

CELEBRATING 75 YEARS OF INDEPENDENCE



People Profile – HR department

In this month's issue of people profile, we are covering the department that takes care of the people in the group. Our organisation is growing in all aspects, and to support the growth, people are needed in all areas and functions. All the challenging tasks related to handling of people are performed by our HR department. The crucial activities of employee onboarding, inducting them in the system, hand-holding in the settling time, continuously providing them required Learning & Development support and of course handling the payrolls, are handled by the HR team.

The department has Mrs. Shilpa Chapukar at the top, supported with a team of 9 people in corporate and another 17 people at regional level.

Building the organizational culture, getting the edge through technology and providing experience to the employees are department's driving factors. And its strengths are recruitment, payrolls & compliance, employee benefits and succession planning.



Shilpa Chapukar

National Manager

30 Years experience of which 11 Years in VT

Some of the key achievements of the team –

- Online PMS of the whole team on V-People
- PF revisions, without any issues, in accordance to the Honorable Supreme Court's verdict
- Workforce management and safety efforts during pandemic



Seema S. Mulam

Manager - Payroll
26 Years experience
of which 14 Years in VT



Rahul Abhale

Manager - Operations
10 Years experience
of which 4 Years in VT



Sanjeev N. Talegaonkar

Manager - Training
15 Years experience
of which 3 Years in VT



Sanjaya Sahu

Manager - Recruitment
12 Years experience
of which 2 Years in VT



Mangesh R. Satamkar

Assistant Manager
16 Years experience
of which 16 Years in VT



Hemant Parab

Sr. Executive
12 Years experience
of which 6 Years in VT



Vinod Karekar

Sr. Executive
7 Years experience
of which 4 Years in VT



Sujo John

Executive
10 Years experience
of which 3 Years in VT



Pranit A. Patil

Sr. Executive
6 Years experience
of which 1 Years in VT

From The Desk Of The Managing Director

Dear Friends,

Our world is going through very unprecedented times, there is a lot happening around. We are joyful with the brilliance displayed by our players at the Olympics and proud with the medals they got for the nation. Hockey with the admirable performance again got the attention and glory, which it had earlier, and being one of my favorite sports, I was very happy with the team winning medal after long gap of 41 years. The golden moment of-course was the 87.58 mtrs throw, that won the hearts of billions of Indians and also the Yellow Medal, by Neeraj Chopra.

Where we have the joy and delight of Olympics and bit relief from the 2nd wave of COVID, at the same time the crisis of Afghanistan, has been a great concern and a worry for humanity. We hope and pray that soon there is peace and harmony.

Our business has seen some positive impact of unlock and the relief from the peak of COVID cases. We saw a better show in the month of July and trend of August month ended a bit better and encouraging. I believe that opening up of economy is helping in getting the business back to the actual plans and hopefully in next couple of months, we shall be achieving the budgeted numbers.

Our zealous drive for enhanced processes and technology enablement is at a faster pace and concrete steps have been finalized to move forward. We are sure that the coming time will give us the opportunity to reap benefits of technology like never before.

Our company is built on a solid foundation and ethics and we have always treated our people as our family. In recognition of that, our group is also certified as a Great Place To Work, and I congratulate all colleagues for the accolade.

Another proud moment for us to celebrates is the CFBP, Uchit Vyawhar Puruskar, that V-Trans has won for the second time, I congratulate all colleagues & associates of this group for this prestigious recognition.

Time flies, it seems like yesterday when we opened our branch in Vatwa, which coincides with the start of my journey in Ahmedabad. Sharing a Nostalgic moment!

We are resolute to put efforts in the direction for environment protection and commitment for support in building circular economy. Our tree plantation drive with the NGO SankalpTaru, has been a satisfactory project, with tree plantation done at locations of Rajasthan, Gujarat and Maharashtra. As the impact report suggests, our efforts will help in generating 2500 Tons of Oxygen and will be able sequester over 1300 tons of Carbon. It is also expected to generated income of around 3 million over a period of time for the poor farmers.

At the end, I congratulate you all on the occasion of 75th Independence Day, that we celebrated this year.

Best wishes,

Mahendra Shah



An award for our fairness in all dealings – CFBP

A long back, in mid-60's when the era was completely different and as a nation, India, was getting ready for the coming demands, industrialization and global practices, some legendary leaders had the prudence to see that going forward there will be a need to recognize and motivate fairness in business. Leaders like JRD Tata, RK Bajaj, Arvind Mafatlal, S. P. Godrej and others, came together and formed this noble institution that became the torch-bearer for protecting consumers and instilling the equality & fairmindedness in the system and companies.

