

Avoid AC, develop special leave policy: Govt's workplace norms

Wants firms to deter staff from taking smoke breaks as they are 'social-distancing disruptors'

SOMESH JHA
New Delhi, 30 September

The central government has asked companies to avoid the central air conditioning system at workplaces, develop special leave policy for the Covid-19 pandemic and rearrange work set-up. These are a part of the safety guidelines to be followed during the pandemic.

Health and Family Welfare Minister Harsh Vardhan released the 'Covid-19 safe workplace guidelines for industry and establishment' framed by the Employees' State Insurance Corporation (ESIC), which has put forth a series of measures in a bid to reduce the impact of Covid-19 on businesses.

"Every person (with or without symptoms) in the workplace should be considered a potential source of infection and all planning has to be geared with this in mind. All the risk factors, including those associated with various worksites and the tasks workers perform at those sites, must be taken into account," according to the 'general principles' of the guidelines.

The strategy document calls for a structural modification in the workplace, which includes installation of physical barriers such as clear glass, or other suitable partition, between workstations as well as deterring employees from taking "cigarette breaks as they



are social-distancing disruptors".

While demanding more outdoor air ventilation, it said companies should avoid central air conditioning and instead use "individual air conditioners with HEPA filters when absolutely necessary".

"Encourage workers with symptoms of Covid-19 to inform their supervisor and stay at home and seek medical attention. Promote the message that workers should stay at home even if they have mild symptoms. Allow workers to stay at home to look after family members with

Covid-19 and to self-monitor," the ESIC's guidelines stated.

The guidelines said the human resource policy of companies should be accommodative and should "reflect the core concern for safety of all", while adding that health cover should be provided to all — be it through the ESIC or a private mediclaim policy.

The ESIC has asked establishments to cancel all non-essential meetings and move to digital mode for it. "If possible, hold meeting in open spaces," it said, adding that non-essential travel should also be discontinued. The

BE PREPARED

The ESIC has asked companies to come up with a business continuity plan in case of an outbreak of Covid-19 at workplaces or in the community where workers live. Here are a few suggestions:

- Be prepared to change business practices to maintain critical operations
- Plan for interrupted supply chains or delayed deliveries
- Plan on how to continue essential business functions in case you experience higher absenteeism
- Prepare to institute flexible workplace and leave policies
- Cross-train employees to perform essential functions

guidelines talk about disallowing employees from going to the cafeteria and encouraging them to carry their own food and eat at their desks.

"Arrange transportation of employees from home to work, if possible... Encourage workers to avoid public transport and walk or cycle to work," it added.

The guidelines ask companies to do a risk assessment for work-related exposure to Covid-19 and to classify workers depending upon their exposure to risk, along with firming up a plan to deal with sickness at the workplace.

HDFC Bank's biz back to pre-covid levels: Puri

ICICI, HDFC Bank announce sops ahead of festive season

SUBRATA PANDA
Mumbai, 30 September

At a time when most sectors in the economy are struggling because of the Covid-induced slowdown, the country's largest private sector lender, HDFC Bank, has said that its business is back to pre-Covid levels and it sees a great future because it has managed to build a strong balance sheet.

If you talk to the automobile industry, steel industry, FMCG industry, see semi-urban India, rural India, motorcycle segment, gold loan segment, tractor segment, and online market places, the growth is pretty good. However, there are also some sectors that will take a little longer, said Aditya Puri, managing director and chief executive officer of HDFC Bank.

We are confident about the future. We have achieved pre-Covid levels. And in a few segments, we will exceed the pre-Covid levels, Puri added.

Echoing this sentiment, Anup Bagchi, executive director of ICICI Bank, said as far as the bank's customers are concerned, the overall spends are at 90 per cent of pre-Covid levels, and if adjusted for travel and tourism it was above pre-Covid levels in September. The e-commerce segment is seeing around 130-140 per cent spends of the pre-Covid levels. And, the bank is expecting 40-45 per cent jump in expenditure during the festive season thanks to pent-up demand. Normally, the bank sees around 30 per cent business growth during the season.

Both the banks have announced sops for customers aimed not only at reviving demand and credit growth, but at improving top lines of merchants and partners.

These include offers on expenditure, typically done



Aditya Puri, MD and CEO of HDFC Bank, said online businesses are seeing good growth

on credit, debit, or pre-paid cards, and special deals on various categories of loans such as auto, personal, and other consumer loans.

HDFC Bank launched its 'Festive Treats 2.0', under which it has tied up with retail brands to offer discounts, cashbacks and extra reward points on both in-store and online purchases. E-commerce majors such as Amazon, TataCliq, Mynta, Pepperfry, Swiggy, and Grofers will offer special deals during this time for HDFC Bank customers. The bank has also tied up with hyper-local and kirana stores.

