



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



RUCHA GROUP E-MAGAZINE

September 2025 | Issues #72



R
Respect

U
Urge

C
Confidence

H
Honesty

A
Ambition

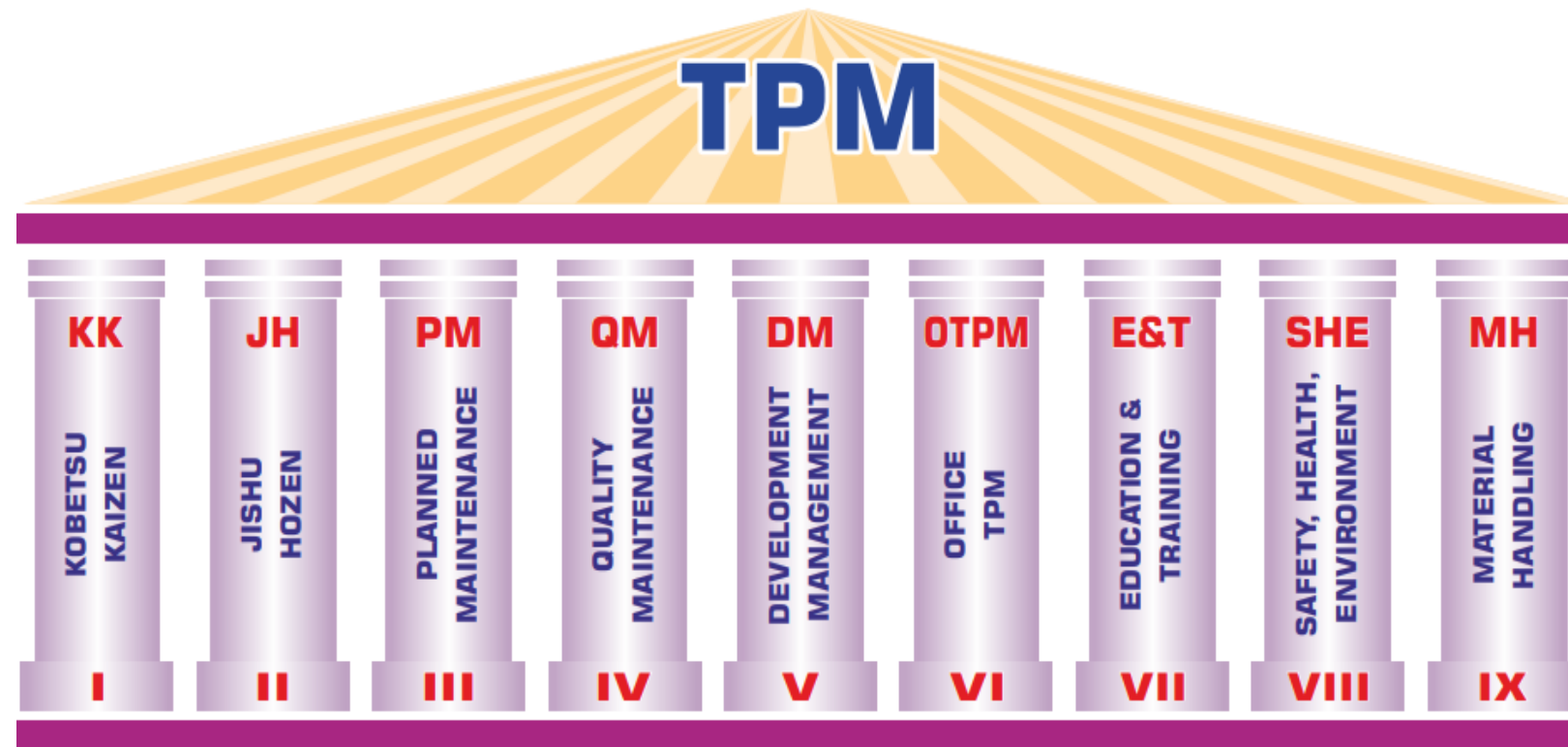
Engineering Excellence

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TPM BLOG

TPM (Total Productive Maintenance) Valuable Insights



Advance Practices of the DM Pillar – Deep Knowledge in Action

The **Development Management (DM) Pillar**, also known as the Deep Knowledge Pillar, ensures that every new product, machine or process we create is more reliable, efficient and smarter than before

Moving beyond the basics, here are some **advanced practices** of the DM Pillar that world-class organizations focus on:

1. Learning from the Past – Knowledge as a Resource

Every breakdown, quality issue, or startup delay is not just a problem, but a lesson. By capturing these insights in the form of **checklists, design standards, and One Point Lessons (OPLs)**, we ensure that the same issue never repeats in new equipment.

TPM (Total Productive Maintenance) Valuable Insights

2. Early Equipment Management (EEM)

Involving operators, maintenance, and quality teams right at the design stage helps us build machines that are **easy to clean, inspect, lubricate, and maintain (CLIT)**. This prevents chronic issues before they even occur.

3. Digital Tools & Simulation

Using **3D modelling, digital twins, and virtual simulations**, we can test equipment designs for performance, ergonomics, and reliability long before physical installation. This reduces trial-and-error cycles and accelerates delivery.

4. Vertical Start-up Excellence

Advanced DM focuses on reducing **start-up time** for new equipment and products. By applying techniques like **SMED (Single Minute Exchange of Dies)** and **4M reviews (Man, Machine, Material, Method)**, we achieve defect-free production in record time.

5. Life Cycle Cost (LCC) Focus

Instead of just looking at the purchase price, advanced DM evaluates the **total cost of ownership** – including energy, maintenance, spares, downtime, and disposal. This ensures long-term savings and sustainability.

6. Integration with Other Pillars

DM doesn't work in isolation. It supports: **JH Pillar:** by making machines operator-friendly, **PM Pillar:** by reducing planned maintenance burden, **QM Pillar:** by embedding zero-defect concepts in design and **E&T Pillar:** by creating structured training modules for new systems.

7. Standardization & Roll-out

Once a successful improvement is made, it doesn't stay local. Advanced DM ensures that best practices are **standardized and rolled out across all plants**, multiplying the benefits organization-wide.

AWARDS & RECOGNITION

Plant 1009 Team Wins Gold Award at Quality Circle Forum India (QCFI) Convention

We are proud to share that our **Plant 1009 Team** received the **Gold Award** for their case study titled “Identification of Problems” at the **QCFI Hosur Chapter 10th Convention on Quality Concepts**, held on **21st Sep 25**.

The case study was brilliantly presented by **TPM Circle Team Leader, Mr. Senthil Kumar** with valuable contributions from team members **Mr. Rakesh, Mr. Madhan and Mr. Gavaskar**. Their dedicated efforts and teamwork played a vital role in achieving this recognition.

