

Ushering in a new Festive spirit



NOTE FROM EDITORIAL TEAM

Dear readers,

The 2021 festive season has been extra special for all of us at Voltas, since it brings a renewed sense of hope for the future. Coming after months of uncertainty and a worldwide slowdown, this is a time when we breathe easy and gather the confidence to bring business back on track.

Our current theme – Ushering in a new festive spirit – reflects this sentiment, and we are going all out to make the most of the opportunity to bring our business, and the nation's economy, back on track.

The highlight of this season, of course, is the Grand Mahotsav Offers 2021 celebration, which is now bigger and better than before. With our Ganesh Chaturthi offers, we lined up a massive range of products and offers that serve to encourage consumers to finally make their long overdue purchases from the Voltas portfolio, and get exciting benefits.

This year also marks a milestone in the journey of Voltas towards becoming an integral part of India's social and economic growth story, as we turned 67. The story of how we partnered with the nation not just in terms of engineering innovation and business prowess, but also towards delivering social impact for the larger good, is featured in our Lead section. We also celebrate our bright and talented engineers who share what Engineer's Day means to them.

Business excellence is a way of life at Voltas, and we continuously push the boundaries to bring out the creativity, resourcefulness and innovative spirit of our people. The Tata Imagination Challenge and the eHackathon are two such platforms for which we have put out details in our Business Excellence section. Knowledge sharing is vital for any organization to grow and prosper and at the virtual Voltas EDGE Webinar held in October under the TBExG umbrella, a Voltas team shared best practices on its strategic planning process.

This year also saw the launch of new Brand Shops, covered in the Company Updates section. Our CSR section showcases the commendable work done by Voltasites at Pantnagar in greening the area and in supporting girls from underprivileged backgrounds at the Vanwasi Hostel in Rudrapur.

We hope you enjoy reading this festive edition of Voltas Info, and wish you more joy and prosperity in the times to come.

Best,
Team Corporate Communications



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We gratefully acknowledge the support received from our team of correspondents across the company.

Published by:
Vaishali Desai on behalf of Voltas Ltd., Voltas House A, Dr. Babasaheb Ambedkar Road, Chinchpokli, Mumbai - 400 033.

Designed and executed by:
The Information Company

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SWEETENING THE DEAL

As the Diwali festive season heralded a new innings of hope and joy, Voltas made the buying experience richer for consumers through a wide variety of deals and offers

Diwali is a special occasion and calls for special deals. Keeping in mind the customer sentiment around this time, Voltas has delivered a bouquet of specially crafted offers this time as well, to wow customers and make their buying experience sweeter. As the country's

leading air-conditioning and engineering solutions provider, the Voltas range of air-conditioners, air coolers, air purifiers, water dispensers and water coolers are much in demand in Indian homes through the year. This demand goes up during the festive season when people look to purchase new products or replace old ones.



Our position as the undisputed market leader in the room air-conditioners segment in India has been built through an ever-expanding distribution reach that has over 24,000 customer touchpoints now. This is supported by an online presence with Voltas's newly launched Voltas Lounge – a one-stop shop for all products where consumers can purchase 24x7 from the comfort of their homes.

The Voltas Beko range of home appliances through the company's partnership with Arcelik, one of Europe's largest household appliances manufacturers, has also brought forth a wide array of products to suit the



needs of Indian consumers. True to its positioning as 'Partners of Everyday Happiness', the Voltas Beko range offers new and more energy efficient products that include microwaves, ovens and dishwashers. Voltas Beko combines the strengths of Voltas's reach and Arçelik's global expertise in innovative product development.

With difficult times hopefully behind us and consumers looking for deals to buy home appliances during Diwali, Voltas is confident of a return to the traditional festive cheer.

Voltas's Grand Mahotsav Offer 2021 is designed to appeal to this sentiment and give consumers a special opportunity in terms of products they can choose from, the payment and financing options including exciting exchange offers.

A bouquet of new, grand offers

In Voltas's quest to be a responsible brand, the company encourages consumers to upgrade to energy-efficient and technologically advanced air-conditioners. As part of Voltas's special exchange offer during this festival, consumers could exchange their working, old air-conditioners of any capacity for a brand new and energy-efficient Voltas air-conditioner. This offer was applicable across Voltas's range of split, window and inverter air-conditioners, and could be availed through the company's authorised channel partners and exclusive brand outlets.



MEGA SAVINGS WITH ZERO DOWN PAYMENT*



SAVE UP TO ₹10,000/-*



ATTRACTIVE EMI AS LOW AS ₹2000/-*



Voltas range of eco-friendly Split and Window ACs





COMPREHENSIVE WARRANTY WORTH UP TO ₹12000/-*



EXCLUSIVE OFFER ON SPLIT ACs*



LIFETIME WARRANTY ON INVERTER COMPRESSOR*



Voltas range of home and commercial appliances

Voltas also offered upto 15% cashback on select products and easy EMI finance offers for as low as Rs2,000 through tie-ups with NBFCs. A comprehensive warranty for up to five years was gifted to consumers to encourage purchases for home upgradation and festive gifting. Voltas also ran an exclusive offer on standard installation for split ACs for only Rs599.

“As one of the leading brands in the cooling products and home appliances industry, we aim to meaningfully improve and enhance the lives of our customers by providing innovative products that

simplify their daily chores. This festive season, we want to help ease the burden of household chores, amidst festive planning, by offering the latest home appliances best suited to the current requirements of our customers; along with the most exciting offers. We encourage the thought of self-reliance and take pride in the fact that our state-of-the-art products are crafted within the country,” said Mr Pradeep Bakshi, MD & CEO “As festivals in India are all about new beginnings, we seek to add a spark to the festivities with our customer-centric offers that can be availed through our channel partners.”



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Leadership through customer connect

The latest edition of the Grand Mahotsav Offer ran through the festive season and was valid across all Voltas sales channels. It was supported by an extensive and

impactful social media campaign that helped amplify the company’s value proposition and ensure a wider and more targeted reach to the relevant set of consumers.

What makes the programme unique





Voltas range of sleek and elegant Air Purifiers

in the industry is the customer affinity towards Voltas and the leadership position the company occupies in the market. With the highest extraction (counter share) in the category, Voltas and Voltas Beko are among the most considered and preferred brands in retail outlets. Voltas's 170+ Exclusive Brand Outlets (EBOs) help convey the brand values and attributes better along with showcasing the product range and features more accurately.

Voltas has successfully managed to tide through even the toughest of times (the Covid-19 pandemic), making the most of the situation. As the world returns to a sense of normalcy, Voltas is ready to serve its customers and deliver a best-in-class experience, both in its product features and in the way they buy. The end goal is a happy customer, and this is what Voltas works for. ●



Scan the QR code to explore more offers



Scan the QR code to explore more offers



FUELLING

the festive fervour

Voltas 'Festive Spirit Survey' shows Indians now prefer smart home appliances

Nationwide survey conducted by Voltas, shows more than 55% Indians are now shifting their preference to smart home appliances.

The nationwide poll revealed the changing preferences of the Indian consumers in the home appliances segment. Voltas rolled out this nationwide poll to better understand the shift in consumer behavior during the festive season, triggered of course by the pandemic.

The study revealed how customers are now looking for home appliances that offer comfort, convenience, cooling, health and technology.

With customer centricity at its heart, the survey was conducted from 4th October 2021, to 27th October 2021 through the brand's social media platforms. The survey revealed some interesting finds and what people needed during the festive season.

