



K A L E I D O S C O P E



RUCHA GROUP E-MAGAZINE

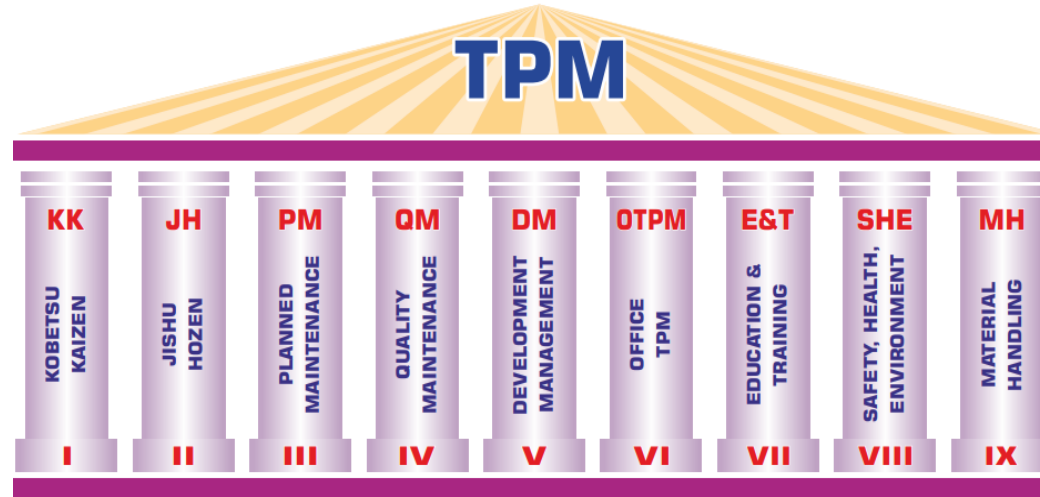
August 2025 Issues #71



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TPM (Total Productive Maintenance) Valuable Insights



Quality Maintenance: Building on the QM Pillar – Advanced Practices for Sustained Excellence

While the core elements of the QM Pillar lay the foundation for high-quality outcomes, true excellence is achieved when we integrate advanced quality practices into our daily operations. These methods not only strengthen our systems but also ensure that quality remains consistent, measurable, and continuously improving across all functions.

- 1. Quality at the Source** The most effective way to prevent defects is to detect and correct them at the point of origin. This means empowering operators with tools such as in-station inspections, self-check mechanisms, and error-proofing (Poka-Yoke) devices to ensure issues are resolved immediately rather than passed down the line.

TPM (Total Productive Maintenance) Valuable Insights

2. **Supplier Quality Integration** High-quality products start with high-quality inputs. By working closely with our suppliers—through specification alignment, regular audits, and joint training programs—we ensure that the quality journey begins even before raw materials arrive at our facilities.
3. **Layered Process Audits (LPA)** Regular, multi-level audits conducted by operators, supervisors, and managers help maintain process discipline. This layered approach ensures that deviations are quickly identified and addressed, creating a culture of shared responsibility for quality.
4. **Statistical Process Control (SPC)** Leveraging statistical tools and control charts allows us to monitor process stability in real time. Detecting and acting on variations early helps us prevent defects before they occur, keeping our processes consistently within specification.
5. **Visual Management for Quality** Effective visual indicators—such as quality boards, defect trend charts, and standard work displays—make it easy for everyone to understand the current quality status at a glance. This promotes transparency and immediate corrective action when needed.
6. **Benchmarking and Best Practice Sharing** Learning from both internal successes and external industry leaders enables us to raise our performance standards. By sharing best practices across plants, we ensure that quality improvements are replicated and sustained company-wide

These advanced practices are not standalone activities—they are an extension of the QM Pillar's philosophy. By combining foundational principles with these enhanced methods, we move closer to our goal of achieving “zero defects” and delivering exceptional value to our customers, every single time



AWARDS & RECOGNITION

Best Team Kaizen Award & Best Individual Kaizen Award

At Rucha Group, continuous improvement and teamwork are the foundation of our growth journey. In line with this spirit, we proudly conducted the **Best Team Kaizen Award** and the **Best Individual Kaizen Award** at the **Group Level**, recognizing outstanding contributions toward innovation, problem solving, and efficiency enhancement on our 2nd Session - 2025 of MD Manthan Meet Conducted on 31st Aug 2025.

The winners were felicitated with **mementos and cash rewards** – ₹5,000 for Best Individual Kaizen and ₹15,000 for Best Team Kaizen.

Best Team Kaizen Award



Winner

Mr. Suraj Kakde, Mr. Rahul Tupe & Mr. Anil Jadhav
Plant 1011

Theme: Productivity improvements by line balancing through robot excess movement reduction, parameter optimization & re-arranging operations



