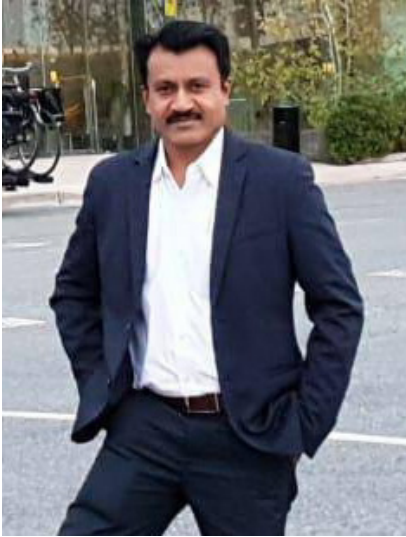


I AM
ADV**IK**
Passionately Innovative

VOL. 08 | COVERAGE (JUL. 2021 TO SEP. 2021)

Advik's Internal Newsletter



MESSAGE FROM AVP R&D

Dear Colleagues,

We are living in the world where **change is the only constant**.

New technologies {TECHNOLOGY ALWAYS IS A NON-LINEAR CHANGE} continue to emerge at an ever-more rapid pace.

Second globalization brings new market, new customer, non-traditional competitors and new challenges. Because of these forces, companies find that their strategies need a continual redefinition, reason being the old assumptions are not valid anymore, competitors have neutralized your strategies or the technological developments offer unanticipated opportunities.

Anticipating the forces we started working on our business plan at the beginning of 2019 and using **THE THREE BOX STRATEGY** by **Mr. Vijay Govindarajan** – we have classified our business model into **H1 / H2 / H3**.

H1 is our current business on basis of which ADVIK is where it is today, H2 / H3 the future, which will make us accomplish our business plan. As a first step of execution on this strategy, it was important to **identify the products / technology** that will take us through. With the Electric Vehicles (2WH EVs) as a potentially disruptive technology, that we believe will transform the automotive industry + the partial electrification of the current IC engine, it was necessary for us to identify the product / technology, which will survive given both.

As a result, we ventured into the area of **“BRAKES”** and today we can proudly say that ADVIK developed ‘Brake System’ has been fitted on the two-wheeler EV’s.

When saying Partial electrification in form of hybridization of current IC engine the current product portfolio (Oil Pump + water pump) needed a shift, for which expertise from the electrical field was the necessity and as result, we have created an **ELECTRICAL DOMAIN in R&D**, so together (Mechanical R&D + Electrical R&D) we offer a solution to customer need.

However, at the same time our H1 business, which contributes significantly today, we have been growing by venturing into Oil pumps / water pumps / Vacuum pump for PV / Off-road vehicle for major OEM's.

Now as we have begun our journey in the new product portfolio's, it's time that significant contribution from respective team member is needed to excel ahead and to sustain in this changing & unpredictable environment. On a personal ground – As we continue our daily lives in this pandemic, let us work to protect and care for one another. Even from afar, we are in this together. I want nothing more than for you to take care of yourself, your friends and your family.

We will definitely push through these challenges with grace and positivity."

It is a wonderful thing to be optimistic. It keeps you healthy and it keeps you resilient.

-Shyam Gawade
AVP - R&D

PREFACE

This newsletter will run you through all activities, initiatives done under the below quadrants as follows:

FOCUS AREAS

Page No. 01

NEW INITIATIVES

Page No. 02

REWARDS AND RECOGNITION

Page No. 05

EMPLOYEE ENGAGEMENT

Page No. 07

EMPLOYEE COLUMN

Page No. 11

FOCUS AREAS

ADVIK STRETCHES ITSELF INTO TRACTOR SEGMENT

Advik's Business Unit-II arm commissioned in 2019-20, which mainly operates into 4W, 3W, Off-Highway & offers Technological Solutions into various segments spreads its portfolio into Tractor Segment by bagging orders for Oil Pump from segment dominated OEM - Mahindra & Mahindra.