Indian voters believed that smart home appliances would help ease their burden of household chores during the festive season while **55%**

Indians believed that smart home appliances can save their time while preparing for festivities at home. **82%**

Indians said they preferred refrigerators that keep food fresh for up to 30 days. Ever since the lockdown, dishwashers have gained popularity **69%**

Indians said that dishwashers will help ease their job and help save time in the kitchen. **67%**

Indians shared the responsibility of home chores equally among family members **46%**

Indians depended on their spouses to take care of household chores during the festive season **48%**

Respondents prioritized disinfecting their household this Diwali over cooking, keeping in mind the pandemic **22%**

Indians believed to be spending more than 5 hours on the same tasks **29%**

Indians spent nearly 3-4 hours on cooking delicacies and doing dishes during the festive season **31%**





“ We noticed that Indians are burdened with myriad household responsibilities during festivities and we wanted to provide a technologically advanced solution that helps them spend more time making memories. We encourage people to upgrade to health tech and advanced consumer appliances, that save time and energy that can be spent in a more fruitful manner. Taking inspiration from this Festive Spirit Survey, we aim to continue developing high-quality, value-for-money products that add value and ease the lives of our consumers,” said **Pradeep Bakshi, MD & CEO**

”

Air purification was another important requirement for people living in cities and the poll showed that:

77%

Indians said they would prefer upgrading their ACs with UVC technology, that will quickly clean the indoor air by killing pollutants, germs and pathogens

60%

Indians said they would prefer air purifiers to tackle indoor pollutants during Diwali





GANESH CHATURTHI

NEW BEGINNING OF CELEBRATIONS

Voltas added some cheer to their customers' Ganesh Chaturthi celebrations by unleashing a slew of offers aimed at convenience and comfort



For nearly seven decades, customer-centricity has always been at the heart of Voltas's business ethos. After bringing special offers for Onam and the monsoons, Voltas bounced back to celebrate the Lord of auspicious beginnings.

With an extensive network of more than 24,000 consumer touchpoints and the highest brand equity in the cooling category, Voltas continues to lead with consumer promotions in the cooling space, even as it steadily expands its reach into the home appliance arena.

As the undisputed market leader for air-conditioners in India, Voltas unveiled its special Ganesh Chaturthi offers for their customers in Maharashtra in September 2021. This time, we continued to raise the bar to ensure convenience and comfort for customers through the current challenging times, when caution and safety were key aspects in people's lives. "Ganesh Chaturthi was being ushered in with renewed hope and joyful celebrations, albeit with only family and close friends. We wanted to add a little spark to the biggest celebration in Maharashtra with our exciting offers," said Pradeep Bakshi, MD & CEO, Voltas Ltd.

The celebrations were ushered in with a combination of cashback offers, a five-year

Ganesh Chaturthi was being ushered in with renewed hope and joyful celebrations, albeit with only family and close friends. We wanted to add a little spark to the biggest celebration in Maharashtra with our exciting offers." said

**Pradeep Bakshi,
MD & CEO**

comprehensive warranty and easy EMI schemes. The zero down-payment option allowed customers to purchase from the entire range of Voltas and Voltas Beko cooling products and home appliances, through varying EMI tenures.

To make it easier and lighter on consumers' pockets, a variety of finance offers were unveiled, including cashback up to 15 per cent on select credit cards. Voltas also partnered with leading non-bank financial companies (NBFCs) to offer easy EMI options for the entire range of products. Depending on the product and model, consumers could avail of tempting offers to attain benefits on purchasing Voltas and Voltas Beko products.

The Ganesh Chaturthi campaign ran between September 1 and September 30, 2021, across all authorised channel partners in Maharashtra, where the festival is an especially important one.

With a promising response to these and other ongoing offers, we are geared up for the rest of the festive season as it unfolds, and as our customers look for ways to add new festive cheer and joy to their celebrations. ●



**Ganesh
Chaturthi**
OFFER
**Get up to 15% cashback
on Voltas and Voltas Beko
products**

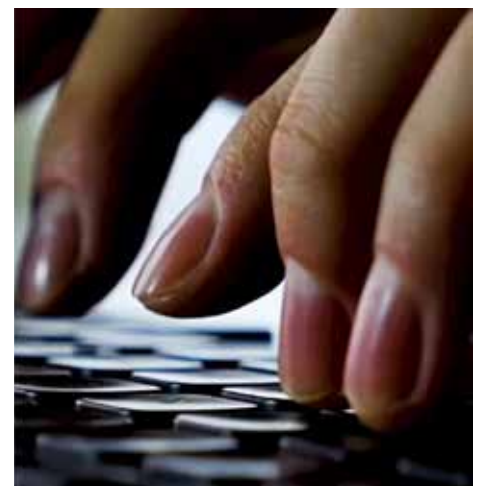




Voltas Beko pays homage to the spirit of motherhood this Durga Puja with a digital video commercial

Mothers fulfil multiple roles in our lives, by nurturing our growth as individuals and by contributing in the development of our nation. Being the driving force in their personal and professional lives, they face many pressures as a result of juggling multiple responsibilities. From embracing many roles with grace to being a support system in more ways than one, we salute the mothers for their priceless efforts.

Being the country's leading appliances and engineering solutions provider, Voltas Beko has enabled modern day mothers to continue their day-to-day lives unhindered with the help of specially developed products that simplify home chores. The pandemic further reiterated the importance of these appliances as they helped mothers juggle efficiently between their various roles.



This year, Durga Puja has been extra special for everyone, and Voltas's products are at hand to make life easier for India's ever-hardworking mothers during this busy season of festivals, and to celebrate the spirit of motherhood.

Voltas Beko Home Appliances Private Limited (Voltbek) released a Digital Video Commercial (DVC) as a homage to motherhood amidst the spirit of Durga Puja. Just like Goddess Durga, mothers play an important role in nurturing us, providing us with protection, blessing us with their wishes and presence when we need them the most.

The DVC was conceptualised by Voltas Beko and Wunderman Thompson, and is a tribute to all mothers – who are the modern-day epitome of the goddess, through striking visuals, audio and imagery.

It depicts the typical day of a mother who embraces various roles with consummate grace, through fast snap footage of different situations of a mother's hand in action. The video shows the mother starting her day by getting her children ready for school, cooking for the entire family, managing her professional responsibilities, fixing the car and running the household. The DVC depicts a mother as an eminent creator, nurturer and destroyer of all evil that might ever touch her family.

Towards the end, the images of a mother performing different activities come together to form a collage of the Goddess



Durga, conveying how the ten hands of the goddess symbolise a mother's ability to multitask and handle different jobs in her daily life. The deliberate absence of a voice-over in the digital video commercial maintains the focus only on the visuals. ●



The festival of Durga Puja holds great importance in the country as it signifies faith in the 'power' and the ultimate victory of good over evil. This DVC is an ode to all mothers who have displayed supreme strength in the face of the pandemic while ensuring the safety of their family members. We salute the spirit of motherhood and this festive season, we wish to continue to empower our customers by offering products and services that simplify everyday household chores.

