

# Manappat Together

MANAPPAT CORPORATE MAGAZINE

EMPLOYEE ENGAGEMENT SURVEY

**YOUR OPINION  
MATTERS!**



**Further. Together.**

Business  
Overview

**Happenings**

Celebrations  
@ Manappat



# Chairman & Group MD's Message

My Dear Family Members,

We are ready with one more issue of "Manappat Together". Our family is growing as well as progressing on one hand while the challenges are also increasing. This is the time we all have to be together and face the market challenges. Let me assure you one thing - irrespective of all odds, this company shall be with its "family members" in their thick and thin.

One of the highlight of the past few months is the Employee Engagement Survey conducted by the Commercial Director Mr. Kishan Dutta. Lot of efforts has been put in by him and his team and I congratulate them for the same. However it would become a futile exercise unless we implement the findings through action plans. I request all concerned to cooperate to put up action plans.

Times ahead are not that easy not because of any fault of ours but because of the fly by night operators being more active recently in the market. Banks are under stress so as the market. This is the time as responsible human beings; we have to support the Government, the Banks, other statutory institutions and our clients.



We are here to stay for a long time, Insha Allah; and as such we have to be together and fight all challenges upholding our core principles.

We have kept modest targets only for FY 2017-18. However in the absence of proper monitoring of targets at regular intervals, it could slip out of our reach. So I request all concerned to give further emphasis to project monitoring.

Recently we introduced free Wi-fi facility for our worker accommodation of Agnice Contracting, UAE. It is the desire of the management to extend such welfare measures to all other verticals also.

With fond regards,

**- Ameer Ahamed**

Dear Team,

The Manappat newsletter was conceived and implemented primarily because there was a need to felt to integrate the various businesses under the Manappat group. The intention was also to share information about the respective businesses so that all employees within the group are well informed about achievements and business plans of the respective businesses and which is very motivating and also leads to high engagement levels of the employees within their respective businesses. However lately I see that this interest seems to be dwindling and we need to send a lot of reminders for articles to be incorporated in the newsletter and the resultant is the release of the issue were gets delayed.

I am sure this is not the intention and the passion will be rekindled as we move forward together and information volunteered by the respective businesses and which are comprehensive and news worthy are sent in time.



Also you will be glad to know that we have initiated an employee engagement survey across the Manappat group of businesses including AIE on the Gallup International model. The idea is to gauge engagement levels, identify areas where we need to work upon for the respective businesses, create an action plan in conjunction with the business leaders and follow through on the outcome of the actions with timelines.

We thank all the team members who responded wholeheartedly to the survey and we shall get back to you soon with the findings.

With best regards,

**- Kishan Dutta**

# Contents | Highlights...



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## Editorial Team

Editor-in-Chief : Kishan Dutta  
 Assistant Editor : Sajid M. Ali  
 Graphic Designer : Liezel Rosarda

## Associate Contributors

Nathan Bailey Lichfield – UK  
 Sajid M. Ali Dubai - UAE  
 Albert Aloysius Dubai - UAE  
 Akhil Rajendran Muscat - Oman  
 Farooq Ali Chennai - India  
 Kasi G. / Mary Chennai - India  
 Girish Pillai Cochin - India

## Head Office

Manappat Group Companies  
 #1014, Waha Community Building,  
 P.O. Box 28737, Dubai - UAE  
 T : +971 4 2854555 / F : +971 4 2854556  
 E: sajid@manappat.com





### Employee Engagement Survey Launched for all the businesses under Manappat Group

Based on global benchmarks and data available, it shows that only 30% of employees in any organization are actively engaged with the business. It has been prime effort of all professionally managed organizations to convert the balance 70% disengaged employees to the engaged category. Because of such high levels of disengagement it has been computed that the annual loss globally is in the range of 400 Billion USD and above !!

Employee engagement is different from employee satisfaction in that the former deals with the psychological and emotional involvement with the company whereas the latter is more physical involvement (nice salary / nice cabin / nice benefits and perks etc).

Ours is a culture of inclusiveness and we firmly believe that we treat our employees as part of one large family.

It therefore becomes important to gauge their levels of involvement/engagement periodically and identify barriers to remove them so that both individual and the business grow together. This also improves productivity, employee retention, growth and long term sustenance and profitability of businesses. Though lately, a lot of efforts have gone into integrating the various companies under the Manappat group flagship, but I feel still we have a long way to go.

An “Employee Engagement Survey” was flagged off by for all the businesses under the Manappat Group. This survey is based on the GALLUP International model and who are pioneers in employee engagement and has been customized for our group. The objective of the survey is to gauge employee engagement levels across various business and based on the analysis of the responses, come out with an action plan for each of the respective businesses.

Let’s take this journey together and join hands to make Manappat Group as one of the **“most preferred employer”** in the markets we operate !

# Business Overviews | United Kingdom

## Advanced Innovative Engineering – Lichfield, UK

An article published on the official publication of Greater Birmingham Chambers of Commerce in February 2017, about Advanced Innovative Engineering (UK) Ltd. is reproduced here for the pleasure of your reading.