Case Study Summary – Identification of Problems (N282 Handle Bar, Jupiter Model)

The case study focused on improving the **delivery performance** of the N282 Handle Bar used in the Jupiter model. Initially, the **Delivery Performance Rating (DPR)** was only **63%**, largely due to **high Customer demand increased from 1,800/day to 2,400–2,500/day**, but line capacity was limited.

Problem Identified

- Less capacity to meet increasing demand
- High production pressure due to mismatch between **line capacity and customer requirement**
- Reduced finished goods inventory and productivity losses

Methodology

The team adopted the **TPM Kobetsu Kaizen (KK) 7-Step Approach**:

- 1. Set Topic & Targets** – Improve N282 Handlebar line capacity by 35%, from 1,800/day to 2,400/day, targeting 85% OEE





AWARDS & RECOGNITION



Plant 1009 Team Wins Gold Award at Quality Circle Forum India (QCFI) Convention

2. **Activity Planning** – Identified bottlenecks in welding, drilling, and reaming processes
3. **Problem Analysis** – Studied machine cycle times and man times to pinpoint constraints
4. **Implementation** – Optimized cycle times, standardized work, and improved robotic welding efficiency
5. **Results Check** – Delivery performance improved significantly
6. **Lockdown Improvements** – Standardization done through capacity sheets, weld penetration tests, FAG reports, and PSW sign-off
7. **Roll-Out** – Improvements extended to other robotic welding products

Results Achieved

Delivery Performance improved from 63% to 100%

- Line capacity was successfully enhanced to meet **customer demand of 2,400–2,500 units/day**
- Standardization ensured the sustainability of improvements



Conclusion

The project showcased how **systematic problem identification, root cause analysis, and capacity enhancement measures** led to dramatic improvements in delivery performance and customer satisfaction.

This award is a testimony to our commitment to **continuous improvement, quality excellence, and problem-solving culture** at Rucha Group. Congratulations to the entire team for bringing pride and recognition to our organization!

AWARDS & RECOGNITION

Plant 1009 Shines at TVSM Supplier Cluster Meet

We are proud to share that **Plant 1009** has been honored with the prestigious **Platinum Award** for its outstanding **JH (Jishu Hozen) Case Study** and **KK (Kobetsu Kaizen) Case Study** at the **TVSM Supplier Cluster Meet**.

The **JH Case Study** was excellently presented by **Mr. Juliraj P**, while the **KK Case Study** was showcased by **Mr. Gowrishankar**. Supporting them as dedicated team members were **Mr. Madhan** and **Mr. Rakesh**, whose contributions played a vital role in this achievement.

The Case Studies were assessed by TVSM Officials

- | | |
|---------------------------------|---------------------|
| 1. Mr. S Senthilkumar | – DGM Operations |
| 2. Mr. P Kailasanathan | – Sr. GM Operations |
| 3. Mr. Shaha Akshaya Padamkumar | – DGM Operations |

About Case Study: The Jishu Hozen (Autonomous Maintenance) case study from Plant 1009 focused on “**Improving the Weld Shop operations for the Jupiter 125cc Handle Bar model**”. Initially the area faced challenges such as poor basic conditions, frequent breakdowns, high minor stoppages, contamination and longer cleaning times.

Through the **7-Step JH Methodology** the team systematically implemented improvements

- Conducted **initial cleaning, lubrication, inspection, and tightening (CLIT)**.





AWARDS & RECOGNITION

Plant 1009 Shines at TVSM Supplier Cluster Meet

- Identified and eliminated **sources of contamination** (SOC) and improved **hard-to-access (HTA) areas** with protective measures.
- Introduced **tagging of abnormalities**, corrective actions and preventive maintenance practices.
- Strengthened operator skills through **safety and equipment training**, while creating a strong culture of ownership

As a result the case study achieved:

- Significant **reduction in breakdowns and stoppages**.
- **Improved OEE** (Overall Equipment Effectiveness).
- Reduced cleaning time and enhanced workplace safety.
- A sustainable cultural change towards **TPM excellence**.

This structured approach not only restored the weld shop to world-class standards but also showcased the team's commitment to continuous improvement and operational excellence.





AWARDS & RECOGNITION

Plant 1009 Shines at TVSM Supplier Cluster Meet

Case Study Summary – Identification of Problems (N282 Handle Bar, Jupiter Model)

Plant 1009 improved the **delivery performance** of the N282 Handle Bar for the Jupiter model, where DPR was just **63%** due to rising demand and limited capacity. Using the **TPM Kobetsu Kaizen 7-Step Approach**, the team removed bottlenecks, optimized cycle times, standardized processes and improved robotic welding efficiency.

Results:

- DPR improved to **100%**
- Capacity increased from 1,800/day to **2,400–2,500/day**
- Improvements standardized for sustainability

This achievement reflects our strong culture of **problem-solving, quality excellence and continuous improvement.**



This recognition reflects the commitment, teamwork, and continuous improvement culture at Plant 1009, further strengthening our position as a reliable and innovative partner in the industry



SUSTAINIBILITY BLOG

Back-to-Back Gold: Plant 1009 Joins Plant 1010 in Sustainability Excellence



We are thrilled to share a remarkable milestone in our sustainability journey! Following our **Gold achievement in Plant 10**, we now celebrate that **Plant 9's MSI (My Sustainability Index) score** has soared from **35.04%** to **73.33%**, earning **gold status** as well marking a **back-to-back success**.

This accomplishment is a testament to the dedication, teamwork, and innovative efforts of the Plant 1009 team. From optimizing resource usage to reducing waste and enhancing operational efficiency, every initiative contributed to this achievement.

These back-to-back Gold achievements reflect our unwavering commitment to sustainability and our drive to set higher benchmarks across all operations.

Together, we are building a greener, smarter and more responsible future.



SUSTAINIBILITY BLOG

World Cleanup Day: Extending Our Commitment



Plant 1001



Plant 1003



Plant 1004



Plant 1005



Plant 1006



Plant 1007



Plant 1009



Plant 1010



Plant 1011

On 20th September, our sustainability efforts went beyond the factory gates as we celebrated World Cleanup Day across all our plants. Teams came together to clean the surrounding areas of our premises, reinforcing our commitment to a healthier and cleaner environment for the community.

Our housekeeping staff were felicitated and appreciated for their dedication in keeping both the Rucha premises and nearby surroundings spotless. Their efforts showcase how small actions collectively create a positive impact beyond our workplace.

This initiative reflects our belief that sustainability extends into the community, and together we can contribute to a cleaner, greener and more responsible environment.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Convocation Ceremony of First Batch at Rucha Skill Academy – Plant 1005

On **23rd September 2025**, we celebrated the **Convocation Ceremony** of the first batch of trainees trained at the **Rucha Skill Academy, Plant 1005**. The academy is **affiliated with ASDC (Automotive Skills Development Council)** and this program was **CSR-sponsored by JSW**, marking a significant milestone in our journey of skill development and nation-building.

