameer Ahamed, Managing Trustee Manappat Foundation, sharing Vision 2040 Annual Report



Esteemed guests at 1st Annual Meeting of Vision 2040



Lt. Gen. Zamiruddin Shah giving Presidential address



From Left : Dr. Nadeem Tarin, Lt. Gen. Zamiruddin & Mr. Ameer Ahamed



Dr. Ahmad Faraz Khan welcoming the guests



Prof. Parvaiz Talib presenting the vote of thanks



Dr. Nadeem Tarin giving keynote address

Corporate Social Responsibility

Manappat Foundation

The Chief Guest of Annual Meeting, Lt. Gen. (Retd.) Zameer Uddin Shah, V.C of AMU emphasized on the importance of school education for Muslims. He referred schools as the foundation of one's character which should be further strengthened. "Our aim is to open Sir Syed National School in every district," said V.C.

The Guest of Honor Dr. Nadeem Tarin, President of Nadeem Tarin Educational Society highlighted the scope of work required to be done in small towns, villages and remote areas. He promised full help and support to Vision 2040 team in Sambhal for education, employment and health related initiatives.

The special guest, Dr. Hasan Kamal from USA suggested standardizing of the educational modules to enable access of underprivileged sections to quality education. Presentation on Vision 2040's one year journey, various projects undertaken and future plans were made by Dr. Ahmad Faraz Khan, Consultant, Vision 2040, Dr. Reshma Parveen, Academic Consultant, Vision 2040 and Prof. Parvaiz Talib, Senior Advisor, Vision 2040.

The Managing Trustee, Manappat Foundation, Mr. Ameer Ahmad gave a retrospective on the genesis of Vision 2040 project. He also gave an inspiring account of his journey so far. He acknowledged the efforts of the team members, donors and supporters. "For societal change we need transformation," he emphasized. He further appealed the audience to volunteer for the noble work being carried out by Vision 2040. Also, he hoped that through his project he will be able to establish a network and create synergy among various NGOs working for minorities in U.P.



Vision 2040 Awareness Campaign by Dr. Akeelur Rehman

The students of Hamara School, Malha Ka Nagla and Vision School, Mewali, Hathras presented speeches and hymns which were well appreciated by the audience. Prof. Abdul Hasan Siddiqui, Ex Pro-VC, AMU, Dr. Tariq Azam from Malaysia, Prof. Rashid Hayat Siddiqui, Prof. Amanullah Khan, Dean, Faculty of Medicine, Prof. Kalimuddin Ahmad, Director, RCA, Mr. Danish Aziz, Mr. Shadab Shah, Maulana Ghufra Anjum and many other distinguished persons and large number of volunteers were present on this occasion.

Vision 2040 awareness campaign at Shahjamal, Aligarh : As part of Information Dissemination Program a community awareness workshop was conducted at Government Community Centre Rorawar, Shahjamal, Aligarh in September 2016 by Dr. Akeelur Rehman.

Participants were made aware of various Government schemes and the procedures to avail their rights.



ID : Village Kumrai, Hathras



Information Dissemination : Shahjamal, Aligarh

Vision 2040 Awareness Campaign at Hathras : Inaugural Information Dissemination Meeting at Village Kumrai, Hathras held in September 2016. The purpose of the meeting was to share information related to various Government schemes with the villagers and create awareness about their rights.

Corporate Social Responsibility

Manappat Foundation

Project : Vision 2040

Thematic Area : Education

Intervention : Informal Primary Education System (IPES) Schools



mainstream educational system for underprivileged children. In this system 5 classes (In the first year 3 classes) with children divided on the basis of age and prior knowledge shall be formed. The target group shall include underprivileged children of slum dwellers and downtrodden between the age group of 5 to 15 years, who have not gone to school or have dropped out due to financial and social constraints.



Drop out girls attending afternoon session

The reports and statistics of government and non-government sources clearly show that India has a learning crisis which if not addressed will erode the demographic dividend. The existing formal education has still not been able to include the children from marginalized section. Identifying this grave need Vision 2040 decided to create schools under IPES in localities where good number of children of schooling age are out of umbrella of education.

Informal Primary Education System (IPES) is a concept which should be regarded as the stepping stone in to the



Mr. Ameer Ahamed, Prof. Parvaiz Talib & Teachers of Vision Informal School.

