

28th August, 2019

To,
The Manager (Listing Centre)
BSE Limited
Floor 25, P.J. Towers, Dalal Street,
Mumbai-400 001
SCRIP CODE: 533638

To,
The Manager - Corporate Compliance
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai- 400 051
SCRIP CODE: FLEXITUFF

Sub: Newspaper Advertisement regarding Notice of 26th Annual General Meeting and E-Voting Information.

Dear Sir/Madam,

This is to inform you that pursuant to Regulation 47 of SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, please find attached newspaper advertisement regarding notice of 26th Annual General Meeting and E-Voting information of the Company published in Times of India (English) and Swadesh (Hindi) Edition.

This is for your information and record.

Thanking you,

Yours faithfully,

For Flexituff Ventures International Limited



Khushboo Kothari
Company Secretary
Membership No.: F10081



Encl:- as above.

THE TIMES OF INDIA, BHOPAL
WEDNESDAY, AUGUST 28, 2019

TIMES NATION

7

Nirmohi Akhara drops opposition to deity's suit

Dhananjay Mahapatra@timesgroup.com

New Delhi: Nirmohi Akhara on Tuesday dropped its strong opposition to deity Ram Lalla's suit claiming ownership over the 2.77 acres of Ram Jammabhoimi-Babri Masjid land in Ayodhya to settle for a conciliatory approach where it said it would never seek relief at the cost of the deity's interests.

At the beginning of Day 13 of proceedings in the Ayodhya case, senior advocate Sushil Jain read out Nirmohi Akhara's statement on maintainability of the suit filed by Devki Nandan Agarwal on behalf of the deity Ram Lalla. "The Akhara will not press the issue of maintainability of suit number 5 of 1989, which has been filed on behalf of the deity," Jain said.

AYODHYA DISPUTE

ties through Agarwal as their next friend provided other Hindu parties do not press or question the 'sevait' right of Akhara in relation to the deities in question and maintainability of Nirmohi Akhara's suit," Jain said.

"A suit filed by Akhara 'as a sevait' is a suit filed by and on behalf of the deities. The relief sought by Akhara for 'restoration of charge and management from receiver' cannot be categorised as a relief against the interest of the deities for which it can be said that they should be represented as a defendant through a disinterested next friend," Jain told a bench of Chief Justice Ranjan Gogoi and Justices S A Bobde, D Y Chandrachud, Ashok Bhushan and S Abdul Nazeer. However, Jain clarified that the Akhara's stand required a similar gesture from other Hindu parties. "If they don't accept my suit, I will naturally question the maintainability of their suit." But the bench said, "They (the deities) don't need you to stand on their feet."

Senior advocate P N Mishra, appearing for Ram Jammasthan Purnaruthan Samiti (RJPS), gave an interesting twist to the proceedings, which had been rendered drab by repetitive arguments advanced on behalf of the Akhara over the last three hearing days.

Full report on www.toi.in

No norms in India to check wire-strike crashes yet

Mumbai: High-tension power supply wires and cable lines have been the bane of helicopter and small fixed-wing aircraft pilots worldwide, having caused hundreds of fatal accidents. On Tuesday, all six passengers of a private aircraft which reportedly got entangled in electricity wire and caught fire after hitting the ground had a narrow escape in Aligarh. A helicopter accident last week in Uttarkashi, which killed three people, is also believed to have happened because of the power supply wires that went unnoticed by the pilots, until it was too late to recover the aircraft. But unlike regulators in other countries, India is yet to formulate norms for state governments and power-supply companies, aimed at cutting down the number of wire-strike crashes, say industry experts. "In other countries, like Australia, for instance, the rule is that any transmission company setting up cables, mostly in valleys, should put up markers. Our DGCA doesn't talk about it," said a senior helicopter pilot.