A total of **13 trainees** successfully completed the **Automotive Assembly Operator Course**, an ASDC-approved program of **360 hours**, which commenced on **26th February 2025** and concluded on **21st June 2025**.

The course administration and application were diligently handled by **Mr. Pralay Bodele**, while the batch was effectively led by **Mr. Shiram Sawant** with **Mr. Sachin Nikam** providing valuable guidance throughout the journey.

Upon completion of the assessment, it was found that **all 13 trainees qualified successfully**, showcasing the effectiveness of the training and the dedication of the learners.



The ceremony was graced by the presence of esteemed officials from **JSW and ASDC**, who felicitated the trainees and applauded the efforts of Rucha Skill Academy

- **Mr. Mahadev Shinde** – CSR Officer, JSW
- **Ms. Shreeharipriya Swani** – Deputy Manager Human Resource, JSW
- **Mr. Sunil Sharma** – Associate Vice President (National HR Head), JSW
- **Ms. Meenu Sarawgi** – Executive Vice President & Chief Strategy & Operations, ASDC
- **Mr. Ananda Khade** – Regional Head – Central & West Region, ASDC



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Convocation Ceremony of First Batch at Rucha Skill Academy – Plant 1005

This was a proud moment for Rucha Skill Academy as the event not only marked the success of its **first-ever batch** but also reinforced our commitment to **skill development, youth empowerment and industry-ready training**.



The smiles and pride on the faces of the trainees reflected the true impact of this initiative – **transforming lives through skill and knowledge**.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Rucha Yantra at Agri Aisa – Aisa's Premier Agriculture Exhibition

The **Rucha Yantra Team** proudly represented us at **Agri Asia 2025**, Asia's premier agriculture exhibition, held at **Gandhinagar, Gujarat** on **18th, 19th & 20th September 2025**.

This three-day event brought together farmers, innovators, dealers and agricultural experts from across the country, making it the perfect platform to showcase our technological strengths. With **3,000+ visitors** at our stall, the participation proved to be a major milestone in our journey of growth and expansion.

Our flagship product, the **Agrojet 16**, stood at the heart of our showcase. The live demonstrations and detailed interactions helped visitors understand how Agrojet 16 brings efficiency, reliability and smart technology to modern farming. The positive feedback we received was a strong validation of our innovation-driven approach.



Gujarat Expansion in Motion:

Yantra's **expansion in Gujarat** is progressing rapidly and this exhibition gave us the perfect opportunity to connect with the local farming community.

The overwhelming response from farmers and dealers reinforced the trust in our products and strengthened our confidence in creating a larger footprint in the state.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Rucha Yantra at Agri Aisa – Aisa's Premier Agriculture Exhibition

Our participation in **Agri Asia 2025** was not just about showcasing products but about creating meaningful connections and driving impact.

It gave us a direct connect with farmers to truly understand their real challenges, helping us align our solutions to their needs.

The event also strengthened **Yantra's brand presence** in one of India's most progressive agricultural regions, while opening doors to **partnerships with dealers and industry stakeholders**. Most importantly, it reinforced our unwavering **commitment to innovation and sustainable farming practices**, ensuring that we continue to empower the farming community with smarter, more reliable, and future-ready solutions.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Vendor Kaizen Award Distribution

On **10th September 2025**, the **Supplier Excellence Team** of Rucha Engineers Pvt. Ltd. successfully organized the **Vendor Kaizen Award Distribution Ceremony** under the inspiring theme “Shaping Your Future with Smart Manufacturing.”

The event was graced by the presence of **Chief Guest – Mr. Pradeep Durge, Deputy Director, Government ITI College, Chh. Sambhajinagar.**

The **Jury Panel** who honored the occasion included:

Mr. Dilip Wankhede – Principal, Government ITI College, Chh. Sambhajinagar

Mr. Vijay Khonde – MSME Consultant, Advantage Quality, Chh. Sambhajinagar

Mr. Navnath Dhesale – Director, Global Technical Center, Chh. Sambhajinagar



Mr. Pradeep Durge - Deputy Director, Government ITI College, Chh. Sambhajinagar



Mr. Dilip Wankhede – Principal, Government ITI College, Chh. Sambhajinagar



Mr. Vijay Khonde – MSME Consultant, Advantage Quality, Chh. Sambhajinagar



Mr. Navnath Dhesale – Director, Global Technical Center, Chh. Sambhajinagar



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Vendor Kaizen Award Distribution

A total of **11 vendors** showcased their kaizens and innovative practices:

1. Amap Press & Tools
2. Varad Engineering
3. VA Engineering
4. Bharadwaj Industries
5. Patil-n-Patil Engineering
6. Jaydeep Industries
7. Om Sai Industries Unit-1
8. Om Sai Industries Unit-2
9. Swaraj Enterprises
10. Swati Industries
11. High Tech Sintered Products





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Vendor Kaizen Award Distribution

After a rigorous evaluation, the winners were announced as follows:



1st Runner Up: Om Sai Industries



Winner: VA Engineering



2nd Runner Up: Amap Press & Tools



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



IATF (International Automotive Task Force) Recertification Audit – Plant 1009



At **Plant 1009**, the **IATF (International Automotive Task Force) Recertification Audit** was conducted from **2nd to 5th September 2025**. We are pleased to share that the audit was **completed with the successfully recertification**.

The audit was carried out by **Mr. Dhanshekar Vasudevan, Auditor from BSI (British Standards Institution)**. His valuable insights and observations have further strengthened our commitment to **quality excellence, compliance and continuous improvement**.

This success is a result of the **dedicated efforts of all our employees**, who worked tirelessly in preparation and during the audit. Their teamwork and commitment played a key role in achieving this milestone. A heartfelt **thank you to the entire Plant 1009 team** for upholding our standards and driving us towards excellence.

Together, We continue to build trust and deliver quality to our customers worldwide.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Spreading Festive Joy – Ganesh Chaturthi Bhandara with Urmi Ashram

At Rucha Group, we believe that festivals become more meaningful when celebrated through **sharing and giving back to society**.

This year, on the occasion of **Ganesh Chaturthi**, instead of limiting the celebration within our premises, our **Corporate Team** reached out to the children of **Urmi Ashram** managed by **Mr. Jay Upase**. A **Bhandara (community feast)** was organized for the children, bringing them moments of joy, togetherness and festive spirit.



About Urmi Ashram

At just 26, inspired by the late **Mai Sindhutai Sapkal**, **Mr. Jai Upase** founded Urmi Ashram. While holding a top position in an MNC, he dedicated 10 years of service alongside Mai. Without government support, the Ashram runs solely on **charity and his personal contribution**, reflecting true social commitment.

