

CHARGE

November 2019

A Technical News Journal from Deki Electronics Ltd

Editor's Desk

Dear Reader,

Deki is an ISO 14001:2015 certified company. Its environmental policy is based on the 3Rs of Reduce, Reuse and Recycle. Based on its performance in the field of environment, Deki bagged the 1st prize in Excellence in Environment Management in 2018-19, awarded by ELCINA, the Electronic Industries Association of India in Sept 2019.

In keeping with the Prime Minister, Mr Narendra Modi's exhortation against single use plastic, Deki is totally committed to this end. In this edition of Charge we talk about how Deki is achieving this.

Now for some good news of a different kind. Deki prides itself on its open, transparent and high performing working culture. It is a matter of pride that this has now been validated by the Great Place to Work Institute.

As always, we look forward to your suggestions to improve Charge further.

Anil Bali



We've known it all along. Now the world knows it.

Deki Electronics is now a Great Place to Work-Certified™ company based on a High-Trust, High-Performance Culture™.

Great Place to Work® Institute conducts research on workplace culture and recognises leading workplaces in close to 60 countries on six continents. Based on results of surveys representing over 12 million employees and more than 8500 companies around the globe, these best companies' competitions form the basis of the world's largest and most respected set of studies of workplace excellence, management and the role of trust in workplace culture.

Great Place to Work® Certification is a gold standard that organizations aspire to achieve. Business leaders and researchers rely on Great Place to Work® metrics to define a great workplace.



www.dekielectronics.com

No single use plastic at the annual Deki Navratra Bhandara

At Deki, we organise an annual Navratra Bhandara and this year it was held on 4 October. Nearly 2,000 people, including Deki employees, partook a sumptuous and tasty meal of channa, aloo sabzi, poori and halwa.

This year the bhandara was path breaking. Until now we had been using plastic plates and plastic spoons to serve food. However, in line with our PM's message for doing away with single use plastic, this time the food was served on environmentally-friendly plates made out of dried leaves. All the people who ate at the bhandara also emptied their plates in a bin thereby ensuring that the area was not littered. To see this change was truly mind warming and we were happy to have been able to do our bit as part of our responsibility towards our planet and our country.



Blood Donation Camp at Deki

If you are a blood donor, you are a hero to someone, somewhere, who receives your gracious gift of life. Taking this thought ahead, Deki organised a blood donation drive in the factory on 6 July 2019 through Om Charitable Blood Bank, NOIDA. This was the first blood donation camp in Deki and 20 units of blood was donated by Team Deki. We hope to make this a regular feature in times to come.



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3Rs at Deki

Deki's environment strategy is based on 3Rs - Reduce, Recycle and Reuse. This is what we do to put our environment strategy to practice.

There are normally three ways of supplying film capacitors:

- a. Bulk,
- b. Taped in ammo pack
- c. Taped in reel

In the case of taped material cardboard boxes are used for packing for dispatch.

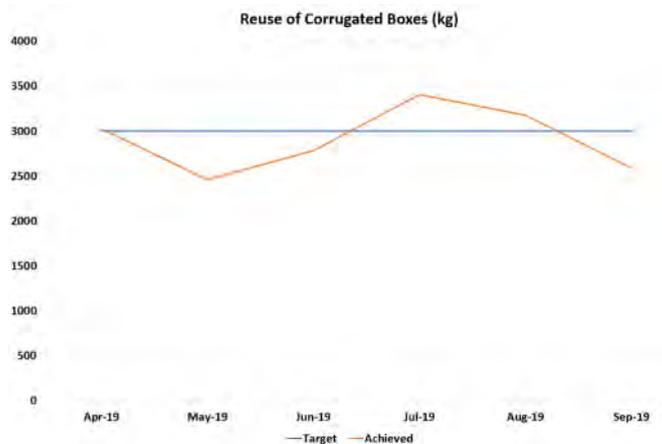
In the case of bulk packing there are two choices:

1. polybags
2. cardboard boxes

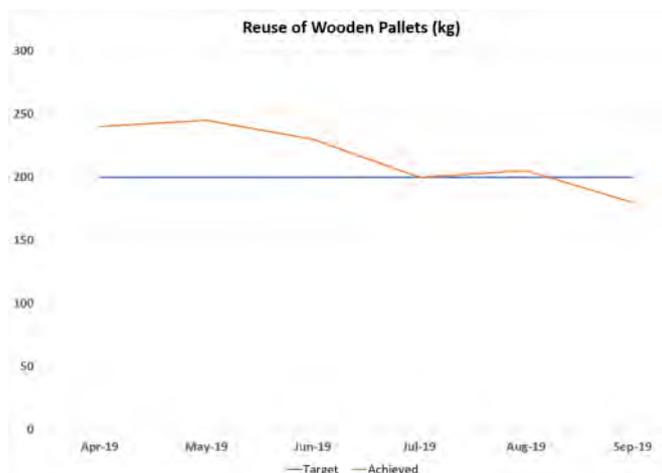
We are all aware that the raw material for cardboard boxes comes from trees. Needless to state, this is not at all environment friendly.

The other alternative is to pack the capacitors in polybags. At Deki we use 100% recyclable LDPE polybags of 75µ thickness. These polybags can be reused by the customer either internally or sold to a registered recycler.

Of course, these polybags are packed in a corrugated cardboard outer carton. This carton again has to be reused internally by customers at their end or given to a registered recycler. Deki recycles more than 3000kg of corrugated boxes by using them to pack our capacitors. This is the way Deki is trying to ensure minimum impact on the environment.



In addition to the polybags and cardboard cartons, we are also reusing more than 200 kg of wood and 84 kg of plastic pallets every month that we get along with our raw material.



The pallets, both wooden and plastic, are reused as is for transporting our capacitors to our customer in Poland.

Not just this, in order to optimise raw material and to reduce power consumption and improve the environment at Deki, we have put the following measures in place:

- Optimisation of spray operation and gun modification to increase deposit efficiency of spray material from 52% to 57% on the product.
- New spray machines installed to improve productivity and efficient recovery of waste tin zinc powder.
- Improved winding process to reduce rejections and thereby improving yield
- Implemented fully automatic jig pressing to replace hot pressing operation which has reduced energy cost.
- Storage of balance epoxy liquid in fridge to reuse on next working day.
- Change in product design to reduce consumption of raw materials.
- Replacement of inkjet marking to laser marking to avoid use of marking ink.
- Recently, we have installed effective dust collector to improve spray operation efficiency, reduce fire hazards and improve air ambient quality.

Another very innovative example of reuse is the making of bricks from scrap epoxy powder.

The Story of a Brick



At Deki, we use epoxy powder for the coating of capacitors in order to protect them from atmospheric conditions like heat, light, dust and to provide mechanical strength. During this process, some epoxy powder collects in the machines dust collector.

Earlier, the waste epoxy powder was dumped in landfill sites after making it inert by heating but dumping has its own adverse effects as it affects the fertility of soil. Team Deki thought of a better way of using the powder, a way that the environment will not get affected adversely.

Waste epoxy powder is now used to make bricks, wall tiles and inter-locking tiles. Waste powder from the powder coating and marking cutting machines is available in thick and fine particles. Both these variants are mixed in a 50:50 ratio, made into a paste and put in an iron mould in the shape of a brick, tiles and inter-locking tiles and cured in the oven for 2½ hours. The final products have been used internally and the results and feedback are extremely encouraging.



CSR in Deki

Deki strives to be a model corporate citizen who is aware of the fact that it exists and operates in a social environment. Our vision as a corporate entity is to conduct our business activity with diligence, integrity, and honesty while ensuring that in doing so we engender a positive impact on society and the community that supports us.

We believe that each person ought to be given an opportunity to reach her/his potential. Unfortunately, social and economic realities are such that there is a vast section of our society that remains disadvantaged and marginalised largely on the basis of gender, disability, location, economic opportunities and social standing. This prevents those in these strata from attaining self-worth and economic independence. To meet our Corporate Social Responsibility (CSR), Deki aims to contribute towards providing knowledge, opportunities, and resources to empower the disenfranchised to gain better control of their lives. This warrants a long-term commitment and a dedication to the goal.