The CFBP- Council for Fair Business Practices, is a body respected by all companies and entrepreneurs in the country. An institution, that motivates the ecosystem for fairness in all dealings. That highlights the significant contributions, and rewards those who could make the positive impact.

Amongst the various initiatives that CFBP takes, a foremost one is CFBP – Uchit Vyawahar Purasakar, that evaluate the best of the bests in the business for overall good work. Apex jury, which this year was headed by honorable retired judge of Supreme Court of India, Justice B. N. Srikrishna,



MD Mr. Mahendra Shah – delivering the speech after receiving the trophy Trophy & Certificate

dissects all the entries. The shortlisted ones are then invited for an in-person presentation to convince the jury that they have been outstanding in their overall efforts for protecting consumer's interest, empowering consumers' voice, giving thrust to the work for environment and

helping the society being sustainable, while staying absolute steadfast with all laws of the land.

AtV-Trans, our entry receives inspiring response each year and the jury praises our work, while remembering that we had won the award earlier. This year in an impressive discussion our MD Mr. Mahendra Shah took the jury through the presentation, and explained how we ensure the customer satisfaction, how we are thoroughly complied with all laws of the land, and how are we progressively supporting the society in various ways. Justice Srikrishna and the jury was awestruck the way Mr. Shah answered to the most challenging questions, and therefore as a celebrated exception, V-Trans India Ltd was selected as a winner for the award for a second time. In a glittering ceremony that was graced with the management of all winners', chief guest Mr. Anant Sighania – CEO of JK Enterprises and the president of CFBP handed over the award to our MD Mr. Mahendra Shah.



The joy is more elevated as we shared the honour with a company like Life Insurance Corporation of India (LIC). This year there were 2 joint winners in the category, 'Service-Large Enterprises'



Receiving the award from the hands of Chief guest, Mr. Anant Sighania



All winners at CFBP award ceremony.

V are a Great Place To Work

Importance of people in corporate has always been of paramount. Great leaders have said all the times that organizations have to keep people before anything else. Our group V-Trans, is known to be people friendly. Considering the lack of talent pool in our industry, the amount of efforts we put in training & development are well known and awarded in the segment on several occasion. The timely remuneration and vendor payments is something that also put V-Trans at the preferred place. In addition to all of these, the humble, approachable management, and concerned leadership team makes the overall culture like no other place in transport business.

Though all of these virtues have been there for a long time, we thought it will be a good exercise to get a litmus test done through some external party with global benchmarks. Hence we applied for the prestigious title of "Great Place To Work", and no surprise, we were awarded with the title. The delightful part is that all 3 verticals of our business

V-Trans, V-Xpress & V-Logis have well qualified as "Great Place To Work".

This honour establishes credence to the culture build over a period of time and organisation that grew on the values and beliefs. In management it is said that a company's culture surpasses everything else as people are the force to drive objectives and changes that are required. When people are nurtured and taken care of, they take care of rest of everything else in business.

V -Trans, is proud of this honour and so is of its people.



Our support to the MSMEs segment

World SME Day Conclave V-Trans as Logistics partner

On June 21st, we celebrated the world MSME day. Importance of MSMEs is known to all and we know that the pandemic has impacted the industries across very adversely. The sector needs support and guidance more than ever. Our government has come out with great initiatives to hand-hold the MSMEs in this tough time, and the finance minister announced measures to support and revive them. Below are the links where all the schemes for supporting the segment can be seen.

<https://msme.gov.in/all-schemes>

https://msme.gov.in/sites/default/files/MSME_Schemes_English_0.pdf



As the government is doing the best it can, it is certainly a responsibility of the corporates too, to land a helping hand and guide them to grow. All companies were small when started and the journey they had to become big. has many learnings. At V-Trans, we understand and remember very well our journey of being a small company that grew to be where it is today, therefore we are doing our bit to support the MSMEs. Our webinar series MSME Assist has gained traction and on the world MSME day, we partnered with TV9 Bharatvarsh for the World SME Day Conclave, which was telecasted on 27 June 2021.

After the opening part, the anchor invited Our MD sir & main speakers to panellists to join the conclave where, TV9 Network brought together the policymakers, top entrepreneurs, and experts to discuss the learnings from the pandemic and the road ahead for the Indian SME Sector.