Winner

Mr. Nishant Mahadane & Mr. Raju Jagtap,
Plant 1004 B

Theme: To reduce the input cost, process cost & variable cost

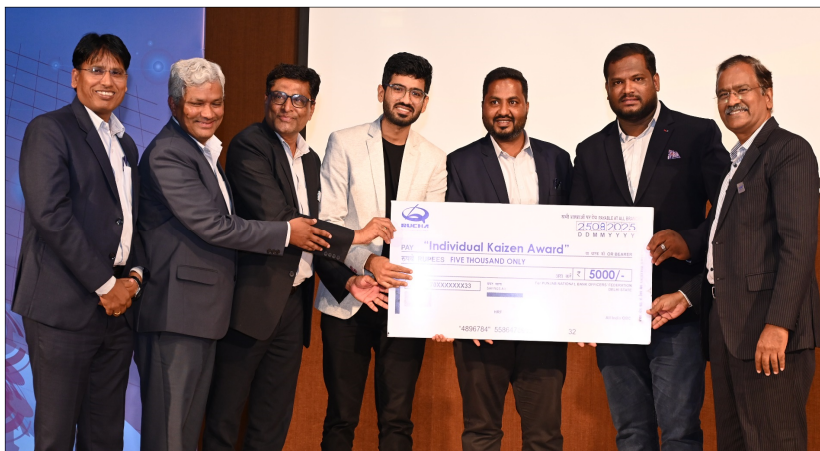


AWARDS & RECOGNITION

Best Team Kaizen Award & Best Individual Kaizen Award



Best Individual Kaizen Award



Winner

Mr. Raghu R - Plant 1010

Theme: Elimination of leak defect in U368 MIG Fuel Tank & MIG Brazing operation by changing fixture design.



Winner

Mr. Rishi Pandey - Plant 1005

Theme: Fixture Consolidation by vacating two robotic cells to eliminate changeover, reduce spare cost, and improve robot utilization through in-house automation improvements.



AWARDS & RECOGNITION



Rucha Group Best Plant Award

Adding to this celebration of excellence, our MD Sir also announced the prestigious **Rucha Best Plant Award**. After a thorough evaluation based on performance across PQCDISM parameters, **Plant 1007** emerged as the **Best Plant**. Their consistent efforts, commitment to TPM principles, and achievement of all scoring criteria truly set a benchmark for others.



Winner
Plant 1007 - Based on PQCDISM





SUSTAINABILITY BLOG



Rucha at Green links 2025: Building Future-Ready Sustainable Supply Chains

On **28th August 2025**, Team Rucha participated in the **Green links 2025 Conference on Sustainable Supply Chains** at **Hyatt Place, Sambhajinagar, Maharashtra**. The theme of the conference, “Enabling Future-Ready Supply Chains through Reporting, Resilience & Responsibility”, brought together thought leaders, corporates, and MSMEs to share ideas, frameworks, and real-world practices for driving sustainability across value chains.

Key Highlights of the Conference

The discussions revolved around how corporates and MSMEs can collaborate to embed sustainability into procurement and supply chain management.

The panel explored:

Integrating sustainability into procurement through internal policies, supplier evaluation frameworks, and third-party audits.

ESG-based supplier scorecards: development, key indicators, frequency of evaluation, and their impact on supplier engagement.

Reporting and disclosure frameworks such as GHG accounting, ISO 14001, Business Responsibility & Sustainability Reporting compliance, traceability, and ethical sourcing.

Practical steps for MSMEs, including energy audits, better documentation, enhanced compliance, and ESG risk mapping.

Case studies and collaborations demonstrating how corporates and MSMEs are transforming together toward greener, more responsible supply chains.





SUSTAINABILITY BLOG

Rucha at Green links 2025: Building Future-Ready Sustainable Supply Chains

Esteemed Panel Members

The panel discussion was convened by **Mr. Raman Ladda**, Convenor – Panel on Energy, Environment & Sustainability, CII Marathwada Zonal Council, and Director, Infisol Energy LLP.

The esteemed panelists included:

- Mr. Sameer Kelkar - CEO, Grindmaster Machines Pvt Ltd
- Mr. Surya Narayan Kar - Global ESG Manager, Energy Exemplar
- Mr. Nitin Mishra - Director, Sustainovate Climate Solution Pvt Ltd
- Mr. Prashant Rajankar - Senior Counsellor, CII ITC Centre for Sustainable Development

Rucha's Participation attended the conference:

- Mr. Ravikumar Mangalarap - Chief Systems Officer
- Mr. GS Jite - Chief Operating Officer (Division I)
- Mr. Vijay Badhe - Chief Operating Officer (Division II)
- Mr. BR Markad - Plant Head
- Mr. Sanjay Patil - Quality Head (Division II)
- Mr. Nitin Jadhav - Plant Head (Plant VII)
- Mr. Krishna Dhotre - Costing & Recovery Business Development
- Ms. Shraddha Mante - Sustainability Officer





SUSTAINABILITY BLOG

Rucha at Green links 2025: Building Future-Ready Sustainable Supply Chains

Adding to the excitement of the event, Rucha team members also actively engaged in the interactive quiz session.

Ms. Shraddha Mante and **Mr. Ravikumar Mangalarap** showcased their knowledge and were rewarded with gifts for their participation.



GREEN IDEAS

SUSTAINIBILITY BLOG

Rucha at Green links 2025: Building Future-Ready Sustainable Supply Chains



In addition, Rucha members had the opportunity to meet **Ms. Akanksha Tiwari, Chief Executive Officer (CEO) of the Cantonment Board, Sambhajinagar (formerly Aurangabad)**, and exchange thoughts on sustainability and local development initiatives.

As sustainability in supply chains continues to evolve, platforms like Greenlinks 2025 provide an excellent opportunity to exchange knowledge, strengthen partnerships, and co-create pathways for responsible growth. Rucha remains dedicated to advancing ESG integration, supporting MSME engagement, and aligning with global best practices in supply chain sustainability.

Together, we move closer to a future where supply chains are not just efficient, but also transparent, ethical, and sustainable.



SUSTAINABILITY BLOG

Our Plants 1004-B, 1005 & 1007 Set New Benchmarks

“Compliance is not the destination, but a milestone in our journey towards a greener future.”