During 2013-14, we had established the CSR vision of the company “Empowerment through Education and Equal Opportunities” and designed Corporate Social Responsibility Policy of the company to fulfill the vision.

During the year 2014-15, the company has completed a pilot project focused on fostering self-reliance and economic independence for girls from impoverished and marginalised backgrounds residing at the Akhil Bharatiya Mahila Ashram in Dehradun. In this pilot project, we provided instructors in English and Computer skills and arranged for the enrollment of ten girls in a three-month vocational retail management training course under NIIT’s Nav Yuva Jyoti Programme. All girls have successfully completed the skill development programme and the six who were graduating high school were placed in jobs in the retail sector, in Dehradun. Their jobs now enable them to earn a decent wage to not only become self-reliant but to also assist their families financially. As role models, they inspire others at the ashram to follow in their footsteps.

Also, we have incurred a cost of rupees five lacs on installation of Solar Photovoltaic Panels in the premises of Akhil Bharatiya Mahila Ashram, Dehradun to reduce the ashram’s electricity bills while contributing to environmentally sound energy practices. This will provide uninterrupted electricity supply and comfortable study to the students residing in the Ashram.

During the year 2015-16, the company provided seven desktop computers along with power-supply to Gyan Shakti

Vidyalaya (GSV) an NGO active in the NOIDA area with the primary objective of providing basic and supplementary computer education to children from deprived and disadvantaged families living in shanties and make-shift housing structures.

Deki assisted Nai Disha Educational and Cultural Society, an NGO with its registered office at New Delhi to setup stitching and tailoring skill-development centre for girls and women of underprivileged society at their Kishangarh location. We had provided thirteen domestic stitching machines, one piko and one overlock machine along with a steel cupboard.

Community involvement and development during the year 2018-19 is as follows.

Consistent with Deki’s prime CSR mission of undertaking initiatives to improve the educational and economic well-being of girls and women from disadvantaged backgrounds, through Shashi Kiran Charitable Trust we have partnered with The Mooncatcher Project – a philanthropic organization based in New York, USA to optimize girls lives by removing barriers related to menstruation. The centrepiece of Mooncatcher’s activity is a reusable menstrual management kit that is distributed without charge to schoolgirls with the goal of allowing them to continue their education uninterrupted. In addition, an educational workshop on Menstrual Awareness, Management and Hygiene is also imparted to the girls– a critical gap in the typical curriculum in developing countries. We have successfully established a production centre in NOIDA, UP to make the Mooncatcher kits with all material sourced locally providing employment to local women. We started our outreach in Noida in January of 2019 by educating and distributing our kits to the neediest girls, and so far have successfully distributed over a thousand kits.

Employee based initiatives like Goonj twice in a year, Swatch Bharat, Good Deed Day etc. are also part of the CSR activity.



Health Checkup at Deki

Team Deki went through a health check on 6 September 2019 at a special camp held through ICICI Lombard General Insurance Company.

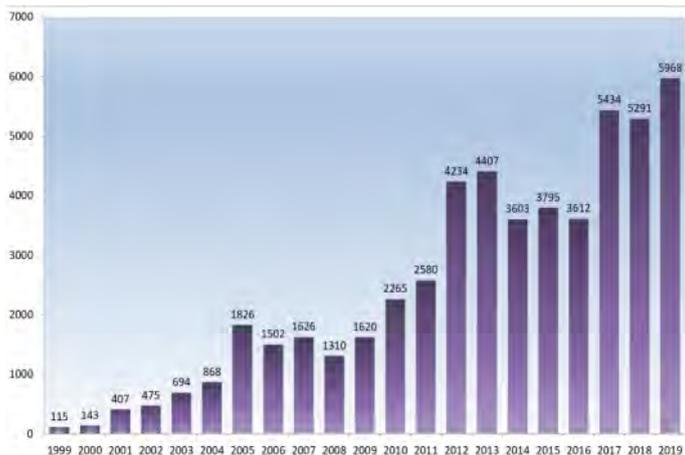
Organised especially for the executives covered under the Group Medical Insurance Policy, the health check included BP, BMI, CBC, HBA1C (to identify last 90 days average blood sugar), Serum Creatinine (to assess the kidney function), Total Cholesterol and T3,T4,TSH (to assess the function of thyroid gland), etc. Chest X-Ray, audiometry, sputum and CBC tests were conducted for the blue collar employees working in noise, dust and canteen area to identify occupational and infectious disease if any. The tests were done by 3H Health Care Pvt Ltd, NOIDA.