The prestigious projects being called are HCE (High Capacity Engine- 39 & 42 HP) & DHRUV (23 to 50 HP) with annual volumes to the tune of 1,00,000 & above.



Mr. Govind Bandekar of M&M (FD) visited Advik's Chakan facility for assessment & discussions on the nominated projects.

From L-R: Shyam Gawade (Advik), Pavankumar Pataudi (Advik), Yogesh Melag (Advik), Maneesh Satarkar (Advik), Govind Bandekar (M&M), Onkar Pandit (M&M), Vrushabharaj Hegde (Advik), Kunal Patil (Advik)

Customer Position & Segment Insights :

The Tractor Industry has reported historic production, highest ever domestic volumes & a strong growth in exports in FY 2020-21.

With strong domestic demand on the back of robust rural economy & recovery in exports, industry achieved its highest-ever production at 9,65,000 units in FY 21 against 7,78,000 units in FY 20, according to the data provided by Tractor & Mechanisation Association (TMA).

M&M dominated the segment which sold about 3,43,833 units with market share of 38.23%, followed by Tafe Group with share of 18.43%, IITL 13.06%, Escorts 11.32%, John Deere 9.52% & rest by others as mentioned in ref image.

Credits: Mr. Kunal Patil - Dy. Manager - Marketing, Pune.

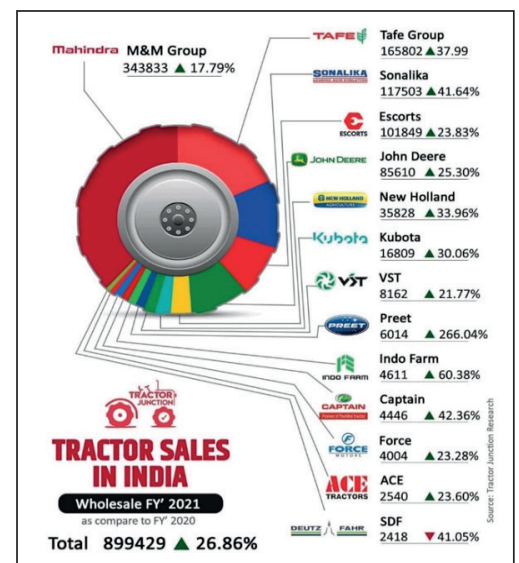


Image Source: Tractor Junction Research

NEW INITIATIVES

ADVIK HI-TECH DIVERSIFIES INTO BRAKES FOR E-TWO-WHEELERS

Change is constant and the companies which do not adapt the business models of the fast-changing market environment and the mega trends will find themselves far behind in the race to success. The transition of electric mobility has an impact in the component sector. Gradually, smart-thinking companies are looking to ensure they are ready for the e-mobility boom as and when it happens.

While we continue with the manufacturing of our existing IC engine parts portfolio, we are now making the shift to developing parts for electric vehicles. Advik Hi-Tech is diversifying into the segment through manufacture of disc brakes for electric two-wheelers. Speaking to Auto-car Professional, Aditya Bhartia - Managing Director, Advik Hi-Tech, stated, “In the electric two-wheeler space, we are trying to get into disc brakes. We are in the prototyping and testing stages and have identified few customers. We expect to introduce the product to the market within this financial year.”

New Opportunities :

Advik Hi-Tech is also targeting business for its oil and water pumps in the tractor industry which will soon see new TREM IV and TREM V emission norms. Likewise, with OBD II for IC engine-powered two-wheelers around the corner, this also throws in a few new opportunities for us. The advent of BS VI emission norms gave the company substantial demand for our throttle body and solenoid valve business. In early 2021, Advik acquired Hanon Bangalore Operations (Hanon Bangalore) from Hanon Systems, South Korea, giving it an entry into the car component business. The plant manufactures automotive water pumps and vacuum pumps for global four-wheeler OEMs.