At Rucha, sustainability has always been more than a policy, it is a responsibility we carry with pride. This month, we are delighted to announce a significant milestone in our sustainability journey. Our Plant 4B, Plant 5, and Plant 7 have successfully achieved **B84, B85, and B86 compliance certifications** under the Škoda and Volkswagen Supplier Assurance Portal.

This achievement is a strong validation of our continuous efforts to integrate Environmental, Social, and Governance (ESG) practices into every aspect of our operations.

Why This Matters

The Škoda and Volkswagen Supplier Assurance standards are among the most stringent in the global automotive sector. Earning compliance for three of our plants demonstrates not only adherence to international sustainability requirements but also our ability to meet customer expectations with responsibility and integrity.

By aligning with these standards, we ensure:

Environmental Responsibility – Reduced emissions, energy efficiency, waste management, and resource conservation.

Social Commitment – Employee well-being, workplace safety, diversity, and community engagement.

Governance Excellence – Ethical business practices, transparency, and accountability.

SUSTAINABILITY BLOG

Our Plants 1004-B, 1005 & 1007 Set New Benchmarks

Our Plant Achievements



SAQ 5.0 Rating

SAQ 5.0 Rating Report

Organisation name	RUCHA ENGINEERS PRIVATE LIMITED
Location name	Rucha Engineers pvt ltd, Plant - 4
DUNS	860312196
Industry sector	25.50 - Forging, pressing, stamping and roll-forming of metal; powder metallurgy
Address	Rucha Engineers pvt ltd, Plant - 4, Aurangabad, Maharashtra, 431007
Country	India
SAQ 5.0 Completed date	01/08/25

Plant 1004-B – B84 Compliance (upgraded from C73)

Recognized for its initiatives in energy-efficient operations, renewable energy adoption, and water conservation projects.



SAQ 5.0 Rating

SAQ 5.0 Rating Report

Organisation name	RUCHA ENGINEERS PRIVATE LIMITED
Location name	B12, MIDC, CHAKAN, Pune
DUNS	860312197
Industry sector	25.99 - Manufacture of other fabricated metal products n.e.c., 29.32 - Manufacture of other parts and accessories for motor vehicles
Address	Pune, Pune, Maharashtra, 410501
Country	India
SAQ 5.0 Completed date	31/07/25

Plant 1005 – B85 Compliance (upgraded from C78)

Appreciated for its focus on employee health and safety, skill development programs, and inclusive workplace culture.



SAQ 5.0 Rating

SAQ 5.0 Rating Report

Organisation name	RUCHA ENGINEERS PRIVATE LIMITED
Location name	RUCHA ENGINEERS PRIVATE LIMITED
DUNS	650308897
Industry sector	25.50 - Forging, pressing, stamping and roll-forming of metal; powder metallurgy
Address	L 23 A, MIDC Waluj, Aurangabad, Maharashtra, 431136
Country	India
SAQ 5.0 Completed date	28/07/25

Plant 1007 – B86 Compliance (upgraded from C74)

Highlighted for its commitment to supply chain sustainability, ethical governance, and responsible sourcing practices.

Each plant has contributed to this milestone, reflecting how sustainability is embedded in our day-to-day functioning.

SUSTAINABILITY BLOG

Met to Gold – Plant 1010's Remarkable Leap in Sustainability!

A remarkable milestone – **Plant 1010** has achieved **75%** and secured the **Gold Category** in My Sustainability Index. This is a huge leap from our earlier standing of **42% – Not Met**, and it speaks volumes about the hard work, dedication, and commitment of every team member at Plant 10.

Covering all aspects of **Environment, Social, and Governance (ESG)**, Plant 10 has consistently strived to embed sustainability into every process and practice. From innovative initiatives to responsible operations, the plant has truly done its best to raise the bar.

This achievement not only marks an improvement in numbers but also reflects our shared belief that sustainability is a way of life at Rucha. By strengthening environmental stewardship, ensuring social responsibility, and upholding strong governance practices, **Plant 1010** has set an inspiring example for the future.

MSI Scoring pattern				
				
>86	71 ~ 85	56 ~ 70	41 ~ 55	< 40



SUSTAINABILITY BLOG

Met to Gold – Plant 1010's Remarkable Leap in Sustainability!

With this success, we are motivated to set even higher benchmarks and are now looking forward to achieving **90% in the index** – a target that represents our Vision for continuous improvement and sustainable growth.

Cheers to this achievement and to the collective spirit that made it possible! Together, we move forward towards setting new milestones in sustainability.



Plant 10 Team with Auditor Mr. B S Prakash - Senior Manager Occupational Health & Safety, TVSM, Mysuru



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



External BAVA Safety Audit at Plant 1006



On **21st August 2025**, an **External BAVA Safety Audit** was successfully conducted at **Plant 1006** to evaluate and further strengthen our workplace safety standards. The audit was carried out by **Mr. Amol Wankhede** and **Mr. Prajwal Thakare**, who thoroughly assessed the plant's safety systems, compliance practices, and overall implementation of safety protocols.

We are proud to announce that Plant 6 achieved an **outstanding score of 92.35%**, reflecting our strong commitment to **Safety, Health, and Environment (SHE)** practices. This performance highlights the continuous efforts of our teams in maintaining a safe, secure, and disciplined workplace for all employees.

The audit also served as an opportunity to identify areas of improvement, ensuring that Plant 6 not only sustains but also enhances its safety benchmarks in the future.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Independence Day Celebration at Rucha Group: A Walk for Diversity, Equality & Inclusion

This year we celebrated **Independence Day** with great pride and enthusiasm. In line with our ongoing commitment to **Diversity, Equity & Inclusion (DEI)**, we organized a **special Walk Rally** that was led by our **female employees**.