In the loans segment, the bank is offering 50 per cent discount on processing fees on auto, personal, and business growth loans and zero processing fee on two-wheeler loans.

Similarly, ICICI Bank has tied up with leading e-commerce companies so that its customers can avail offers on categories such as electronics, apparels, jewellery, health and wellness, grocery, automobile

and others. The bank is also offering attractive interest rate on home loans, lower processing fees, tailor made equated monthly installments (EMIs) on auto loans, no cost EMI on consumer finance loans.

"The festive offers are available for retail consumers as well as business customers with discounts on processing fee on loans, reduced EMIs, gift vouchers and more benefits. The bank has tied up with leading brands to present these offers to its customers," ICICI Bank said.

Parag Rao, country head — payment business and merchant acquiring services at HDFC Bank, said, "Consumers have held back on purchases during the lockdown and there is a lot of pent-up demand that has built up in the system. In the past 2-3 months we have seen renewed customer interest and buying patterns. We see this continuing through the festive season as well."

HDFC Bank is expecting to do better than the previous festive season. Last year, disbursed its highest ever two-wheeler loans through 'Festive Treats'. It also disbursed record amount of personal loans, and saw highest spends through debit, credit cards. "This year, we believe, that it will be bigger and better because we have more partners and brands," Rao said. Last year, a lot of business for the bank was generated by walk-ins at branches. This year, however, customers have shifted online.

A couple of days ago, the country's largest lender, State Bank of India (SBI), came out with its festive offers wherein it waived processing fee for customers applying for car, personal and gold loans through digital banking platform YONO.

Gas price slashed 25% to lowest on record

SHINE JACOB
New Delhi, 30 September

In a huge setback to producers like Oil and Natural Gas Corporation (ONGC) and Oil India (OIL), the central government on Wednesday cut the price of domestic natural gas to \$1.79 per million metric British thermal unit (mmBtu) for the October-March period of the current financial year, down 25 per cent from \$2.39 per mmBtu in the April-

September period.

The government also reduced the ceiling price for gas produced from deepwater, ultra-deepwater and high pressure, and high-temperature areas by 28 per cent to \$4.06 per mmBtu for the period under review, as compared to \$5.61 per mmBtu during April-September. The current prices are the lowest since the new pricing system was implemented in November 2014.

The price of domestic nat-



ural gas during the October-March period of FY20 was \$3.23 per mmBtu, while it was \$8.43 per mmBtu for difficult fields. There was a decline of

45 per cent and 52 per cent, respectively, in one year. Though not a positive sign for producers, dip in natural gas prices may help the fertilizers, electricity, CNG sectors and consumers with piped gas connections.

This comes at a time when a committee with representatives ONGC, OIL, GAIL and the Petroleum Planning and Analysis Cell (PPAC) are expected to come out with a report on setting a floor price

for natural gas. The report is expected to be submitted before the ministry of petroleum and natural gas in a fortnight and if it is accepted, the ministry is expected to move a Cabinet note for setting a floor price.

Natural gas prices are revised every six months in India and are based on a formula that is a weighted average of global benchmarks like Henry Hub, Alberta gas, NBP and Russian gas.

TPCODL

TP CENTRAL ODISHA DISTRIBUTION LIMITED

(Purchase Department)
2nd Floor, IDCO Tower, Janpath Bhubaneswar, Odisha 751022

NOTICE INVITING TENDER

TP Central Odisha Distribution Limited (TPCODL) invites tender from eligible vendors for following:

Sl No	Tender Description	Tender Enquiry No.	EMD (Rs. Lakhs)	Tender Fee inclusive of GST (Rs)	Last date and time of payment of Tender Fee
1	Three Years' Rate Contract For Logistics Support at TPCODL Stores	TPCODL/P&S/100/2020-21	8.66	5,000	15 Oct 2020, 15:00 hrs
2	Rate Contract for Supply of Android Mobile Phones	TPCODL/P&S/99/2020-21	1.00	5,000	15 Oct 2020, 15:00 hrs
3	Rate contract for enforcement related activities in TPCODL area.	TPCODL/P&S/101/2020-21	2.00	5000	14 Oct 2020, 15:00 hrs

For detail tender, please visit Tender section on website <https://tpcentralodisha.com>. Interested bidders have to submit Tender Fee and Authorization Letter (as per details mentioned in tender document) before Last Date and time of tender fee, as indicated above, after which link from TPCODL e-tender system will be shared for further communication and bid submission. Please note that all future correspondence regarding the tender, bid submission, bid submission date extension, etc. will happen only through TPCODL E-tender system. Also all future corrigendum if any, to be informed on Tender section on website <https://www.tpcentralodisha.com>