Highlights: 120+ students now successful as **Doctors, Engineers, IT professionals**, 1500+ children brought into **mainstream education**, Supported marriages of **14+ girls**, 27+ awards, including **4 National Award**.

Through our **Ganesh Chaturthi celebration** with Urmi Ashram, we spread festive joy while reinforcing our commitment to **community care and education**.



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Employee Wellbeing Session – Oral Health

We strongly believe that the **health and wellbeing of our employees** is just as important as their professional growth. To foster a culture of wellness, our **Training & Development Team** has been conducting a series of **Employee Wellbeing Sessions**.

on **20th September 2025**, Conducted session on a subject that often gets overlooked – **Oral Health**.

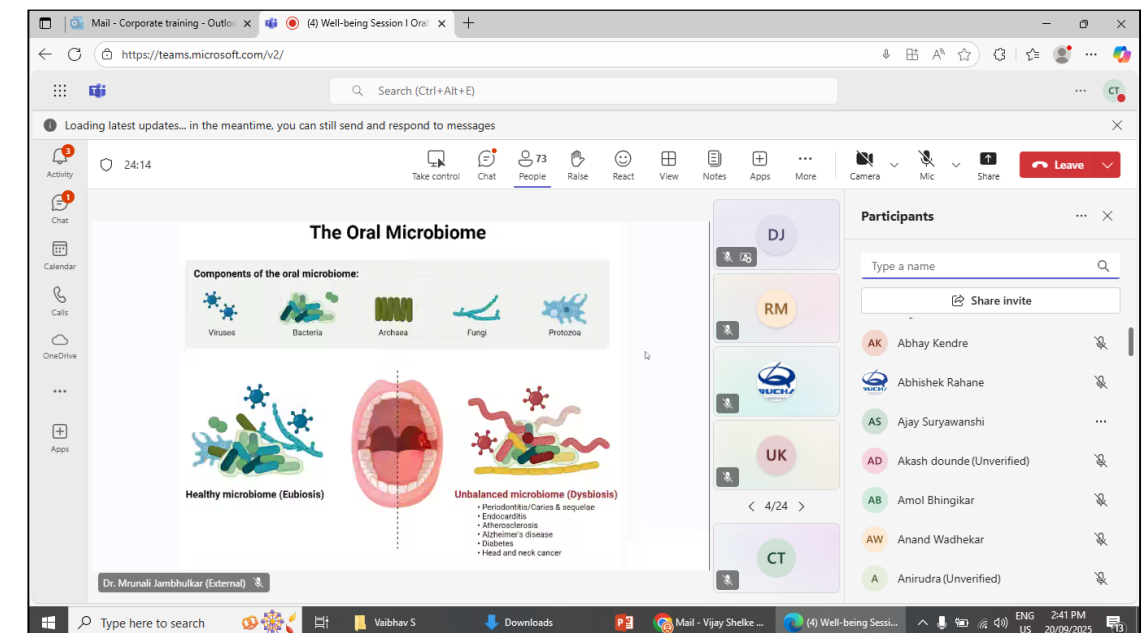
The session was led by **Dr. Mrunali Jambhulkar (MDS – Oral & Maxillofacial Pathology), Assistant Professor, Swargiya Dadasaheb Kammegh Dental College & Hospital, Nagpur**. With her expertise and practical insights, Dr. Mrunali guided employees on maintaining oral hygiene and overall health through simple but impactful practices.



Dr. Mrunali Jambhulkar

The session was **interactive, engaging, and eye-opening**, encouraging employees to ask questions and relate the knowledge to their daily habits. It highlighted how oral health is not just about a smile, but also about **overall wellbeing and confidence**.

With such initiatives, our Training & Development Team is committed to nurturing a **health-conscious workplace**, ensuring employees not only excel in their careers but also lead healthier, happier lives.



At Rucha Group, we believe: A Healthy Smile Builds a Healthy Life!





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

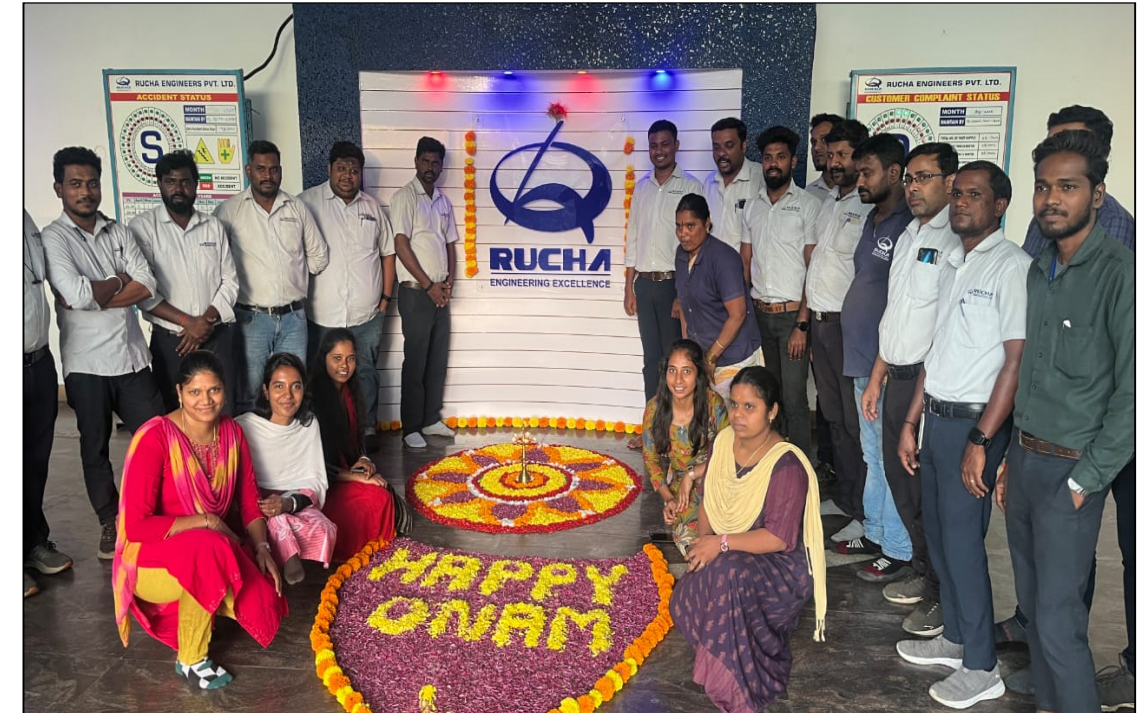


Onam Celebration at Plant 1009, Hosur, Tamil Nadu

We value not just work but also the **cultural diversity** that unites our employees. On **5th September 2025**, we joyfully celebrated the festival of **Onam** at our **Plant 1009, Hosur (Tamil Nadu)**.