The rally was more than just a march—it was a **powerful symbol of freedom, empowerment, and inclusivity**, reflecting the values we hold both as a nation and as an organization. By placing our women employees at the forefront, we reinforced our belief that true independence is about creating equal opportunities, respecting every voice, and celebrating diversity.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Independence Day Celebration at Rucha Group: A Walk for Diversity, Equality & Inclusion

Along with the central Walk Rally initiative, our **Rucha Group plants** also celebrated **Independence Day** with great patriotic fervor. The celebrations began with the **flag hoisting ceremony**, followed by the singing of the National Anthem, which filled the atmosphere with pride and unity.



Plant 1001



Plant 1002



Plant 1003



Plant 1004



Plant 1011



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Independence Day Celebration at Rucha Group: A Walk for Diversity, Equality & Inclusion



Plant 1005



Plant 1006



Plant 1007



Plant 1009



Plant 1010

Through these celebrations, our plants showcased the importance of honoring our Nation's independence while continuing to strengthen the bonds of community within the workplace.

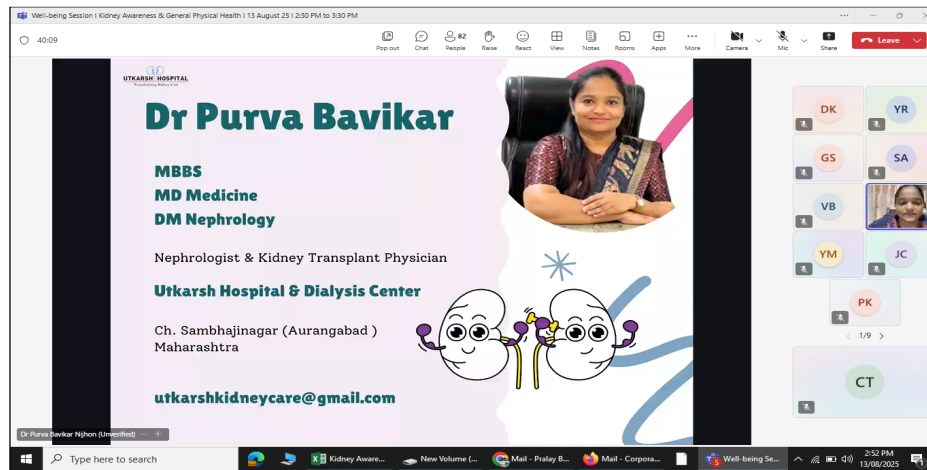
SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

Prioritizing Wellness: “Kidney & General Health Awareness” Session

Continuing our journey of creating awareness and encouraging preventive healthcare, we successfully conducted the **second edition of the Well-Being Session** on **13th August 2025**.

The session focused on **Kidney Awareness & General Physical Health** and was led by **Dr. Purva Bavikar – MBBS, MD (Medicine), DM (Nephrology)**, an expert in nephrology and internal medicine.

Dr. Bavikar highlighted the importance of kidney care, shared early warning signs of kidney-related concerns, and explained preventive practices to maintain long-term kidney health. Alongside, she provided **valuable guidance on overall physical well-being**, including nutrition, exercise, hydration, stress management, and the role of regular health check-ups.



Employees across the **entire Rucha Group** attended the session, actively engaging with Dr. Bavikar through discussions and queries. The enthusiastic participation reflected our collective commitment to fostering a culture of **health, awareness, and self-care**.

With this **second session**, Rucha Group continues to reinforce its belief that investing in employee well-being not only improves personal health but also strengthens organizational growth by ensuring a healthier, more energetic workforce.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Raksha Bandhan: Where Love Meets Social Responsibility



On the eve of **Raksha Bandhan**, Rucha Group joined hands with the **Nath School of Business & Technology (NSBT)** to organize a heartwarming initiative in collaboration with the **talented children of Navjeevan Society**. The children poured their creativity and love into making **beautiful handmade gifts**, each carrying a special meaning and charm.

Employees were invited to purchase these unique gifts — not only as memorable presents for their siblings but also as a way to **support and empower the children of Navjeevan Society**.

This thoughtful initiative, led by **NSBT**, brought together the spirit of **celebration, care, and social responsibility**, making Raksha Bandhan even more meaningful for everyone involved.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



TPM - JIPM Visit of Takaishi San at Plant 1009

on **23rd August 2025**, Takaishi San visited our Plant 1009 as part of the **TPM JIPM assessment visit**. During his review, he thoroughly evaluated our **pillar-wise case studies** and shared his **valuable insights** for further enhancement. His encouraging words and appreciation motivated our teams to continue striving towards excellence in TPM practices.



JH Pillar Case Study

The JH Pillar presented a case study on **“N282 Handlebar – JH Step 3 (Implemented)”**, presented by **Mr. Juliraj**. The initiative was highly appreciated and the pillar was awarded **02 Very Good Stamps & 1 Very Good Card**.



QM Pillar Case Study

The QM Pillar presented a case study on **“To Eliminate Customer Complaint Rear housing offset, Bottom bracket position & Flush variation in Handle Bar Comp – Jupiter 125cc (KA150020)”** presented by **Mr. Gowrishankar**. The efforts were well recognized, and the pillar was awarded **2 Very Good Stamps & 1 Very Good Card**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



TPM - JIPM Visit of Takaishi San at Plant 1009



KK Pillar Case Study

The KK Pillar presented a case study on “**OEE Improvement In N282 Frame Cell**”, presented by **Mr. Gowrishankar**. The initiative was highly appreciated and the pillar was awarded **02 Very Good Stamps, 1 Very Good Card & 1 Doll**.