— **MR JAYANT BALAN**
Chief Executive Officer,
Voltas Beko



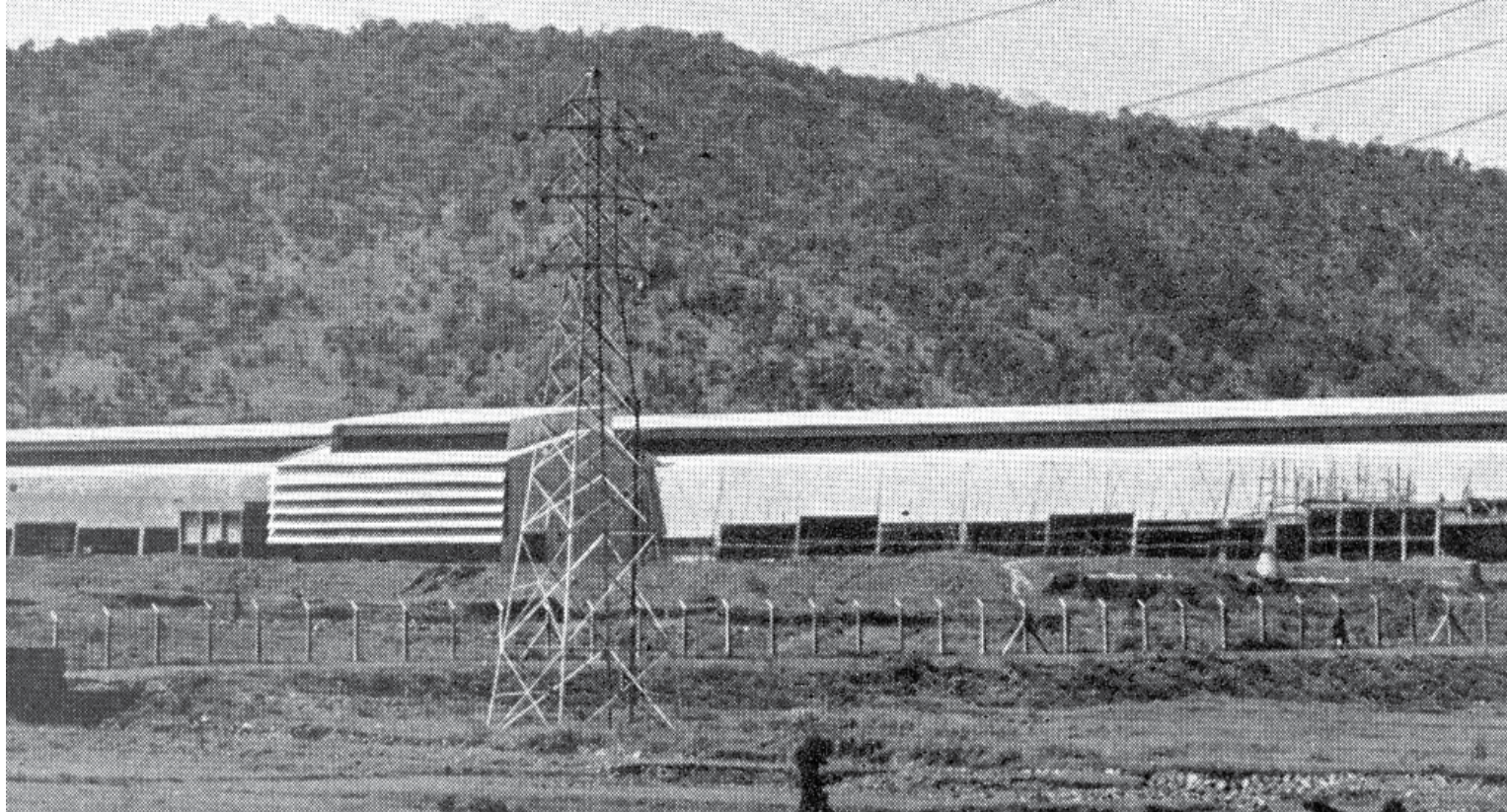
Scan the
QR code to watch
the DVC



Freeze Frame

67 years of Voltas

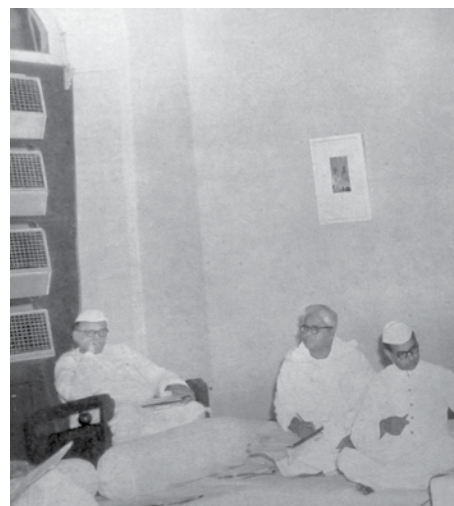
Born in 1954, Voltas moved in lockstep with the nation as it progressed. Sixty-seven years later, Voltas stands tall as the undisputed market leader in air-conditioners in India



1964-65 Thane Factory

Voltas is now 67 – that’s over six decades of a creative, innovative, and encouraging journey interwoven with the growth of the nation. Voltas is a company with a legacy of trust and innovation, one that has been an integral part of the country’s progress through the tumultuous years of nation building.

Created by Switzerland-based Volkart Brothers, and Tata Sons Limited in 1954, Voltas introduced the first air-conditioner in India in the same year. Today, Voltas stands tall as the undisputed market leader for air-conditioners in India, and is at the forefront of re-engineering cooling products.



1956 Crystal AC - Morarji Desai





Rajdhani Express

from launching the country's first energy efficient AC product range in 2009, to its first all-weather AC range in 2012 – and Voltas continued to sprint ahead of its competitors.

Since its very first project in the 50s – a contract to build power plants and use earth-moving machinery at the mighty Tungabhadra Dam – Voltas has dedicated itself to the task of building a self-reliant India. In the late 60s, the company even introduced the country's first indigenous drilling machine to help drill wells in drought-stricken parts of the country.

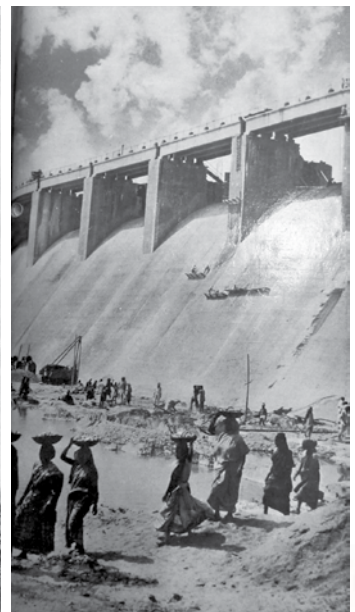
FIRST AMONG EQUALS

Voltas's illustrious heritage and its inspiring growth story stand testimony to its core identity as a Tata group company. During this journey the company has notched up several firsts. In 1956, Voltas made history by installing eight Crystal air-conditioners at then-Chief Minister Morarji Desai's Bombay residence.

Many such 'firsts' followed – from developing the first room air-conditioner, to inaugurating India's first integrated AC manufacturing plant in 1969 in Thane, Maharashtra; from cooling the Rajdhani Express, India's first high-speed train, to the creation of the country's first split AC;



160H Hydraulic Rotary Drill Machine



Partner in constructing Tungabhadra Dam (1955-56)





Yas Marina F1 Circuit, Abu Dhabi, UAE



Burj Khalifa, Dubai

MORE THAN COOL

Innovation is hardwired into the brand's DNA, and the company's rostrum of successful products and solutions is proof of its standing as a dyed-in-the-wool Indian brand with a sprawling global presence.

From being responsible for cooling Dubai's Burj Khalifa, the tallest building in the world, to building Abu Dhabi's F1 Yas Marina Grand Prix Circuit, Voltas is making its presence felt. There's a whiff of Voltas in Singapore's Thomson-East Coast Line – one of the world's largest driverless rapid transit lines. As there is a strong partnership with Arcelik, Turkey's largest industrial and services conglomerate and a leading player in the home appliances industry, to address India's consumer durables market with the Voltas Beko range.

Being part of Expo 2020, the world's greatest trade show, and winning the prestigious National Energy Conservation Award four times (2013, 2014, 2018, and 2020) are other feathers in the company's highly decorated cap.

A 'NATIONAL' BRAND IN MORE THAN NAME

In addition, Voltas has also been at the

Voltas has consistently won accolades for being a responsible corporate. In 2017, Voltas made news for bagging two projects in Karmalichak and Beur, Bihar under the Namami Gange Mission, the foundation stone for which was laid by Prime Minister Narendra Modi. The company is also an integral part of the cleaning up of the river Ganges.



Namami Gange

vanguard of the nation's fight against COVID-19, with its wide range of innovative UV products and solutions to help stop the spread of the corona virus. The company's UV solutions for ducts, air and surface disinfectants met both the immediate and long-term need for safety in shared spaces like malls, offices and waiting rooms. Voltas also launched foot-paddle assisted water dispensers for added safety in public.

For homeowners, Voltas introduced the PureAir Inverter AC with its state-of-the-art UVC LED system that helps disinfect indoor air by killing germs and pathogens. Washing machines with disinfecting



capabilities, Alfa Fresh Air Coolers with air purification functions, etc., were other innovative products that were launched to meet the need of the hour.

SOCIAL IMPACT

As a Tata group company, social consciousness is woven into the very fabric of Voltas's business ethos. Voltas firmly believes that it is the company's responsibility to give back to the society that has nurtured it and helped it grow. In these intervening years, Voltas has put in place many programmes that engage, equip and empower fellow citizens to participate in the journey towards social development.

VOLTAS'S SOCIAL FOCUS IS ON THREE STRATEGIC AREAS:

Sustainable livelihoods: Skill development and employability enhancements are essential building blocks to empower marginalised communities. Voltas offers technical and non-technical courses to benefit these youth through centres of learning and training centres for career advancement. Technical courses are held in 25 centres across 13 states. Voltas's success rate speaks for itself – upon course completion, over 80 per cent of trainees have been successfully placed. Voltas's aim is to create a pool of 40,000 trained technicians by 2025.



Sustainable Livelihood - ICICI

Community development: Voltas also focuses on developing the capacities of teachers in government schools, and providing resources to enhance children's studies. The numbers speak for themselves – 13,458 children have been impacted by Voltas's educational interventions, and 350 women were engaged through the company's capacity building programmes for income generation. Voltas also introduced E-Teach in vernacular-medium schools. E-Teach is a high quality, standardised English learning-teaching platform that helps



TMF practicals parts of AC

improve the students' grasp of English, while other English proficiency programmes for teachers allows them to develop their own language proficiency and pedagogy.