Onam is the most significant festival of **Kerala**, celebrated to honor the homecoming of the legendary King **Mahabali**, whose reign is remembered as a golden era of peace, equality and prosperity. It is also a **harvest festival**, marking abundance, gratitude, and togetherness.

The celebrations are marked with traditions such as the beautiful **Pookalam** (floral rangoli), traditional songs, dances and the **Onam Sadhya** (grand feast). Beyond rituals, Onam carries the universal message of **unity, harmony and joy**.



Celebrating festivals like Onam in the workplace is more than just a cultural event, it serves a deeper purpose

Promoting cultural inclusion: Honoring traditions of employees creates a sense of belonging.

Encouraging togetherness: Festivals bring employees closer, strengthening workplace relationships.

Boosting positivity: Shared celebrations create a joyful, vibrant, and motivating work environment.

Balancing work and life: Such occasions remind us that workplaces are not only about tasks but also about human connections.

At Plant 1009, the Onam celebration filled the atmosphere with **colors, traditions, and happiness**, bringing employees together as one family. It reminded us that **diversity is our strength** and celebrations foster unity beyond boundaries



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Eye Check up camp at Plant 1009

As part of our continuous focus on employee health and wellness, an **Eye Check-up Camp** was organized at **Plant 1009** on **23rd and 24th September 2025** in collaboration with **Titan Eye+**. The camp was led by a professional team comprising **Mr. Daniel (Eye Care Specialist)**, **Mr. Gopal (Optometrist)** and **Mr. Abdul (Sales Consultant)**, who provided expert care and guidance throughout the program.

A total of **142 employees** took part in the camp, undergoing comprehensive eye examinations that helped in early detection of vision concerns and provided insights into corrective measures. The initiative also highlighted the importance of preventive eye care, especially in today's fast-paced work environments where prolonged exposure to screens & welding and workplace conditions can impact eye health.



The success of this initiative reflects our commitment to ensuring the **well-being of our workforce** by promoting awareness and preventive healthcare. We extend our heartfelt gratitude to **Titan Eye Plus** and their dedicated team for supporting us in this noble cause and helping us safeguard the vision of our employees.

SPECIAL PROJECTS, EVENTS, VISITS & AUDITS

Meritorious Students Award Ceremony

We recognize that the true strength of our organization lies not only in our employees but also in their families who support and inspire them. To encourage and honor the **academic achievements of employees' children**, we proudly organized the **Meritorious Students Award Ceremony 2025**. The initiative celebrated young achievers who have excelled in their studies, motivating them to continue their pursuit of knowledge and success.

The first program was held on **13th September 2025** at our **Chhatrapati Sambhajinagar location**, where distinguished dignitaries graced the occasion.

Dr. Varsha Vaidya, MD – Neurologist

Mr. Dayanand Patil, Joint Food & Drug Commissionere

Ms. Varsha Kadam, Food & Drug Inspector



Dr. Varsha Vaidya



Ms. Varsha Kadam



Mr. Dayanand Patil



SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Meritorious Students Award Ceremony

Our **Respected Dr. Jyoti Dashrathi Madam** and **Respected Radhika Madam** also joined the celebrations, adding encouragement and inspiration for the students and their proud parents.

The guests spoke about the importance of education and perseverance, leaving the young achievers motivated.



Shining example and honor to share that, Ms. Komal Saware Daughter of Ruch Group Employee Mr. Bhausahab Saware, currently serves as **Judicial Magistrate First Class (NI Act) – 08 in the South District of Delhi**. She has also earned distinction by successfully clearing the **Maharashtra Civil Judge Examination** in recent years, proving her dedication, perseverance, and commitment to justice.

Her journey reflects the values of **hard work, discipline and determination** that Rucha Group holds in high esteem. From academic excellence to professional success in the legal field, she stands as an inspiration to many young aspirants who dream of serving society through law and justice.





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Meritorious Students Award Ceremony

To add joy and refreshment to our routine, we organized a special entertainment session for our employees. A talented **mimicry artist** was invited, who filled the atmosphere with laughter and cheer through his lively performance. The hall echoed with smiles as everyone enjoyed the light-hearted moments together.

The program concluded with a **group photograph**, capturing the spirit of unity and happiness, and was followed by delicious **snacks** for all. It was truly an evening that strengthened our bonds and reminded us of the importance of celebrating together as one Rucha family





SPECIAL PROJECTS, EVENTS, VISITS & AUDITS



Meritorious Students Award Ceremony

The celebrations continued on **27th September 2025** at **Plant 1009, Hosur**, where we were honored to welcome.

Mrs. Kanthimathi Madam from ESI

Mr. Murugan from Veterinary Department

Both guests applauded the initiative and emphasized the role of such recognition in shaping children into responsible, confident, and future-ready individuals.



Mrs. Kanthimathi



Mr. Murugan

Each student was **felicitated with a certificate and a medal** as a token of recognition for their hard work and dedication. Their smiling faces, along with the pride reflected in the eyes of their parents, made the event truly memorable.

This event stands as a reflection of Rucha Group's

belief in **nurturing the next generation**, celebrating the achievements of employees' children and reinforcing the value of education as the foundation of progress.





EMPLOYEE ENGAGEMENT



Plant Communication Meets (PCM) – Celebrating Excellence at Plants 1007, 1009 & 1010

We believe that recognition and open communication are the building blocks of a motivated workforce. The **Plant Communication Meet (PCM)** serves as a vital platform where achievements are celebrated, innovations are shared and every employee feels connected to the company's vision.

This September, PCM Meets were successfully conducted at **Plant 1007, Plant 1009, and Plant 1010**. Each meet was unique, yet carried the same essence of **encouragement, appreciation and continuous improvement**.

PCM at Plant 1007 – Recognizing Improvement & Performance:

At Plant 1007, the PCM Meet reflected the spirit of continuous learning and dedication. Employees from various departments were honored for their performance and contributions. The awards covered a wide range of categories, from productivity to safety, emphasizing both quality and responsibility at the workplace.



This recognition highlighted how every small effort—from Kaizens to inspections—contributes to the bigger goal of organizational excellence



EMPLOYEE ENGAGEMENT



Plant Communication Meets (PCM) – Celebrating Excellence at Plants 1007, 1009 & 1010

PCM at Plant 1009 – A Motivating Presence

The PCM Meet at Plant 1009 was marked by the gracious presence of **Mr. Gopala Krishnan from Demim Quality Solutions** and **Mr. Narayanan from the Forest Department** as **Chief Guests**. Their presence added immense value, and Mr. Krishnan especially appreciated the PCM initiative, commending it as a great way to motivate employees and sustain quality practices.

A proud moment of the event was the announcement of the **5S Zone Rolling Trophy**. This time, the **Press Shop Department** claimed the trophy, previously held by the Weld Shop. This healthy competition between departments serves as a driving force for maintaining workplace discipline and cleanliness, reinforcing the belief that small consistent actions lead to big achievements.



