

FeCr Chronicles

FACOR'S QUARTERLY NEWSLETTER



Mr. Pankaj Sharma
CEO, FACOR

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Dear All,

As we reflect on the second quarter of FY 24-25, I am filled with pride over the significant strides we have made in the areas that define FACOR—safety, sustainability, and excellence. This quarter marked a pivotal moment in our commitment to Environmental, Social, and Governance (ESG) principles.

The introduction of FACOR's first-ever Electric Vehicle for Quick Response Teams (QRT) is a proud milestone in our sustainability journey. Alongside this, we planted and distributed more than 20,000 saplings during the monsoon season, furthering our commitment to a greener, more sustainable future.

At the heart of FACOR remains our focus on fostering a positive, inclusive workplace. This quarter, we welcomed fresh talent across various departments, reaffirming our dedication to cultivating a culture of growth, learning, and innovation. Our continued focus on employee well-being and adherence to the highest ethical standards will be instrumental as we move forward together.

We also made meaningful progress in our community outreach efforts, with initiatives like Khaana Khaaya Kya program demonstrating our commitment to uplifting those around us. These initiatives are not just campaigns but a reflection of our core belief in the power of collective action and our shared responsibility to create a brighter future.

As we look toward the next quarter, I encourage each of you to stay focused, innovative, and collaborative. Together, let's continue pushing boundaries and building a stronger future!

Happy Reading!

BUSINESS HIGHLIGHTS

Sustainability Milestone: FACOR Security Team Introduces Electric Vehicle for Quick Response Team



Reinforcing our commitment to sustainability and innovation, FACOR launched an electric vehicle for our Quick Response Team (QRT). This initiative aligns with FACOR's goals of achieving net-zero carbon emissions by 2050 and reducing absolute emissions by 25% by 2030. Introducing electric mobility supports eco-friendly practices and delivers an impressive 40% annual cost optimization, showcasing the benefits of environmental responsibility and financial efficiency.

Insights into the Future of Stainless Steel and Ferrochrome: IFAPA's 4th International Ferro Alloys Conference



FACOR participated in IFAPA's 4th International Ferro Alloys Conference, where industry leaders and experts convened to explore the latest trends shaping the Stainless Steel Industry, Chrome Ore dynamics, and the High-Carbon Ferrochrome market. During the event, our panelists emphasized the vital role of chrome alloys in boosting the strength, corrosion resistance, and performance of both special and stainless steel. FACOR's Chief Marketing Officer, Mr. Gaurav Sharma, led discussions on domestic and global demand and supply dynamics, highlighting emerging trends and key demand drivers in the high-carbon ferrochrome sector. We are excited to apply these insights and continue fostering innovation in our work!

BUSINESS HIGHLIGHTS

26th MEMC Week: FACOR to Host the 26th MEMC Week Celebrations



At the 26th MEMC Week, organized by the Indian Bureau of Mines, FACOR had the honor of hosting the event, including the Final Day Celebration, tentatively scheduled for January 2025. Mr. Muthumari M, Mines Head at FACOR, has been appointed as the Chairman of the Organizing Committee for the 26th MEMC Week Celebration. Supporting him in this role is Mr. Ajay Patra as Co-Chairman, Mr. Susanta Biswal as General Secretary, and Mr. Subas Sahoo as Treasurer.

Leadership Visit to FACOR Mining Site: A Steppingstone for Future Operations and Innovation



FACOR CEO, Mr. Pankaj Sharma, at the mining site, marking a significant steppingstone in planning for the upcoming month and future operations. His visit underscored the key achievements of the quarter for the mines division and included an extensive tour of the mines and COB. During the visit, Mr. Sharma held insightful discussions with the team, motivating them to pursue greater growth and innovation in our mining operations. His presence sent a strong message of commitment to business excellence and continuous improvement across the organization.

BUSINESS HIGHLIGHTS

Transforming the Workplace: Intensive Managerial Training Program



FACOR organized an intensive managerial training program focused on strengthening the leadership and managerial capabilities of its employees. The program covered essential topics, including effective communication, team building, conflict resolution, and decision-making. Led by industry experts from Possiblers, the training featured hands-on sessions and team-building exercises, offering valuable insights and promoting a collaborative learning atmosphere for all participants.