संचालनालय नगर तथा ग्राम निवेश मध्य प्रदेश

"कचनार" ई-5, पर्यावरण परिसर अररत कालोनी,
हबीबगंज पुलिस थाना के पास, भोपाल-462016
ई-मेल- mptownplan@mp.gov.in,
दूरभाष- 0755-2427096

सूचना

भोपाल, दिनांक:- 24.08.2019

4910/नमानि/टीसी/67/उप/नमानि/2018- मध्य प्रदेश नगर तथा ग्राम निवेश अधिनियम 1973 (क्रमांक-23 सन् 1973) की धारा 23-क की उपधारा (1) के खंड (ख) के अधीन एतद्वारा सार्वजनिक जानकारी हेतु यह अधिसूचित किया जाता है कि संचालक बोर्ड ने ई-5 अनुसूची में यथार्थिद्वय भोपाल विकास योजना 2005 में उपान्तरण प्रस्तावित करता है।

अनुसूची

क्र.	ग्राम	खसरा क्रमांक	क्षेत्रफल (हेक्टेयर में)	विकास योजना में निर्दिष्ट भू-उपयोग	उपान्तरण परचा प्रस्तावित भू-उपयोग
1.	2.	3.	4.	5.	6.
1.	बिलखिया खूद	53/1/2, 60/1/2, 64, 61/1, 61/2	0.060 1.477 0.410 0.150	कृषि	सार्वजनिक एवं अर्द्ध सार्वजनिक (सैनिक)
		योग:-	2.097 हेक्टर		

शर्त:- 1- आवेदक को मुख्य मार्ग से शिव मंदिर होते हुए गुराड़िया घाट से प्रशानाधीन स्थल तक 12 मीटर चौड़ा मार्ग स्वयं के खर्च पर निर्मित करना होगा।

2- मार्ग निर्माण, निर्धारित मानक एवं चौड़ाई अनुसार पूर्ण होने तक निर्माण लागत राशि (भूमि की कीमत शामिल करते हुए) की 50 प्रतिशत राशि की बैंक गारंटी राज्य नगर निवेशन संस्थान भोपाल में जमा करना अनिवार्य होगी। जिसे राजधानी परियोजना प्रशासन द्वारा प्रमाणन पत्राचत ही मुक्त किया जायेगा।

प्रस्तावित उपान्तरण के ब्यौरे, सूचना प्रकाशन की तिथि से 15 दिन की समयवधि के लिए आम जनता को निरीक्षण के लिए संयुक्त संचालक, नगर तथा ग्राम निवेश, जिला कार्यालय भोपाल तथा वेबसाइट www.mptownplan.gov.in पर भी उपलब्ध होगा।

प्रस्तावित उपान्तरण के संबंध में यदि किसी व्यक्ति के कोई आपत्ति/सुझाव हों तो, वह संचालक, नगर तथा ग्राम निवेश, म.प्र. भोपाल अथवा संयुक्त संचालक, नगर तथा ग्राम निवेश, जिला कार्यालय भोपाल को दैनिक समाचार पत्रों में इस सूचना प्रकाशन होने की दिनांक से 15 दिन के भीतर लिखित में प्रस्तुत कर सकते हैं एवं ऐसी आपत्तियां या सुझाव, जो ऊपर विनिर्दिष्ट अवधि के अवनस होने से पूर्व प्राप्त हों, पर संचालक द्वारा विचार किया जाएगा।

हस्ता./-
(राहुल जैन)
संचालक

एनटिडि से लिटी का निमाना
प्रदायिका का मुद्रांक

नगर तथा ग्राम निवेश म.प्र. भोपाल

G-15816/19

'Freedom of press can't be one-way traffic': The Supreme Court on Tuesday expressed concern over the "rise of yellow journalism" which it said was damaging institutions and maligning people and added that the issue needed to be examined.

Flexituff Ventures International Ltd.
(Formerly known as Flexituff International Limited)
CIN: L25202MH1993PLC034641
Regd. Office: C-41-50, SEZ, Sector-3, SEZ, Pithampur-454775
Dist. Dhar (M.P.) Ph: 91-7292-420200, 401681-82-83,
Email: cs@flexituff.com, Website: www.flexituff.com

Notice of 26th Annual General Meeting

Notice is hereby given that the 26th Annual General Meeting of members of the Company will be held on Wednesday, 18th September, 2019 at 12:30 PM. at C-41-50, SEZ, Sector-3, Pithampur-454775, Dist. Dhar (M.P.) to transact the business as set forth in the Notice of the Meeting. Physical copies of the Notice of the Meeting including the Attendance slip and the Proxy Form setting out the ordinary and special businesses to transact at the Meeting together with Audited Financial Statements for the year ended 31st March, 2019, Auditor's Report, Director's Report thereon has been sent to the members who have not registered their email ID with the Company/ Company's Registrar & Transfer Agent to their respective registered address by post and electronically to those members who have registered their email address. Members who do not receive the Annual Report may download it from the Company's website www.flexituff.com or may request for a copy of the same by writing to the Company Secretary at C 41-50, SEZ, Sector 3, Pithampur-454775, Distt. Dhar (M.P.).