The system shall function as a primary school with the following objectives:

✓To impart basic reading and learning skills to students in order to equip them for mainstream educational system with enrollment and retention as focal points.

✓To provide the children with opportunities for overall personality development, better hygiene and built up their self-confidence.



Vocational Training : To empower the girls by training them in professional stitching.



Informal School

✓To make constant efforts towards sensitizing and work in collaboration with the community members, private school management and concerned authorities to ensure and promote educational services to children belongs to the minority Communities.

✓To ensure the placements of students in regular schools through a student sponsorship scheme.

Keeping in view the above aims and objectives the Manappat Foundation, under its Vision 2040 goal, has established Vision Informal Schools (VIS).

Corporate Social Responsibility

Manappat Foundation

Informal Primary Education System (IPES) Schools



Working and drop out boys attending evening shift

One such school is established in Mewali village of Hathras District and the other in Shahjamal locality of Aligarh city. Both these locations were selected as they are backward on all developmental parameters including education.

Mewali is an under-developed village located 26 km from Hathras Head Quarters. The population comprises mostly of farm laborers and gypsies belonging to backward and scheduled castes both from majority and minority communities. The demography is slightly dominated by minority community in population who are less empowered than their compatriots. With one government primary school this village had very low accessibility to education.

After baseline survey and discussion with village elders and Pradhan it was decided to establish a school. The school now has about 150 students coming from all communities and classes. They have been divided into three groups based on their level of education. Four school teachers are teaching them English, Hindi, Urdu, mathematics and sciences. Moral and civic training is also provided to make them good and responsible citizen.

Shahjamal locality, classified as slum, is densely populated. A cluster of tiny lock manufacturing units are located here. The people of the area, mostly poor, are engaged in these lock manufacturing units. The area, despite being a part of the industrial city, does not have basic facilities like proper drinking water supply, primary healthcare centre and adequate government schools.

The environment is unhygienic and highly polluted. Water logging generates many diseases. The socio-economic status of the population is defined by lack of education. High incidence of child labor and illiteracy/poor education go hand in hand. It was therefore, highly imperative to start an informal school in Shahjamal.

Since the school is Informal, we hired two rented rooms in the target locality. These rooms were converted into class rooms after making proper arrangement of sitting, lighting, black board, charts etc.

The school is running successfully in three shifts.

Our team is conducting surveys in other underprivileged locations in Aligarh District. Soon new IPES schools in other locations with will be added this year and next year.



Students in classroom

Corporate Social Responsibility

Manappat Foundation



Highly Experienced Teachers : Faculty Members of AMU



Lectures and Tutorial Sessions

First Sequential Foundation Course 2016-17

The First Sequential Foundation Course 2016-17 for strengthening the teaching of Mathematics, Science and English in Deeni Madaris were conducted in September 2016 at Zakir Bagh, AMU, Aligarh has been completed successfully.

This course was the conducted as first joint activity of Manappat Foundation (MF) and School Education Trust for the Disadvantaged (SETD) under the able Chairmanship of Prof. Rashid Hayat Siddiqui.

A total of 17 participants, most of them new teachers in Madaris and two internal candidates.

The highly experienced teachers, most of them present and previous faculty members of AMU, were engaged in teaching the participants. The contents of the Course were designed in modular form to educate the participants in the three subjects according to NCERT syllabus of class VI level.

The participants were given classroom lectures and tutorial sessions daily to strengthen their understanding of new concepts and their details. An expectation and feedback survey was also conducted on participants. The participants appreciated the teaching effort as well as stay arrangement and were keen to return for the next sequence.

The Second Sequential Foundation Course for this batch were also conducted in October 2016.

Celebrations @ Manappat

Agnice - UAE



Celebrations @ Manappat

Agnice - UAE



MANAPPAT
Further. Together.

Celebrations @ Manappat

Agnice - UAE



HR Talks

An article written by Kishan Dutta to IIMT, Dubai on leadership in a culturally diverse workplace on his personal and real life experiences in a British company! Here is an excerpt of mail which was sent to all IIMT students from HR Faculty.

Introducing another very learned professional Mr. Kishan Dutta who has been our one of the most precious associate in this initiative “Tamaso ma Jyotirgamaya”. We are fortunate to have “Mr. Kishan” as one of the most valuable members of our HRAB board (Human Resource Advisory Board).