The buyout gives Advik a new plant along with booked business and helps expand its manufacturing footprint to 10 plants across India, Indonesia and Vietnam.

“The lines were automated, the facility has the highest technology and quality systems. There was an excellent team in Bangalore. We thought it would be a nice fit for our growth,” said Mr. Bhartia. He added, “We are looking at a couple of options for other acquisitions also. If we find anything interesting that creates synergy, we will look at it.”

Future plans:

In May 2021, Advik set up a warehouse in Mexico to cater to the Mexican and North American markets. Our exports to Mexico are rapidly growing and the company expects to double its revenue in the market soon.

Meanwhile, given the capacity constraints, the company is exploring new locations to set up a new facility in India. “The current plant does not have much space. We are studying places to set up a hub. There are many states which give incentives. We are currently looking at these six states — Haryana, Rajasthan, Gujarat, Maharashtra, Tamil Nadu and Karnataka,” disclosed Mr. Bhartia.

Another future growth area is CNG kits and the company is working on this project, the prototypes is expected to be ready by the year end.



A glimpse of the new plant that Advik acquired from Hanon Systems manufactures water pumps and vacuum pumps for global four- wheeler OEMs.

GRANT & RECORDAL OF ADVIK'S PATENT 377265

It's always a feeling of pride and excitement when a company achieves a milestone! It gives us immense pleasure to announce one more achievement of ADVIK.

The Patent Application-3294/MUM/2014 filed by ADVIK has received the grant on 20th September,21 and is published in official gazette of Indian Patent Office dated 24th September,21.

This is second granted patent of ADVIK so far and we are sure there are many more to come !

We congratulate our INVENTORS and the whole ADVIK Family!

Mentioning few details of the application:

- Patent Number: 377265
- Title: TENSIONER FOR INTERNAL COMBUSTION ENGINE
- Relevant ADVIK Products: A668 and A678 Tensioners
- Name of Inventors:
 1. Mr. Shyam Gawade – AVP - R&D
 2. Mr. Sachin Vispute – DGM - R&D
 3. Mr. Raghunath Rathod – Div. Manager - R&D

Kudos to the efforts!

It took us almost 7 years to receive this grant; furthermore the IP cell of R&D, ADVIK is looking forward to expedite the said process with best possible strategy.



REWARDS AND RECOGNITION

CII 14TH TPM CIRCLE COMPETITION- ADVIK (23RD JULY, 21)

We are pleased to inform you that, Advik has won three 'Silver' trophies in Innovative category for JH, PM & KK pillar during 14th TPM Circle Competition (Virtual) organized by CII. The Kaizen Competition was broadly divided into Restorative, Renovative & Innovative category.

Under the moderation of Mr. Ankit Mair, total 3 Case studies were presented by Advik for JH (Pantnagar), KK (Pantnagar) & PM (Pune) pillars of TPM. Presenters: Mr. Yogendra Singh, Mr. Devender Singh, Mr. Sujit Zirpe, respectively.

Total 29 case studies were presented by various organizations, mentioning a few - Bajaj Auto , Godrej Precision, ITC Ltd, United Breweries, Raychem RPG Ltd, JBM, Tirth Agro, Tafe Motors & Tractors, Sigma Electric Manufacturing, Sartorius Stedim India Pvt. Ltd, Roop Polymers, Pernod Ricard India etc. The presentations were judged by a panel of Juries of CII principal counsellors & external industry experts.

It was a wonderful event with good experience & valuable learning about TPM pillars practiced in different Industries.

'Percolation of the management objective into circle objectives' was one of the key takeaways from the session.