**A tiny Staffordshire company is gearing up to become a world-beater – and unveil the untold story of the rotary engine to a whole new range of 21<sup>st</sup> Century customers.**

**Lichfield, Staffordshire :** Lichfield-based Advanced Innovative Engineering (UK) Ltd have their sights set on conquering this largely untapped market, once hailed as the 'powerplant of the future.'

The engine was designed in the 1950s by German inventor Felix Wankel and within a decade was regarded as the next great innovation in car design, with the likes of General Motors showing keen interest.

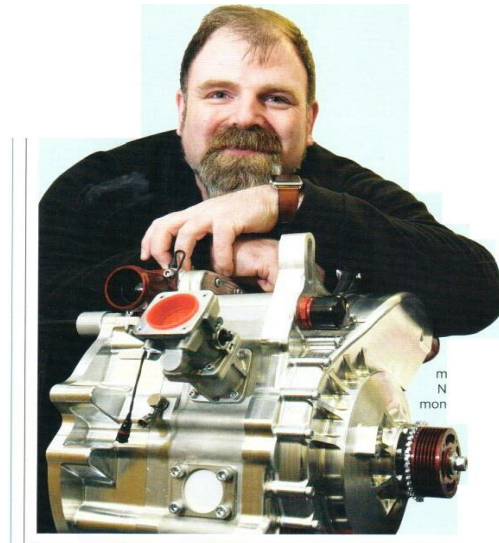
The fuel crisis of the 1970s largely put paid to the dream of mass Rotary Engine production - but now Lichfield-based AIE are in the vanguard of the movement to write another chapter in the latter-day story of Wankel's invention.

AIE managing director Nathan Bailey said: "The story of the Rotary Engine has largely not been told in the UK, and I would like to play a part in telling that story.

"The engine was once seen as a revolution. the engine of the future. General Motors, Mercedes, all the big boys started to develop vehicles using. But the fuel crisis of the 1970s made all auto manufacturers reassess their strategies and concentrated on economy rather than power.

"The Rotary Engine was seen as less economical than the piston engine, nobody was going to be buying engines based on performance."

Today there are less than 10 companies in the world manufacturing - and AIE, formed in 2012



Mr. Nathan Bailey – Managing Director, AIE

### *AIE rewrite the future of the rotary engine*

and, with £3m worth of investment from Middle East and Indian backers, has bold ambitions to race ahead of the pack. "We have done a phenomenal amount in the last four and a half years. We have had innovation grants and project funding - the UK and the Midlands is a fantastic area to create technology, I still consider the Midlands to be the UK's centre of manufacturing excellence."

Nathan said AIE had sold 20 in the past 12 months, with products ranging in price from £2,500 to £30,000.

"There is no volume in what we are doing at the moment so the cost of the engines has to be higher. We see this technology as being focused on niche markets, I do not see being mass volume or being manufactured in thousands a year."



An article in the official publication of Greater Birmingham Chambers of Commerce

# Business Overviews | United Kingdom

## Advanced Innovative Engineering – Lichfield, UK



**Lichfield, Staffordshire:** When insights are needed in the constantly changing UAV drone market, you can be sure that **Drone Industry Insights (or Droneii)** are the business of choice for many professionals seeking expert advice on emerging trends and leading developments in the commercial drone industry.

With 40 years of research and aviation experience, Droneii's consulting services are an underlying reason why many projects find success within the commercial drone market.

It's for this reason that **AIE (UK) Ltd** are pleased to be recognized as a major player within the **Droneii Market Environment Map 2016** for Drone Propulsion and Power.

The Drone Market Environment Map was developed to help UAV industry professionals to access a comprehensive overall picture of drone companies that can provide a range of exceptional and reliable services for project completion and manufacture of unmanned aerial vehicles (UAVs).

## Recognition for AIE in Droneii Market Map 2016

With each company checked and verified, those utilising the map can be sure of accessing a widely diverse number of services.

Each drone company listed already operates on an industrial scale and is able to deliver unique concepts, including AIE that specialise in lightweight Wankel Rotary Drone engines that feature patented technology for superior power, endurance and reliability.

Located within the **Propulsion and Power** section of the drone market map, it's clear that AIE have now cemented their reputation as experts in powerful, lightweight propulsion for unmanned aerial vehicles within the global drone ecosystem.

Any interested professionals within the UAV drone industry can contact AIE knowing that they will receive not only a world-class engine, but a world-class service.



# Business Overviews | United Kingdom

Advanced Innovative Engineering – Lichfield, UK

## An Example of Promptness in Communication

For the success of any business, the communication with your internal and external customers is extremely important. Irrespective of your line of business, you have to maintain prompt communication with all concerned; clients, customers, partners, and other stakeholders.



Fathma Manappat – AIE (UK)

A recent example is when Jaheer Husain of Agnice UAE (IT) requested for some information from Fathma Manappat AIE (UK) @ 11:44 UAE time and to which she responded with the relevant information in a flat 10 minutes in spite of busy schedules.

It isn't just what you say that's the crux of your communication, but the speed with which it is delivered is also very important. The best crafted messages also if received late may solve no purpose since the urgency of the situation by that time would have been compromised.

Let's keep this value going within Manappat Group !!



## Business Overviews | UAE

Agnice Contracting LLC.