Members holding shares either in physical form or dematerialized form, as on the cut-off date Friday, 06th September, 2019, may cast their vote electronically on the business as set out in the notice of AGM through electronic voting system of Central Depository Services Limited (CDSL) from a place other than venue of the AGM ("remote e-voting"). The remote e-voting shall commence on Sunday, 15th September, 2019 at 10:00 A.M. IST and end on Tuesday, 17th September, 2019 at 05:00 P.M. IST. The remote e-voting will not be allowed beyond the said date and time. A person whose name appears in the register of Members/ Beneficial owners as on the Record Date/ Cut-off Date only shall be entitled to avail the facility of e-voting as well as voting at the Meeting. Any person who becomes a member of the Company after dispatch of the notice of the meeting and holding shares as of the Record Date/ Cut-off Date i.e. 06th September, 2019, may obtain the User ID and password by sending a request at helpdesk.evoting@cdslindia.com. The detailed procedure for obtaining user ID and password is also provided in the Notice of the Meeting which is available on the Company's website and CDSL's website. If the member is already registered with CDSL for e-voting then he can use his existing user ID and password for casting the vote through e-voting. The Members who have cast their vote by remote e-voting may attend the Meeting but shall not be entitled to cast their vote again. Any member, who is entitled to vote but has not exercised his/ her right to vote by remote e-voting, may vote at the Meeting through physical ballot for all businesses specified in the Notice. Ballot paper will be provided to the members at the venue of the Meeting to cast their votes.

In case of queries/ grievances relating to voting by electronic means members may refer to the Frequently Asked Questions (FAQs) for member and e-voting user manual for members available at www.evotingindia.com under help section or write an email to helpdesk.evoting@cdslindia.com or contact Ms. Khushboo Kothari, Company Secretary and Compliance Officer, Contact No: 07292-420200, Email: cs@flexituff.com.

By Order of the Board of Directors
For Flexituff Ventures International Ltd.
Sd/-

Place: Pithampur (M.P.)
Date: 27.08.2019

Khushboo Kothari
Company Secretary

AGRICULTURE UNIVERSITY KOTA

Borkhera, Baran Road, Kota, 324001(Raj.)

Corrigendum

In reference to earlier entrance examination Notice No. एफ ()/कृषि/कोटा/स्थापना/2019/स्.1 dated 24.08.2019 the date of examination mentioned as 15.09.2019 and last date of filling on line applications as 05.09.2019 be read as 08.09.2019 and 01.09.2019, respectively.

REGISTRAR

ICMR-NATIONAL INSTITUTE OF MALARIA RESEARCH

(Indian Council of Medical Research)
Department of Health Research Ministry of Health & Family Welfare, Govt. of India
Sector 8, Dwarka, New Delhi-110077

VACANCY NOTIFICATION

Applications are invited for the following posts:-

Name of the post	No. of Posts	Posts Reserved for
Consultant (Publication)*	01	NA
UDC **	02	UR

* Purely on contractual basis, for a period of one year (extendable as per suitability and requirement).

** On Regular basis.

For details of posts please refer Websites: www.nimr.org.in and www.icmr.nic.in

The last date for receipt of application is 11.10.2019.

Admn Officer

NATIONAL COMPANY LAW TRIBUNAL

Ahmedabad Bench, Ahmedabad

C.P. (LB) No. 577/9/NCLT/AHM/2018

In the matter of Section 9 of the Insolvency and Bankruptcy Code, 2016

TCI Express Ltd.

V/s.

Plethico Pharmaceuticals Ltd.

Our client TCI Express Ltd. Has filed a petition under Section 9 of the Insolvency and Bankruptcy Code, 2016 against Plethico Pharmaceuticals Ltd. Bearing C.P. (LB) No. 577/9/NCLT/AHM/2018, the Hon'ble NCLT has issued notice on the said petition to Plethico Pharmaceuticals Ltd. Plethico Pharmaceuticals Ltd. Is hereby requested to take note and enter appearance before the Hon'ble NCLT, Ahmedabad Bench, Ahmedabad on Thursday, 5th September, 2019 at 10:30 am onwards.