He is a person with vast corporate experience and professional wisdom. We are blessed to encash learning through the article which he shared. Through very crisp, clear & technical write up, he has created a strong group of followers who regularly asks about upcoming article. The unique part of his article is that they ooze lots of thoughtful, practical & firm learning for young HR budding professionals.

IIMT Studies feels proud & privileged to honor Mr. Kishan Dutta as “ The Most Proficient HR associate of year 2016”.



Things the greatest leaders all have in common

6 things you can do to be like the best :

1. Know the power of feelings

Leaders who just focus on results don't do nearly as well as those that also pay attention to relationships.

2. ...But be tough in a crisis

The one time people definitely want a take-charge and decisiveness is during a crisis.

3. Know what makes employees stay and leave

Employees are made happy by achievement, recognition, the work itself, responsibility and advancement. They are most often made dissatisfied by policies, supervisors and work conditions.

4. Judge people by what they're good at

If you want people who are competent at everything you'll end up with a team of mediocrities. Better to get the best person in a discipline and support them with others who can compensate for their weak spots.

5. Hubris is your greatest weakness

Don't get full of yourself. That's the downfall of nearly all great leaders.

6. Know the difference between leaders and managers

The goal of management is consistency and order. The goal of leadership is to motivate and create necessary change.



'The English Patient' an article by Siraj Khan

Remember the poet and novelist Michael Ondaatje's Booker Prize-winning best-seller made into an Academy Award motion picture, sometime in the mid-1990s? I thought I would look at English and the Patient, by wearing a historical lens. An interesting connection unfolded and needs to be shared.

The word *patient* is both a noun and an adjective. The meaning is different but I have attempted to draw a connection and parallel between the two. The word *patient* first appeared in English as an adjective in the 14th century from the French and ultimately Latin in which it expressed the idea of enduring hardship. The word developed and started being used in a broader and expanded sense, also associated with virtues such as being tolerant, obedient and enduring.

Somewhere the word *patient* spun around and took a new shape also evolving as a noun, meaning a person bearing difficulties without complaint. Once it got to that use, it did not take much for it to be pulled in by the medical profession to describe somebody with an injury or disease, who is undergoing medical treatment – patiently, of course.

By the 18th century, medical (as a noun) and the non-medical (as an adjective) meanings were coexisting and being used freely. But as doctors appropriated and narrowed the meaning of *patient*, the word's reference to someone suffering in any sense other than medical, somehow vanished.

This phasing out was almost complete by the end of the 19th century. The final demise can be attributable almost entirely to the institution called the hospital.

Although hospitals have existed since antiquity, the idea that they were the best places to treat the sick, only took hold towards the end of the 19th century. After that, hospitals became the accepted site for any serious medical treatment. The hospital inmates were now known as patients and hospital management made rules regulating the behavior of these people, who were meant to respond cheerfully to their treatment.

By the 20th century, the comprehension of patients had proliferated to include such terms as inpatients and outpatients. Nevertheless, the word patient still largely implied a grateful recipient of medical care.

Over the last 50 years or so, most evident after World War II, the continuity of the word as a non-medical adjective, has made a highly energized return. As life became more complex, the old established virtues of behaving patiently, being tolerant and obedient, also resurfaced visibly in a broader need-based sense

Today, irrespective of the use of the word whether as a noun or an adjective, for a clinical encounter or waiting in a long line at the security check at the airport, the spirit that the word signifies is still of endurance, bearing difficulty and exhibiting calm without complaint. It is at this meeting point, when the patient – the noun and the adjective – join hands and echo a single voice, reflecting a common spirit. Thank you Mom, for the continuing knowledge you still provide.

This is also when Patient truly becomes English.

- An article by Siraj Khan

An article published on the memoirs of Siraj Khan in 'Khaleej Times' on 16 December 2016, is reproduced below for the pleasure of your reading.

FRIDAY, DECEMBER 16, 2016 **KHALEEJ TIMES**

NATION

He kept abreast of Dubai's growth with *Khaleej Times*

Bernd Debusmann Jr.

DUBAI — When Siraj Khan first arrived to Dubai from Pakistan as a 25-year old in April 1976, he encountered a place with mud streets and without tourists. And Al Ghurair Centre was the hub of the city's shopping scene. Now, having returned to live here again four decades later, he's found a place he "never could have imagined." But one thing has remained constant: his love of *Khaleej Times*.