Sr. Leadership of Amana Contracting presenting award

It was an honour for our workmen and the company as well at site of Al Shaya Food Processing Plant when our esteemed client M/s. Amana Contracting bestowed “Best Safety Performance” award to our company workmen for their hard work and extra vigilance at job. The following workmen were recognized.

1. Govind pandy – Rigger
2. Sheikh Askerali - Ductman

Mr. Anish Kasim,  
General Manager  
(Contracting) at site  
with the client’s  
representatives at  
ground breaking of our  
TLM Project.



GM (Contracting) Mr. Anish Kasim along with the client’s representatives at TLM Project ground breaking.

# Business Overviews | UAE

Agnice Contracting LLC.

Certificate of performance for workmen recognized for their hard work was distributed at site by the Group Commercial Director Mr. Kishan Dutta, General Manager (Contracting) Mr. Anish Kasim and Manager (Projects) Mr. Vinayan Peter at site of construction of Fujairah Foundation for Regions Development Service Station at Fujairah. Following workmen were recognized.



Manager (Projects), Group CD and GM (Contracting)

## GAPHUR RAIN K – PLUMBER

- Excellent in reducing material usage & wastage is minimum
- Good at Team work.
- Highly Committed and Obedient.

## MOHAMMAD SHAMEEM ANSARI – DUCTMAN

- Multi tasking (Duct Fabrication & Erection) in HVAC discipline.
- Talented in executing work with alternate proposals.
- Good at Team work.

## SAJINEESH – CHARGE HAND (ELECTRICAL)

- Highly Committed to achieve client requirements within budget
- Managing Client relations and hence recognized by Ranya & PMC
- Achieve targets in time
- Adherence to safety

## PINTU KUMAR – HELPER (HVAC)

- Multi tasking ( Plumbing & HVAC – Ducting & Insulation)
- He is very sincere & Hard Working
- Concentrate at assigned tasks & capable to complete it on time

## NAGARAJ BOKKA – HELPER (ELECTRICAL)

- Highly Committed and Obedient to Supervisors.
- Achieve targets within stipulated time as per Project requirements.
- Very Good at Team Work



Workmen recognized at Fujairah Service Station

# Business Overviews | UAE

## Agnice Contracting LLC.

Following workmen were recognized for their hard work at construction site of Al Shaya Food Processing Plant at Dubai Industrial City.

### VELUKUTTY – CHARGEHAND (HVAC)

- Highly productive in duct installation.
- Excellent in reducing wastages for ducts.
- Highly committed person.
- Enthusiastic and good at teamwork.

### PEMBASHERPA –CHARGEHAND (PLUMBING)

- Can handle & communicate to client independently.
- Target oriented and organize the required materials himself.
- Highly responsible person.
- He is with us for past 9 years with good record.

### ABUL HUSSAIN – SR. ELECTRICIAN

- Talented in proposing alternative solutions.
- Achieving targets with low rework.
- Joined in the company on 11<sup>th</sup> august 2008 and with us for past 8.5 years.

### AJITH KUMAR – PIPE FITTER (MECHANICAL)

- Effectively formulates strategy to complete the works safely and timely.
- Able to handle complex works like equipment erection / installation.
- Joined in the company on 26<sup>th</sup> august 2008 and with us for past 8.5 years.



### RAJESH RAJENDRAN – ELECTRICIAN

- Able to execute works precisely within the budget.
- Capable in timely completion of works with minimum support from supervisors.
- Responsible, committed towards the work.

### NIZAMUDDHIN – SR. PLUMBER

- Distinguished performance in handing the underground stainless steel pipes.
- Productive and cost oriented.
- Multi task, good at specialty works.

### MAHABALI – SAFETY ASSISTANT

- Highly vigilant in adhering to safety regulations at site.
- He is with us more than 10 years with good records.
- Committed and ready to work all circumstances.
- Very good of implementing safety environment, conductivity regular tool box talks, etc...

### RAMA KRISHNA – PLUMBING HELPER

- Committed and highly obedient to his supervisors.
- Concentrated at assigned tasks and capable to complete on time.
- He is very sincere and hard working.





Agnice Contracting LLC.



Workmen recognized at Al Shaya Food Processing Plant site



# Business Overviews | UAE

Agnice Contracting LLC.



Group ED presenting gift to his wife at Zabeel Park, Dubai



Group CD presenting award to CMD for winning race

Agnice Contracting & Rooftek UAE celebrated a wonderful get together with their family members at Zabeel Park, Dubai on 31<sup>st</sup> March 2017.

There were several activities which took place on this joyous occasion starting with breakfast and introduction of family members. Several games for men and women were also organized including extracurricular activities of children of the family members like singing and dancing, arrow shooting, tug of war, songs by family members of the employees, birthday celebration, prize distribution along with lunch and BBQ grills etc.

Our Chairman and Group Managing Director Mr. Ameer Ahmed along with senior leaders and their families had graced the occasion and enjoyed the whole day occasion with other esteemed guests including participation in several games.



GM (Contracting) presenting award to Manager Projects & family



CMD, Group CD, GM (Contracting), Manager (Projects) and other staff members participating in sports activity



# Business Overviews | UAE

Agnice Contracting LLC.



*Few joyous moments @ the picnic*





# Business Overviews | UAE

Agnice Contracting LLC.