The theme conclave was learnings from the pandemic & the road ahead for the Indian SME Sector, Our MD

Mr. Mahendra Shah, greeted the respected minister of Road Transport and MSME, Shree Nitin Gadkari Ji, delivered the opening keynote.

Minister Shree, Nitin Gadkari Ji told eminent SME leaders and industry stalwarts present at the conclave that the government is working towards increasing the contribution of SMEs to GDP from the current 30% to 40% and export from SMEs from 48% to 60% shortly. "We need to establish cooperation, coordination, and communication if we have to become a global economy and bounce back from the challenges posed by Covid," Gadkari ji said.

The diverse mix of policymakers and industry leaders at the Conclave included Ashish Chauhan, MD & CEO, BSE; Mahendra Shah, MD & CEO, V-Trans India; Rajeev Kumar Pathak, Business Head, Ujjivan Small Finance Bank; Sanjay Katkar, Joint MD & CTO, Quick Heal Technologies, Sooraj Pandey, MD & Founder, ACME India; Aditya Shah, ED, V-Trans India and Raunak Shah, ED, V-Trans India.



Our Executive Director, Aditya Shah, highlighted how V-Trans growth story can be a perfect example for MSMEs. "A lot of changes have happened in the MSME sector and we can identify them as we have also grown over the years. V-Trans has logged in compounded growth of 20% in the last 20 years. In 2000, our turnover was Rs 19 crore. Today, the company's revenue stands at Rs 1,000 crore. We can be a great example for other SMEs who can see our transformation and our growth journey over the years," he said.

Our support to the MSMEs segment

Our Executive Director, Ronak Shah, also took part in the conclave as a panel speaker and threw light on why the cost of logistics in India is higher as compared to the developed nations. He also deliberated on the logistics scenario in India v/s China.

You can watch the entire episode here -

<https://www.youtube.com/watch?v=4MFUIxBQrYQ>



MSME Assist – Steps to Excel

MSME Assist – Steps to Excel, the series of digital sessions that we have curated to help MSME category in their overall business is growing strong. Our 3rd session of the series was conducted on 27th August, where eminent speakers were invited to share light on the theme of the session – ‘Manufacturing excellence’. As one of the key challenges that MSMEs face, is achieving excellence in Manufacturing and to be competent with large national and multinational companies.

The special guest for the session was Mrs. Glory Swarupa – Director General, National Institute for MSME (Ministry of MSME, Government of India), and some of the eminent speakers were Mr. Rajeev Vijh, Director Kriyanvit consulting, (Ex Director – UNIDO IC-ISID), Dr. Jitendra Das – Director Fore School of Management, Dr. Sanjeev Layek – Executive Secretary of World Association for Small & Medium enterprise, Dr. Purnima Voria- Founder & CEO – National US India Chamber of commerce, Dr. S. S. Acharya – In-charge – SIDBI, New Delhi Regional Office and Professor Venkat from IIM Lucknow. The session was addressed in the beginning by our Executive Director Mr. Vishal Shah where he set the theme and reiterated our intentions to support the back bone of our economy the ‘MSME segment’.



Greenifying the planet and helping the farmers

Our group has been doing a lot of work for the betterment of the society. In a recent initiative, we have tied up with an NGO SankalpTaru, for tree plantation activity, which we have mentioned in the previous issue. We have completed 3 rounds of tree plantation in the states of Rajasthan, Maharashtra and Gujarat and are happy to share the positive impact we could make.

Phase - I Rajasthan



Phase - 2 Maharashtra



Phase - 3 Gujarat



Environmental and Social Impact of Tree Plantation

Environmental Impact



Trees planted
3334



Area greened
7+ acres



Species planted
3+ Fruit bearing



Water to be
infiltrated
3,55,33,056 Litres



Oxygen
produced
10,92,562 Kgs



Carbon
sequestered
5,70,032 Kgs



States Covered
**Rajasthan,
Maharashtra,
Gujarat**

Socio-economic impact



Farmer
beneficiaries
supported
7



Fruit harvested
annually
**Approx. 150+
tons**



Economic value of
annual harvest
**Approx. INR 3.
Million**

*** Impact is
calculated
considering a
single tree's
average lifespan
between 20 to 30
years**

Chemstore- Where Hazardous is Not Hazard

The dedicated, and highly specialised chemical compliant warehouse is designed to safely and efficiently handle the storage of hazardous materials. Our warehousing services include the storage and handling and other hazardous chemicals at Chem Store. Chem Store is fully compatible and safe & secure from various angles, on how hazardous materials are stored. We ensure the highest safety by separating chemicals according to their specific properties, and maintaining the global benchmarks of safety standards. Our warehouse is well equipped, with fire extinguisher equipment in areas where the hazardous chemicals are stored.

