



VIRAJ PROFILES PRIVATE LIMITED

Building A Sustainable Stainless World



A NEW ERA OF COLLABORATION & GROWTH



Viraj's Stainless World Unveiled

Newsletter | Dec 2024 - Jan 2025 | Issue 10

From the **CHAIRMAN'S DESK**

Dear Virajians,

The recently concluded World Economic Forum Meet at Davos brought immense pride and excitement for all of us at Viraj Profiles, as we embarked on a transformative journey. The Memorandum of Understanding (MoU) with the Government of Maharashtra to establish a state-of-the-art integrated manufacturing plant in Palghar, gave us the all-new enthusiasm that comes with the new year. This landmark initiative marks a significant step towards expanding our capabilities, strengthening our contribution to the state and nation, and generating employment opportunities for thousands.

Adding to our achievements, Viraj Profiles has also been recognized as the Most Preferred Workplace in the Manufacturing Sector 2024-2025 at the prestigious Marksmen's Most Preferred Workplace Awards. This honour reflects our determination to foster an inclusive, progressive, and growth-oriented work environment for every Virajian. It is your hard work and dedication that have made this possible, and I extend my heartfelt gratitude to each of you.

As we continue our journey of excellence, I reiterate the importance of continuous learning and development. At Viraj, we believe that training is the key to both personal and professional growth. Upskilling and reskilling are not just pathways to career advancement but also vital for driving innovation and efficiency in our ever-evolving industry. Let us all embrace the spirit of learning and take Viraj Profiles to even greater heights.

With best wishes

Neeraj Raja Kochhar

Chairman, Viraj Profiles Pvt. Ltd.



Viraj Profiles: Most Preferred **WORKPLACE IN MANUFACTURING SECTOR 2024-25**

Viraj Profiles has proudly been recognized as the **Most Preferred Workplace in the Manufacturing Sector 2024-2025**, a prestigious honor presented at the Marksmen's Most Preferred Workplace Awards. This accolade reflects Viraj's unwavering commitment to creating a people-first workplace that fosters innovation, collaboration, and inclusivity.

The award was accepted on behalf of the company by **Mr. Dilip Ghorpade**, Group CHRO, and **Mr. Harish Ahuja**, Senior Manager – Corporate Communication. Marksmen's awards are renowned for celebrating

organizations that lead the way in creating high-trust, high-performance work environments across industries.

At Viraj Profiles, employees are at the heart of success. This recognition highlights the company's efforts to nurture a thriving workplace culture that prioritizes employee engagement, professional development, and well-being. Through its proactive initiatives, Viraj has set benchmarks in areas like diversity, sustainability, and continuous improvement within the manufacturing sector.





Expressing gratitude, **Mr. Dilip Ghorpade** said, "This award affirms our belief in fostering a workplace that thrives on innovation, integrity, and collaboration". **Mr. Harish Ahuja** added, "It motivates us to continue evolving as a company that not only excels in business but also prioritizes employee welfare."

Viraj Profiles remains dedicated to empowering its workforce, shaping the future of the manufacturing sector with a strong focus on excellence.

Viraj Profiles Signs **HISTORIC MOU WITH MAHARASHTRA GOVERNMENT**



Viraj Profiles marked a major milestone at the 55th World Economic Forum in Davos by signing an MoU with the Maharashtra Government for establishing an Integrated Stainless Steel Plant in Palghar. Valued at INR 12,000 crore, this project is set to significantly enhance industrial development while boosting the socio-economic fabric of the region.

Under the visionary leadership of Hon'ble Chief Minister Shri Devendra Fadnavis and Industries Minister Shri Uday Samant, the project is anticipated to generate 3,500 direct and indirect employment opportunities, especially benefiting the tribal communities in Palghar. Chairman Mr. Neeraj Raja Kochhar represented Viraj Profiles at Davos, reinforcing the company's commitment to regional and national growth through strategic public-private collaboration.

The Palghar plant will focus on sustainable manufacturing using renewable energy, contributing to Viraj Profiles' near-zero initiatives. It will expand the company's product portfolio, serving sectors such as construction, automotive, and oil and gas, while bolstering exports.

This partnership signifies not just growth for the company but also for the state. It will enhance local infrastructure, create opportunities for skill development, and empower communities while reinforcing Maharashtra as a hub for industrial innovation. Viraj Profiles celebrates this pivotal step, paving the way for a brighter, sustainable future for all stakeholders.



Viraj Profiles'

ENCHANTING

CHRISTMAS

CELEBRATION



The spirit of Christmas lit up Viraj Profiles as the team came together to celebrate the festival of joy, love, and giving. This year's celebration was a perfect blend of festive cheer and gratitude, bringing employees closer as one big family.

The office sparkled with twinkling lights, a beautifully decorated Christmas tree, and an air of excitement. Employees embraced the festivities with warm smiles, donning Santa hats

and vibrant attire that added a splash of holiday color.

One of the highlights of the celebration was the Secret Santa gift exchange, which filled the room with laughter and anticipation. From thoughtful presents to quirky surprises, the exchange spread joy and strengthened camaraderie among team members.



Adding a magical touch to the day was the arrival of Santa Claus, who delighted everyone by distributing gifts and surprises. Fun activities and engaging games brought everyone together, fostering an atmosphere of unity and celebration. Employees exchanged heartfelt wishes and captured memories through group photos, preserving the joy of the occasion.

This celebration showcased Viraj Profiles' dedication to creating a positive and inclusive workplace where festivals are opportunities to connect, share happiness, and build strong team spirit.



Empowering Leadership
Through Saksham:

A TRANSFORMATIVE INITIATIVE



Viraj Profiles recently hosted the **Saksham Supervisor Behavioural Training Program**, a pioneering initiative aimed at nurturing leadership through empathy, collaboration, and effective communication. This comprehensive program is a testament to the company's commitment to building a positive and high-performing workplace culture.

Saksham began with an extensive assessment of 646 supervisors, identifying 11

high-performing individuals who showcased exceptional leadership potential. The program emphasized a shift from mere management to visionary leadership, encouraging supervisors to lead with purpose and foster collaboration. A key focus was placed on developing communication techniques that enhance workplace interactions, helping supervisors set clear expectations and engage effectively with their teams.



Safety, as always, remained a cornerstone of the training, reinforcing its importance as the foundation for all operations at Viraj Profiles. To ensure an engaging and impactful experience, the program incorporated interactive elements such as games, case studies, and group discussions, blending practical strategies with theoretical learning.

The event featured an inspiring address by Mr. Dilip Ghorpade, CHRO, Viraj Profiles, whose thought-provoking insights motivated participants to embrace leadership as a journey of continuous improvement.

Saksham not only empowered supervisors with the tools to lead effectively but also reinforced Viraj Profiles' dedication to building a people-first workplace. By fostering empathy, collaboration, and innovation, this initiative sets a strong foundation for future growth and organizational success.



NEW YEAR CALENDAR DISTRIBUTION

at Viraj Profiles



To kick off 2025 on a positive note, Viraj Profiles distributed its annual calendar across all plants, spreading motivation and a sense of connection among employees. The calendars were warmly received, symbolizing a shared commitment to progress and a fresh start for the year ahead.





Each calendar, thoughtfully designed, reflects key milestones and the company's vision for the future. It serves as a reminder of the collective effort that drives Viraj Profiles' success and sets the tone for another year of achievements.

The event highlighted the importance of unity and collaboration as employees celebrated this small yet meaningful gesture. The calendar distribution stands as a testament to the company's dedication to building a brighter future together.



Viraj Shield:

FIRE SAFETY

AT THE

WORKPLACE

At Viraj Profiles, safety remains a top priority, and this month's Viraj Shield focuses on Fire Safety Protocols—essential for creating a secure work environment. By emphasizing prevention and preparedness, we aim to equip employees with the knowledge needed to minimize risks and respond effectively in emergencies.

Fire Prevention Measures:

- Ensure escape routes and exits remain unobstructed.
- Conduct regular inspections of electrical equipment to avoid faults.
- Store flammable materials securely, away from heat or ignition sources.

Emergency Preparedness:

- Familiarize yourself with fire alarms, evacuation maps, and designated assembly points.
- Actively participate in fire drills to practice evacuation procedures and build confidence.



In the event of a fire, staying calm is crucial. Always use staircases, not elevators, and follow the evacuation plan. Raise the alarm to alert colleagues and assist those in need.

Fire safety is a shared responsibility. By adopting these practices, we can reduce risks and ensure everyone's well-being. Together, let's commit to a safer, more prepared workplace.

Viraj Profiles

COMMEMORATES THE 76TH REPUBLIC DAY



Viraj Profiles celebrated the 76th Republic Day with great enthusiasm and national pride. The event began with the ceremonial unfurling of the national flag by Vivek Chowhan, Associate Vice President, Viraj Profiles, who honored the occasion with his presence and inspiring words.

Employees gathered in vibrant unity, showcasing the spirit of "unity in diversity" that defines both the nation and the Viraj family. The celebration was a reflection of shared pride in India's rich heritage and commitment to its progressive values.

The day highlighted the importance of upholding the principles enshrined in the Constitution, as Virajians reaffirmed their dedication to contribute to the nation's growth and development. Group activities and moments of camaraderie added to the festive atmosphere, strengthening the bonds among team members.

The Republic Day celebration was a heartfelt expression of Viraj Profiles' respect for the nation's legacy and a reminder of the collective responsibility to build a better future.