*Few joyous moments @ the picnic*





# Business Overviews | UAE

Agnice Contracting LLC.

*Few joyous moments @ the picnic*





# Business Overviews | UAE

Agnice Contracting LLC.



Group CD, G.M. (Contracting) and Chairman & MD at Wi-fi inauguration at Agnice Camp

We believe that our people are our key asset and we continuously strive to make their life better by improving their facilities in the Camp.



Group photo at Agnice UAE Camp



Chairman & Group MD addressing workmen at the Camp

In this context Agnice UAE had given free Wi-Fi connection to it's workmen in the Camp enabling them to be in touch with their friends and family members back home which has brought smile on their face and made them energetic, engaged and productive.



Mr. Kishan Dutta, Group CD facilitating a training in "Communication" for senior team members of Agnice UAE



Training conducted at Agnice UAE

Agnice Contracting (UAE) had conducted a training on understanding communication for the senior staff which was received well by all. It was attended by Project Managers, Site Engineers, Tenders & Estimation, Planning, Procurement, HR and other support staff who got benefitted from the training. This training was organized first time in Agnice UAE and similar kind of training in other streams will also be arranged in near future as informed by Mr. Kishan Dutta, Group Commercial Director who was also the training faculty.

# Business Overviews | UAE

Agnice Contracting LLC.

## *Few upcoming projects*



Mai Dubai Factory Expansion at Al Yalayis-2, Dubai



My City Center at Al Dhait, Ras Al Khaimah



Al Maya Distribution Center at Techno Park, Dubai

**Challenges Faced :** The project has an executive look and the interiors have to be designed accordingly. Due to delay in on board of interior design contractor, coordination and approval of drawings are challenging.

**Mitigative Measures adopted :** Building relationship with the Consultant with whom we are working for the first time is challenging as they are not aware of our skills. This needs to be communicated with our actions by delivering the project on time and as per program.

### Project : Al Shaya Villa @ Nakhl Jumeira (Dubai)

**Salient Features of the project :** Agnice Electromechanical has been awarded the MEP contract for the project which holds a Spa, Jacuzzi, Swimming Pool, Meeting Room, Massage Room, Wine Cellar, Multi-purpose Lounge, Bed Rooms and Court Yard.

**Planning / Experience / Success Story :** Having expertise in MEP works Agnice staff are quite familiar with the technicalities of the project and with the support of interior designer as well as the support staffs and technicians, we are confident that we will execute the work on time and as per specification with the support of project team and project head, as quoted by project manager.



Al Shaya Villa site



# Business Overviews | UAE

Rooftek Insulation Contracting LLC.

**Project :** Art Centre, Commercial Building, Dubai

**Contractor :** M/s. Airolink Building Contracting LLC

**Consultant :** M/s. Lacasa Architects & Engineering

**Client :** M/s. MMS Gulf Dubai, UAE

**Scope of Work :** Substructure Waterproofing

The Art Centre project was the first job of Rooftek with M/s. Airolink. This job was carried out on a high priority we never compromised with the quality and always exceeded the expectation of the main contractor. The project was a fast track project of 18,000 sqm area and the completion time was 2 months. The project started in February 17 and with the appropriate planning and coordination with the main contractor we initially build the confidence and subsequent we had completed the job successfully within the agreed program. Based on our reputation with the client recently we have been awarded another job with M/s. Airolink titled Al Mamzar Hotel and the same is progress in line with the main contractor's program.



**Project :** Starz Residential/Commercial Building at Al Furjan, Dubai

**Client :** M/s. Danube Properties Development LLC.

**Consultant :** M/s. EDMAC Engineering Consultant

**Contractor :** M/s. Bin Shafar Contracting LLC.

**Scope of Work :** Substructure Waterproofing

The Starz project started along with the Art Centre without a confirmed schedule from the Main Contractor. Initially we faced challenges in planning the manpower but by ensuring an appropriate coordination and team work by all in the operations team, the project was ensured proper progress as per the areas given by the main contractor. The area was given to work on daily immediate basis thus it requires additional effort by the operations team to manage the resources anticipating the task ahead.

The project completed in 2 months and we have started the other phase named Glamz which is currently going on and will be completing this in the month of May 17. We always ensure that the quality of our work is of high standard along with the pace of work and which makes our client happy and gives them the confidence to associate with us in their future projects and we get repeat business.



# Business Overviews | Oman

Agnice International & Partners LLC.



Accumulator to be protected in SRCPP Project

Project : DELUGE SPRAY SYSTEM  
Location : Saih Rawl (SRCPP), Oman  
Client : Petroleum Development Oman (PDO)  
Consultant : Tebodin & Partner LLC  
Main EPC Contractor : STS -Tebodin LLC

**Scope of works** : Design, Supply, Supervision of Installation, Testing and Commissioning of Deluge Water Spray System

## Project Brief

Petroleum Development Oman (PDO) is developing the firefighting upgrade project at the Saih Rawl Central processing Plant (SRCPP) in the central part of Oman. The firefighting upgrade project comprises of new fire water pumps and network piping upgrade for the existing projects and fire protections system for the active fire protection for the new CRM project at the Saih Rawl plant.