Each award represented **dedication, consistency, and innovation**, strengthening the culture of recognition and collective pride



EMPLOYEE ENGAGEMENT



Plant Communication Meets (PCM) – Celebrating Excellence at Plants 1007, 1009 & 1010

PCM at Plant 1010 – Team Spirit & Healthy Competition

At Plant 1010 in Mysore, the PCM Meet carried forward the same energy of recognition and motivation. The event was honored by the **Chief Guest – Owner of Shree Sai Mechanical Engineers**, whose inspiring words encouraged employees to keep striving for excellence.

The gathering was further enriched by the address of our **Plant Head Sir**, who appreciated the consistent efforts of employees and motivated everyone to maintain the momentum of improvement.



The PCM Meets across Plants 1007, 1009 & 1010 went beyond just recognition – they stood as a testament to **teamwork, innovation and a shared vision for excellence**. These platforms ensure that every effort is acknowledged, every improvement is celebrated and every employee feels motivated to push their limits.

“When we celebrate our people, we celebrate progress”





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**.



EMPLOYEE ENGAGEMENT

Engineers Day Celebration



On 15th September, we proudly celebrated Engineers' Day across all our plants to honor the vision, innovation and dedication of engineers who shape the progress of our nation. This day commemorates the birth anniversary of Bharat Ratna Sir M. Visvesvaraya, one of the greatest engineers of India, known for his remarkable contributions in the field of engineering and nation-building.

To mark this special occasion, our employees gathered with enthusiasm and joy. The highlight of the celebration was the **cake-cutting ceremony**, symbolizing our unity and appreciation for the engineering fraternity. The event created a cheerful atmosphere where everyone shared their pride in being part of a profession that constantly transforms ideas into reality.



Corporate Office



Plant 1001



Plant 1003



Plant 1004 A



Plant 1004 B



Plant 1006



Plant 1007



Plant 1009



Plant 1010



Plant 1011

This celebration not only brought smiles to faces but also reminded us of the creativity, hard work, and problem-solving spirit that engineers contribute every day to shape a better future.



EMPLOYEE ENGAGEMENT

Magic Saturday at Plant 1010



As part of our regular practice of fostering employee engagement and teamwork, **Plant 1010 conducted Magic Saturday** for all employees.

The day was filled with energy and excitement as employees actively participated in various fun and recreational activities, including **Volleyball, Carrom, Badminton and Chess**.

The event not only provided a refreshing break from routine work but also encouraged team spirit, healthy competition and bonding among employees. Magic Saturday continues to be a wonderful platform where employees come together, showcase their skills and strengthen camaraderie within the workplace.





EMPLOYEE ENGAGEMENT

Rucha Health Club – Trek to Harishchandragad



On **28th September 2025**, the **Rucha Health Club** successfully organized its **second trekking event**, taking employees on an adventurous and refreshing journey to the historic **Harishchandragad Fort**.

To ensure fair participation, nominations were invited from all plants and a **quota-based lucky draw system** was used to select participants. The chosen employees were given the opportunity to embark on this exciting trek, making it not only a **health and fitness initiative** but also a wonderful platform for **employee engagement and bonding** across different plants.





EMPLOYEE ENGAGEMENT

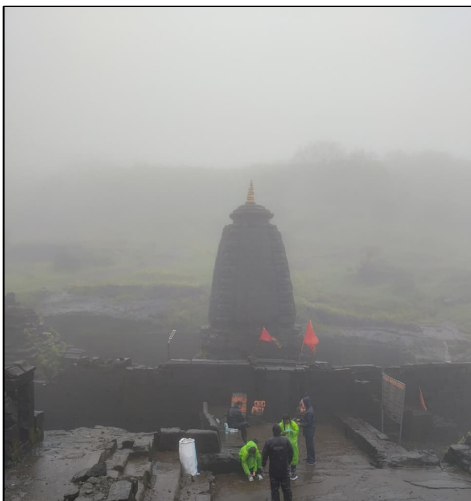
Rucha Health Club – Trek to Harishchandragad



The trek was filled with energy, teamwork and enthusiasm. Employees supported each other during the climb, celebrated small milestones together and shared unforgettable moments amidst the beauty of nature. Such activities not only promote **physical well-being** but also nurture **team spirit, resilience and unity** within the Rucha family.

A Glimpse into History – Harishchandragad

Harishchandragad is one of the most famous forts in Maharashtra, dating back to the **6th century during the Kalachuri dynasty**. Later, it was modified and fortified during the rule of the **Mughals and Marathas**. The fort is renowned for its **ancient caves, temples and the spectacular Konkan Kada (cliff)**, which offers breathtaking panoramic views. Rich with history, legend and natural beauty, Harishchandragad has always been a favorite destination for trekkers and history enthusiasts alike.



The trek was a perfect blend of **fitness, fun and heritage exploration**, making it a truly enriching experience for all who participated. With initiatives like these, Rucha Health Club continues to promote a culture of **health, happiness and togetherness** among employees.



MOTIVATION & PERSONALITY DEVELOPMENT STORY



The Visit to Agra (1666) – A Test of Courage and Wit

After the Treaty of Purandar in 1665, Emperor Aurangzeb invited **Chhatrapati Shivaji Maharaj** to his court at **Agra** in 1666. The invitation was presented as an act of honor but behind it was Aurangzeb's desire to keep a close watch on the Maratha leader who had become a growing power in the Deccan.

When Shivaji Maharaj arrived at the Mughal court, he was greeted with pomp and ceremony. But soon, he noticed something insulting — Aurangzeb deliberately placed him **behind lesser nobles** in the courtly assembly. For a sovereign king who had fought bravely for Swarajya, this was an open attempt to **humiliate him in front of the empire**.

Shivaji Maharaj, known for his fiery spirit, did not remain silent. He openly protested against this insult. Aurangzeb, enraged by his defiance, ordered that Shivaji Maharaj and his young son **Sambhaji** be placed under **house arrest in Agra**.



For most rulers, this would have been the end — a humiliating trap set by one of the most powerful emperors in the world. But Shivaji Maharaj was not an ordinary ruler.

He cleverly feigned illness to reduce outside suspicion. Meanwhile, he and his aides prepared a daring escape plan. Each day, large baskets of sweets and fruits were sent out of his residence as offerings for the poor and temples. Slowly, the guards became accustomed to the routine and stopped checking the baskets carefully.