Issues of national importance: In deploying engineering solutions to create sustainable social development, Voltas utilises its resources to uplift the lives of underserved citizens. From rebuilding lives and communities in the aftermath of natural disasters, to ensuring the sustainable and equitable distribution and usage of water and creating a level playing field for employment through a multi-faceted approach, Voltas endeavours to enfold the less fortunate from marginalised communities into mainstream society.

Behind all this are Voltas's people, who are the company's biggest asset. The diverse workforce at Voltas is testimony to the company's commitment to affirmative action, while Voltas's 24,000 consumer touchpoints across the country stand witness to its customer centricity.

Looking back with pride at these achievements, Voltas is proud to have made a difference – to the nation, to the communities it serves and to the people. But the company is not resting on its laurels, yet. Voltas looks forward to its continued journey as an innovative and responsible market leader that lives up to the Tata name. ●



National Importance - Drought Affected Area - Osmanabad - Marathwada



Or scan the QR code



ENGINEERING DAY AT VOLTAS

A tribute to those who power the wheels of progress

Voltas has been built on the back of smart engineering and innovative solutions. The company's success would not have been possible without the invaluable strengths that its talented engineers bring to their job.

Every year, on September 15, Voltas joins the nation in paying tribute to this indomitable spirit. Celebrated as Engineers Day in India since 1968, this special occasion serves to recognise and honour the achievements of

Mokshagundam Visvesvaraya, for his widespread contribution to nation building through his architectural and engineering vision.

On this Engineers Day, 2021, Voltas invited some of the company's brightest engineer colleagues to share what the day means to them, and how they see a technology-led India in the future. These are a few of the many brilliant engineers at Voltas working to lead this country with inspiring innovations. ●





Engineers are creators, motivators, innovators, leaders; not just employees in a firm.

The purpose of Engineers' Day is to remind us of the contributions of engineers and engineering marvels in the world, and the vital role they play in the development of a nation.

— **MR YUSUF**

*Jr Electrical Engineer,
Mumbai*



It is said that after four years of studies with 40 subjects, 400 experiments, 4,000 assignments and innumerable life experiences, a person becomes an engineer for the rest of his/her life. So, if there's a day to celebrate or to acknowledge this, it actually means a lot to me.

— **PRAKHAR TRIPATHI**

*Design Engineer, Voltas
Limited, New Delhi*





You'd be mistaken for thinking engineering is all about working with a rational and logical process with no room for creativity, when in fact engineering and innovation go hand in hand. It is a great influence on the growth and survival of today's engineering world. Innovation and creativity will enhance work efficiency, time management and ease of productivity.

— **VIKASH MOYYALA**

*Area Manager (WMBD) /
Area Manager – Infra
Solutions, Bhubaneshwar*



To me, engineering means the eagerness for non-stop learning in striving towards being a nation builder. Engineers Day gives us an opportunity to take a moment and appreciate all the great engineers out there who made our life easy.

— **ABHISHEK DUTTA
GUPTA**

*Jr Electrical Engineer,
Voltas UAE*



As an engineer myself, I am amazed by what we have achieved in the past century. Celebrating Engineers Day is a great way to pay our tribute to all the great engineers of the past and to encourage all new budding ones. Engineers are expected to solve problems using their technological knowledge. I think innovative engineers can pave the way for a sustainable tomorrow.

— **KRUTI ACHARAYA**

*Jr Electrical Engineer,
Voltas UAE*





Engineers Day for me and for any engineer should be an occasion to applaud oneself and Sir M Visvesvaraya for his great innovations and contributions to the field of engineering.

Innovation has a potential to add value to practically everything and anything. It helps develop a growth mindset and opens up unexpected opportunities.

— **SUCHETA
SUCHARITA**

*Jr Electrical Engineer,
Voltas UAE*



Scientists and innovators germinate an idea, but it is an engineer who transforms their dreams into reality, their innovation to solutions, and their creativity to creations. It is the engineer who devises ways and means to put any dream or invention or innovation into practice, which can benefit the masses in a practical and sustainable way.

— **SUHAS LIMAYE**

*Sr Construction Manager,
Voltas UAE*



Innovation is key in this era. From cartwheels to spaceships that send people to outer space, all are the result of engineering innovation. In the construction industry that I work in, there are many day-to-day challenges that are being dealt with through new, innovative ways than before.

— **RAMESH
SUBRAMANIAM**

*Sr Project Manager,
Voltas UAE*



TATA Imagination Challenge 2021

The Power of Ideas!

We all want to make a difference to the world around us, but few of us actually follow through persistently. Ideas are only the first step in being the change you wish to see. What you need is loads of creativity, tenacity, and belief to turn your ideas into reality. Above all, you need that spark of imagination to make

an idea germinate and serve its intended purpose.

If you believe that your idea can make a big difference – in the area of technology, sustainability, sciences, economics, social change, design, arts, global, entrepreneurship, healthcare, or others – The Tata Imagination Challenge 2021 is for you.



This unique competition is open to all college students across India (Student Track) and all Tata group employees worldwide (In-House Track). All you need to do is brush up your critical thinking skills, curiosity, and creativity to pass through three rounds to enter the final stage.

TO PARTICIPATE FOLLOW THESE STEPS



Sign up on
www.Dare2Compete.com

Or scan the
QR code



Register for the Tata
Imagination Challenge
2021, and choose your track



Kickstart your journey

HOW IT WORKS

The competition runs across multiple rounds – An online Treasure Hunt to explore the Tata world; A Tata Brand Assessment which will test your knowledge of various Tata brands through stories and facts; a Gamified Assessment round; and a Video Pitch Submissions round.

The Idea Buddy Phase will see candidates shortlisted after the second round being assigned a young Tata leader as their 'Idea Buddy' to help them develop and polish their idea for the next round. In the Leader Interaction round, participants will showcase their big idea in greater detail – what problems they aim to solve and how they wish to execute it – to a panel of senior Tata leaders. Finalists will also be interviewed by the panelists on their life and career aspirations and goals, etc.

Remember, your idea will be evaluated on how innovative, practical/feasible, robust and original it is, and also on your approach and entrepreneurial mindset. ●

THE REWARDS

The Tata Imagination Challenge 2021, like last year, will have not one but 13 winners (10 from among students, and three from the In-House Track). Here's what they will receive:

- ┆ TAS PPI (As per the PPI eligibility guidelines*)
- ┆ A cash prize of Rs2 lakh for each winner
- ┆ Mentoring sessions by Tata leaders
- ┆ Accelerator sessions by subject matter experts
- ┆ Access to Tata Tomorrow University, our group learning portal (www.tmtctata.com)
- ┆ Nomination to our flagship learning programmes

There's more in store for the winners, such as Tata CLiQ vouchers, Certificates of Appreciation for participants of Round 3 and Taj Vouchers for Winners of Mini Challenges.

So, get cracking and make the most of this opportunity to rise and shine. All the best!



Scan the QR code
for more details



Tata EDGE Webinar: Sharing on strategic planning process

Sharing is the best way to grow knowledge. The Tata group believes in this approach, and has established a robust system of best practice sharing across its companies under the Tata Business Excellence Group (TBExG) programme.

Voltas, in addition to its leadership position in consumer cooling appliances, also markets and distributes heavy manufacturing equipment in the B2B space, and offers project cooling solutions for institutional customers. On October 13, 2021, a team from the company held a stimulating webinar on its 'Two-Tiered Strategic Planning Process', organised by TBExG, where insights into the cooling solutions giant's robust, twin-pronged planning process were shared with colleagues across other Tata companies.

The business plan at Voltas has two components – a five-year plan called the Strategic Business Plan (SBP) and a short-term Annual Operating Plan (AOP) for the fiscal year. A team that comprised Dinesh Singh (vice president, M&A), Akshay Kirtikar (deputy general manager), Abhiron Bhattacharya (manager) and Gaurang Dhoot (manager), explained its key facets:



ABOUT EDGE

EDGE, the Tata Best Practices programme, accelerates the group excellence journey by enabling Tata companies to emulate best practices from within the group and from the global ecosystem. As part of this programme, TBExG conducts weekly webinars where promising practices with high KPI impact on the business can be potentially benchmarked by similar functions in other companies.

EDGE webinars cover subjects with universal appeal across the Tata group such as safety, operational excellence, business excellence, change management, project management, etc. These interactive webinars help sharpen the strategic planning skills of employees across group companies.