## AGNICE Scope

Agnice got awarded the SRCPP fire water system upgrade scope which is fixed automatically operated deluge water spray system(s) with pneumatic detection system to be linked to existing F & G system.

Automatic Water Spray (Deluge) Systems, required areas :

Train.1 - Chiller (E-3116)

Train.2 - Chiller (E-3126)

Accumulator (V-3012)



Chiller to be protected in SRCPP Project

Chiller to be protected in SRCPP Project

In case of fire, the deluge system shall be automatically activated by existing fire and gas detection in SRCPP area followed by system low pressure developed due to the melting of quartzoid bulb/fusible plug.

Communication/alarm signal for deluge activation will be sent to SRCPP control room. In addition to the automatic operation/activation, Local activation at the solenoid actuated valve and also by manual push button in Central Control Room of the related water spray system is considered.



Progress of Foam Water Spray System for Oil Tanking



# Business Overviews | Oman

Agnice International & Partners LLC.



Proposed Foam Skid at Yibal

Project : FOAM SYSTEM  
Location : YIBAL  
Client : Petroleum Development Oman (PDO)  
Consultant : Tebodin & Partner LLC  
Main EPC Contractor : STS -Tebodin LLC.

**Scope of works** : Design, Supply, Supervision of Installation, Testing and Commissioning of Foam System without External power/motor

## Project Brief

PDO has operated YIBAL station since 1969, and foam skid (A-09102) for the tank fire protection was installed in Yibal during 2001 -02. This skid is not as per latest HSE standards (NFPA) due to following reasons

Manual intervention is required to bring the skid online in case of fire.

The foam pump is external power/motor driven hence its availability cannot be guaranteed in case of fire.

Additionally, the skid has severe integrity issues which Yibal operations and maintenance team tried to resolve but the results were not satisfactory. There is no way to ensure skid performance. Operational foam system with proper foam skid is mandatory to ensure tanks protection against rim seal fire.

Therefore this project is initiated to provide new foam system for the dehydration tank as per latest HSE standards requirement.

## AGNICE Scope

The Scope of Work is to offer the minimum requirements for the design, engineering and construction, testing and commissioning of the foam skid system to be installed at YIBAL A/SS facility for Petroleum Development Oman. Also, single Foam Skid to be considered to cater total six tanks (4 dehydration tanks of floating roof type & 2 FWKO tanks of fixed roof type)

The foam pourer system including foam storage tank, foam proportioner system, deluge system, foam mixing chamber, foam pourer system, isolation valves and piping network & all related equipments in accordance with NFPA-11, SP-1075 and DEP-80.47.10.31 requirements shall be designed.



Project : HYUNDAI OTE SHOWROOM  
Location : Wattaya, Oman  
Client/ Contractor : OTE

**Scope of works** : Supply, Supervision of Installation, Testing and Commissioning of Fire Detection and Alarm System

AGNICE successfully completed Civil Defense inspection & obtained No Objection Certification (NOC) for occupancy for the HYUNDAI OTE SHOWROOM.

# Business Overviews | Oman

## Spicy Village Restaurants

### New Year Eve Celebrations at Spicy Village Restaurant

Spicy Village Group of Restaurants, which is part of the Manappat family, has been consistently recognised as one of the most popular Restaurants, by its customer's in Oman. The year '2017 brings in new challenges and new roads to travel upon, some milestones we have crossed and some yet to come.

The year 2017 brought with it many celebration's like the New Year's Eve celebrations which started in the evening on December 31<sup>st</sup> at Spicy Village Risayl and was covered by The Times of Oman and Muscat Daily who had supported us by inserting beautiful write-ups in there Newspaper. Later in the month of January and February we succeeded in conducting a Cookery competition for the Muscat Kutchi Wing and the Annual Tamil Sri Lankan community Pongal celebration. What makes Spicy Village Restaurant different from other restaurants is its well set and mouth-watering food and excellent guest service.

We would end the note by saying "Superior service is a day to day, person by person challenge... Today is the day and the challenge is yours"





# Business Overviews | UAE

Teejan General Trading LLC.

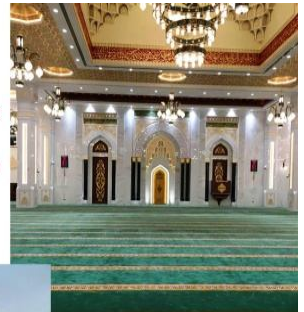
Teejan General Trading LLC. has diversified activities and it has Engineering Products & Water proofing Membranes, Total Flooring solutions, Technical Products, Rentals and trading of Compressors & Generators.

Their major products and services are Geotextiles, Geogrids, Clay liners, Drainage Cells, Extruded Polystyrene Boards, Expanded Polystyrene Boards, Insulation plugs, Raised Access Flooring, Carpet Tiles, Vinyl flooring, Sports Flooring, Hand tufted carpets, Grass carpets, Rockwool Products, Glass wool products, Flexible Elastomeric Foam Insulation, flexible ducts Adhesive tapes, Compressors & Generators, AMCs & Services.