RAIN INDUSTRIES LIMITED

REGD.OFF: "Rain Center", 34, Srinagar Colony, Hyderabad-500 073, Telangana State, India. Ph.No.: 040-40401234
Email: secretarial@rain-industries.com
website: www.rain-industries.com
CIN: L26942TG1974PLC001693

NOTICE

Notice is hereby given that a Meeting of the Board of Directors of the Company will be held on Friday October 30, 2020 at the Registered Office of the Company, inter-alia to approve the Unaudited Financial Results (Standalone, Consolidated and Segment) of the Company for the third quarter ended September 30, 2020.

Further, the Trading Window for dealing in the shares of the Company shall remain closed for the period from October 1, 2020 to November 3, 2020 (both days inclusive). Accordingly, all the Directors and Designated persons of the Company have been advised not to trade in shares of the Company during the period of closure of Trading Window.

for RAIN INDUSTRIES LTD
Sd/-
S.Venkat Ramana Reddy
Company Secretary
Place : Hyderabad
Date : September 30, 2020

NIRLON LIMITED

(CIN 17120MH1958PLC01045)

Registered Office : Pahadi Village, off the Western Express Highway, Goregaon (East), Mumbai 400 063.
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COMBINED VOTING RESULTS (REMOTE E-VOTING AND E-VOTING DURING THE 61ST AGM) FOR THE 61ST ANNUAL GENERAL MEETING OF THE COMPANY

Notice is hereby given to Shareholders and other concerned entities / authorities that the Company has provided the facility of remote e-voting and e-voting during the 61st AGM for passing Ordinary Resolutions as set out in the Notice dated August 31, 2020 for its 61st Annual General Meeting held on Tuesday, September 29, 2020.

The declaration of the Combined Voting Results are based on the Scrutinizers' Report dated September 30, 2020.

The details of same are as follows :-

Sr. No.	Brief Particular of Resolutions	Total No. of valid votes	No. of Shares and % of total votes cast in favour		No. of Shares and % of total votes cast against	
			No. of shares	% of votes	No. of shares	% of votes
1	AS AN ORDINARY RESOLUTION To receive, consider and adopt the Audited Financial Statements of the Company for the Financial Year ended March 31, 2020, including the Statement of Profit and Loss for the Year ended on that date, Audited Balance Sheet as at March 31, 2020 and Reports of the Directors' and Auditors' thereon	64670674	64670667	100	7	0
2	AS AN ORDINARY RESOLUTION To declare a dividend of ₹ 0.75 paise per equity share of ₹ 10/- each (@7.5%) for the Financial Year ended on March 31, 2020	64670674	64670667	100	7	0
3	AS AN ORDINARY RESOLUTION To appoint a Director in place of Mr. Kunnasagaran Chinniah (DIN 01590108), aged 63 years, who retires by rotation at this Annual General Meeting, and being eligible offers himself for re-appointment	64670674	64670667	100	7	0
4	AS AN ORDINARY RESOLUTION Ratification of Remuneration payable to the Cost Auditor	64670674	64670667	100	7	0
5	AS AN ORDINARY RESOLUTION Approval for the proposed Related Party Transaction with Nirlon Management Services Private Limited	63340924	63340917	100	7	0

All the above Ordinary Resolutions as listed at Serial Nos. 1 to 5 have been passed with the requisite majority by Shareholders of the Company at their 61st Annual General Meeting held on Tuesday, September 29, 2020.

The Combined Voting Results is hosted on the website of the Company i.e. www.nirlonltd.com and has also been intimated in the prescribed format to the BSE Limited.

For Nirlon Limited
sd/-
Jasmin K. Bhavsar
Company Secretary, V.P. (Legal) & Compliance Officer
Mumbai, September 30, 2020

Bosch Limited

Registered Office: Hosur Road, Adugodi, Bengaluru 560 030
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CIN: L85110KA1951PLC000761

NOTICE

Pursuant to Regulation 29 read with Regulation 47 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, Notice is hereby given that a meeting of the Board of Directors of the Company is scheduled to be held on Friday, November 6, 2020 to, inter-alia, consider and approve the Unaudited Standalone and Consolidated Financial Results of the Company for the 2nd quarter ended 30th September, 2020.

The said notice may be accessed on the Company's website www.bosch.in under "Shareholder Information" section and may also be accessed on the websites of the Stock Exchanges at www.bseindia.com and www.nseindia.com.