WHY CHEM STORE:

The storage of various types of chemicals can be incredibly complex and crucial from safety point of view. In addition to meeting all storage requirements, such as room temperature and compatibility to other chemicals, the handling of materials can be a challenge for individuals without the right level of training and proper supervision and emergency preparedness. In all these and many other parameters, Chem Store scores better than other warehouses, and is amongst the best in the industry.

In this series of articles here, we will cover the key features that differentiates Chem Store from the rest.

CHEM STORE SOME FEATURES :



Stored Safely, Securely and Systematically: The racks and shelves are built with a heavy duty racking system with systematic arrangement to keep an optimum quantity of material with **20,000 pallet positions in G + 7 racking system.**



Accommodates every need: Spacious facility with a total area of **2,18,350 Sq.ft** to store precious haz-chems in a perfect way with utmost safety measures offering complete peace of mind.



Smooth Loading & Unloading: 6 Operating Docks at both sides of **14.8 X 14.8 Ft** (Both side operations. Dock levelers (at every alternate dock) One additional shutter of **14.8 X 20 Ft.** for maintenance purposes.

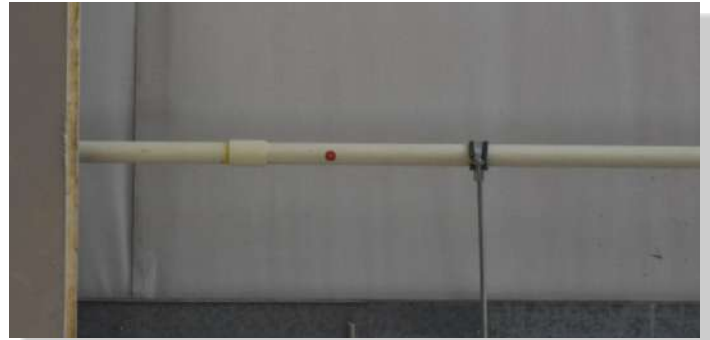


Seamless dock-to-rack Movement: Articulated forklift, Battery operated fork lift, Battery operated pallet truck, Hydraulic pallet truck etc.

Chemstore- Where Hazardous is Not Hazard



HVLS Fan, Control Monitoring roof & Louvers: Are key to keeping warehouses well ventilated, which makes it easier to maintain a consistent temperature in the facility.



VESDA Fire Detection System: Intelligent smoke / fume detection system – VESDA (Very Early Smoke Detection Apparatus)



Water Tank & Spillage Management: Dedicated water tank of **4 Lakh Ltrs.** and Dedicated containment pit of **4 Lakh Ltrs.** for collection of spill and safe procedural disposal



Fire Safe Environment: Fire hydrant & Sprinklers system & Fire detection system and alarm system. Fire Hydrant as per NBC 2016 norms with ESFR sprinklers with K-factor of **25.2 (350 LPM)**. Main electrical pump for **sprinkler 485 M3 /HR @88 M**



Sewage Treatment Plant (STP): ST-plant treats the sewage to make it fit for safe disposal, agricultural use or domestic use in toilets etc.



Drencher System: A system which provides a curtain of water for protection against internal and external “exposure” to fire, and/or the protection of large openings.

Network Expansion

Adding new infrastructure in terms of hubs & branches at strategic locations is the key to deliver goods with ease across nearby locations. Our group is always on the drive for expanding the network for driving excellence through network & distribution. We are excited to share that we have added a vast hub and a huge branch at 2 very tactical locations.

1. V-Xpress, our express delivery vertical has opened a spacious, state-of-the-art Transshipment of 34000 sqft at Devarayamjal, Medchal district in AP & Telengana region. The hub location is more strategic & is in close proximity to industrial belt. The transshipment center is located at Nagpur highway, and will greatly impact the connectivity to our line haul vehicles. The transshipment centre is also going to serve as the regional office with built to suit area and all advanced facilities such as conference room, cafeteria, staff sitting area for independent units of RO, Hub and Branch. The new TC is certainly going to add might to the fast-growing network of VX and will ensure faster and efficient connectivity situated at a vital center for express network in southern east-India.



2. Our warehousing & 3 PL vertical, V-Logis has added one more strategic warehouse at the important network point of southern India located at Parivakkam. It is well connected to Bangalore Chennai National Highway.