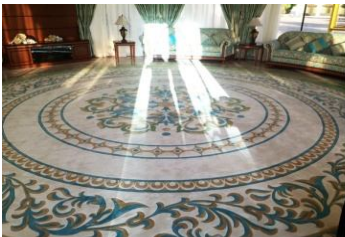
Flooring & Carpet Division show casing flooring works done at various projects recently by their flooring division of which one prestigious project of H.H. Sheika Hind Mosque project which is on going and is ready to commissioned.



HH Sheikh Hind Mosque  
at Zabeel  
2400 M2 Mosque Carpet



H.H. Sheika Hind Mosque Project



HAND TUFTED CARPET



CARPET TILES



ENGINEERED WOOD FLOORING



SPORTS FLOORING

# Business Overviews | UAE

Teejan General Trading LLC.

Benchmark Foods has added two more products i.e. Desserts and Gourmet Syrups to their line of business recently and which is displayed here for reference.



Beldessert is the bakery division of company Galana. Beldessert brings four tempting types of patisserie: lava cakes, tartelini, muffins and cupcakes. Only the best natural ingredients are used, melting lava cakes are made with real Belgian chocolate and adds up to a high quality patisserie. Moreover Beldessert products contain no artificial coloring, flavoring agents or preservatives.



**Chocolate Lava Cake**  
90 gm.



**Chocolate & Raspberry Lava Cake**  
90 gm.



**Chocolate & Pear Lava Cake**  
90 gm.

**Conservation**  
Keep frozen at -18 °C.  
After defrosting, possible to store at 4 °C for max. 7 days. Do not refreeze a defrosted product.

**Preparation**  
**Microwave**  
Remove the paper cup and heat in frozen condition for 35-45 sec. at 800-900 W.  
**Preheated oven**  
Remove the paper cup and heat for 13 min. at 200 °C in frozen condition or after defrosting 8-9 min at 200 °C.



**Mini Chocolate Lava Cake**  
25 gm.

**Conservation**  
Keep frozen at -18 °C.  
After defrosting, possible to store at 4 °C for max. 7 days. Do not refreeze a defrosted product.

**Preparation**  
**Microwave**  
Heat in the paper cup and in frozen condition for 20 - 25 sec. at 800-900 W.  
**Preheated oven**  
Heat in the paper cup and in frozen condition 7 min. at 200 °C or after defrosting few minutes at 200 °C.



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FOODS

Benchmark Foods Trading LLC  
P.O Box 60970  
1103, Platinum Business Center  
Al Qusais, Dubai, UAE  
Tel: +971 4 257 3838, Fax: +971 4 257 3939  
Email : sales@benchmarkfoods.ae  
www.benchmarkfoods.ae



## MARIM BULA



Marimbula is range of gourmet Syrups created to cater the need of the consumer to try out exotic international taste, along with authentic Indian taste. The brand has been created by the team of Beverage Professionals with dedication, passion with Experience over 25 years in the Beverage industry. We have a range of 50 flavors to choose from and can develop innovative beverage concept to suit the requirement of consumers and also providing assistance with creating a full beverage menu.

Essential			
Product Name	Packing	Case pack	Shelf Life
Blue Curacao	1 Ltr.	6 Bottle	12 Months
Wild Mint	1 Ltr.	6 Bottle	12 Months
Red Wine Sangria	1 Ltr.	6 Bottle	12 Months
Sweet & Sour	1 Ltr.	6 Bottle	12 Months
Triple Sec	1 Ltr.	6 Bottle	12 Months

Fruit & Berry			
Product Name	Packing	Case pack	Shelf Life
Green Apple	1 Ltr.	6 Bottle	12 Months
Mango	1 Ltr.	6 Bottle	12 Months
Grenadine	1 Ltr.	6 Bottle	12 Months
Strawberry	1 Ltr.	6 Bottle	12 Months
Passion	1 Ltr.	6 Bottle	12 Months
Raspberry	1 Ltr.	6 Bottle	12 Months
Peach	1 Ltr.	6 Bottle	12 Months
Watermelon	1 Ltr.	6 Bottle	12 Months
Honey Dew	1 Ltr.	6 Bottle	12 Months
Banana	1 Ltr.	6 Bottle	12 Months

Coffee & Nuts			
Product Name	Packing	Case pack	Shelf Life
Espresso	1 Ltr.	6 Bottle	12 Months
Irish Cream	1 Ltr.	6 Bottle	12 Months
Caramel	1 Ltr.	6 Bottle	12 Months
Almond	1 Ltr.	6 Bottle	12 Months
Hazelnut	1 Ltr.	6 Bottle	12 Months
Vanilla Cream	1 Ltr.	6 Bottle	12 Months

Indian Ethnic			
Product Name	Packing	Case pack	Shelf Life
Coconut Fudge	1 Ltr.	6 Bottle	12 Months
Cumino Spice	1 Ltr.	6 Bottle	12 Months
Paan	1 Ltr.	6 Bottle	12 Months
Saffron Cream	1 Ltr.	6 Bottle	12 Months
Tamarind	1 Ltr.	6 Bottle	12 Months

Tea Concentrate			
Product Name	Packing	Case pack	Shelf Life
Lemon Tea	1 Ltr.	6 Bottle	12 Months
Peach Tea	1 Ltr.	6 Bottle	12 Months

Herbs & Spices			
Product Name	Packing	Case pack	Shelf Life
Cinnamon	1 Ltr.	6 Bottle	12 Months



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P.O Box 60970  
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Tel: +971 4 257 3838, Fax: +971 4 257 3939  
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# Business Overviews | India

## Design & Engineering Team



Agnice UAE Design & Engg. team day out in Chennai, India

On securing AUDI Service Center project in Abu Dhabi - UAE, our Design & Engineer Team Chennai, India were very enthusiastic and celebrated the joyous occasion with a day out at Mamalla Beach Resort, Mahabalipuram, Chennai, India. The D&E team have also celebrated a day out on securing of Al Shaya Villa project at Beach Park Resort, ECR, Chennai, India.