Dated : 26.08.2019

Ahmedabad

Sd/-
Rituraj Meena
Counsel for TCI Express Ltd.

107, Malhar Complex, Nr. Sola Railway Crossing,
S.G. Highway, Ahmedabad
M: 9727177136



CHAIRMAN'S SPEECH AT 31st AGM

Dear Share Owners, Ladies and Gentlemen!

Good afternoon!

On behalf of entire Board and management, I have great pleasure in welcoming you all to this 31st Annual General Meeting of your Company. I have been privileged to lead CONCOR for almost three years now. After your Company's fulfilling and fruitful journey of 31 years, it is indeed an honour for me to address you at this historic juncture. It gives me immense sense of pride in stating that in the competitive market, CONCOR continues its sustained leadership in the industry.

Annual Report including Directors' Report, Financial Statements, Auditors' Report, comments of CAG and other documents pertaining to the financial year 2018-19 and the AGM notice have been circulated in permitted modes and with your permission, I consider them as read and would like to share brief highlights about the performance of your Company during the year 2018-19 vis-à-vis economic scenario and logistics sector in particular.

ECONOMIC SCENARIO:

As per report of International Monetary Fund, global economy grew at 3.6% during year 2018, whereas the GDP of India grew at 6.8% during the year 2018-19. The Indian economy is well poised to establish itself at 5th position in the Global economy and to march ahead in the times to come, as it is expected to retain its mantle as the fastest growing economy in the World. In order to give a boost to the economic growth to make India a US\$15 trillion economy, the Government has been addressing the issues through its policies and structural initiatives to achieve sustainable future growth and has taken steps like Make in India, digital India, creation of infrastructure, sagarmala project, GST, recapitalization of banks, monetary policy intervention, IBC, etc. Recently, in the 'Global Economic Prospects' report the World Bank has presented a tepid outlook of the World Economy. However, India's GDP growth prospects stood out with projections of 7.5% per annum over next three years. In another report of the World Bank, India jumped 23 ranks in ease of doing business from 100th position last year to 77th. This augurs good news for your Company as any boost in economic activities translates into a spin in demand for logistics services in the country.

Your Company's business is majority dependent upon overall global and EXIM trade of the country. It was yet another year of low growth rate of global economy, the geo-political uncertainties and environment of trade restrictions among major economies in the world disrupting global trade and commerce. Due to these factors and widening gap in imports and exports, logistics sector for EXIM trade has suffered. The domestic business is also impacted by rising competition, disruption in fuel prices and slowing down of manufacturing and consumption. In spite of this kind of adverse environment, your Company has performed quite well during the year 2018-19 because of the innovative steps, dynamic approach and most importantly a committed and dedicated team.

SECTORAL PERFORMANCE:

In the year 2018-19, Indian Railways registered a growth of 5.31% in originating loading of cargo, from 1161.66 million tonnes in 2017-18 to 1223.29 million tonnes in 2018-19. The originator's containerized cargo transported by rail increased from 54.31 million tonnes in 2017-18 to 60.34 million tonnes in 2018-19, an increase of 11.10%. The containers handled at all ports of the country registered a growth of 4.90% from 14.69 million TEUs in 2017-18 to 15.41 million TEUs in 2018-19.

In the last fiscal, merchandise exports of the country in value terms went up by 9.06% from 303.53 billion US dollars to 331.02 billion US dollars and the imports experienced an increase of 8.99% from US\$ 465.58 billion in 2017-18 to US\$ 507.44 billion in 2018-19. CONCOR experienced a rise in export of commodities such as stainless steel, soyabean meal, paper, furniture, cut products, fabrics, etc. while import of commodities such as solar module, waste paper, news print, aluminium scrap, auto parts, plastic goods, polyester goods, etc. increased.

PERFORMANCE HIGHLIGHTS:

Supported by the economic activities in the country and through focussed approach and right strategies, your Company has delivered a robust performance during 2018-19, in which it gained momentum and moved on the path of long term sustainable growth. Certain information about the business volumes, financial performance, CAPEX, dividend, etc., which I would like to share, are as follows:

Business volumes, turnover & profitability:

I am pleased to share that your Company recorded all time high performance on the parameters of TEUs handled, gross turnover and net profit. It has handled 3.83 million TEUs and transported 43.50 million tonnes of cargo volume by rail in 2018-19, an increase of 8.42% and 8.83% respectively over the previous year. There was 8.11% and 10.23% growth in the physical volumes of EXIM and domestic segments respectively. The gross turnover increased by 11.71% to Rs.7,216 crores and the net profit for the year was Rs.1,215 crores, showing a growth of 16.37% over previous year.