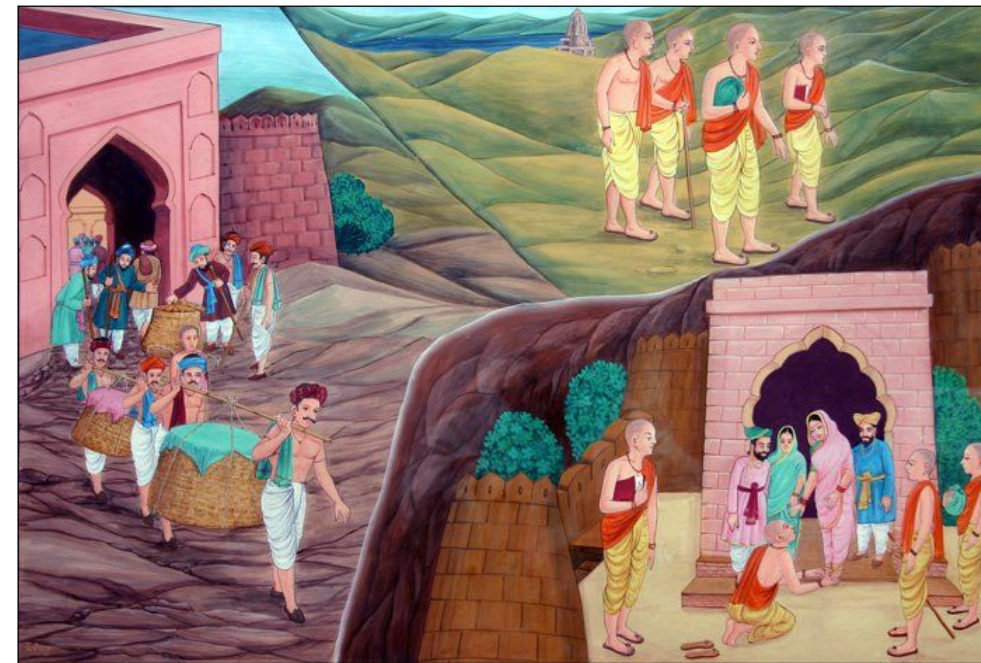
MOTIVATION & PERSONALITY DEVELOPMENT STORY



The Visit to Agra (1666) – A Test of Courage and Wit

On the chosen day, Shivaji Maharaj and young Sambhaji **hid inside these baskets** and were carried out right under the noses of the Mughal guards. By the time Aurangzeb realized what had happened, Shivaji Maharaj was already far away, making his way back to the Deccan.

This daring escape not only saved his life but also **reaffirmed his unmatched intelligence, courage and determination**. Far from breaking his spirit, the Agra episode made Shivaji Maharaj even more resolute to achieve Swarajya.



Moral: True leadership involves not only bravery on the battlefield but also about wisdom, patience and the ability to turn even captivity into triumph.



BOOK REVIEW

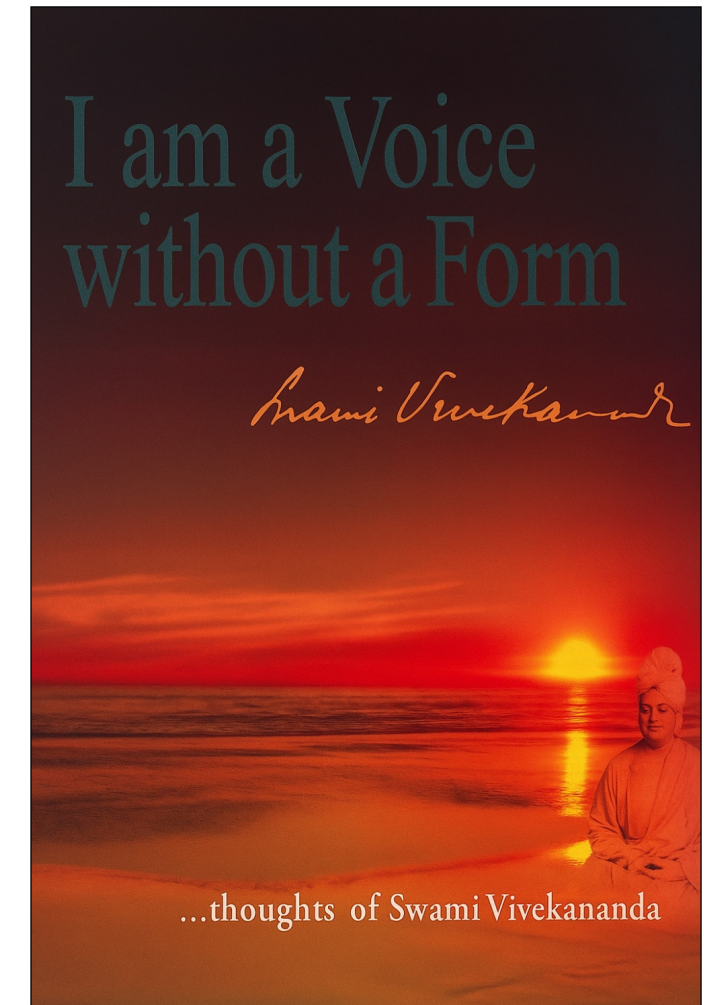
Popular Book Suggested To Read

“**I Am a Voice Without a Form**” is a thoughtful compilation of **Swami Vivekananda’s timeless teachings**, presented in a way that resonates with both the heart and the mind. The book compiles his most powerful reflections on life, faith, courage, and service, making it not just a spiritual text but also a practical guide for everyday living.

Swami Vivekananda’s philosophy shines through themes such as:

- Strength and Fearlessness** – He believed that weakness is the root of failure and that true progress begins with inner courage and self-confidence.
- Purposeful Education** – To him, education was not about memorizing facts but about building **character, discipline, and self-reliance**.
- Service to Humanity** – He often said, “Service to man is service to God,” inspiring generations to dedicate themselves to uplifting society.
- Universal Brotherhood** – His thoughts on harmony among religions and equality of all human beings remain deeply relevant today.
- Spiritual Growth** – Beyond rituals, Vivekananda urged people to discover the **divinity within themselves** and live a life of balance, strength, and compassion

The book is written in a concise style with quotes and short reflections that make it easy to read and reflect upon. Each page carries words that spark **motivation, clarity and confidence**, encouraging readers to rise above challenges and live with purpose.



Happy reading!!!

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



Burlyfield Foods – Instant Food Mixes

Product Range & Offer to Rucha Group Employee

We are delighted to share that our sister concern, **Burlyfield Foods Pvt. Ltd.**, is now offering a wide range of **instant food mixes items and food powders**, carefully crafted to deliver **health and convenience** to your dining table.

Our Promises: 90% Nutrition Lock, 100% Natural & Healthy Ingredients



READY MEAL MIXES



Kesar - Elaichi Shrikhand
(केसर - इलायची श्रीखंड)
100 gm Rs. 180

Benefits -
- Time - Saving
- Loaded with Energy
- Easy to Digest



Gajar Ka Halwa
(गाजरा चा हलवा)
100 gm Rs. 190

Benefits -
- Rich in Iron & Calcium
- Loaded with Energy
- Easy to Digest



Masala Bhindi
(मसाला भेंडी)
100 gm Rs. 210

Benefits -
- Rich in Iron
- Enhances Immunity
- Easy to Digest

READY MEAL MIXES



Moong Dal Chilla Ready Mix
(मूग डाळ चिला मिक्स)
200gm Rs. 100

Benefits -
- Rich Source of Protein
- Helps in Muscule Building
- Easy to Digest



Ragi Chilla
(रागी चीला)
200gm Rs. 100

Benefits -
- Rich Source of Protein
- Helps in Muscule Building
- Easy to Digest



Pancake Ready Mix
(पैनकेक मिक्स)
200gm Rs. 100

Benefits -
- Rich source of Calcium
- Helps in Muscule Building
- Low in Calories

READY MEAL MIXES



Ragi Porridge - Sugarfree
(नाचणी लापशी - शुगरफ्री)
200gm Rs. 125

Benefits -
- Helps Weight Loss
- Suitable for infants & the Elderly



Anarsa Mix
(अनारसा मिक्स)
25gm Rs. 190

Benefits -
- Rich source of Vitamins & Iron
- Helps relax & De-Stress
- Aids in overall Well - Being



Dal Baati Ready Mix
(डाळ बाटी मिक्स)
500gm Rs. 100

Benefits -
- Rich source of Protein & Calcium
- High in Dietary Fiber
- Helps Weight Loss



Burlyfield Foods – Instant Food Mixes

Product Range & Offer to Rucha Group Employee

Why Choose Burly Field Foods?

Quick & Convenient – Save time with easy-to-make mixes, **Healthy & Nutritious** – Made with high-quality natural ingredients, **Authentic Taste** – Traditional recipes packed with homemade flavors, **Travel-Friendly Packs** – Perfect for office, holidays, or on-the-go meals & **Trusted Quality** – Manufactured with strict hygiene and quality standards

READY MEAL MIXES



Fig (Anjeer) Powder
(अंजीर पावडर)
100gm Rs. 170

Benefits -

- Rich source of Zinc & Iron
- Helps in Muscule Building
- Substitute for Sugar



Dry Dates Powder
(खजूर पावडर)
200gm Rs. 265

Benefits -

- Rich Source of Iron
- Substitute for Sugar



Amla Powder
(आवळा पावडर)
50gm Rs. 90

Benefits -

- Rich source of Vitamin C
- Great Immunity Booster
- Helps Rejuvenate Body

READY MEAL MIXES



Garlic Powder
(लसूण पावडर)
25gm Rs. 55

Benefits -

- Rich source of Anti-Oxidants
- Regulates the Cholesterol Levels
- Helps to ward off Infections



Ginger Powder
(आले पावडर)
25gm Rs. 55

Benefits -

- Grown in our Own Farms
- Helps in relieve in Congestion
- Helps in better Digestion



Onion Powder
(कांदा पावडर)
50gm Rs. 90

Benefits -

- Rich source of Anti-Oxidants
- Has Anti - Bacterial Properties
- Improves Heart Health

READY MEAL MIXES



Moringa Powder
(शेवगा पावडर)
50gm Rs. 90

Benefits -

- Rich source of Vitamins & Calcium
- Helps reduce Inflammation
- Heals the Body from within



Mint Powder
(पुदीना पावडर)
25gm Rs. 55

Benefits -

- Rich source of Vitamins & Iron
- Helps relax & De-Stress
- Aids in overall Well - Being



Lemongrass Powder
(गवती चहा पावडर)
25gm Rs. 55

Benefits -

- Rich source of Anti-Oxidants
- Has Anti - Bacterial Properties
- Improves Heart Health



Burlyfield Foods – Instant Food Mixes

Product Range & Offer to Rucha Group Employee

Special Offer for Rucha Group Employees

all Rucha Group employees can enjoy an exclusive 10% Festive discount on every order

READY MEAL MIXES



Ready Kadha

(तयार काढा)

25gm Rs. 60

Benefits -

- Helps Boost Immunity
- Fights against Common Infections
- Rich source of Anti - Oxidants



Chai Masala

(चहा मसाला)

25gm Rs. 60

Benefits -

- Helps Boost Immunity
- Fights against Common Infections
- Rich source of Anti - Oxidants



Burlyfield Foods Pvt. Ltd. – Because every meal deserves to be healthy, quick and delicious.



Burlyfield Foods – Instant Food Mixes

Product Range & Offer to Rucha Group Employee

Use Code: RUCHAB10 | Valid From: 1st October 2025 | Till: 30th October 2025

HEALTHY FLOURS



Amaranth Flour
(राजगिरा पीठ)
200gm Rs. 80

- Benefits -
- Rich in Protein
 - Easy to Digest
 - Naturally Gluten free Grain



Bhagar Flour
(भगर पीठ)
200gm Rs. 80

- Benefits -
- Easy to Digest
 - Low in Calories
 - Naturally Gluten free grain



Fasting Flour
(उपवासाचे पीठ)
200gm Rs. 80

- Benefits -
- High in Energy
 - Rich in Carbohydrates
 - Aids in Digestion

HEALTHY FLOURS



Ragi Flour
(नाचणीचे पीठ)
500gm Rs. 90

- Benefits -
- Rich source of Calcium
 - Helps Weight Loss
 - Suitable for Diabetes Manangement



Rice Flour
(तांदळाचे पीठ)
500gm Rs. 65

- Benefits -
- Gluten Free
 - Easy to Digest
 - Helps in Balancing Cholesterol



Yellow Corn Flour
(मक्याचे पीठ)
500gm Rs. 75

- Benefits -
- Rich in Dietary Fiber
 - Aids in Digestion
 - High Amount of Protein

HEALTHY FLOURS



3 Millet Bhakri Flour
(3 मिलेट भाकरी पीठ)
500gm Rs. 100

- Benefits -
- Rich Source of Protein & Calcium
 - High in Dietary Fiber
 - Helps in Weight Loss



Jowar Flour
(ज्वारीचे पीठ)
500gm Rs. 75

- Benefits -
- Rich source of Protein
 - Good for Bone Health
 - Helps Weight Loss



Bajra Flour
(बाजरीचे पीठ)
500gm Rs. 70

- Benefits -
- Rich Source of Dietary Fiber
 - Aids in Digestions
 - Helps in Weight Management

Order online via Amazon and enjoy the perfect blend of **taste, tradition and convenience** with Burly Field Foods.

Scan the QR and Order



Burly Field Foods Pvt. Ltd. – Because every meal deserves to be healthy, quick and delicious.





THANK YOU

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Corporate office
Rucha Engineers Pvt. Ltd,
K-249, MIDC. Area, waluj,
Chhatrapati Sambhajinagar – 431136 (M.S.) India.

STAY TUNED....