The engineering team was advised to estimate precisely and meticulously to win more large projects in the near future.

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

Congratulations team, on your commitment & passion.



# Business Overviews | India

Connect Plus Recruitment Consultancy



Girish P has joined as the Head - Operations & Business for Connect Plus in March 2017.

Girish completed his Bachelor in Economics from St. Albert's College, Ernakulam and MBA from Bangalore University, India.

He understands the Gulf market pretty well as his earlier assignments were with couple of multinational companies in India, Africa and Middle East. He is married to Sindhu and is blessed with two children, Anaka studying in 9<sup>th</sup> Std and Nandan studying in 4<sup>th</sup> Std.

We are sure with his joining he will give sufficient impetus to the overall growth & profitability of Connect Plus business.

We wish him all the best in his new role.

# Business Overviews | India

## Agnice Fire Protection

**Project:** Fire Protection, Detection & Spray System for 1x32.5MW Coal Based Power Plant at Sagonda Plant, Andhra Sugar Project, India.

### Salient Features of the Project

**Scope of Work:** Design, Engineering, Supply, Erection, Testing, Commissioning of Fire Fighting system.

**Client:** The Andhra Sugar Ltd.

**Consultant:** ThyssenKrupp Industries India Pvt. Ltd.

**Major Systems:** Fire Hydrant & Spray System

**Status :** Design – Completed & material supply are under progress. Supply of equipment is expected to end by end of this month (March'17).

**Challenges :** Many challenges are facing to complete the project in the stipulated time with the constrained manpower and material resources

1. As this is fast-track project, but long delivery time period of material creates hurdles for us to match up with client activities at site.
2. To Complete all height works activities at site with quality & safety with minimum manpower.
3. Pressures to complete the project in the given short period of time where at an all-time high and long material delivery periods proved to be a hurdle difficult to overcome.

### Mitigative Measures:

1. Daily basis review of engineering activities & Erection activities at site.
2. Daily plan for proper material utilization for effective erection.
3. Daily Plan for site Erection works with sufficient & minimum manpower.



### Project : Fire Detection & Protection systems at NTPC Dadri at stage-III ( O & M Package)

#### Salient Features of the Project

**Scope of Work :** Design, Engineering, Supply & Supervision of Erection, Testing, Commissioning of Fire Detection & Protection systems at NTPC Dadri.

**Client:** NTPC Limited

**Major Systems :** HVW & MVW Spray System & Fire detection system(Edwards)

**Status :** HVW & MVW Spray System have been commissioned and fire detection work is under process. Out of 13 Loops we have completed four loops for commissioning. 85% work has been completed.

**Challenges :** Some materials to be supplied to complete the balance erection system



# Business Overviews | India

Agnice Fire Protection



**Project :** Fire Protection System for Deepak Fertilizers Bensulf Project at Panipat, India.

## Salient Features of the Project

**Scope of Work:** Design, Engineering, Supply, Erection, Testing & Commissioning of the Fire Protection System.

**Client:** Deepak Fertilizers & Petrochemicals Corporation Limited.

**Consultant:** Lass Engg.

**Major Systems:** Pump House, Hydrant System. This additional order is been awarded to us based on the relationship with client and working at existing DFPCL, Taloja site.

**Status:** Design approval – Completed & Material Supply is under progress. Supply of equipment expected to end by March'17.

**Challenges:** Many challenges are facing to complete the project in the stipulated time with the minimum manpower and material resources.

1. To complete the project with minimum 1 No's site person & sufficient Manpower at site in stipulated time period.

2. Client Pressures to complete the project in the given short period of time but long material delivery periods makes hurdle to complete the project.

3. Ensure to complete all Civil activities to match up the Mechanical work to avoid the Ideal Manpower at site.

## Mitigative Measures:

1. Daily Plan for site Erection works with sufficient & minimum manpower.

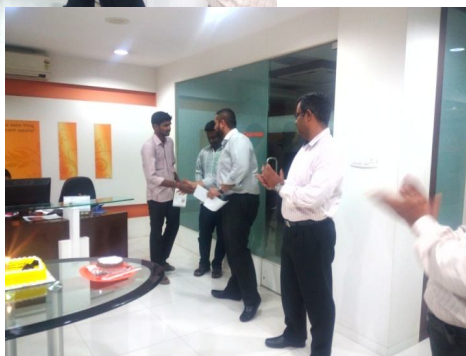
2. Daily plan for proper material utilization for effective erection.