INSTITUTE of QUALITY
Confederation of Indian Industry

14TH CII NATIONAL TPM CIRCLE COMPETITION

23 July 2021: Virtual Platform

JISHU HOZEN CIRCLE

| GOLD WINNER | SILVER WINNER |
|---|--|
| <ul style="list-style-type: none">• United Breweries Ltd – Palakkad• Raychem RPG (P) Ltd, Halol• Sartorius Stedim India Pvt Ltd | <ul style="list-style-type: none">• Pernod Ricard India Pvt. Ltd._RLL Unit, Derabassi• Advik Hi-Tech Pvt. Ltd• Pernod Ricard India Pvt Ltd_ Daurala Unit |

PLANNED MAINTENANCE CIRCLE

| GOLD WINNER | SILVER WINNER |
|--|---|
| <ul style="list-style-type: none">• Godrej Precision Engineering• Tirth Agro Technology Pvt Ltd | <ul style="list-style-type: none">• Advik Hi-Tech Pvt. Ltd• JBM Auto Limited |

QUALITY MAINTENANCE CIRCLE

| GOLD WINNER |
|---|
| <ul style="list-style-type: none">• Godrej Precision Engineering• Bajaj Auto Ltd, Chakan |

KOBETSU KAIZEN CIRCLE

| GOLD WINNER | SILVER WINNER |
|--|---|
| <ul style="list-style-type: none">• Pernod Ricard India Pvt. Ltd._RLL Unit, Derabassi• ITC Limited - ICML Panchla Unit• Sigma Electric Manufacturing Corporation Pvt . Ltd, Unit 3• Roop Polymers Ltd., Pantnagar | <ul style="list-style-type: none">• Sartorius Stedim India Pvt Ltd• Advik Hi-Tech Pvt Ltd• JBM Auto Limited |

SAFETY, HEALTH AND ENVIRONMENT (SHE)

| GOLD WINNER | SILVER WINNER |
|--|---|
| <ul style="list-style-type: none">• Bajaj Auto Ltd, Chakan | <ul style="list-style-type: none">• Schneider Electric India Private Limited (a unit of SEIPL), ESE Ahmednagar• United Breweries Limited- Ellora Plant |

ADVIK WON SILVER AWARD - 9TH EXCELLENCE PRACTICE COMPETITION 2021, CII (29TH JULY, 21)

CATEGORY: PEOPLE ENGAGEMENT PRACTICE

We are extremely delighted to have one more feather added in Advik's hat; by winning the Silver Award for People Engagement practices on 9th Excellence Practice Competition 2021 held by CII on 29th July, 2021.

A Case study was presented by Mr. Ankit Mair on People engagement practices, Total 31 Case studies were presented by various organizations from Manufacturing, Service & Power industry. The panel of juries consisted of experts from leading industries (BHEL, Phillips, Triveni Turbines etc.)

This winner news was also published in CII magazine.
Well Done Team!



EMPLOYEE ENGAGEMENT

SAMVAAD

We all are aware, Employee Engagement ideas have changed intensely over past few years and has really appeared as a critical driver for the business success. Employee Engagement brings out the Best in Employee, Improve Workflow, Promote Retention Of Talent, & Foster Customer Centricity which ultimately helps in improving organizational performance and stakeholder value.

Gallup survey states that, employees who have regular ONE –ON-ONE connects with their Seniors are 3X more likely to be engaged. On the same trail we have launched SAMVAAD as a communication tool by which level of engagement can be shaped up well.

Samvaad is defined as a relationship between the employee and the employee's senior where both engage in a communication dialogue which primarily revolves around the employee's well being, challenges faced and support required both on a professional and personal front.

This relationship will occur for a specified amount of time i.e. 45-60 minutes and at regular intervals as per the decided cycles for each year.

We have identified total 78 participants (L4 & above) across plants to have their SAMVAAD with respective managers as per the SAMVAAD cycles FY21-22 & yield results for employee well being.

THE CONVERSATION



SIX SIGMA – GREEN BELT CERTIFICATION

In pursuit of excellence and customer centricity, Advik Hi Tech and Mahindra Institute of Quality partnered for conducting a customized Six Sigma program. The 30 hours duration program was followed by 19 projects for achieving breakthrough quality. Successful participants were felicitated on 20th April 2021 by leadership team of Advik and MIQ.