The EDGE Leadership Series webinars involve a senior member from the leadership team who shares his/her specific experience with webinar attendees. EDGE webinars allow individuals and teams across the group to access winning strategies and interventions implemented in Tata companies.



Scan the QR code to know more about the webinar



Dinesh Singh
Vice President – M&A



Akshay Kirtikar
Deputy General Manager



Abhiron Bhattacharya
Manager



Gaurang Dhoot
Manager

EDGE Webinar

Two-tiered Strategic Planning Process @ Voltas

- Strategic Planning Process (long term)
- Annual Operating Process (short term)



OCT
13



IST
3 - 4PM

The detailed explanation of these activities was followed by a stimulating Q&A session with the webinar attendees. ●



TAKING ON NEW BUSINESS CHALLENGES

through innovative
thinking

The eHackathon is a great way for individuals and teams to come up with creative ideas and solutions for various challenges that Tata companies face



It is a unique test of the problem-solving abilities of Tata group employees, bringing excitement into what is essentially a serious business challenge. Due to the competitive and innovation-led format of the eHackathon, employees at Tata companies are charged up to devise creative solutions and bring in new perspectives to the listed problems.

The eHackathon has also helped foster greater collaboration and better understanding among individuals and teams across the Tata group, by cutting across organisational and departmental boundaries, and perceived silos.

The theme for the September, 2021 edition of the eHackathon was 'Innovating in Operations'. This eHackathon presented some exciting



**TATA
IDEAS**
Connecting Minds

The battle of challenges
has begun.

SEPTEMBER THEME
**INNOVATING IN
OPERATIONS**

Submit your ideas on the Tata Ideas portal accessible from your company's intranet or on www.tataideas.com



challenges for Voltas employees. It focused on how businesses these days need to continuously reinvent and innovate in the operations function, as well as in the core of the business, to maintain a competitive edge.

The September edition threw four business challenges from Tata companies. Tata Power faced a challenge around 'Designing a digital power factor correction solution for consumer premises', while Tata Steel was grappling with the issue of "Maximising utilisation of vertical warehouse storage space in a cost-efficient manner".

Titan had two challenges this time – One was to come up with an 'Easy, eco-friendly and safe jewellery packaging process at its Tanishq vendor manufacturing units for transporting to Tanishq Boutiques', while the second one was around 'Building a global inventory model enabling a seamless omni-channel experience'.

TM International Logistics needed ideas to address its challenge of 'Efficient and safe unloading of bulky, heavy, and

improperly stacked objects'.

As always, employees across Tata Companies, including Voltas, enjoyed taking part in this exercise and came up with some amazing solutions for their colleagues' specific problems.

The theme for the October, 2021 edition of the eHackathon was, 'Using design to create a distinct user experience', and there were six challenges to be solved. These were from Tata companies that must focus on innovating the design of their products, services, processes, and experiences to make them more desirable, usable and effective for end consumers.

The challenge from Infiniti Retail was to develop a 'Multipurpose integrated handling device for last mile delivery', while Tata AIA need help in 'Leveraging design to increase top-of-mind rider recall, and sales'. Tata Consumer Products needed ideas around 'Reinventing the Tata Nutrikorner's user experience to increase consumer adoption', while Tata Power was seeking 'An innovative method to clean solar panels'. For jewellery and watchmaker Titan, 'Redesigning the watch back cover to withstand any shock' was a pressing need that had to be addressed, while the sixth challenge that came from retail major Trent was to 'Create a delightful mobile shopping experience for Westside'.

For the ongoing November 2021 edition, the theme is 'Multiplying eHackathons' – with four challenges posed by Tata Power, two from Titan and four from Voltas. 'Optimising the landed cost of coal for competitive advantage' is one such challenge at Tata Power. For Titan, 'Measuring body temperature on wrist wearables' is a new exciting area that it seeks potential solutions for. Voltas is looking for ideas on 'Effective monetisation of IoT-based remote monitoring system for chillers' and 'Reducing water consumption in its Air Coolers' among others. With the collaboration phase ending on 25th November, the eHackathon then moves to the Passing the Best Baton stage on 28th November, with final results being announced on 3rd January, 2022. ●



Submit your ideas on the Tata Ideas portal





Dubai Expo 2020 Conference Centre project A prestigious win for Voltas

While hosting Expo 2020, the Government of Dubai decided to set up a new Expo District in Dubai South, with the metro rail expanding to connect to the new location. Expo 2020 also required a state-of-the-art convention and exhibition centre (CoEx), complete with the latest technological requirements that would adapt to accommodate conventions, exhibitions, meetings, as well as food and beverages (F&B) facilities.



This prestigious legacy project for the Dubai World Trade Centre is worth Rs740 crores, and is being managed by Woods Bagot (USA), with Aerocon (Australia) as the MEP consultant.

Voltas Limited was chosen to provide the HVAC, electrical and plumbing, and firefighting systems for the CoEx that included a **46,000 sq m** exhibition area, **3,000 sq m** of meeting rooms, **1,850 sq m** dedicated to retail and F&B space, **18,000 sq m** for the arrival concourse and general concourse, **18,000 sq m** of service tunnels and pods, as well as **11,700 sq m** of egress, and general plant and service pods.

This CoEx Event Mode facility will provide major support and venue infrastructure for Expo 2020, and is poised to make Dubai a leading world destination for major exhibitions, conferences, conventions, trade shows and other events. With this project, Voltas adds yet another feather to its cap in the ME region! ●



Scan the QR code
to watch some highlights
from Dubai Expo 2020



Flying High

Voltas wins two major maintenance contracts at Kolkata airport



Voltas India Limited, India's No.1 cooling solutions company, recently bagged two prestigious contracts from the Airport Authority of India (AAI). The contracts, worth Rs18 crore, were received by Sanjay Majumdar, Volts O&M Head, Kolkata, from the DGM & AGM of AAI, Kolkata.

Voltas's Commercial Air-Conditioning (CAC) Division and the Customer Care (CC) Team at Kolkata Airport were the proud recipients of these two major maintenance contracts. The provisions of the contract include:

- n Monitoring and routine maintenance of HVAC installations at the Kolkata airport, including supply and automatic inject of chemicals for the improvement of quality of condenser water
- n Round-the-clock operation and maintenance of internal and external electrical installations at the Kolkata International Airport

It has been a long and satisfying journey for Voltas India Limited which began at the Kolkata airports in 2013. "The goodwill and trust earned over the years by the Voltas team paved the way for bagging these orders from a highly satisfied customer," said the AAI. Here's hoping to see many more such milestones. ●



Voltas O&M Head of Kolkata Airport site Majumdar receiving the orders from DGM & AGM of AAI, Kolkata



AN EXPANSIVE footprint

The past few months have seen the launch of new Voltas brand shops that will help elevate the customer shopping experience

Voltas Limited continues to expand its reach across the country. The company's Exclusive Brand Outlets (EBOs) are designed to enhance the consumer buying experience, and ensure better availability of Voltas's best-in-class and technologically advanced range of cooling products and home appliances.

With over 170 established EBOs till now, Voltas is pursuing an aggressive but well-thought-out expansion plan for the future.

In recent months, the company launched over a dozen brand shops in Uttar Pradesh, Rajasthan, Bihar and Gujarat. Conveniently located in prime city areas across states, Voltas's EBOs feature a well-designed and visually appealing display of the new range of Voltas and Voltas Beko products – air-conditioners, air purifiers, air coolers, commercial refrigerators, water dispensers, water coolers, refrigerators, washing machines, microwave ovens, and dishwashers.

1. Sunrise Electronics, Brand Shop in Uttar Pradesh
2. M/s Electronicraft at Kanti Nagar, East Delhi
3. New Electronic Plaza, Brand shop in Bihar
4. Brand shop in Shajahanpur
5. Khalsa Radio, Brand Shop in Ayodhya
6. Brand shop in Rajkot



Most recently, **Uttar Pradesh witnessed the largest roll-out of eight brand shops, spread across the state, with two in Prayagraj (both launched on 24th August); one each in Mirzapur (2nd September); Shahjahanpur (28th October); Faizabad/Ayodhya (30th October); Lucknow (31st October); Deoria and Gorakhpur (both on 1st November).**

October, 2021 also saw **the launch of one EBO each in Kanti Nagar, East Delhi (9th October); Bhakti Nagar in Rajkot, Bihar (19th October); and Rajopatti in Sitamarhi, Bihar (22nd October). Two EBOs opened in Jaipur, Rajasthan – one at Mansarovar (24th October) and the other on the Agra road (28th October). The latter is the seventh brand shop in the Pink City.**

On the occasion of these brand shop launches in various states, Pradeep Bakshi, Managing Director and CEO, Voltas Limited, said: "As a market leader, we have always placed the customer at the core of all our business operations and we continue to endeavour to provide them

with technologically advanced products that address their everyday needs."