Capital Expenditure:

The positive business outlook in the long term for the logistic sector is intact for which your Company is well geared up and committed. During the year, an amount of around Rs.768 crores was spent towards capital expenditure mainly on creation/ expansion of infrastructure in the form of setting up of MMLPs at strategic locations, procurement of high capacity wagons, containers and other handling equipments. The Company is operating through its 83 terminals and will be adding another 8-10 in the current year with the target to reach 100 in next few years. The above measures will result in business growth through substantial augmentation of handling capacity, locational advantage, value added services and exposure to other segments of value chain. The commencement of operations on Dedicated Freight Corridors (DFCs) in future will be an added advantage as the Company is well geared to tap the expected business growth from the same through its countrywide network of terminals. This year in order to strengthen and improve service levels, 180 Bogie Low Container (BLC) wagons and 320 Bogie Low Longer (BLL) wagons were added to the existing fleet, increasing the holding of BLC and BLL to 13,417 wagons. Axle load capacity of 1,350 RI C wagons was enhanced from 20.3T to 22T and

Dividend, Stock Split & Bonus Issue:

Keeping in view the financial performance, funds requirements for future and DIPAM guidelines for 2018-19, the Board of Directors of your Company has recommended a final dividend of Rs.8.55 (171%) per share having par value of Rs.5/- per share. In terms of amount of outgo, this year's dividend will be the highest in any year. The total dividend payout including dividend distribution tax for the year 2018-19 will be Rs.628 crores as compared to Rs.499 crores in FY 2017-18, an increase of 25.85% over previous year. In order to increase the participation of smaller shareholders and to enhance the wealth of our shareholders, they were rewarded through stock-split and issue of bonus shares. The equity shares were sub-divided in June 2018, in which one share of Rs.10 each was sub-divided into two shares of Rs.5 each. Subsequently in February 2019, in the fourth bonus issue of shares by your Company since inception, bonus shares were issued in the ratio of 1:4.

STRATEGIES AND INITIATIVES:

Your company today is a market leader and is strategically placed as an institution of excellence and eminence in the field of multimodal logistics in India. Over the years, it has transformed itself to enlarge its bouquet of services to achieve objectives of serving the society and enhancing stakeholders' values. CONCOR started with seven terminals and now it has a formidable countrywide network of 83 terminals. Today, your Company has the largest available network of state-of-the-art intermodal terminals across the country, providing unparalleled reach and penetration combined with strong presence at almost all container handling ports.

At the year end, I had a fleet of around 26,000 containers for domestic business, 342 owned rakes, 82 RSTs and 16 gantry cranes. With physical presence throughout the country, large fleet of its rolling stock, containers, specialised container handling equipments, fully computerised operations and internet based custom interface, efficient and reliable value added logistics services are being provided to the trade. Due to the challenges of rising competition, particularly from the road sector and PCTOs, our endeavour is to retain market share in containerized rail transportation as well as in creating new business ventures. The benefits of running double stack trains from Mundra/Pipavav Ports to Khatwas and vice-versa are continuing to accrue, which has helped in containing the cost of empty running, enhancing rail co-efficient and made our services more competitive.

Further, your Company has manifold strategies to achieve its future goals successfully, which inter-alia include:

- Setting up of MMLPs at strategic locations along the DFCs and major industrial areas;
- Intensive use of Information Technology in the form of warehousing management, e-commerce, logistics platform for First mile and Last mile solutions;
- Venturing internationally;
- Venturing into coastal shipping to provide integrated logistics solutions by using road, rail and coastal shipping;
- Setting up extended gateway facility; and
- Distribution logistics and ILMZ (Integrated Logistics and Manufacturing Zones).

Therefore, the Company is well positioned to reap the benefits from the opportunities arising from various Government initiatives, GST implementation, entering into new areas of businesses, proposed commencement of DFC, etc.

With our ethos of 'Customer Value Creation', well planned strategies and initiatives, available resources, in-house dedicated professional team and your support, we will be able to achieve the goal of consistent growth.

