

Contents

1. Company, Plant/Factory Profile	2
2. Milestone on the Journey of Manufacturing Excellence	4
3. Benefits Achieved Explain the benefits that have occurred.	6
4. Key of our Manufacturing Excellence	7

1. Company, Plant/Factory Profile

Tata Steel, a global steel leader with 34 million tonnes annual capacity. Fully integrated from mining to finished products. With a presence on five continents, over 65,000 employees, and a consolidated turnover of INR 2,43,353 crore in FY23. Our self-sufficiency in steel production is supported by Raw Material operations in India and Canada. Strategic business units in India include Ferroalloys, Tubes, Wires, Bearings, Agrico, Industrial By-products Management & Tata Growth Shop.

Tata Steel Conducts its steel production business in

- India
 - Jamshedpur (11 MnTPA)
 - Meramandali (5.6 MnTPA)
 - Kalinga Nagar (3 MnTPA)
 - Jajpur -NINL (1.2 MnTPA)
 - **Gamharia (1 MnTPA)**
- Europe
 - Port Talbot, United Kingdom (5 MnTPA)
 - Ijmuiden, Netherlands (7 MnTPA)
- South-East Asia
 - Tata Steel Thailand (1.7 MnTPA)
 - NatSteel, Singapore (2.2 MnTPA)

Tata Steel Gamharia Division, a leading speciality steel producer in India, with a one-million-tonne capacity, it's a major player in high alloy steel for the auto sector and wire rope industry. Excels in Special Bar Quality (SBQ) and merchant DRI, with a strong presence in wire rods. Using quality iron ore from its captive mine ensures consistent product excellence.

Facilities

1. Captive Mines –
 - 65 MT reserve of iron ore
2. Agglomerates –
 - 1.2 MTPA Pellet Plant,
 - 80 m³ Sinter Plant,
 - 0.4 MnTPA Coke Plant
3. Iron Making –
 - 0.65 MnTPA Blast Furnace (280 m³ & 380 m³),
 - 1 MnTPA DRI Plant (5 kilns)
4. Steel Making –
 - 1 MnTPA Steel:
 - EAF (40T *2, 70T*1) + LF (5) + VD (2) + CCM (4)
5. Rolling Mills –
 - 0.1 MnTPA bar mill,
 - 0.36 MnTPA Wire Rod Mill,
 - 0.24 MnTPA Bloom Mill,
 - 24000 tonnes PA wire mill

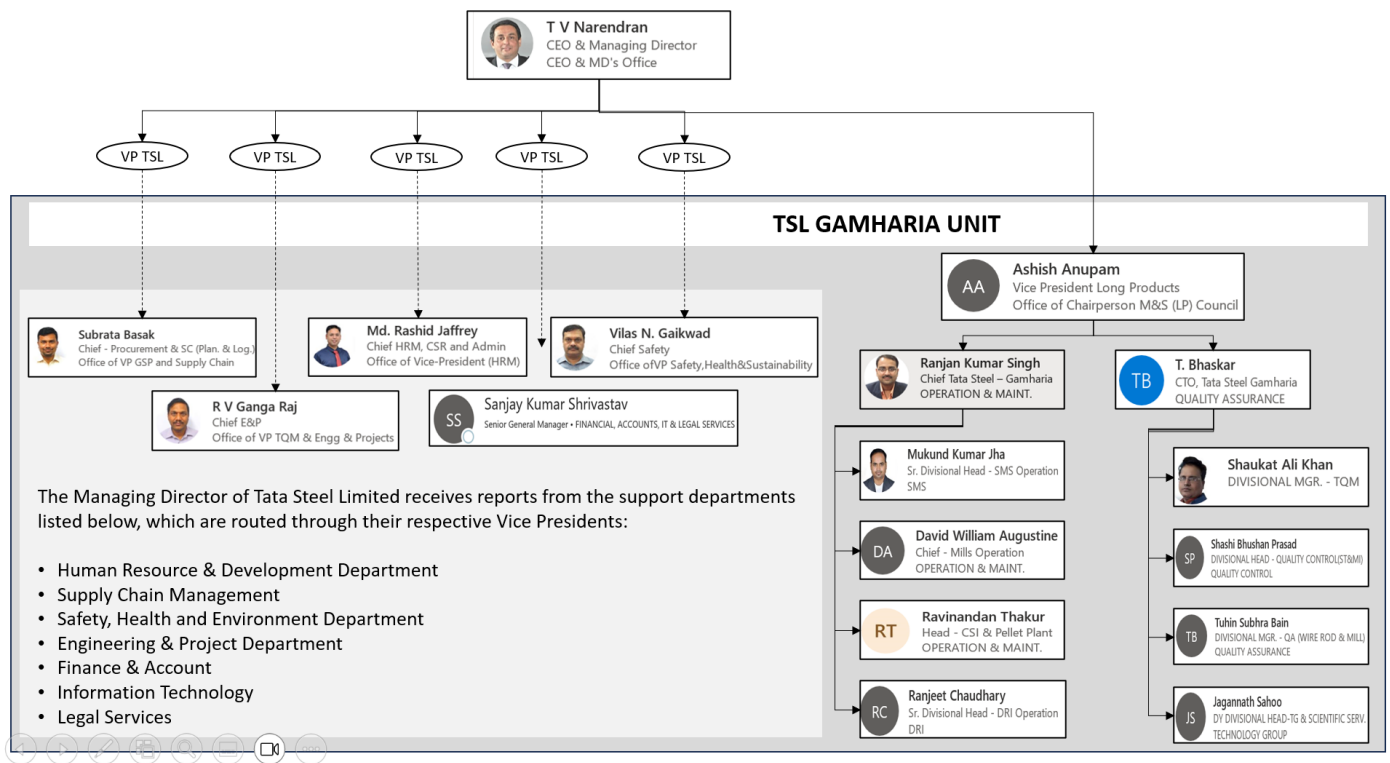
Product Portfolio:

1. DRI (Ingot, Rebars)
2. Special Bar Quality (Bearing, Axle Shaft, Transmission gears, Drivelines shaft, Suspension and steering, Crankshaft, Connecting rod.)
3. Wire Rod (Coil Spring, Tyre breads, chain links, wire ropes, Fasteners, CWE, LRPC)

The industry we cater-

- Construction
- Infrastructure
- Automobile (passenger vehicle, commercial vehicle, two/three-wheeler)
- Agriculture Equipment
- Lifting & Excavation (L&E)
- General Engineering
- Railways
- Defence

Management Organization



Staffing Structure

Tata Steel Limited's Gamharia Unit workforce comprises 1100 officers and 700 workers, totaling 1800 employees. The top management, led by the Managing Director, Vice Presidents for different verticals and and Senior General Managers under each vertical, oversees key production and support departments, including Total Quality Management & Total Productive Maintenance. The 700 workers cover roles in production, maintenance, skilled trades, and support staff.

2. Milestone on the Journey of Manufacturing Excellence

The incorporation of Total Productive Maintenance (TPM) as a company policy stems from its comprehensive maintenance management approach, emphasizing the integration of people, processes, and machinery.

A key driver for TPM adoption is its emphasis on proactive maintenance over reactive repairs. Traditional practices entail fixing equipment post-breakdown, leading to unplanned downtime, production losses, and increased repair costs.

Moreover, TPM instigates a cultural shift, fostering ownership and accountability across all organizational levels. It promotes cross-functional collaboration, ensuring active participation in the maintenance process from equipment operators to maintenance personnel.

In essence, embracing TPM as a company policy signifies a dedication to operational excellence, efficiency, and a proactive approach to equipment maintenance. It transforms the conventional reactive model into a proactive, employee-engaged strategy, aligning with the company's overarching goal of consistently delivering high-quality products and services.

1. Awards and Recognitions:

JRD QV Trophy and CII(ER) Productivity Award:

Recognition for outstanding performance and productivity.

CII Awards:

Sustainability Award.

Best Performance in Employee Safety, Health & Environment Award.

Corporate Excellence Award.

AIMA Project Excellence Award:

Acknowledgement of excellence in project management.

2. Safety and Risk Management:

Contractor Safety Risk Management:

Assessment of 121 vendors based on new CSM standards.

Implementation of an IT-based Suraksha card for tracking and alarms.

Process Safety Management:

Deployment of an E-work permit system.

Implementation of positive isolation standards in 100% of the area.

Road/Rail Safety Risk Management:

Dumper toppling elimination campaign.

Establishment of a dedicated pedestrian pathway.

3. Employee Wellbeing and Development:

Health and Wellness:

Annual health check-ups for 1800+ employees.

Launch of a 24*7 Wellness app.

Training and Skill Development:

E-learning module deployment.
Skill training for heavy vehicle drivers, EOT operators, and riggers.
Collaborative programs for managerial development with external agencies.

Diversity and Inclusion:

Focus on female employee interaction with senior leaders.
Achieving 47% male-to-female diversity in new recruitment.
Support for PwD and LGBTQ+ communities.

4. Community and Social Initiatives:

Livelihood Enhancement:

Support for PwD and LGBTQ+ communities.
Collaboration with government agencies for grants.
Mushroom cultivation project for alternate income.

Education and Skill Development:

SUPER 30 'Girls' students program.
Skill development programs benefiting 66 youths.
Community center construction benefiting 4000 people.

5. Operational Efficiency and Sustainability:

Vendor and Procurement:

Launch of Vendor capability-building program.
Rollout of E-Procurement for efficient quotation handling.

Environmental Initiatives:

Enrolled for climate disclosure as a Tata Steel Group entity.
Projects to reduce CO₂, stack emissions, water, power, and fuel consumption.
Focus on maximizing waste heat recovery for green energy consumption.
Pilot of CCUS technology for reducing carbon footprint.
Launch of a Life Cycle Assessment (LCA) model for environmental consequence assessment.
Implementation of the 3R concept across the value chain for increased operational efficiency.

3. Benefits Achieved Explain the benefits that have occurred.

The implementation of JIPM TPM assessment at our organization has yielded a comprehensive range of benefits, falling into two distinct categories: tangible and intangible.

Tangible Benefits:

Financial metrics reflect substantial growth, with turnover skyrocketing by an impressive 132%, from 3489.99 Cr INR to 8098 Cr INR. The EBIDTA remarkable 460% expansion, from 184 lacs INR to 1028 Lacs INR. 20% surge in production, from 590 KT to 707 KT. Breakdown reduced by 50%, from 714 No./month to 374 No./month. Customer complaints reduction of 85.9%, declining from 855 ppm to 120 ppm. Notably, unsafe incidents witnessed a 41.2% reduction, dropping from 97 incidents in a year to a commendable 57 incidents.

Intangible Benefits:

Qualitative advancements are showcased in the considerable growth of customer satisfaction by 21.4%, increasing from 70% to an impressive 85%. Employee satisfaction also increased of 18.75%, rising from 80% to 95%. These intangible improvements highlight the organization's commitment to enhancing not only quantitative metrics but also qualitative aspects, fostering a culture of satisfaction and engagement. The amalgamation of tangible and intangible benefits underscores the holistic success of JIPM TPM assessment in fostering both financial robustness and qualitative excellence.

4. Key of our Manufacturing Excellence

Tata Steel Limited proudly embarks on the journey of JIPM TPM assessment, recognizing the pivotal role it plays in our pursuit of manufacturing excellence. Our commitment to this evaluation stems from the understanding that excellence is not merely a goal but an ongoing process of continuous improvement. The key components encapsulating our manufacturing excellence include:

Operational Efficiency: Streamlining processes and optimizing resources to ensure a seamless and efficient production cycle.

Quality Assurance: A relentless focus on maintaining the highest standards of quality throughout our manufacturing operations, ensuring the delivery of superior products.

Employee Engagement: Cultivating a culture of engagement and empowerment, where every team member actively contributes to and takes ownership of the manufacturing process.

Innovation and Technology Integration: Embracing cutting-edge technologies and fostering a culture of innovation to stay at the forefront of manufacturing advancements.

Environmental Stewardship: Upholding a commitment to sustainable practices, minimizing our environmental footprint, and aligning our manufacturing processes with eco-friendly initiatives.

Safety and Risk Management: Prioritizing the safety of our workforce and implementing robust risk management protocols to create a secure and conducive working environment.

Customer Satisfaction: Placing customer satisfaction at the core of our manufacturing goals, ensuring that our products meet and exceed customer expectations.

As we embark on the JIPM TPM assessment, these key components collectively represent the foundation of our manufacturing excellence, reflecting our dedication to continuous improvement and delivering value across every facet of our operations.