The new EBOs are an extension of this promise where Voltas and Voltas Beko are offering a wide range of their products under one roof, he added.

Along with these exciting launches, Voltas has also strengthened its brand portfolio by including a new product range of ACs, air coolers and air purifiers. The company has also introduced new commercial refrigeration products including convertible freezers, freezers on wheels and curved glass freezers, as well as water dispensers, and water coolers.

Voltas Beko, the home appliances arm of Voltas, has also expanded its product range of refrigerators; front-loading, top loading, and semi-automatic washing machines; dishwashers and microwave ovens. The new models are on display in the various brand shops where customers can now avail of a completely new buying experience, and take advantage of the festive season to snap up great deals on Voltas's product range. ●



Scan the QR code to explore more offers





SUSTAINABILITY

A way of life at Voltas

Voltas Limited recently released the company's annual Sustainability Report for 2020-21, outlining the company's focused efforts towards Environmental, Social and Governance (ESG) parameters for the year. The underlying theme this time is 'Smart Engineering for a Better Future', which signifies Voltas's continuing commitment towards inclusive and sustainable development.

It highlights the company's pursuit of technological and engineering excellence to meet customer needs, the role Voltas plays in community development and nation building, and Voltas's commitment to conserving the environment. Even when faced with the unprecedented challenges of the Covid-19 pandemic and the consequent economic uncertainty, Voltas has remained proudly committed to these goals.

Voltas's success lies in its resilience to

withstand uncertainties, the readiness to face challenges and seize new opportunities. A case in point is the new line of UV-based solutions that the company developed for space disinfection, and the immediate and long-term solutions in public health and safety. This past financial year Voltas crossed a new milestone in environmental-friendly initiatives as the company transformed its offices and operational facilities into resource and energy-efficient spaces.

These and many more initiatives are captured in the Voltas Sustainability Report, which provides an insight into Voltas's diverse business verticals, is aligned with the principles of the United Nations Global Compact (UNGC), and presents a snapshot of Voltas's commitment towards UNSDGs.

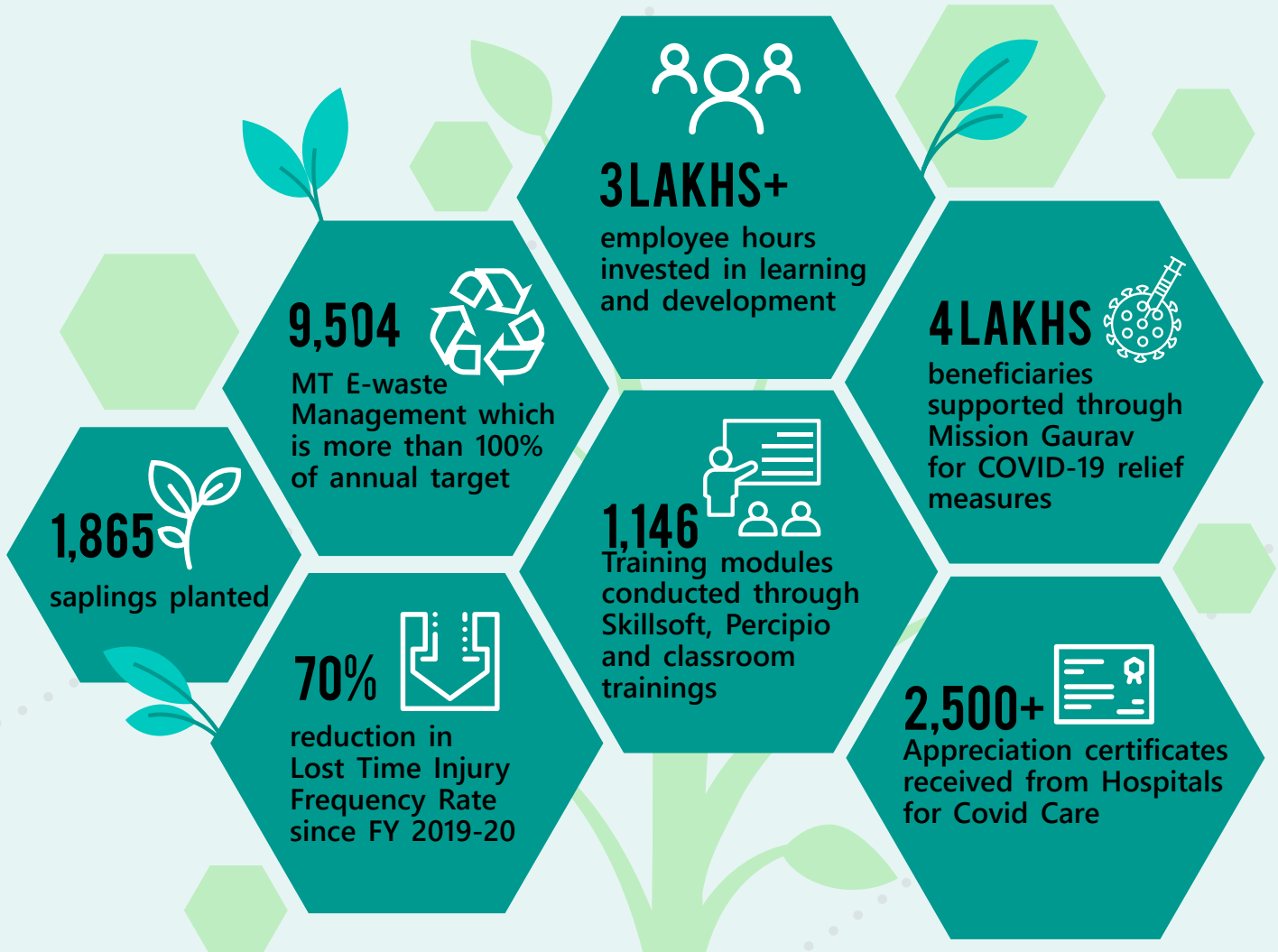
Voltas, takes sustainability seriously, because the company believes that is the only responsible path to success. ●



For the detailed Sustainability Report, please scan the QR code.



Key sustainability highlights of FY 2020-21





LEADING THE MANTLE for safety standards

Employee safety is a great concern at all Voltas facilities, especially for those workers whose work involves climbing to great heights. Voltas leadership took cognisance of this issue and addressed the workforce on the various factors of risk management while working in potentially dangerous conditions. They emphasised the need for risk assessment, and to ensure that all work is planned, organised and carried out by competent personnel. The right equipment and corrective measures also reduce the risk of a fall.

Working at heights is a serious business. "Let us not take short cuts when it comes to safety because that reflects the quality of work," says Jaideep Virani, general manager, International Operations Business Group (IOBG).

DS Murthy, general manager, IOBG, had a simple message. "Keep it simple." He advised employees not to unnecessarily complicate matters.

Ashawani Kumar Sharma, head, Chiller Business, Product Solutions Group, concurs. "We have to remember that safety tools are our best tools," he said. ●



“ During safety observations, carrying out safety audits and taking corrective steps are important factors in maintaining a safe environment.”

— **S Ganesh**, head,
Operations – Electrical &
Solar Infrastructure.



“ As we go higher and higher, it's more and more important to stay grounded to safety.”

— **Jaideep Virani**,
general manager,
International Operations
Business Group (IOBG).





“ Follow established procedures when working at heights and ensure that all the precautions and steps suggested in the safety manual are followed.”

— **DS Murthy**, general manager, IOBG



“ For each step, we need to consider measures that protect everyone at risk before we consider measures that protect the individual.”

— **Ashawani Kumar Sharma**, head, Chiller Business, Product Solutions Group, concurs.