SUBSIDIARIES, JOINT VENTURES AND ALLIANCES:

The Joint Ventures (JVs) and subsidiaries have been setup in tie up with the leading players in the industry and are contributing directly and indirectly towards business growth of your Company. There are in total fourteen Companies, which are either subsidiaries or joint ventures doing businesses in the field of cold chain, air cargo, port operations, container freight stations, providing first and last mile connectivity, setting up rail infrastructure, running Multimodal Logistics Parks (MMLPs) and many of them are regularly distributing dividends.

The two JV Companies namely SIDCUL CONCOR Infra Company Ltd. (SCICL) and Punjab Logistics Infrastructure Limited (PLIL) are also our subsidiaries, in which State Govt. entities of Uttarakhand and Punjab respectively are partners. Going forward, it is expected that significant volumes would be captured from the regions where they are located which will help in increasing our rail share by diverting traffic from road.

The Company at present has two wholly owned subsidiaries namely Fresh & Healthy Enterprises Ltd. (FHEL) and CONCOR Air Ltd. (CAL).

In the past, FHEL did not do well. However, with the changed business dynamics on implementation of GST and customized storage requirements, a new business plan was finalized for re-engineering of the facility of FHEL at Rai, Sonapat for developing it as an Agri-Logistics Centre in two phases. Under Phase-I, CONCOR had infused Rs.13.45 crores by way of fresh equity in FHEL. In April, 2018 and equity infusion of Rs.30.86 crores has been planned for Phase-II. Support has also been provided by converting loan and interest dues to CONCOR into equity. The partial commissioning of the plant was done in July, 2018 and 24 chambers made available for storage of fruits, eggs, kirana, etc. A major development in March, 2019 was notification of one-third of the existing Rai facility as a custom bonded warehouse by the Customs Authorities. Operations have started in custom bonded warehouse through which the importers/exporters are likely to be benefitted with reduced overall logistics costs.

In order to gain foothold in the air cargo business, CONCOR Air Ltd. (CAL) was set up in the year 2012 and it has carried out operations in international and domestic circuits under concessional agreements with Mumbai International Airport Ltd. (MIAL). Over the years by providing successful international as well as domestic air cargo services at Mumbai airport, CAL has established itself in the air cargo industry. It has successfully completed its concession period with MIAL for international operations in April 2018 and is continuing to handle domestic air cargo for major airlines at Mumbai airport.

While the existing JVs are continuing to perform by contributing to the growth of your Company,



CONTAINER CORPORATION OF INDIA LIMITED

Regd. Office: C-3, CONCOR Bhawan, Mathura Road,

Opp. Apollo Hospital, New Delhi-110076

(CIN: L63011DL1988GOI030915)

Email: investorrelations@concorindia.com, Website: www.concorindia.com

Phone: 011-41673093-96, Fax: 011-41673112

- Memorandum of Understanding with Kandla International Container Terminal Pvt. Ltd. (KICTPL), wherein CONCOR shall have exclusive rail access to run the container rakes between KICTPL and various ICDA/Ports.
- Joint Working Group (JWG) with Central Warehousing Corporation Ltd. (CWC) to operate their CFS facility located at Pipavav Port.
- Agreement with KRII, wherein, CONCOR will operate & manage the bonded area at KRII's terminal at Mundra for handling of EXIM traffic.
- MOU with ITC Japan for improvement in cold storage logistics.
- MOU with JSC RZD Logistics, Russia for exploring the logistics opportunities in Russia, India and International Corridors.

TECHNOLOGY AND STANDARDISATION:

The digital explosion across the Globe has brought with it tremendous opportunities and now we need to re-define the way businesses are to be conducted in this new environment. Your Company recognises that continuous innovation in services, systems and procedures will catapult it to higher level of growth. The digital transformation has always been on our forefront to achieve the competitive advantage by providing efficient logistics services to the customers. The latest available tools for providing services to the customers are being used, thereby enabling better productivity and minimizing the costs involved. The work on unifying all our operations management ERPs, payroll systems, financial systems, which will give us an edge in our operations is progressing well. The mobile app for disseminating the information in respect of public tariff, rail tariff, track & trace etc. and the app for Edm e-filing (covering reports & queries) have immensely benefited the customers. Your Company has also implemented e-office during the year, replacing the physical files with electronic files as a step towards office automation and paperless working. The Company has implemented e-contractor bidding for online submission of invoices by contractors through their digital signature and Know Your Container Location (KYCL) for online track and trace of container for its customers through mobile app, chatbot, etc. It has established back up site and standby systems for its commercial business critical applications. CONCOR has been re-certified ISO/IEC-27001:2013 from STQC IT Certification Services (Ministry of Communication & Information Technology) for establishing an Information Security Management System (ISMS). The process of migration to ISO 9001:2015 has been successfully completed at 70 terminals of the Company.