For Bosch Limited
Rajesh Parte
Company Secretary & Compliance Officer
Place: Bengaluru
Date: 30.09.2020

India tests BrahMos cruise missile at MTCR-busting range of 400 km

AJAI SHUKLA
New Delhi, 30 September

Indo-Russian joint venture (JV) firm BrahMos Aerospace on Wednesday successfully tested an extended range version of the BrahMos cruise missile. While the existing version of the missile has a maximum range of 290 kilometres (km), the BrahMos fired on Wednesday struck a target more than 400 km away.

Since the JV was founded in 1998 to develop, manufacture and market the BrahMos cruise missile, India and Russia have adhered to the Missile Technology Control Regime (MTCR), which prohibits the transfer of missiles, or missile technology, with ranges beyond 300 km to non-member states. However, with India having become a MTCR member country in 2016, New Delhi is less stringently bound by technology transfer rules.

Even so, Defence Minister Rajnath Singh said nothing about breaching the 300-km range barrier, while tweeting his acknowledgement "for the successful flight testing of the BrahMos supersonic cruise missile with indigenous booster and air frame (to the designated range)".

The BrahMos is regarded as one of the world's premier cruise missiles, with its supersonic speed of 2.8 Mach (almost 3,000 kmph) making it extremely difficult for enemy fighters to intercept and shoot down. Conventional cruise missiles, such as the US military's Tomahawk, travel at about 890 kmph, a low speed at which supersonic fighters can overtake them.

While the current test was restricted to 400 km, it is a signal that the BrahMos could be built for far longer ranges in the future, limited only by its fuel carriage.

In any conflict with China, the unmanned BrahMos could be advantageously used in the opening stages for pinpoint strikes on heavily defended targets — such as air bases, headquarters, key roads and railways or logistics dumps — which are too dan-



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gerous for manned fighter aircraft to attack.

Through incremental improvement and progressive testing, the BrahMos has become a key element of the Indian military's strike power. It is employed by all three services, and launched from all four dimensions — from ground launchers, aircraft, surface warships and submarines.

The Army operates four BrahMos regiments, including missiles programmed for "steep dive" attacks. These skim over high mountain ridgelines before diving steeply onto their target on the valley floor.

Such capabilities do not come cheap. Each BrahMos regiment, which is a fully mobile entity with a command post, four missile-launcher vehicles and several missile carriers to carry its complement of 90 missiles, costs around ₹2,000 crore.

The Army is on track to buy two more BrahMos regiments. With the range of the BrahMos now being extended, it is likely that the 5th and 6th BrahMos regiments would be equipped with the longer-range missiles. Defence industry analysts

say that each BrahMos missile costs around ₹15 crore, about the same as the cost of a Tomahawk. At that price, partner countries such as Vietnam, to which New Delhi and Moscow have agreed to offer the BrahMos, are unable to afford it.

The Indian Air Force (IAF) is also committed to the BrahMos, having based a full Sukhoi-30MKI squadron, equipped with the BrahMos air-launched cruise missile, at Thanjavur, Tamil Nadu. From this peninsula base, the long-range Sukhoi fighters can strike targets in three directions — the Arabian Sea, Bay of Bengal and the northern Indian Ocean.

The integration of the Sukhoi-30MKI with the BrahMos allows the IAF to strike targets up to 3,000 km away. In an exercise in May 2019, Sukhoi-30s attacked a target 3,000 km away, refuelling on their way out and a second time on their way back to Thanjavur.

The Navy has also adopted the BrahMos as its standard ship-launched cruise missile. All the Navy's frigates and destroyers are now being built to carry the BrahMos in vertical-launch canisters — eight missiles in each frigate and 16

in each destroyer. BrahMos is already carried by the indigenous Project 15B destroyers, and is being integrated into the Talwar-class frigates being built in Russia.

BrahMos Aerospace has also offered its missile for fitment into the Navy's next six submarines that are proposed to be built under Project 75-I. In March 2013, a BrahMos was fired from an underwater pontoon, validating it as a submarine launched cruise missile.

BrahMos Aerospace was incorporated through an Indo-Russian Government Agreement, and is named after India's Brahmaputra and Russia's Moskva rivers. It is 50.5 per cent owned by India and 49.5 per cent by Russia, the MoD had told Parliament on May 9, 2007.

According to the MoD, the share capital of BrahMos Aerospace was \$250 million initially. This was increased by \$50 million to cover the cost of developing the air-launched version of the missile.

New Delhi's contribution of a little over \$150 million includes ₹634 crore contributed by the military and ₹370 crore contributed by the Defence R&D Organisation.