Lakshya: Business Optimization Workshop: Driving Growth for Positive Business Outcomes



FACOR held an intensive brainstorming workshop focused on business optimization and planning. The goal was to identify actionable solutions to achieve positive business outcomes in H2. The day started with an ice-breaking session, followed by motivational speeches from ManCom. Participants were divided into 12 cross-functional groups, each tasked with tackling specific areas of opportunity. To recognize outstanding contributions, the top three presentations were awarded, further motivating the participants. The workshop concluded with closing remarks from Mr. Muthumari M, Head Mines, Mr. Kamod Singh, and Mr. Suniti Dhal, CHRO, leaving everyone energized and ready to implement the ideas shared.

ELEVATING SAFETY CULTURE AT FACOR: SURAKSHA SANAKLP

MONTHLY SAFETY STANDDOWNS



FACOR marked Suraksha Sankalp-13 in July 2024, with a Safety Standdown on the theme of **“Uncontrolled Load During Lifting”**.

CHSEO Mr. Krutisunder Mohapatra emphasized the importance of adhering to safety standards in crane and lifting operations. The chief guest, Mr. Sanjay Pal, COO, highlighted key safety incidents in load lifting, sharing valuable lessons and stressing the need for precautions during the monsoon season to mitigate weather-related risks.

FACOR observed Suraksha Sankalp-14 August 2024, focusing on the theme of **“Uncontrolled Load During Lifting”**.

Mr. Pankaj Sharma, CEO, delivered an insightful address, reiterating the importance of PPE when working in molten metal areas. He emphasized that safety must always be the top priority, encapsulated by the phrase, "Safety First, Production Next." Mr. Sharma also informed the audience about the safety standards and the strict alcohol policy enforced on-site.



FACOR marked Suraksha Sankalp-15 in September 2024, focusing on the crucial theme of **“Excavation safety”**.

CHSEO Mr. Krutisunder Mohapatra addressed the gathering, discussing various hazards and risks associated with excavation, such as the presence of underground utility, gas, electrical, or IT lines that must be checked before granting clearance for excavation. He emphasized the importance of evaluating risks like engulfment, entrapment and implementing appropriate control measures before starting any work.



HSE / SUSTAINABILITY

FACOR Launches Swachhta Hi Seva Program at Ostapal Mines with Focus on Cleanliness and Sustainability



FACOR, in collaboration with the Indian Bureau of Mines (IBM), launched the Swachhta Hi Seva program at Ostapal Chromite Mines. Under this year's theme, "**Swabhav Swachhata - Sanskaar Swachhata**", the initiative emphasizes on cleanliness being a core value to be ingrained in daily habits. The program began with awareness sessions followed by various activities such as cleanliness drives, tree plantation, and waste management workshops, all aimed at fostering environmental responsibility. The event featured a Cyclothon, a Walkathon, in association with #RunForZeroHunger initiative. Employees and business partners actively participated, promoting environmental stewardship and a cleaner, healthier lifestyle.

FACOR Launches 5-Day Critical Risk Management Capacity Building Workshop



FACOR launched a 5-day Critical Risk Management (CRM) Capacity Building Workshop at FACOR, aimed at strengthening our ability to systematically identify, manage, and monitor critical control points to enhance safety and operational efficiency. Inaugurated by CEO Mr. Pankaj Kumar Sharma in the presence of FACOR's senior leadership, the workshop was led by Mr. Mahesh Mahajan, Group Head of Safety, alongside Dupont consultant Mr. Brian Vicars. Participants gained valuable tools and knowledge to mitigate critical risks, improve safety performance, and drive sustainable growth through enhanced operational practices.

FACOR LEADS MASS PLANTATION DRIVE

MAKING STRIDES TOWARDS A GREENER TOMORROW



FACOR in collaboration with the **Odisha Forest Development Corporation (OFDC)**, conducted a mass plantation drive at Bhadrak, Odisha. This drive underscores FACOR's commitment to environmental sustainability, which saw over 200 employees, their families, and business partners planting **1001 saplings**, including **more than 18 varieties of native fruit-bearing trees**. In addition to that, FACOR is committed to plant 2500 more saplings in collaboration with OFDC. FACOR has planted and distributed **20,500 saplings**, aiming to plant **25,000 saplings this monsoon season**.

CEO Pankaj Sharma highlighted the importance of the initiative, stating, "Today's plantation drive is about planting seeds for a greener, healthier future. Our commitment to the environment is unwavering, and the participation of our employees and business partners demonstrates our collective responsibility in safeguarding our planet."

FACOR has always been at the forefront of environmental initiatives, and this event is another step in its journey towards creating a sustainable future. FACOR plans to continue such efforts, engaging more stakeholders and expanding the scope of its green initiatives, remaining dedicated to not only meeting but exceeding its sustainability goals, ensuring that its progress is in harmony with nature.

COMMUNITY DEVELOPMENT

Empowering Rural Education: Sathi Shiksha Amrut Pariyojna

As part of the ongoing FACOR Sathi Shiksha Amrut Pariyojna, aimed at improving the quality of education in rural areas, the students at the community schools have received essential educational support materials. This effort promotes equality, enhances comfort, and improves the overall well-being of students. By reducing educational barriers, this initiative encourages regular attendance and contributes to better learning outcomes in rural communities.



FACOR Leads Swachhta Pledge inspiring Future Cleanliness Champions



FACOR recently hosted a Swachhta Pledge ceremony at Ostapal School as part of the Government of India's Swachhta Hi Seva initiative. Students took the pledge, committing to maintaining cleanliness and contributing to the nation's cleanliness efforts. The initiative inspired young minds to become cleanliness ambassadors in their communities, fostering a sense of environmental stewardship from an early age.

Art From Waste Promotes Swachh Bharat Mission

Under the "FACOR Sathi Shiksha Amrut Pariyojna," FACOR organized an "Art From Waste" session and competition at community schools to raise awareness about solid waste management, sanitation, and the principles of Reduce, Reuse, and Recycle. This initiative was in support of the Government of India's "Swachh Bharat Mission" under the "Swachhta Hi Sewa" campaign. Students eagerly participated, showcasing their creativity by transforming waste materials into impressive works of art. This instilled a greater understanding of waste management in students and a sense of responsibility toward Transforming the Environment.



COMMUNITY DEVELOPMENT

FACOR Launches New Batch of Tailoring Trainees at Jivika Centre

As part of its CSR initiative, Project FACOR Sathi Pragati, FACOR has welcomed a new batch of trainees to the Jivika Centre for tailoring training, operating at both the Plant and Mines locations. This program empowers women by equipping them with valuable tailoring skills, thus enhancing their potential for income generation. Through this initiative, FACOR is committed to fostering personal and professional growth, contributing to the economic empowerment of women.



FACOR celebrates International Tiger Day in collaboration with TACO

On International Tiger Day, FACOR hosted events at Ostapal and Kathpal Schools with the theme "Roaring for Conservation," promoting the vision of TACO. Students participated in drawing and slogan-writing competitions, creatively showcasing the significance of tigers in ecosystems. Vibrant wall paintings of tigers were also created at both schools, highlighting International Tiger Day and its theme, further emphasizing the conservation message.



FACOR's Green Initiatives: Building a Sustainable Future Through Tree Plantation

FACOR continues to strengthen its commitment to sustainability by promoting environmental awareness and distributing saplings to foster a greener future. This initiative reached community schools in Plant and Mines locations. Further, more than 800 saplings were distributed at Kaliapani Police Station. Through this, FACOR aims to inspire communities to actively participate in environmental conservation actively, ensuring a healthier and greener tomorrow for future generations.



FACOR CELEBRATES THE SPIRIT OF FREEDOM

78th Independence Day Celebrations



FACOR proudly celebrated India's Independence Day with a series of vibrant events, reflecting the spirit of patriotism and unity. The day began with a flag-hoisting ceremony, followed by a march-past parade, paying tribute to the nation's heroes.

The celebrations continued with cultural programs showcasing the rich diversity of Indian traditions. Performances included patriotic songs, dance performances, and skits by employees and their families, creating an atmosphere of pride and festivity.

The Independence Day celebrations at FACOR were a testament to the company's dedication to fostering a sense of community and national pride, making it a truly memorable occasion for all involved.

AWARDS AND RECOGNITION



**Asia's Best Employer
Award 2024:
CEO of the Year**



CII SHE Excellence Award



**Corporate Management
Innovative Leadership
Excellence Award**



**Corporate Management
Leadership Excellence
Award**



**People First
Leading Practices:
Impactful HR Strategy &
Leading Practices in HR
Transformation**

LIFE AT FACOR



MEDIA

ଫେକର-ବେଦାନ୍ତ ପକ୍ଷରୁ ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ କାର୍ଯ୍ୟକ୍ରମ

କାହିଁକି, ୨/୮ (କମିଶନ) ଫେକର-ବେଦାନ୍ତ ପ୍ରସ୍ତାବ ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ ପାଇଁ ପ୍ରସ୍ତୁତ କରାଯାଇଛି। ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ କାର୍ଯ୍ୟକ୍ରମ ପ୍ରସ୍ତୁତ କରାଯାଇଛି। ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ କାର୍ଯ୍ୟକ୍ରମ ପ୍ରସ୍ତୁତ କରାଯାଇଛି। ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ କାର୍ଯ୍ୟକ୍ରମ ପ୍ରସ୍ତୁତ କରାଯାଇଛି।



‘ସ୍ୱଚ୍ଛ ଓ ସବୁଜ ପଦକ୍ଷେପ ଲାଗି ଅଭିଯାନ’

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ଫେକର ପକ୍ଷରୁ କୁଆଡ଼ିଏ ଲାଗି ଶିକ୍ଷା ପ୍ରୋତ୍ସାହନ



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FACOR pioneers green initiative with electric vehicle launch for Quick Response Team



PBD BUREAU BHADRAK, SEP 17

FERRO Alloys Corporation Limited (FACOR), one of India's oldest and most respected producers of High Carbon Ferro Chrome and Charge

Chrome, has taken a significant step toward sustainability. On the occasion of Viswakarma Puj, FACOR unveiled an electric vehicle (EV) for its Quick Response Team (QRT) at its Bhadrak facility. This initiative marks a pivotal step in FACOR's journey towards achieving net zero carbon emissions by 2050, along with the goal of reducing absolute emissions by 25 per cent by 2030. The introduction of the EV not only highlights FACOR's dedication to eco-friendliness but also reflects its commitment to innovation, corporate responsibility, and environmental leadership.

ନିରାକାରୀର ଉତ୍ତର ଲକ୍ଷ୍ୟର ଛାଡ଼ନା



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FACOR'S commitment to environmental stewardship with the plantation of 25,000 saplings

PBD BUREAU BHADRAK, JUL 30

FERRO Alloys Corporation Ltd. (FACOR), in collaboration with the Odisha Forest Development Corporation (OFDC), recently conducted a significant plantation drive at its Bhadrak plant. This event underscores FACOR's dedication to environmental transformation and sustainable practices. Over 200 employees, their families, and business partners gathered to demonstrate a united effort towards environmental protection.



saplings. The company plans to plant an additional 2,500 saplings in partnership with OFDC in the coming days, featuring over 18 varieties of native fruit-bearing trees. To date, FACOR has planted 7,500 saplings and is on track to reach its goal of 25,000 saplings this monsoon season. These collective efforts emphasize FACOR's commitment to aligning its growth with environmental sustainability while achieving business excellence.

pants, highlighting the significance of such initiatives for planetary conservation and sustainability. "Today's plantation drive is more than just planting trees; it's about investing in a greener, healthier future. Our unwavering commitment to the environment is demonstrated through our actions and leadership. The involvement of our employees, families, and business partners reflects our shared responsibility to protect our planet," Sharma said. Krutisunder Mohapatra, CHSEO of FACOR, discussed how these saplings are expected to enhance the local ecosystem by improving air quality, boosting biodiversity, and providing sustainable habitats for wildlife.