Khan — who first arrived to take a job with British Petroleum — remembers the city was already a dream for many people back home, buzzing with activity and with seeds of future development.

"It was very, very overwhelming. In the early 70s everybody was aspiring to come to Dubai," he recalls. "In Urdu they used to say that Dubai is not a place, it's a state of mind."

"It's mind boggling to think, that even then, infrastructure was already planned," he added. "I'd go on vacation for two weeks, or a month, and when I came back I'd see that new buildings had sprouted from nowhere. But in many places it was just mud, not at all what it is today."

As a Pakistani, Khan was particularly happy to see the vital role his countrymen played in the fledgling UAE's development.

"There were many Pakistanis then, and it made me proud they were contributing," he noted.

A love affair with *Khaleej Times*
Looking back on his early years in Dubai, Khan says one of his fondest memories was witnessing the birth of the *Khaleej Times*.

"That strikes an emotional chord with me. I first got involved with *Khaleej Times* because my friend, who had been my senior in Pakistan, was a Galadari employee, and had been hired to do a feasibility study of launching a newspaper. We used to compare and share notes. We said that if it gets off the ground it would be fascinating."

It's almost like coming to a new country, a new place. Every day is a new discovery. It's like peeling an onion. I'm still discovering and exploring. I take the wrong exits sometimes, but I'm getting familiar with it again."

Siraj Khan

"I still remember that first issue of KT," he added.

Even today, Khan keeps a newspaper-themed KT souvenir tote bag with him, that he says he's used every day for nearly four decades.

"It was a unique concept, made of plastic, but it feels like I'm walking around with a newspaper," he said. "I've used it for 38 years, and it hasn't needed any repairs at all. I still use it if I go to the gym. I don't remember how many commemorative bags were made, but I was privileged to get one."

Khan also noted how the KT has been his constant companion as he's followed the UAE's development over the years.

"KT has played an integral role in this development, and has always been abreast of what's going on. It's part of history, and has its own position engraved on the wall," he said.

Back in Town

Khan left the UAE in December 1984, with a wife and two children in tow. But three months ago, he moved back to take a job at Manappat Holdings Ltd. He says that the Dubai he's re-discovering has astounded him.

"It's almost like coming to a new country, a new place," he said. "Every day is a new discovery. It's like peeling an onion. I'm still discovering and exploring. I take the wrong exits sometimes, but I'm getting familiar with it again."

"I never thought Dubai would be a tourist spot, even with all the de-



It (newspaper-themed KT souvenir tote bag) was a unique concept, made of plastic, but it feels like I'm walking around with a newspaper. I've used it for 38 years, and it hasn't needed any repairs. I still use it if I go to the gym. I don't remember how many commemorative bags were made, but I was privileged to get one."

velopment," he added. "Everywhere you see there are different nationalities. Before there were zero tourists. It was just people transiting from the UK to India or Malaysia, for example."

He added that he's particularly impressed with the Metro.

"It really fascinates me. I've been to over 70 countries so I know a fair amount of the world, and I think it matches any international city, like Singapore or New York," he said.

Another thing that strikes him, he noted, is how Dubai has become a place that is well-known across the globe.

"It is firmly on the world map. It is going to be one of the cities of the future," he said. "Nobody in China, for example, knows about Riyadh, Jeddah, or Iran. But everyone knows what Dubai is."

"The way it's going, I can't even visualise where it is going to reach."

bernd@khaleejtimes.com



MANAPPAT
Further. Together.

People Matters ...



Newly married couple : Teejan
UAE employee Shindu with his
wife Jincy



Newly married couple : Teejan
UAE employee Rahmath with
his wife Ajfar



Newly married couple : Teejan
UAE employee Rafi with his
wife Safrin



Newly married couple : Teejan
UAE employee Sajjid with his
wife Shamna



Newly married couple : Agnice
Oman employee Dixon with his
wife Chinju



Newly married couple : Agnice
UAE employee Shahul Hameedh
with his wife Suby



Newly married couple : Agnice Oman
employee Muhammed Adil PV with his
wife Fathima Synsi P.



Newly married couple : Agnice Oman
employee Arsath Rahamathulla with
his wife Shabna Ashmi



Boopathi Agnice UAE
employee is blessed
with a baby girl.