ADVIK leadership team always encourages the opportunities to learn & promotes capability building. A great amount of efforts were taken by the team in successful completion of the Projects with the support of mentors & their sponsors.



The program mainly aimed to scale up knowledge & skill of the participants about statistical tools to minimize defects in our products and services & overall improvement in terms of Quality & Cost; considering the plan to reap approx. 1.60 Cr. of cost saving to Advik. Needless to say, the project success has worked amazingly giving us monetary & qualitative returns.

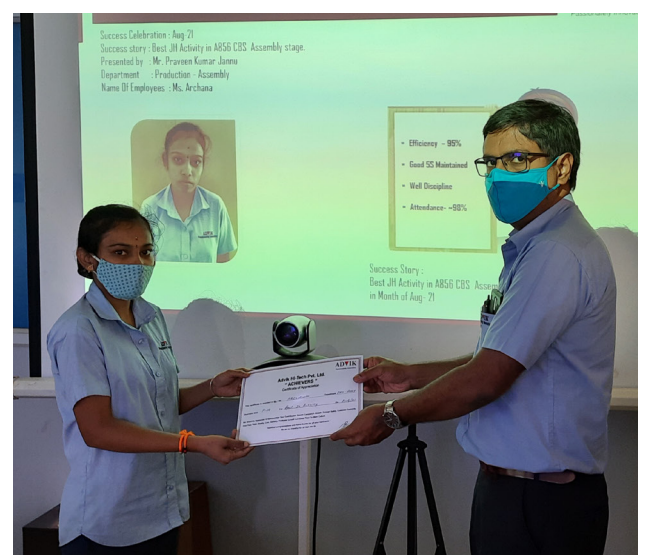
This success is largely due to team's commitment & continuous efforts. We are sure that the green belt team will take this forward and keep strengthening the learnings through more such chronic projects & continuous improvement initiatives in ADVIK.

“Never Stop Learning; For When We Stop Learning We Stop Growing”
-Jack Lewman

SUCCESS CELEBRATION

It is always important to recognize and reward extraordinary performers and celebrate their achievements, big or small. It is a great way to boost motivation, productivity and overall performance of employees. These forums keep the positive momentum going, honors the work that has been done and shows gratitude to the people who do it.

Advik group celebrates the success and recognizes teams & individual employees for their great work in each unit.



MOON CAKE FESTIVAL

The Mid-Autumn Festival also called as the Mooncake Festival.

It traditionally falls on the 15th day of the eighth month of the Chinese lunar calendar.

A “mid-autumn festival” is celebrated in many Asian communities besides China. It's a reunion time for families. People celebrate it by gathering for dinners, worshiping the moon, lighting paper lanterns, eating mooncakes, etc.

Moon cake festival was celebrated at our Veitnam unit, spreading joy & happiness amongst our employees.



GANESH FESTIVAL

One of the biggest and most auspicious festivals in India, Ganesh Chaturthi was celebrated across locations in Advik with great enthusiasm & happiness. The everyday Ganesh aarti, lightings & decoration brought up brightness & joy amongst the employees.



BLOOD DONATION CAMP AT P15

On occasion of Ganesh Festival, a voluntary blood donation camp was organized by Advik, Chakan. Total 50+ donors participated & helped us contribute to save many lives.