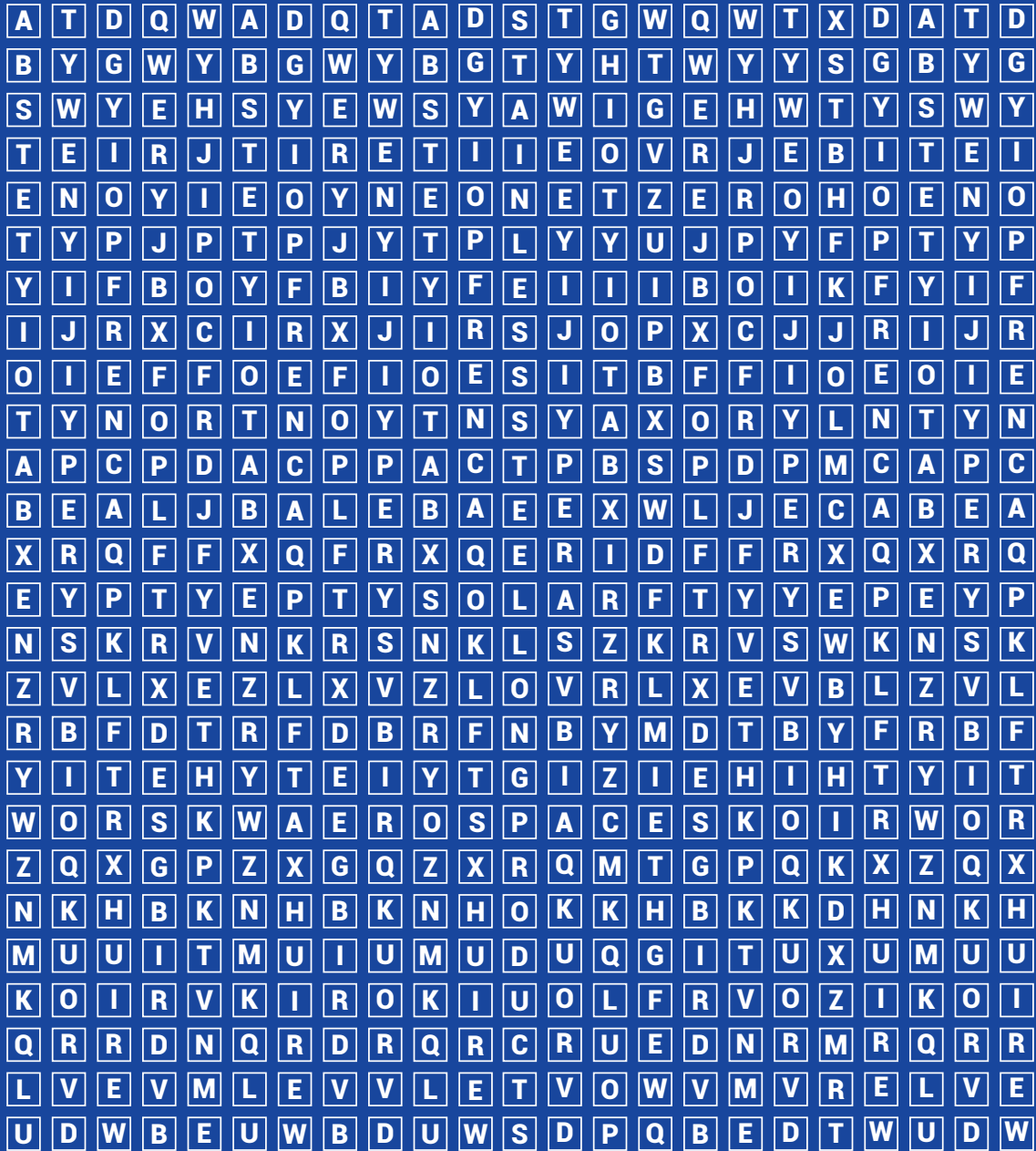
CELEBRATING ACHIEVEMENTS



**ACKNOWLEDGMENT
FUELS MOTIVATION**



CROSSWORDS



HINTS

1. Journey from Near Zero to
2. World's Leading Manufacturers of
3. An Application of Stainless-Steel Flanges.....
4. Viraj Profiles Transitioning to a Greener Future with the Power of.....

QUIZ



➤ How many manufacturing plants does Viraj have?

- 8
- 9
- 6
- 7

➤ What is another name for the Tensile Testing Machine test?

- Tension testing
- Supple testing
- Malleable testing
- Pliant testing

➤ In which year did Viraj Profiles Pvt. Ltd. commence its first melting shop operations?

- 1992
- 1994
- 1993
- 1991

➤ In which year was Viraj Profiles Pvt. Ltd. established?

- 2000
- 2004
- 2001
- 2003

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