Inspirations...

Value

Value-A well known speaker started off his seminar by holding up a \$20 bill. In the room of 200, he asked, "Who would like this \$20 bill?"

Hands started going up.

He said, "I am going to give this \$20 to one of you but first, let me do this." He proceeded to crumple the dollar bill up.

He then asked, "Who still wants it?" Still the hands were up in the air.

"Well," he replied, "What if I do this?" And he dropped it on the ground and started to grind it into the floor with his shoe.

He picked it up, now all crumpled and dirty. "Now who still wants it?" Still the hands went into the air.

"My friends, you have all learned a very valuable lesson. No matter what I did to the money, you still wanted it because it did not decrease in value. It was still worth \$20. Many times in our lives, we are dropped, crumpled, and ground into the dirt by the decisions we make and the circumstances that come our way.

We feel as though we are worthless. But no matter what has happened or what will happen, you will never lose your value. You are special - Don't ever forget it!

A Pound of Butter

There was a farmer who sold a pound of butter to the baker. One day the baker decided to weigh the butter to see if he was getting a pound and he found that he was not. This angered him and he took the farmer to court.

The judge asked the farmer if he was using any measure. The farmer replied, Your Honor, I am primitive. I don't have a proper measure, but I do have a scale. The judge asked, "Then how do you weigh the butter?"

The farmer replied "Your Honor, long before the baker started buying butter from me, I have been buying a pound loaf of bread from him. Every day when the baker brings the bread, I put it on the scale and give him the same weight in butter. If anyone is to be blamed, it is the baker."

What is the moral of the story? We get back in life what we give to others. Whenever you take an action, ask yourself this question: Am I giving fair value for the wages or money I hope to make? Honesty and dishonesty has become a habit. Some people practice dishonesty and can lie with a straight face. Others lie so much that they don't even know what the truth is anymore. But who are they deceiving? Themselves.

Bank Account

Imagine there is a bank, which credits your account each morning with Rs 86,400, carries over no balance from day to day, allows you to keep no cash balance, and every evening cancels whatever part of the amount you had failed to use during the day. What would you do? Draw out every pence, of course!

Well, everyone has such a bank. Its name is Time.

Every morning, it credits you with 86,400 seconds. Every night it writes off, as lost, whatever of this you have failed to invest to good purpose. It carries over no balance. It allows no overdraft. Each day it opens a new account for you. Each night it burns the records of the day. If you fail to use the day's deposits, the loss is yours.

There is no going back. There is no drawing against the "Tomorrow." Therefore, there is never not enough time or too much time. Time management is decided by us alone and nobody else. It is never the case of us not having enough time to do things, but the case of whether we want to do it.

In Lighter Vein...

Typing Error

One million copies of a new book sold
In just 2 days due to typing error of 1 alphabet in title.

"An idea, that can change ur wife"
While real word was (life).

New App for Husbands

After massive demand from all husbands...

A new app called, "Fear" is launched in IPHONE 7

You just say, "Wife"

and it immediately closes all websites,

hides all chats,

shuts down all games,

hide all special folders

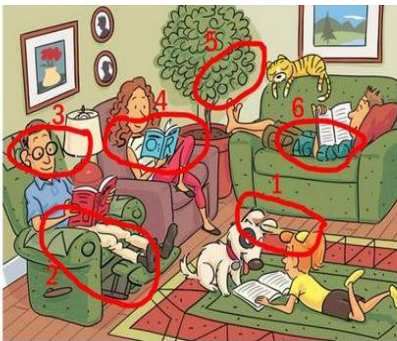
and

deletes chat history!

and best above all,

it puts your wife's photograph as a wallpaper 😊

Previous Answer



1. Read (dog's ear)
2. Novel (arm chair)
3. Book (man's glasses)
4. Story (woman)
5. Words (tree)
6. Page (boy)

Do you see 6 hidden words in this pic?



Share it... when you find it !!



sajid@manappat.com

Newsletter Archive



Good! Exhaustive! Loved the information on CSR activities and the write on Barbara Alter. Congratulations!
Gopa Dutta (W/o Kishan Dutta) - UAE

Its interactive and a good one...
Ruchi Shreyas Nair
Connect Plus - India

It's just a perfect newsletter with plenty of information of the group.
Jose Alex Mathew
Spicy Village Restaurant - Oman

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