This new dedicated warehouse has 5000 sq. ft. area and is primarily added to serve the client M/s Novus Animal Nutrition Products

for their space fulfillment near to Poonamalle which is amongst the best-known location for transports services of Chennai and easily accessible from vehicles entering from Karnataka /Andhra Pradesh. This will help in 24/7 connectivity for our vehicles for uninterrupted movement of goods and vehicle

A milestone and symbol of success

Our 2 important branches of Vatva & Narol have completed 40 years and 33 years respectively. These branches were opened with long strategic view and competitive advantage point of view. And with time, these network points became the anchors of success of business expansion and volumes drivers.

Ahmedabad region has always had a big importance in the growth of the organization. Mumbai- Ahmedabad business played a crucial role in the initial success of our company. Since 1981 when the MD Mr. Mahendra Shah shifted to Ahmedabad, it played a very important role in growth of overall organization (which was Vijay transport company at that time). This was further consolidated by Ankleshwar region under guidance of our Executive Director Mr. Hasmukh Shah in 1982.

Today, we are sharing some information about two branches at Ahmedabad which were instrumental for the growth of the company.

Vatva Branch



On 5th August, 2021 Vatva branch celebrated 40th anniversary of its opening. Before opening of this branch, Ahmedabad had only 2 branches, one city office and one Narol branch serving as out of Octroi location. Immediately after going to Ahmedabad Mr. Mahendra Shah inaugurated Vatva branch on 05.08.81 and it dramatically changed the complexion of business of Ahmedabad region. Though Vatva was a thriving industrial zone, there was no

presence of quality and trustworthy transport players. We had our big clients like i.e. Godrej Boyce who were undisputedly no. 1 client of those days plus many others. But the fact that when we opened Vatva office the industrialists of Vatva saw us a quality player and the customer started approaching us. Apart from Godrej, clients like Remit Trading who were C&F for Excel Industries, Golden Chemical and some others, became our clients. We straightway added more than 100 inward clients not only at Vatva but Odhav and Naroda also. And our client base increased manifold. So it is rightly said that it was the foundation stone for the growth of Ahmedabad region and also helped overall organization growth.

Narol Branch



On 27th August 1988, we opened our regional Head Quarters at Narol in a swanky premise which drew attention of the entire transport industry in Ahmedabad. It was a made to order, godown cum office and a showcase for excellent office infrastructure as well as computerized office in those days. A big inauguration ceremony took place, wherein 200 guests from Mumbai and Ahmedabad and key transporters and our customer were invited. This changed the perception of Vijay transport co from a local regional player into an elite and professional organization. This accelerated the growth of the organization and helped in attaining the differentiation from the rest.

Incidentally our MD was present at Ahmedabad on both the above dateshow time flies.....

Motivational Story

The Ant and the Dove

One hot day an ant was searching for some water. After walking around for some time, she came to a spring. To reach the spring, she had to climb up a blade of grass. While making her way up, she slipped and fell into the water.

She could have drowned if a dove up a nearby tree had not seen her. Seeing that the ant was in trouble, the dove quickly plucked off a leaf and dropped it into the water near the struggling ant. The ant moved towards the leaf and climbed up there. Soon it carried her safely to dry ground. Just at that time, a hunter nearby was throwing out his net towards the dove, hoping to trap it.

Guessing what he was about to do, the ant quickly bit him on the heel. Feeling the pain, the hunter dropped the net. He dove was quick to fly away to safety.

One good turn deserves another.



Find the Logistic Words

Logistic & Supply Chain Terms

- Waybill
- Transshipment
- POD
- Manifest
- MAWB
- Incoterms
- Dangerous
- Goods
- Container
- Bunker
- TEU
- Detention
- Pallet
- Carrier
- RORO



We love it, when you share your inputs / feedback.

Dear readers, content of our Vijay Path is designed, keeping in mind your interest and reading style. We will request you to share ideas or suggestions, which can make it more interesting. If you like something and you want us to know, you are most welcome for that too.

Please write to us at
jiteshgautam@vtrangroup.com



EXPERIENCE RELIABILITY



With V-Trans (India) Ltd. experience integrated logistics services with operationally sound processes, strong infrastructural backbone, scientific methodology, state-of-the-art planning tools, and trained & committed professionals.

- **V-Trans** - Surface Transport - PTL, FTL, ODC across India.
- **V-Xpress** - Multimodal Express Logistics services serving over to 1 lakh locations.
- **V-Logis** - Complete Warehouse Solutions with dedicated and shared facilities.

KEY FACTS