Earlier, on 24 July 2019, 216 employees went through a check-up through Kailash Hospital, NOIDA. Employees were examined by dental, orthopedic and eye doctors and a light, healthy breakfast rounded off the health camp.



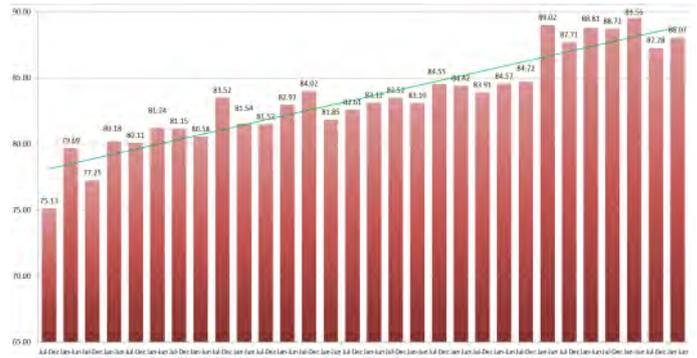
Training is Important at Deki

As long standing readers of Charge know by now, training receives utmost importance at Deki with close to 5% time spent on it. As an integral part of continual skill enhancement, training has been growing consistently with detailed, stage-wise training. Training modules impart process knowledge and machine working. This is followed by a written test in which the employee has to score a minimum of 80% at critical stages to qualify to run the machine. Deki's training modules are well recognised and serve as a benchmark for component manufacturers.



External Customer Satisfaction Survey

Deki conducts an external customer satisfaction survey every six months and from the time we started this measurement in 2004 we have been showing consistent growth from an initial satisfaction rating of 75%. In the six months following each survey we act on the two points highlighted by our customers during the survey. Our customers recognise this effort of Deki and it is reflected in the score in the next survey. In the recent survey covering January–June 2019 the Deki satisfaction score has risen to 88.07%.



Employee Satisfaction Survey

Deki also conducts an employee satisfaction survey every six months in which all direct employees are asked fifteen questions pertaining to:

1. Their work environment
2. Salary
3. Satisfaction level
4. Growth opportunity
5. Knowledge of targets, standard specifications, operating procedures, etc.

Marks are accorded to each question and then consolidated into a report that compares the results of the most recent survey with the previous one. This consolidated report, along with the action points for improvement, are discussed with all the employees in an 'Open House' by Mr Vinod Sharma, our Managing Director. The August 2019 survey showed a more or less stable trend of 86-89%.

Bidding Adieu to Three Members of Team Deki

Three Deki employees retired between April-October 2019. Mrs Ombala Tyagi (Assistant Executive – RM Store) completed 34 years of service in the company having joined Deki in August 1985. Mr Tilak Singh from the production department after 31 years and Mr Surendran K S, (Assistant Manager -Maintenance Utilities) after serving for 34 years.

They were given a warm and affectionate farewell chaired by the Managing Director, Mr. Vinod Sharma. The management and senior Team Deki members appreciated the retirees for their contributions to the development and growth of Deki. On their part, Mrs Tyagi, Mr Singh and Mr Surendran appreciated the management for creating a wonderful work environment where employees like to spend a major part of their lives. They also shared lot of old memories associated with Deki. Team Deki wishes both a happy, healthy and prosperous post-retirement life.