PM Pillar Case Study

The PM Pillar presented a case study on “**Reduced Breakdown Frequency N282 Handle Bar Multi Drilling SPM**” presented by **Mr. Shivaperumal**. The efforts were well recognized, and the pillar was awarded **2 Very Good Stamps**.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



TPM - JIPM Visit of Takaishi San at Plant 1009



OTPM Pillar Case Study

The OTPM Pillar presented a case study on “**N282 Handlebar – Child part lead time reduction**”, presented by **Mr. Sasikumar**. The initiative was highly appreciated and the pillar was awarded **03 Very Good Stamps**.

SHE Pillar Case Study

The SHE Pillar presented a case study on “**N282 Handlebar- Work Safety Improvement**”, presented by **Mr. Ajith**.

E&T Pillar Case Study

The E&T Pillar presented a case study on **N282 Handlebar- Associate skill development**, presented by **Mr. Ashok Raj**.

MH Pillar Case Study

The MH Pillar presented a case study on **N282 Handlebar- Child Part Handling (KIT Trolley system)**, presented by **Mr. Ashok Raj**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

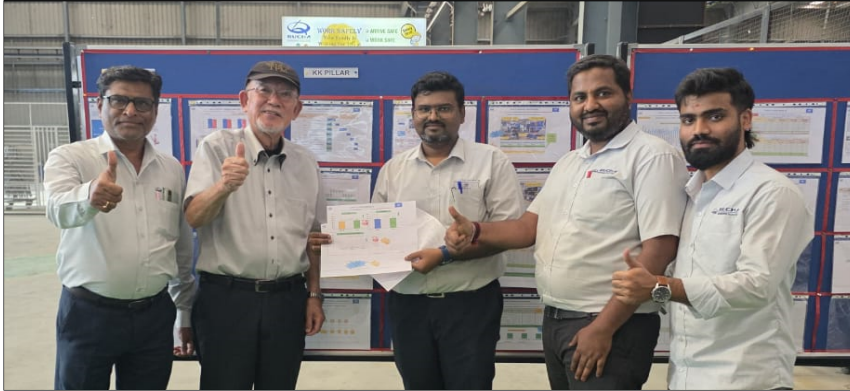


TPM - JIPM Visit of Takaishi San at Plant 1010

On **25th August 2025**, we had the privilege of welcoming **Mr. Takaishi San – Consultant TPM - JIPM, TVSM** for a **TPM - JIPM assessment visit** at **Plant 1010**. The objective of this review was to evaluate the progress and effectiveness of our TPM journey across various key pillars.

- Kobetsu Kaizen (KK) Pillar
- Jishu Hozen (JH) Pillar

- Planned Maintenance (PM) Pillar
- Quality Maintenance (QM) Pillar



KK Pillar Case Study

The KK Pillar presented a case study on **“OEE Improvement by Reducing Cycle Time at Raider Tank Line”**, presented by **Mr. Sunil Parpelli**. The initiative was highly appreciated and the pillar was awarded **3 Very Good Stamps**.



JH Pillar Case

The JH Pillar presented a case study on **“Step 3 at Raider Tank Line”** presented by **Mr. Bhuvenshwarn C**. The efforts were well recognized, and the pillar was awarded **3 Very Good Stamps** and **1 Very Good Card**.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



TPM - JIPM Visit of Takaishi San at Plant 1010



PM Pillar Case Study

The PM Pillar presented a case study on “**Elimination of breakdown in raider tank line at leak testing machine**”, presented by **Mr. K Kumar**. The initiative was highly appreciated and the pillar was awarded **01 Very Good Stamps**.



QM Pillar Case Study

The QM Pillar presented a case study on “**Lock bead gap issue at raider tank line**” presented by **Mr. Guruswamy M**. The efforts were well recognized, and the pillar was awarded **2 Very Good Stamps**.

This visit was an **encouraging milestone** in our TPM journey, as the recognition from a JIPM Consultant reflects the consistency, teamwork, and dedication of all our pillar members. The valuable feedback shared by **Mr. Takaishi San** will further guide us in strengthening our systems and moving closer to our ultimate goal of achieving **TPM Excellence**.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Bajaj Auto Limited (BAL) TPM Pre-Assessment at Plant 1011

On **11th August 2025**, **Plant 1011** had the privilege of hosting the **TPM Pre-Assessment Visit** by **Mr. Rajesh Ubale – Divisional Manager, Material QA (P&F), Bajaj Auto Ltd.** and **TPM Mentor for Rucha Group**. This visit marked an important milestone in our journey as we are applying for the **BAL TPM Award**.



As part of the assessment, our **Plant 1001 team** presented the **Schedule A and Schedule B presentations**, showcasing our structured approach, systematic practices, and progress under TPM implementation. The session highlighted the continuous efforts of our teams in driving excellence through **Total Productive Maintenance**.



Highlights of the Presentations:

- The presentations were aligned with the TPM philosophy, demonstrating how each activity contributes towards building a culture of excellence and operational discipline.
- Different themes were taken up, focusing on productivity, quality, safety, cost optimization, and people involvement.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Bajaj Auto Limited (BAL) TPM Pre-Assessment at Plant 1011

Each theme was presented by designated team members, reflecting not only their ownership but also their deep understanding of the TPM pillars and objectives.