HUMAN RESOURCE MANAGEMENT:

I consider the dedicated pool of talent in the Company as the most valuable resource that will shape the outcome of all our business initiatives and ambitious goals. CONCOR has adopted and aligned its HR strategy by taking into account the business objectives and competence building needed for its business. The HR strategies are aimed at creating a match between the Company's future needs and the aspirations of individual employees.

The Company believes in encouraging employee empowerment, growth and development of individual by providing them potential, encouraging innovative ideas and fair distribution of rewards. The work culture is open and dynamic enabling employees to take initiative in job and give feedback. Care is taken to maintain safe and hygienic work climate and to provide conducive environment to the employees towards their good health. Participation of employees and their family members in sports, cultural events, etc. is also encouraged and supported.

The contribution of every employee is measured and rewarded through result oriented Performance Management System (PMS). This system promotes the philosophy of rewarding and recognizing meritocracy at all levels and a structured approach is followed for the career development.

CONCOR has maintained industrial peace and harmony as it believes in community of interests and not in conflicts of interests. It provides an environment of two way communication, participative culture, open platforms for discussion of ideas and motivation of the employees. Due to best employee welfare and career development policies, our attrition rate is merely around 2%.

CORPORATE GOVERNANCE:

Your Company is a Navratna Company and has established a sound framework of Corporate Governance. It believes that Corporate Governance is about maintaining valuable relationship and trust with a commitment to maximize Stakeholders' value be it a shareholder, employee, supplier, customer, investor community or policymaker.

The Corporate Governance here is based upon transparency, full disclosure, independent monitoring and fairness to all. The Company conducts its activities in an ethical and responsible manner towards sustainable value creation for stakeholders within the prevalent regulatory framework. It has always believed in creating a framework of best policies, practices, structures and ethics in the organization.

The Governance in the Company has been strengthened by formulating, implementing and updating various policies and systems. All these initiatives have enabled your Company to earn the trust and goodwill of its investors, business partners, employees and the communities in which it operates. For the year 2018-19, DPE has rated the Corporate Governance Compliances of your Company as Excellent.

CORPORATE SOCIAL RESPONSIBILITY:

CONCOR is totally committed to the social and economic development of the deprived and underprivileged sections of the society, therefore its CSR policy aims at providing support and benefits to them. The Company believes that what is good for the society and the country is good for your Company. CONCOR's social activities in FY 2018-19 continued to focus on development of society with prime focus on school education and health, in terms of guidelines issued by DPE. However, activities in other areas like, sanitation, skill development, environment, sustainability, etc. have also been taken up. An amount of Rs.13.39 crores was incurred during the year towards various CSR activities. Some of the initiatives taken were as follows:

- Solar lights and hand-pumps installed in the rural areas of Ghazipur and Sultapur, Uttar Pradesh.
- Skill development activities in the field of garment and logistic in Uttar Pradesh, Andhra Pradesh, Tamilnadu and Gujarat benefiting 560 youths belonging to backward classes.
- Organized 86 Health camps at 27 major locations, benefiting approximately 54,195 stakeholders.
- Infrastructure development of hospitals in Chhattisgarh and Andhra Pradesh, including support towards cochlear implants surgery of children with hearing impairment.
- To promote sanitation, toilets in schools and at public places were constructed at Jahanabad, Bihar, Ghazipur and Varanasi, Uttar Pradesh, Sonapat, Haryana and Chennai, Tamil Nadu. Construction of public toilets was also taken up at various Railway Stations of Western Railway.

- Supporting 30 bright students preparing for higher studies in Uttar Pradesh. Also, supported operations of primary school run for slum children at Delhi, benefiting 250 children. Infrastructure support to the schools at Gautam Budh Nagar and Ghazipur, Uttar Pradesh and Khatwas, Rajasthan benefiting more than 2,000 students.
- Contribution to Armed Forces Flag Day Fund for the welfare of war widows and their dependents.

AWARDS AND ACCOLADES:

