

Connecting to Sustainable Development Goals –Part I

Sustainable Development Goals

The Sustainable Development Goals (SDGs), otherwise known as the Global Goals, are universal call to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. The SDGs are a set of targets relating to future international development. They are created by the United Nations and promoted as the Global Goals for Sustainable Development.

These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. These goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

The SDGs work in the spirit of partnership and pragmatism to make the right choices now to improve life, in a sustainable way, for future generations. They provide clear guidelines and targets for all countries to adopt in accordance with their own priorities and the environmental challenges of the world at large.

At MSSPL we have identified few key parameters crucial to our organization, named as ASPECTS, each executed by a cross functional team. Each Aspect has a defined vision with a 5 year roadmap. We are continuously striving for excel-



lence in order to achieve these targets. The Aspect vision are interconnected with MSSPL vision, to be the most admired, successful and socially responsible special steel manufacturer in India by 2019, and with Sustainability Development Goals.

“Sustainable Development is the masterful balance of meeting our needs today without jeopardizing future generations’ ability to do the same.”



-Mr. Niranjan Purandare
Business Excellence Cell

Sustainability at home

This column has always been my favorite part in the flyer as

this gives all of us an opportunity to write about ‘We’ at home.

Interestingly we have received wonderful articles and I have personally upgraded my knowledge through their ideas.

So yes this time it’s me writing about ‘Sustainability in Person’, I won’t define what is sustainability because the name of our flyer Shashawat itself means sustainability. Till date the team has launched 16 flyers all talking about sustainability & its various stories.

At my place my mom plays an important role when it comes to sustainability.



As many of our family members even she doesn’t know what she is doing means sustainability. Like she does few things like taking care of indoor plants, & using natural & homemade things like camphor with essential oils as mosquito repellent. She has her own formulas for various cleaning purpose at home which basically consists of vinegar, baking soda, olive oil, lemon etc. She carries cloth bag while going to the market not only this but she also carries a small zip lock bag while travelling so that she can keep the wrappers & waste things in that in case if there are no

dustbins nearby.

She also donates old clothes which are no more used by us to vegetable hawkers. She has developed a habit of walking or travelling by trains wherever possible and made us do the same. We get scolded now and then by mom & dad on various things like, turn off lights when not in use, do not waste water, don’t keep on shopping unnecessary things and yes my dad always buy appliances which are energy savers. Even my grandparents at Mangalore are following sustainable practices at home. We have installed solar panel on the rooftop, organic waste is used to make compost & waste is segregated and then thrown.

I personally love making creative things out of waste and then use them for Home Décor, making my home look prettier.

Diwali is one of my favorite festival not just because it’s known as festival of lights but because we get a way to spread happiness. Once during Diwali we visited vrudhashram & arranged a musical performance by professional singers and at the end we all danced together. The smiles & steps taken with them years before are still in my mind & this time again we are planning to celebrate Diwali with them. I & my friends did many things together like collecting clothes and giving it to needy people, donating books to schools etc.

Doing Sustainable things may seem overwhelming but with time and patience they work together to simplify our lives and create life that we actually want to sustain.



-Ms. Shradha Shetty
Business Excellence Cell

1 NO POVERTY



End poverty in all its forms everywhere

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Aspect :Corporate Social Responsibility

We believe that Corporate Responsibility is more than People, Planet and Profit. Aspect 'Corporate Social responsibility' aims to positively impact the life of surrounding communities, to help foster their development and growth. The aspect aim is linked to MSSSPL vision to be the most admired and socially responsible steel manufacturer in India. MSSSPL, CSR activity promote SDG 1 (No poverty), SDG 3(Good Health & Well Being) and SDG 4 (Quality Education). We are working towards these goals ambitiously.

We at MSSSPL decided to enter into an ambitious project of tree plantation with IORA Ecological Solutions Pvt Ltd, United States Agency for International Development USAID (Forest -Plus) and The Government of Madhya Pradesh. Our other projects include Old Age Home Activity wherein we provide free health treatment and medicine on monthly basis to 'Ramadhan Old Age Home', vision test for truck driver, blood donation camp, waste to wealth initiative at JCOMM school, earn & learn programme and Swachh Bharat initiative. Additionally we also support our group initiatives like Nanhi kali.

The Employee Social Options program is an initiative to connect our employees to the needy and underprivileged sections of soci-

ety. Employees focus their activities around the areas of health, education and environment, apart from taking up several local initiatives like donation drives, teaching and creating awareness throughout the year.

We endeavor to act as a catalyst in helping women generate a steady income and maintain sustained livelihood activities. We have recently started a 'Tailoring Training Programme' in collaboration with Govt. Polytechnic, Pen as women empowerment initiative for 44 women. In future we plan to extend this initiative by introducing certified beauty parlour courses.

We also plan to start a computer training program for youth of the community.

"Great thoughts speak only to the thoughtful mind, but great actions speak to all mankind."- Theodore Roosevelt



- Mr. Vikas Ganvir
Corporate Social Responsibility

6 CLEAN WATER AND SANITATION



Ensure availability and sustainable management of water and sanitation for all

Aspect :Water Conservation

MSSSPL has always taken initiative for water conservation & has initiated various projects for water conservation which are linked to SDG goal 6 (Clean Water and Sanitation)

"Water conservation is defined as any action that reduces the amount of water withdrawn from water supply sources, reduces consumption, reduces the loss or waste of water, improves the efficiency of water use, increases recycling and reuse of water, or prevents the pollution of water "

Aligned with the above goals for water conservation MSSSPL has taken below actions.

1. Conducting water audit, to understand and measure our own water situation through monitoring studies
2. Preparing a water balance diagram.
3. Implementation of water audit suggestions.
4. Converting all under ground piping to above ground piping - for better maintenance.
5. Connecting all machine water outlet to closed loop system.
6. Not only save the un-used but also used water by STP treat-

ment for gardening after passing through sand & activated carbon filter.

7. Various projects for rain water harvesting such as
 - a) Check dam on nearby nullah & use of check dam water for direct industrial use
 - b) Use of roof top water for industrial top up.



This journey at MSSSPL started in 2008, when we were drawing water beyond the consented limit (i.e 6670 m³/day). With various initiatives year by year we are now at a stage that our consumption has come down to less than 3000 m³/day. With this we are aiming to move to the next level of excellence i.e India's best water usage benchmark for steel making by 2020.

- Mr. Pramod Jadhav
Mechanical Maintenance

7 AFFORDABLE AND CLEAN ENERGY



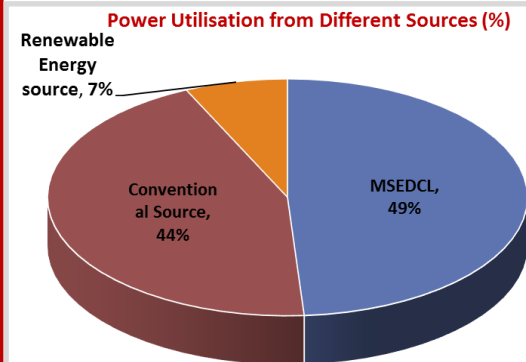
Ensure access to affordable, reliable, sustainable and modern energy for all

Aspect :Renewable Energy & Waste Heat Recovery

Renewable energy is the energy obtained from sources that are essentially inexhaustible such as sun and wind. Renewable energy is clean energy and it can be used without the release of harmful pollutants. Utilisation of Renewable Energy will reduce the GHG emission. Waste heat recovery helps to improve energy efficiency. Renewable Energy & Waste Heat Recovery aspect is linked to MSSSPL vision: a) Most Admired: brand image, b) Successful: economic value or prosperity: cost reduction and c) socially responsible: lower pollution impact & abating global warming or mitigating climate change

MSSSPL has set an ambitious goals to achieve 20% renewable energy in our secondary energy mix by way of Solar, Wind or Hydro and Waste Heat Recovery by 2022 from base line of F 13.

The projects under this aspect has a linkage with SDG-7 (Energy Efficiency, Affordable & Clean Energy) We have already started procurement of Renewable Energy through Open Access from FY 17. Till July '17 of FY18 – Utilisation of Renewable Energy of total consumption is 6 % & expected to increase over a period of time. We have already installed 20 KWH solar



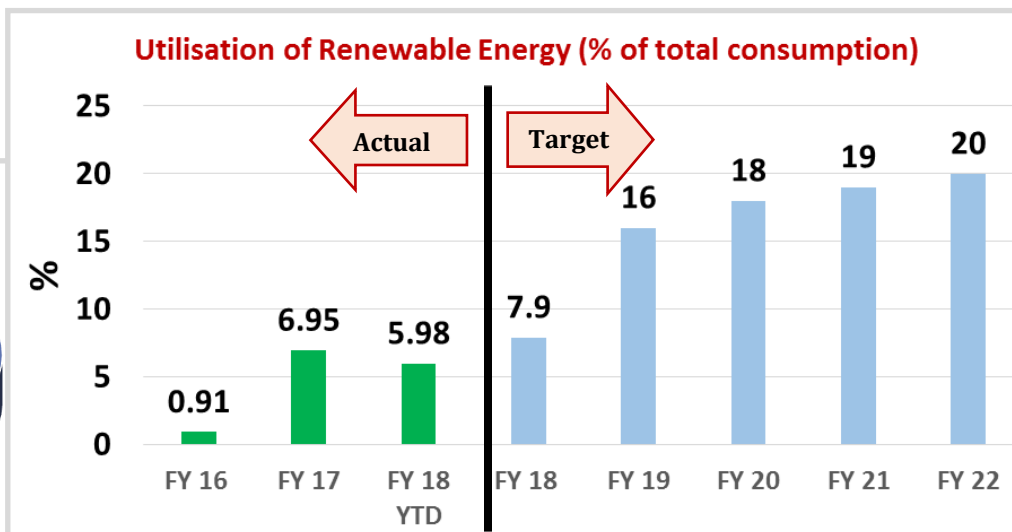
power system at our administrative building roof top and we have plans to install 4 MWH roof top & ground solar system within plant premises by end of FY 18.



MSSSPL is working on the concept of why we loose Energy???

To address this concern we have Waste heat recovery system for re-heating furnace – Recuperator is installed at Blooming & Rolling Mill furnaces flue gas path to recover heat from flue gas. It is installed to heat air (increase the temperature) used for combustion of furnace oil & it results in reduction of oil consumption We have plans to implement waste heat recovery projects for 50 T EAF in Steel Melting Shop for power generation.

*-Mr. Satyajeet Kumar
Electrical Maintenance*



(Be the first one to SMS the answer to 7722029050 & get a prize for the same)

Greener transport systems and better road safety are part of the SDGs' vision for sustainable cities. Which city has considered building a floating, solar-powered bike path along its main river?

- A) San Francisco
- B) Chicago
- C) Shanghai

Aspect :Primary Energy Efficiency Improvement - Electricity

Electricity is the key aspect of our plant. Energy cost is 18 % of total manufacturing cost of MSSSPL and out of which 13 % is electricity & 5 % is fuel cost. Hence Energy Management is placed at high priority in our company's business strategy. Energy Management is a part of our day to day activity & it helps us to reduce Electricity consumption. Aspect aim has linkage to MSSSPL vision: Brand image - admiration, Successful - economic value or prosperity-cost reduction ; Socially responsible: Scope-2 GHG reduction & abating global warming or mitigating climate change. The projects under this aspect address SDG-7 (Energy Efficiency, Affordable & Clean Energy)

MSSSPL has set an ambitious goals to reduce specific energy (electricity) consumption by 20% in steel melting shop production by 2022 over base year 2013 from 1024 KWH/MT to 820 KWH/MT In order to do so the steps taken for conservation of Energy (Electricity) are

A) Process Improvement-

Optimization of scrap mix & early foaming started through use of Lump coke through direct reduced iron belt conveyer in arc furnace. Reduction of power in ladle furnace through better insulation practice to avoid temperature drop after vacuum degassing.

B) Energy Efficient Equipment-

Replacement of old equipment with new energy efficient equipment - Transformer. Procurement of energy efficient equipment like 5 Star AC's, IE 3 motors & LED lights.

C) Improvement Activities -

Transparent sheets on plant roof tops for natural light during day time in remaining shops. Revamping of 4 furnaces in Heat Treatment Shop (HTFS).

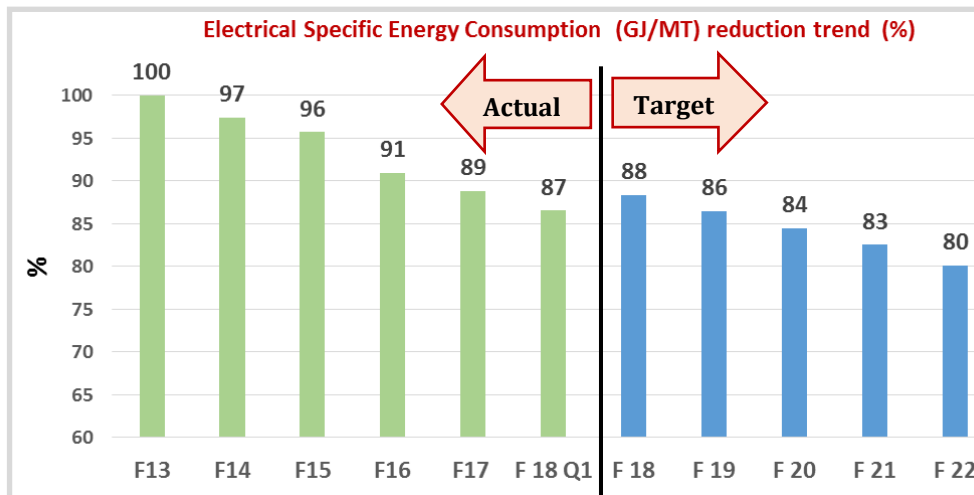
Energy Saving

through best practices & implementation of suggestion during Energy Month We have 5 years road map to reduce Specific Electricity consumption. In coming year MSSSPL plans to reduce Energy consumption through implementation of following Major Projects:

- Control Cooling Pit revamping at Blooming Mill & Forge Shop
- Furnace revamping & Hearth Plate replacement at HTFS
- Waste heat recovery of 2 MW from hot flue gas from EAF at SMS
- Specific Energy Consumption calculation is based on SMS production



-Mr. Vipin Jain
Electrical Maintenance



Aspect :Energy Efficiency Improvement - Furnace Oil

We at MSSSPL are constantly striving to inculcate best practices in our manufacturing process in order to be a socially responsible steel industry. Reduction in Oil consumption will help to minimize the Scope-1 GHG emission

We have set up a passionate goal to reduce the specific oil consumption for all shops by 35 % over steel melting shop production by 2022 from base line of F 13 and improve oil efficiency by 70%.

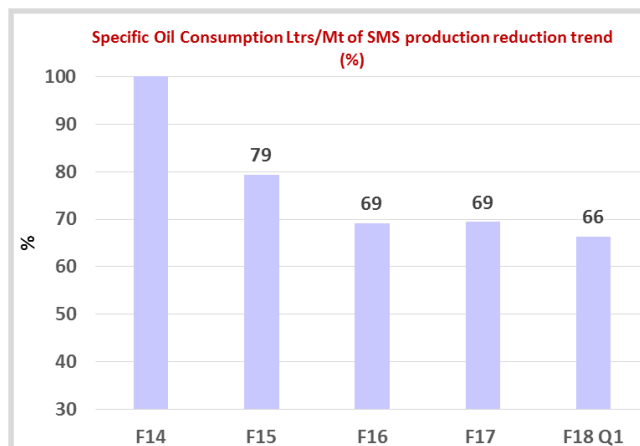
The projects under this aspect address SDG-7 (Energy Efficiency, Affordable & Clean Energy)

Introduction of Oxy-fuel technology has helped us to achieve a considerable amount of reduction in oil consumption. Since F13 we have reduced our specific oil consumption by 30 % approximately for Blooming Mill, Steel Melting Shop and Forge Shop.

We are already in the implementation phase of project for Modification of chamber furnace at Blooming Mill, high velocity burner for ladle preheating, improvement of oil temperature for better combustion of fuel, small burner for 20T WHF.

We have plans to implement various projects in coming years like use of natural gas for all re-heating furnaces instead of furnace oil, hot charges from CC to 40T WHF and other technology upgradation for combustion system.

- Mr. Makarand Chikate
Rolling Mill



8 DECENT WORK AND ECONOMIC GROWTH



Decent Work and Economic Growth

Aspect :Employee Engagement

Employee engagement is a workplace approach resulting in the right conditions for all members of an organisation to give their best each day, committed to their organisation's goals and values, motivated to contribute to organisational success, with an enhanced sense of their own well-being.

The Aspect 'Employee Engagement' links to **SDG 8 : Decent Work and Economic Growth**. We aim to positively impact the wellbeing of the Employees and to foster their development and growth.

A very powerful proverb and holds true in almost all aspects. People are at the heart of every business. As leaders, we strive hard to ensure that our people are completely engaged and they find a space in the organization. I am glad that at MSSSPL, our employee engagement scores - MCARES score has shown an upward trend in the last three years from 3.8 to 4.1, but the time has come that we stop and ask ourselves the question is this where we want to be or can we do something better to attain it. The global trends of 2017, published by Aon Hewitt Consulting shows that only 30% of the employees are fully engaged.

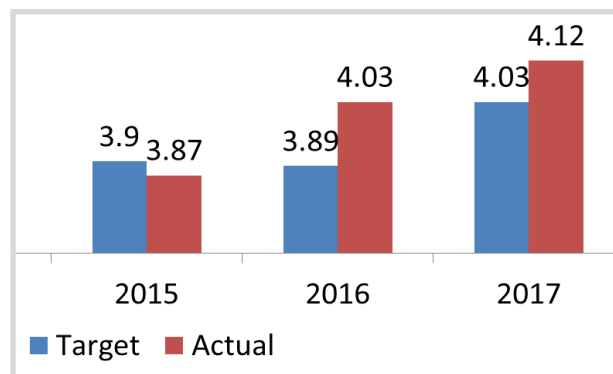
Imagine the Economic and Social Impact that each one of us will be able to create when all of us are completely aligned to the larger purpose. At MSSSPL, we are committed to an ambitious goal of setting up the right culture, create a sense of belongingness through various interventions and get the employees fully en-

gaged. This requires a holistic approach, rigorous drive, active participation, advance communication, planning and support from all of us to be sustainable. After all, the greater the employee engagement scores the greater will be contributions in all the initiatives and success whether it is driving DWM, TMW, Quality Circle, Training Programs or TPM. In a nutshell, higher the involvement higher the commitment and this in turn leads to enhanced engagement levels. The mantra is "Yes we can", the question is, "When Can We?"



-Ms Rajalakshmi Iyer
PIR-HR

Employee Engagement MCARES Performance



Aspect :Succession Planning & Skill Development for Workmen

The Aspect 'Succession planning & Skill development for Workmen' links to SDG 8 : Decent Work and Economic Growth. In business, it entails developing internal people with the potential to fill key business leadership positions in the company. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available.

In the Aspect we have set a vision to ensure efficient and effective operation of the plant

- Replacing retiring employees by new entrants with required skill, knowledge and develop will
- Training them on Skill & Knowledge and develop will
- Identifying new skills, knowledge and behavior in line with changing technology and deploy.

When succession planning decisions fail, organizations lose money, suffer losses in productivity, encounter public distrust, and are plagued with negative press. Weak pipelines also incur great costs due to recruiting and hiring efforts that need to compensate for talent gaps. With so much at stake, it is essential to understand the risks of succession management and strategies for mitigating these risks as you begin to put a plan in place.

We are constantly striving for excellence to achieve the aspect objectives. We have identified retiring employees over next 5 years and have a roadmap for timely replacement and skill enhancement to match the retiring employee skills. We have chalked out a plan to complete development of skill card for all replaced employee and organizing training programmes based on the need identified.

-Ms. Rajalakshmi Iyer
PIR-HR