Schedule A

Sr. No	Pillar / Chapter	Pillar Chairman
1	Chapter 1,2,3 &10	Mr. BR Markad
2	Chapter 4 (KK)	Mr. Suraj Kakde
3	Chapter 5 (JH)	Mr. Rajkumar Vighne
4	Chapter 6 (PM)	Mr. Sasmathan Wagh
5	Chapter 7 (QM)	Mr. Rahul Tupe
6	Chapter 8 (SHE)	Mr. Pavan Nagre
7	Chapter 9 (MH)	Mr. Vishal Gayke

Schedule B

Sr. No	Pillar	Theme	Presenter
1	Chapter 4 (KK)	To improve the Output/Hour of the fabrication line.	Mr. Vahed Shaikh
2	Chapter 5 (JH)	To reduce JH activity time at the hydraulic press machine.	Mr. Arjun Shingare Mr. Narshing Telang
3	Chapter 6 (PM)	Defect elimination due to weak PM	Mr. Anil Jadhav Mr. Pavan Vishwakarma
4	Chapter 7 (QM)	To reduce IHR	Mr. Datta Rajguru Mr. Ramchandra
5	Chapter 8 (SHE)	To eliminate unsafe conditions in the shop	Mr. Suyog
6	Chapter 9 (MH)	Dent, Damage Scratch & Countermeasure	Mr. Valmik Pawar Mr. Vishwas Waghmare



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Bajaj Auto Limited (BAL) TPM Pre-Assessment at Plant 1011

The review session led by **Mr. Ubale** was both insightful and encouraging. His detailed feedback and mentoring guidance provided clear direction for further strengthening our TPM journey.



The **Pre-Assessment Visit** at Plant XI was more than just an evaluation—it was an opportunity to learn, align, and prepare ourselves for achieving the **BAL TPM Award**. The participation of our associates, coupled with leadership mentoring, reaffirmed our commitment to making TPM a way of life at Rucha Group.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

Building Skills & Shaping Futures at our Rucha Skill Academy



Mr. Shantanu Shelke – Trainer
Rucha Skill Academy



Mr. Umesh Rathod – Trainer
Rucha Skill Academy

At **Plant 1001**, under the of **Rucha Skill Academy** (approved by the Automotive Skill Development Council – ASDC), we proudly trained **7 helpers** who have successfully completed a **3-week training journey** as Automotive Welding Machine Operators – Manual & Robotics.

This achievement was made possible through the **expert guidance of our Rucha Skill Academy trainers – Mr. Umesh Rathod and Mr. Shantanu Shelke**. Their dedicated mentorship, hands-on training, and structured approach enabled the trainees to progress from **L1 to L3 in record time**.

We extend our **heartfelt congratulations** to the newly trained operators and our **sincere appreciation** to the trainers for upholding the high standards of Rucha Skill Academy. Together, we continue to nurture a **skilled, empowered, and future-ready workforce**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



No Tobacco Campaign: Pledge for a Healthy Workplace at Plant 1009



In alignment with the directives of the **Directorate of Industrial Safety & Health Department, Tamil Nadu** Plant 1009 employees came together on **11th August 2025** to participate in a **pledge against drug and tobacco abuse**.

The session was attended by all staff members, reaffirming our collective commitment to maintaining a **safe, healthy, and productive work environment**. Through this initiative, we not only pledged to stay away from harmful substances but also reinforced the importance of **well-being, discipline, and responsibility** in the workplace.

The campaign served as a strong reminder that the strength of an organization lies in the health of its people. By taking this pledge, we continue to move towards building a workplace that fosters **safety, positivity, and a culture of care**.

“Say No to Tobacco, Say Yes to Life”





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



2nd Session of Manthan MD Communication Meet - Aug 2025

We successfully conducted the **2nd session of Manthan – MD Communication Meet** for August 2025.

The program began with a **Situational Leadership® II training**, arranged by our **Training & Development team**, specially designed for Managers & Above grade employees to strengthen leadership capabilities across all levels. This program equips managers to adapt their leadership style — Directing, Coaching, Supporting, or Delegating — to match the development level (competence + commitment) of each team member.

The session was facilitated by **Mr. Swapnil Khadse – Corporate Trainer & Business Consultant**, who brings over **10 years of experience**, having trained **25,000+ participants**, conducted **700+ workshops**, and partnered with **35+ multinational companies**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



2nd Session of Manthan MD Communication Meet - Aug 2025



Following the training, **Mr. G. S. Jite – Chief Operating Officer (Division 1)** and **Mr. Vijay Badhe – Chief Operating Officer (Division 2)** shared valuable insights through a presentation on **current business updates and future plans** to achieve organizational targets.

As part of our commitment to **Total Productive Maintenance (TPM)**, **Mr. Ravikumar Mangalarap – Chief Systems officer** presented updates on ongoing initiatives and future roadmaps aligned with our organizational goals





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

2nd Session of Manthan MD Communication Meet - Aug 2025



The session was further enriched by **Mr. Rohit Dasharathi – Joint Managing Director**, his valuable guidance and insights, setting the tone for our collective journey ahead.

His address highlighted the following key focus areas:

- ✓ **Structured Updates** – Regular and timely updates are essential to maintain clarity and alignment across all levels.
- ✓ **Performance Review** – Review of FY 2023–24 achievements and performance, while aligning with the goals for FY 2024–25.
- ✓ **Focus on Variable Wages** – Emphasis on performance-linked variable wages to motivate and reward excellence
- ✓ **Key Milestones** – Recognition of critical milestones achieved and roadmap for the future.
- ✓ **Department-wise Achievements** – Showcasing contributions and accomplishments from each department

Along with performance priorities, JMD Sir also emphasized **safety and responsibility**:

- ✓ **Safety Incidents** – Strict reporting, timely closure, and effective corrective actions
- ✓ **Collaboration with Local Administration** – Strengthening coordination at all locations to ensure smooth operations

Sir concluded with a strong challenge and motivation for all of us

2X in 3Y with 15E – Are we all set for this?