# Business Overviews | India

## Agnice Fire Protection



ED at Birthday celebrations at Agnice India



Mr. Aasim Ameer, Executive Director congratulating staff on their birthday

### Major Upcoming Projects:

1. Tata Projects Ltd (EPC) scheduled to set up 2 X 800 MW Thermal Power Plant by 2017 -18. (EPC)- NTPC Ltd.
2. BHEL (EPC) scheduled to set up 5 X 800 MW Thermal Power Plant by 2017 -18 at Yadadri TPP of TSGENCO.
3. MW Group scheduled to set up a baby care unit by 2017-18 at Hyderabad on account of P&G.
4. EIL scheduled a Refinery expansion project by 2017-18 at Visakhapatnam ( HPCL).
5. TPSC India scheduled to set up 2 x 250 MW Thermal Power Plant by 2017-18 at Rajasthan NLC India Ltd.
6. BHEL (EPC) scheduled to set up 2 X 660 MW Thermal Power Plant by 2017 -18 TANGEDCO. Kattupally.
7. BHEL (EPC) scheduled to set up 1 X 250 MW Thermal Power Plant by 2017 -18 at Rourkela SPCL (A JV of NTPC & SAIL).
8. BHEL (EPC) scheduled to set up 2 X 660 MW Thermal Power Plant by 2017 -18 Mytri at Bangladesh.



Agnice India staff at birthday celebrations



## People Matters ...



Agnice Oman employee PRO Mr. Muhammed Khalfan Al Abri with group photo of his Nikah



Rithika Babu Daughter of Babu Manniyodath Agnace Oman employee got first prize in coloring competition



Newly married couple : Agnace Oman employee Nishanth K with his wife Lavitha KV



Newly married couple : Agnace UAE employee Mohamed Mansoor Ali with his wife Thaslim



Ayath daughter of Mohammed Ali Agnace UAE employee

# Inspirations...

## The Obstacle in our Path

Once there was a very wealthy and curious king. This king had a huge boulder placed in the middle of a road. Then he hid nearby to see if anyone would try to remove the gigantic rock from the road.

The first people to pass by were some of the king's wealthiest merchants and courtiers. Rather than moving it, they simply walked around it. A few loudly blamed the King for not maintaining the roads. Not one of them tried to move the boulder.

Finally, a peasant came along. His arms were full of vegetables. When he got near the boulder, rather than simply walking around it as the others had, the peasant put down his load and tried to move the stone to the side of the road. It took a lot of effort but he finally succeeded.

The peasant gathered up his load and was ready to go on his way when he saw a purse lying in the road where the boulder had been. The peasant opened the purse. The purse was stuffed full of gold coins and a note from the king. The king's note said the purse's gold was a reward for moving the boulder from the road.

The king showed the peasant what many of us never understand: every obstacle presents an opportunity to improve our condition.

## Keeping the roots stronger

Once upon a time, there were two neighbors living next to each other. One of them was a retired teacher and another was an insurance agent who had a lot of interest in technology. Both of them had planted different plants in their garden. The retired teacher was giving a small amount of water to his plants and didn't always give a full attention to them, while the other neighbor interested in technology, had given a lot of water to his plants and looked after them too well.

The retired teacher's plants were simple but looked good. The insurance agent's plants were much fuller and greener. One day, during the night, there was a heavy rain and a wind due to a minor storm. Next morning, both of the neighbors came out to inspect the damage to their garden. The neighbor who was an insurance agent saw that his plants came off from the roots and were totally destroyed. But, the retired teacher's plants were not damaged at all and were standing firm.

The insurance agent neighbor was surprised to see it, he went to the retired teacher and asked, "We both grew the same plants together, I actually looked after my plants better than you did for yours, and even gave them more water. Still, my plants came off from the roots, while yours didn't. How is that possible?"

The retired teacher smiled and said, "You gave your plants more attention and water, but because of that they didn't need to work themselves for it. You made it easy for them. While I gave them just an adequate amount of water and let their roots search for more. And, because of that, their roots went deeper and that made their position stronger. That is why my plants survived".

**Moral:** This story is about parenting where children are like plants. If everything is given to them, they will not understand the hard work it takes to earn those things. They will not learn to work themselves and respect it. Sometimes it's best to guide them instead of giving them. Teach them how to walk, but let them follow their path.

- Sajid M. Ali



## In Lighter Vein...

### Who is Mary ?

Sam called his wife and said to her in a weak voice, "Hey baby, I was driving to a coffee shop to meet Mary when all of a sudden, a stray dog came in the way. I tried to steer left to avoid running it down, but the car skidded due to high speed, rolled over and almost ran off the cliff. The car was hanging nose down over the cliff, as I looked down fearing impending death. I just managed to climb out of the car and save my life, just before the car fell over the cliff crashing thousands of feet below and was blown into smithereens."

Sam continued, "I was taken to a hospital. I have a broken leg, broken jaw, dislocated shoulder and several injuries on my head."

There was silence on the phone, then the wife asked, "Who is Mary?"

#### THE SIGN DOWN THE ROAD

**Teacher:** Why are you late, Joseph?

**Joseph:** Because of a sign down the road.

**Teacher:** What does a sign have to do with your being late?

**Joseph:** The sign said, "School Ahead, Go Slow!"



### Find 6 hidden words in this picture ?



Share it... when you find it !!



[sajid@manappat.com](mailto:sajid@manappat.com)

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