Employees need to be armed with the knowledge and practices that keep them safe. It is an important facet of their jobs. In this spirit, Voltas conducted a two-round Safety Quiz which beckoned people to join in and emerge as Safety Warriors. This fun competition was a way for the company to spread safety awareness. Here is the stellar line-up of the winners:

Quiz 1 winners



Andanyya Salimath,
Mumbai



Rakesh C Kholiya,
Pantnagar



PJ Nehru,
Chennai

Quiz 2 winners



Shailendra P Sahoo,
Jamshedpur



Kamran Khan,
Thane



Pankaj Kushwaha,
Pantnagar

Voltas believes that planning appropriately and following safety tips is the best way to ensure a safe working environment.



RAISING SAFETY STANDARDS

UPBG Services Team wins the Corporate SHE Award

The Voltas UPBG Services and Customer Care team has done the company proud by winning the annual corporate SHE Award. They bagged this well-deserved honour for their best-in-class safety practices, and for providing valuable services to their customers during the lockdown.

The team was nominated for the special award in March 2021 during the National Safety Week Celebrations, where their efforts in meeting all safety parameters were appreciated by the jury.

Voltas had observed National Safety Week from March 4-12, 2021, as a culmination of activities and initiatives to make safety preparedness a way of life at the company. The theme for the year was – Learn from disaster, and prepare for a safer future.

The UPBG Services and Customer Care team was conferred the SHE special recognition award, which was presented by senior Voltas leaders in the presence of over 500 Voltasites. On the occasion, Mr Girish Shah, National Head-Customer Service, said: "I dedicate this award to my team that worked tirelessly behind the scenes and never failed to deliver. This recognition has motivated us further to maintain the gold safety standards at Voltas."

Congratulations to the UPBG Service team for raising the safety standards and inspiring everyone! ●



Voltas UPBG Services and Customer Care team receiving the SHE Award




MEP MIDDLE EAST AWARDS 2021

VOLTAS IOBG STRIKES IT BIG!

Once again, the Voltas IOBG team bagged a string of honours at the 16th MEP Middle East Awards, 2021, for its splendid work in the UAE market. These annual awards celebrate the achievements of top companies, individuals and projects within the Middle East region, and highlight their operational excellence in Mechanical, Electrical and Plumbing (MEP) design and installation.

The most recent edition of the MEP Awards, held on September 28, 2021, at the JW Marriot Marquis Hotel in Dubai, saw more than 300 of the industry’s leading MEP contractors, consultants, suppliers and other stakeholders in attendance.

Voltas IOBG was honored with five awards at this prestigious award ceremony. The categories where Voltas IOBG scored above its peers are:

	MEP Contractor of the Year	Electrical Project of the Year , for the Oman Cross Ages Museum	Retrofit Project of the Year for work done at the Jumeirah Beach Residence (JBR) District Cooling Plant in Dubai	GCC Project of the Year	HSE Initiative of the Year
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The jury lauded the immense fortitude and resilience shown by Voltas despite the challenges faced during the past 12 months of the pandemic.

With these awards, Voltas IOBG continues its winning streak at the MEP Middle East Awards. ●



Voltas IOBG team receiving the MEP Award in Dubai





A NOBLE GESTURE by Voltas Pantnagar team

Employees from the Pantnagar AC and CR plants interacted with girls at the Vanwasi hostel in Rudrapur, and also donated essential items

Volunteers from Voltas Limited, visited the hostel on October 3, 2021, and had an interaction with the girls about hygiene requirements during the ongoing Covid-19 situation, and the importance of education in their lives. Since the hostel takes care of the girls' accommodation and their education, the visiting Voltas employees donated a drinking water dispenser, school bags, school shoes as well as wall clocks for the girls.

Over the years, Voltas has organised several initiatives to uplift the lives

of people in need. **Mr Satish Joshi (Safety Head), Mr Karan Thakur (Factory Manager, AC plant), Mr Prashant Garg (Sr Manager-Quality), Mr Joginder Singh (Manager-HR & Admin), Mr Jitendra Adhikari (Manager-HR) and Mr Navish Hegde (Factory Manager, CR plant)**, all contributed as a team for the resident girls at the Vanwasi hostel.

Efforts like these go a long way in sensitising Voltasites to the needs of the underprivileged, and reinforces Voltas's commitment to being a socially responsible corporate citizen. ●

The hostel, better known as the *Vanwasi Kanya Chhatrawas*, is located at Jagatpura in Rudrapur district of Uttarakhand. It provides for 60 girls from the north-eastern tribal areas of the state who were rendered orphans due to the terrorism prevalent in the region. The girls are dependent on public donations for their livelihood, and employees from both the plants at Pantnagar contributed for the expenses involved in the donation of goods.



Voltas volunteer team and the girls of Vanwasi Kanya Chhatrawas





Voltas team and volunteers planting trees in Pantnagar, Uttarakhand

SAPPLINGS OF HOPE

Volunteer Week brings out the best in Voltasites

Part of the Tata Volunteering Week #16, the tree plantation drives in Pantnagar, Uttarakhand were a huge success

Nature conservation is a big part of what Voltas does as a responsible corporate entity. The Tata Volunteering Week, which aims at giving back to society, was launched on September 5, 2021,

and concluded after a month marked by enthusiasm and hard work, on October 7, 2021.

Activities structured to engage employees – cleanliness drives,



distribution of essential supplies, blood donation and plantation drives – were all conducted within this month. More than 47,000 volunteers took part in the 3,300 activities conducted by 35 Tata companies across 100+ cities, to support non-profit organisations, orphanages, local self-governments, schools, hospitals, villages and communities.

Voltasites, motivated by the spirit of the Tata Volunteering Week, took part in plantation drives in the company's plants at Pantnagar, Uttarakhand.

The plantation drive at the Voltas - AC plant in Pantnagar, saw 12 volunteers working with the local community of Shashipuram on 30th September, 2021. The volunteers, with support from the local community, planted 30

saplings in the society garden near the manufacturing plant.

Another tree plantation drive was conducted on October 5th, 2021 at the Shivpur and Anandkhera Government primary schools in Udham Singh Nagar district of Uttarakhand. The Voltas CR plant - Pantnagar team of 16 volunteers did a fantastic job in coordination with the school teachers and students. After 48 hours of dedicated effort, 74 saplings were planted during the activity as students, teachers and volunteers from Voltas stepped up to give back to the environment.

Voltas's passionate volunteers exemplify the Voltas commitment to a greener planet. ●



Supporting non-profit organisations, orphanages, local self-governments, schools, hospitals, villages and communities


47,000+
VOLUNTEERS


3,300
ACTIVITIES

35
TATA
COMPANIES 

ACROSS
100+ CITIES 



SAVING LIVES

Voltas Blood Donation drive

The blood donation drive in Pantnagar, Uttarakhand was organised keeping Covid safety protocols in mind



Voltas volunteers at the blood donation camp

Impacting lives is deeply rooted in Voltas's philosophy, and around 62 employees including the senior HoDs, volunteered for the noble cause of donating blood, and helping save lives.

Donating blood is considered as one of the most noble and humane contributions a person can make, to save lives. This is something Voltas believes in, as well. On 25th September, 2021, Voltas organised a blood donation drive at its air-conditioner manufacturing plant in Pantnagar, Uttarakhand. The drive was organised in association with the Jawaharlal Nehru District Hospital and the Indian Red Cross Society, and saw an overwhelming participation from Voltas employees.

The HR team as well as the Safety team made sure the drive was managed well, keeping all safety and Covid-19 protocols in mind.

The Pantnagar plant teams worked in tandem with the blood bank officials, and made sure all donors underwent a thorough medical check-up before they donated blood. The donors were provided with donor cards and certificates from the Indian Red Cross society and the hospital blood bank, for helping make a difference.

Over the decades, Voltas has introduced several initiatives to help improve the lives of people in need, as well as the upliftment of the communities the company works in. The Pantnagar blood donation drive has been an important part of this commitment. Voltas is proud of its people. ●



ETHICS WEEK

why it is important

A business with a strong ethical culture and compliance framework performs better overall, according to research by the US think tank, Ethisphere. The Dow Jones Sustainability Index, too, includes Human Rights and Code of Conduct as important parameters for long-term organisational sustainability.

Business ethics have been a part of the ethos at the Tata group, since inception, underlining every business action and venture. Integrity and transparency are the foundations on which Tata businesses rest, flourish and succeed.

As a group company, Voltas Limited follows the Tata Code of Conduct (TCOC) and continues to refresh Voltasites' awareness of it through various programmes. The TCOC module is covered in Parichay, the mandatory Voltas induction programme. Every employee must complete the module through the ESS Portal or on the mobile learning app, HandyTrain. The annual hosting of an 'Ethics Week' provides Voltasites with an opportunity to think, reflect and rekindle the spirit of TCOC.

This year has been different for everyone

as the pandemic altered the way we work and collaborate. There are fewer opportunities to observe non-verbal cues such as body language, emotions, reactions, etc., at a time when in-person meetings between the various stakeholders have reduced. With many employees working from home, boundaries between the personal and the professional have also blurred. In this situation, it becomes even more important to remind ourselves that ethics cannot be compromised in thought, word or action.

This was the context for the most recent edition of Ethics Week, held during October 18th - 23rd, 2021. The celebrations kicked off

with a message from **Mr Pradeep Bakshi, managing director & CEO**, reinforcing Voltas's commitment to TCOC and emphasising the need for dignified and respectful business dealings to ensure long-term productive relationships. **"Ethical behaviour and actions, coupled with good business sense, will enable us to achieve our aspirational targets," he added.**



Scan the QR code to check out our Ethics Week Webinar

Quiz winners

Voltasites enthusiastically participated in an Ethics Quiz, which crowned the 'Flag Bearers of Ethics 2021'.



Intekhabalam Shaikh
(Thane)



Reeshav Karna
(Kolkata)



Vanaja Nair
(Bangalore)



Poster winners

A poster competition was also organised to bring out the hidden creative talents of Voltasites across locations. Here are the winners.



Ganesh Raja, the poster was made by his son Sanjay Raja (Abu Dhabi)



Mohit Navani
(Oman)



Prakash Nayak
(Angul)



Rohit Shrivastava
(Bhopal)



“At Voltas, ethics is the common thread that unites all our employees, and it is an integral part of our organisational ethos,” says Ms N Prabhavati, Local Ethics Officer at Voltas, Coimbatore.

Ethics Week 2021 also threw a spotlight on TCOC violations, and case studies were shared – from the least severe to the most. These stories provided examples of the codes that were violated, the actions taken to rectify the issues and lessons learnt from these episodes.

Mr Jitender Verma, Voltas’s executive vice president and CFO, also the Chief Ethics Counsellor, urged every Voltasite to review TCOC principles on the HandyTrain mobile app. He also encouraged employees to discuss their concerns openly and transparently with their superiors to ensure ethical conduct, both inside and outside of the workplace.



As Mr Narendren Nair, executive vice president and CHRO, said in a message to his fellow Voltasites, following workplace ethics creates a healthy culture and helps burnish an organisation’s image as a good employer. Both internal and external stakeholders respect organisations that operate with integrity, dignity, and respect. The institutionalising of workplace ethics has an important role in improving collaboration and employee retention, and enhancing corporate reputation, which then augments sustained good performance. ●



TEAM VOLTAS AT SYMPOSIA 2021, MUMBAI



Team Voltas at Hotel Sahara Star attending Symposia 2021

The Indian Society of Heating, Refrigeration and Air Conditioning Engineers (ISHRAE) organised its national programme, Symposia-2021 on 29th October, 2021. The theme for this year's edition was 'Unlock the World', and the event was held at Hotel Sahara Star, Mumbai bringing together professionals from all spheres of the industry.

Voltas took part in this exclusive invite-only event as a sponsor. It was a full day seminar on trends in the HVAC systems business with nearly 300+ participants from the industry, academia and trade. Delegates came from a cross-section of industries that included healthcare, hospitality, realty, and related services. The event was also attended by consultants, who worked in the areas of HVAC, electrical, system integration, safety solutions, etc.

The event was a unique platform for industry experts and professionals to

share their knowledge and views on upcoming trends in the business.

Presentation of various case studies by the renowned architects such as Ar Sandeep Shirke (SSA Architects), Ar Kozema Chitalwala and Designers Group, Ar Hiren Sethi (Hiten Sethi Architects Pvt. Ltd), among others.



Team Voltas was felicitated by ISHRAE as well for its leadership and vital role in the industry. Symposia 2021 proved to be an interactive and highly informative event for all, with plenty of ideas and perspectives exchanged. It was the perfect opportunity to get together and chart a new future for the business after a prolonged period of lull. Here's to more such interactions! ●



A High Five for Voltas's inspiring colleagues!



Despite the struggles of daily life and the more recent pandemic stresses, Voltasites have been performing relentlessly. No matter the day or time, Voltasites have all tried to perform at their best levels when needed. This commitment to work has helped manifest a positive working environment that inspires others. Then there are some among them who did

more than was expected of them. They went that extra mile, and Voltas believes that their efforts must be recognised and appreciated.

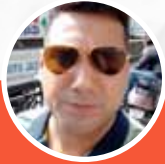
In recognition and appreciation of their performance and contribution in their respective areas, the following employees were bestowed with the High Five awards this time:

The High Five awards, in place since March 2016, are instituted to commend the stretch efforts of Voltasites, across locations and geographies. This uniquely designed Special Praise on Time (SPOT) recognition has helped keep the spirits of Voltas employees high through initiatives such as weekly mailers and appreciation cards. The cards, published by all Voltas offices and locations, highlight what the person has done beyond his/her expected duties, and this in turn has served to highly motivate others at the company.



Appreciator, **MR RAKESH KUMAR SHARMA** presented the award to **SHYAMSUNDAR BERDE** – UPBG, Voltas Mumbai





VIKAS SHARMA
TMD, Voltas-Chandigarh

★★★★★

For being instrumental in driving penetration of Voltas's products across key customers of the Chandigarh branch, and helping Voltas get more than 30% growth



KUNDAN KUMAR
TMD, Voltas-Chandigarh

★★★★★

For crossing targets continuously, pushing business over the years and for being instrumental in the growth of the Chandigarh branch by more than 30%



SANDEEP SHARMA
TMD, Voltas-Chandigarh

★★★★★

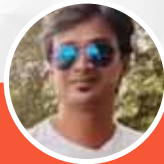
For being a valued team member of the Chandigarh branch, and being instrumental in driving its growth by over 30%



VEERA SARAVANAN
TMD, Voltas-Coimbatore

★★★★★

For being a consistent performer, crossing targets and showing growth over the years.



RAMESH
TMD, Voltas-Coimbatore

★★★★★

For his performance during September and October 2021, by crossing targets and overcoming the hurdles.



VIJAY
TMD, Voltas-Coimbatore

★★★★★

For being an emerging performer, surpassing his targets consistently.



KIRAN KUMAR
TMD, Voltas-Guntur

★★★★★

For his efforts to bring growth into the competitive market of Guntur, and crossing targets in September 2021.



SHAIK MEHABOOB JANI
TMD, Voltas-Hyderabad

★★★★★

For being a consistent performer in crossing the targets.



HAMEEDUL SHARMILA
TMD, Voltas Coimbatore

★★★★★

For demonstrating her skills in handling not only the Coimbatore business, but also for facilitating support to other branches during the Covid-19 second wave.



RAJESH PARMAR
TMD, Voltas, Chandigarh

★★★★★

For his consistent performance at work, including the planning and execution of business.

For being appreciated by Group (Mr Nani Javeri) for his exemplary services in providing and maintaining air-conditioners at the shortest time. He is perceived as an excellent brand ambassador for Voltas.

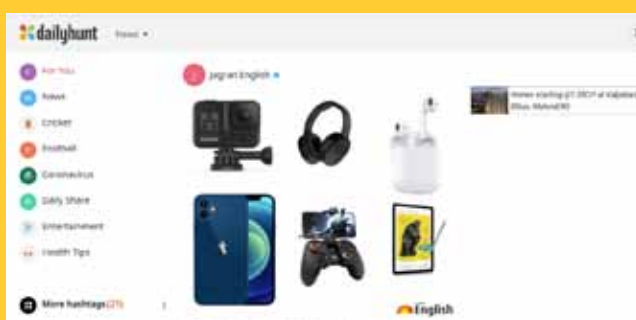
Voltas salutes the work ethic and passion of these wonderful Voltasites who have done the company proud. Here's more power to them all! ●





Voltas celebrated for creating impact

Leading the market with constant change and innovation has been the key to Voltas's success. The company keeps moving and climbing through adversities – even the ones that consume the entire globe. Covid-19 pandemic has been a trial of the commitment Voltas has towards greater horizons and the company is happy to declare that it has passed with flying colours. A proof of this is stored in brilliant articles and media coverages. Let's take a look:





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