This powerful call reaffirms our shared commitment to growth, excellence, and continuous improvement.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



2nd Session of Manthan MD Communication Meet - Aug 2025

He also introduced and felicitated our new leaders by symbolically crowning them with a **Leader's Cap** and **Sapling**, reinforcing our culture of growth and sustainability.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

2nd Session of Manthan MD Communication Meet - Aug 2025



Our MD Sir, Mr. Umesh Dashrathi shared his valuable guidance and vision for the future growth of Rucha Group. His address emphasized the importance of continuous improvement, sustainable growth, and collective responsibility.

Key Messages from MD Sir:

- ✓ **Seamless Project Execution:** All new projects must be executed with precision and timeliness to strengthen customer confidence.
- ✓ **Knowledge & Systems:** Overall knowledge upgradation and effective usage of MRP systems are essential. Real-time data availability and usage need further improvement
- ✓ **Business Growth Plan:** A clear roadmap for business growth has been set, and collective efforts will be required to achieve it.
- ✓ **Safety First:** We must work towards making Rucha an **accident-free company**.
Safety officers are doing commendable work, but everyone must contribute to closing raised issues.
The goal is **Zero Accidents** across all plants.
- ✓ **TPM Initiatives:** TPM practices should be taken to the **next level** to drive excellence.
- ✓ **Delivery Excellence:** A session to be delivered by Plant 1001 highlighted how achieving 100% delivery is possible through TPM-driven improvements
- ✓ **MIS Targets:** Teams must continue to focus on achieving set MIS targets consistently.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

2nd Session of Manthan MD Communication Meet - Aug 2025



Things for the Future – 3 Focus Areas

- ✓ **Growth:** Expanding business with a strong focus on innovation and customer satisfaction.
- ✓ **Systems:** Strengthening TPM and process excellence for long-term sustainability.
- ✓ **Technology:**
 - Moving towards **90% automation**.
 - Leveraging **fine blanking** and other advanced technologies for higher precision and efficiency.

The meet concluded with our **monthly birthday celebrations**, where we came together for a joyful cake-cutting ceremony to celebrate leaders born in August.



This session of Manthan proved to be yet another inspiring milestone, strengthening our vision, values, and collective commitment towards growth and excellence.



EMPLOYEE ENGAGEMENT



Eco-Friendly Ganpati Idol Making Competition – A Celebration of Creativity & Sustainability

On **25th August 2025**, all our plants came alive with devotion and creativity as we celebrated the **Eco-Friendly Ganpati Idol Making Competition**.

This initiative beautifully combined our reverence for **Lord Ganesha** with our commitment to **sustainability, innovation and eco-conscious celebration**. The event not only showcased the artistic talents of our employees but also reinforced the importance of celebrating festivals in harmony with nature.



Winner
Mr. Yogesh M -
Sourcing
Corporate



Winner
Mr. Shreyas
Dabhade – QA
Plant 1003



Winner
Ms. Shital – IT
Plant 1006



Winner
Mr. Rahul
Vishwakarma - QA
Plant 1007



Winner
Mr. Ganesh
Autade – Tool
Room Plant 1004A



Winner
Mr. Devdatte M –
Tool Maintenance
Plant 1004B



EMPLOYEE ENGAGEMENT



Eco-Friendly Ganpati Idol Making Competition – A Celebration of Creativity & Sustainability

The activity was led by **Plant Heads and HR teams**, while a panel of judges evaluated the idols on creativity, eco-friendliness, and overall presentation. The **“Best of the Best” idol** was honored with a **Special Gift** also be featured in the edition of Kaleidoscope Rucha E-Magazine. The winning Ganpati Idol was sthapit at the corporate office.



The enthusiastic participation and devotion of employees across plants made this event a truly memorable one. Together, we not only celebrated **Ganesh Utsav 2025** but also embraced the spirit of **sustainable festivities** for a greener tomorrow



EMPLOYEE ENGAGEMENT



Rucha Group at the 13th Mr. Foodrite Getgoing Marathon: Monsoon Special



On **3rd August 2025**, Rucha Group proudly participated in the **13th Mr. Foodrite Getgoing Marathon: Monsoon Special**, powered by Get Going Group and Women for Fun, Fitness, and Health

This year's marathon carried the inspiring motto **“Run for HER – Health, Empowerment, and Respect.”** The event witnessed enthusiastic participation, with **over 25 runners from Rucha Group** joining the cause to spread awareness and support women's health and empowerment.

Adding further grace and encouragement to the occasion, our **Respected Radhika Madam** was also present, motivating the participants and celebrating the spirit of togetherness, fitness, and respect.

The event was not only about running but also about reinforcing our commitment towards **women's empowerment, health, and well-being.**





EMPLOYEE ENGAGEMENT

PCM Celebration at Plant-1009: A Day of Motivation and Recognition



The spirit of teamwork and recognition came alive at **Plant 1009** as we successfully organized the **Plant Communication Meeting (PCM)**. The event turned out to be a memorable occasion filled with motivation, appreciation and the celebration of excellence.

The ceremony was graced by our esteemed **Chief Guest, Mr. M.K. Shaji (Associate Vice President, Supplier Excellence - TVSM) and his team**, whose presence brought immense encouragement to all participants.



Mr. Shaji delivered a **powerful motivational address**, where he applauded the efforts of our associates and staff, acknowledging the discipline, dedication and continuous improvement culture that drives Plant-IX forward.

His words deeply inspired the gathering, encouraging everyone to push boundaries and continue contributing to organizational growth.



EMPLOYEE ENGAGEMENT

PCM Celebration at Plant-1009: A Day of Motivation and Recognition



One of the most awaited moments of the evening was the **distribution of Best Performer Awards**. These awards are a testament to the relentless hard work, creativity and commitment demonstrated by our employees across various pillars and functions. Each recognition highlighted the value of individual contributions to the collective success of the plant. The prestigious **Rolling Trophy** was handed over by Mr. Shaji to the **Fuel Tank Department**, applauding their consistent performance and excellence in execution.



Each awardee stood as a shining example of our organization's belief in **recognizing effort, encouraging innovation and promoting teamwork**.

The PCM concluded on a highly positive note, leaving all employees motivated to set new benchmarks of performance.



EMPLOYEE ENGAGEMENT



PCM Celebration at Plant-1004: A Day of Motivation and Recognition

After the successful **Plant Communication Meeting (PCM)** at **Plant 1009**, we continued the practice of open communication and collaboration by conducting the **PCM at Plant 1004**.

The session was led by the Plant HR along with the Plant Head & team, focusing on the awards & Recognition





EMPLOYEE ENGAGEMENT

Monthly Employee Birthday Celebration



we believe that every individual is an integral part of our family and their special moments deserve to be cherished. Continuing our tradition. We celebrated the birthdays of employees on the **last day of the month** across the plants.

The celebration brought together employees and leaders in a joyful atmosphere filled with **cake cutting, greetings and heartfelt wishes**. This simple yet meaningful practice not only makes employees feel valued and appreciated but also strengthens the bond of togetherness among teams.



Plant 1004 A



Plant 1004 B



Plant 1009

Such celebrations go beyond just birthdays – they reflect our **culture of care, belongingness and mutual respect**, where every member is recognized as an important contributor to the organization's journey

With laughter, warm smiles and shared happiness the birthday celebrations added a refreshing and memorable moment to the workplace, reinforcing the message that at Rucha, **we grow together, celebrate together, and succeed together.**



MOTIVATION & PERSONALITY DEVELOPMENT STORY



A Step Back to Leap Forward at the Treaty of Purandhar

By 1665, the Mughal Empire had become determined to crush Chhatrapati Shivaji Maharaj's growing power. Emperor Aurangzeb sent his trusted general, **Mirza Raja Jai Singh of Amber**, with a vast Mughal army. Jai Singh was not only a warrior but also a master strategist.

Shivaji Maharaj fought bravely, but with limited resources and continuous battles, the Marathas were under immense pressure. Unlike other Mughal generals, Jai Singh did not underestimate Shivaji Maharaj. Instead, he used **diplomacy along with military pressure**

Realizing the situation, Shivaji Maharaj made a **practical decision** — instead of fighting a war he could not win, he signed the **Treaty of Purandar (1665)**. According to the treaty:

Shivaji Maharaj surrendered 23 forts to the Mughals but retained 12 forts. Shivaji agreed to serve the Mughal Empire by sending his son, **Sambhaji**, as a mansabdar (military commander)

For many, this seemed like a setback. But Shivaji Maharaj saw it differently — it was a **temporary compromise for long-term survival**. He preserved his people, his army and his dream of Swarajya. Within a few years, he bounced back stronger, proving that sometimes **retreat is not weakness, but wisdom**.

Moral: Ego should not rule decisions. Shivaji Maharaj chose survival and strategy over pride, and that decision later helped him rise greater than ever.





BOOK REVIEW

Popular Book Suggested To Read

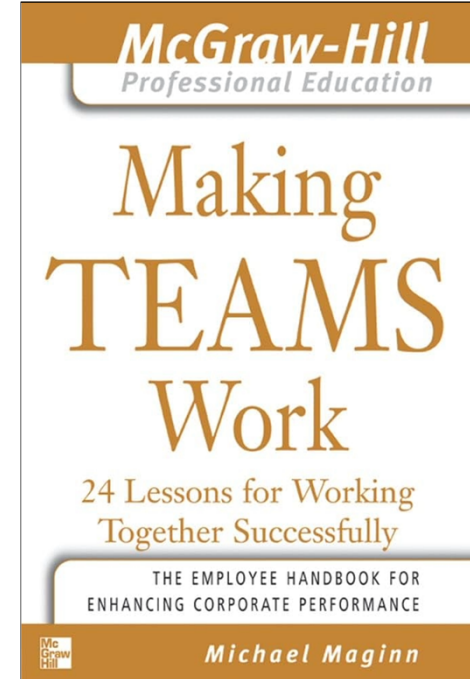
We at Rucha Group, believe collaboration drives excellence. In this spirit, we recommend to read the book “**Making TEAMS Work**” by **Michael Maginn**

This Book provides 24 practical lessons to help teams communicate better, solve problems and achieve goals together. It focuses on building trust, resolving conflicts and creating a high-performance culture. The book teaches how to transform a group of individuals into a cohesive, motivated and result-oriented team.

Suggested to Read, Why ?

- Provides **practical lessons** to build stronger and more effective teams in the workplace
- Highlights the importance of **trust, communication and collaboration** for team success
- Encourages readers to **resolve conflicts, clarify roles and leverage diverse strengths**
- Easy to read with 24 concise lessons that can be applied by both employees and managers

Strong teams are built step by step. With trust communication and collaboration any workplace can achieve outstanding results together.



Happy reading!!!

Explore many such worthy books of your choice through our Library Management System on Rucha portal.



THANK YOU

Rucha Yantra Pvt. Ltd

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STAY TUNED....