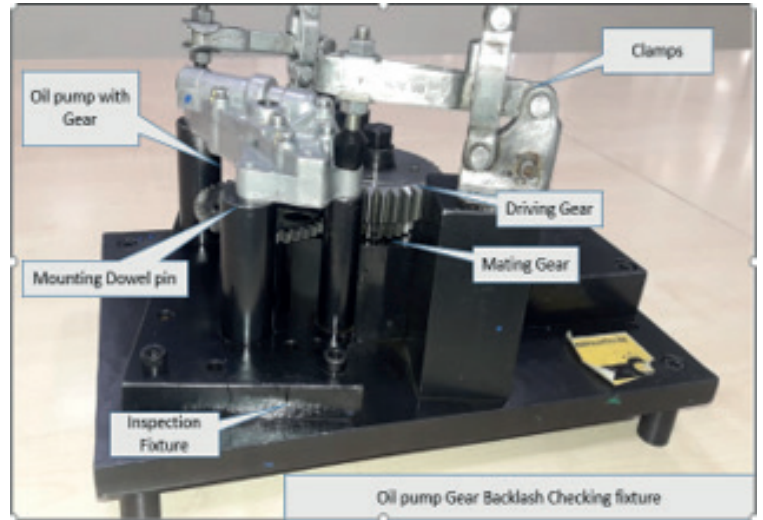


EMPLOYEE COLUMN

CUSTOMER CASE STUDY

We all know our esteemed customer **'Ducati'**. They are well known worldwide for their Product range & High level quality, and we are delighted to serve such a legend.

Our case study states how Ducati and team Advik has eliminated the 'Noise Complaint' that was reported by the customer.



In Dec'19 Ducati, Thailand; had reported engine noise complaint and had done the initial analysis indicating uneven body thickness of the oil pump. Customer had initiated the containment action by mounting oil pump on crank case & check the gear backlash of mating gears.

During further CFT analysis we found that, we could not arrest this defect in our assembly testing. Team P15 worked really hard to develop Engine Simulation fixture to arrest this defect.

Needless to mention, it wasn't easy to develop such high precision fixture. However with his consistent efforts Mr. Gautam Patil (ME-Engineer,P15) made this possible. With their persistent efforts QA team made it a success, in getting the engine dimensions and mating gear from Ducati.

We have implemented this fixture in Mar,20 at final inspection station & have achieved Zero Customer Complaint for the Noise phenomenon.

This fixture not only arrests body thickness defect but also captures other 'May happen' causes like Gear II-OPD and OD defects, Body CD shift defect, Body Perpendicularity defect etc.

Both the above activities were completed by surpassing the departmental and mental boundaries. And this is a BIG learning for all of us.

This reminds me of the saying: 'Koshish karne walo ki kabhi haar nahi hoti'!

Credits: Mr. Amol Chaudhari – AGM – Quality – Pune.

HISTORY OF AN AUTOMOTIVE CAR

The Beginning of Transportation:

The first idea and Practice Began in 15th Century. In the early 15th century, the Portuguese arrived in China and the interaction of the two cultures led to a variety of new technologies, including the creation of a wheel that turned under its own power. By the 1600s, small steam-powered engine models were developed, but it was another century before a full-sized engine-powered automobile was created.

First Car by Joseph Cugnot



First Ford car



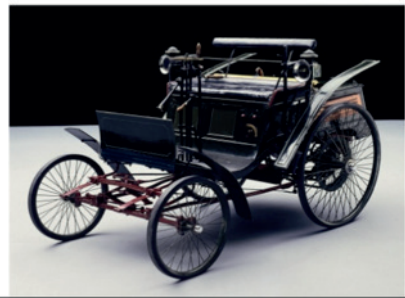
1478 – **Leonardo da Vinci** invents the self-propelled car.

This happens many years before anyone else is even thinking about automobiles. However, the car remains a sketch on paper and is never actually made.

A French military engineer, **Nicholas-Joseph Cugnot**, lit the fuse in 1771 by assembling a three-wheeled, steam-powered tractor to haul artillery. Although hopelessly slow, his creation managed to run into a stone wall during field trials—history's first auto accident.

About a century later, a German traveling salesman named **Nicholas Otto** constructed the first practical internal combustion engine; it used a four stroke cycle of a piston to draw a fuel-air mixture into a cylinder, compress it, mechanically capture energy after ignition, and expel the exhaust before beginning the cycle anew.

First Benz Car

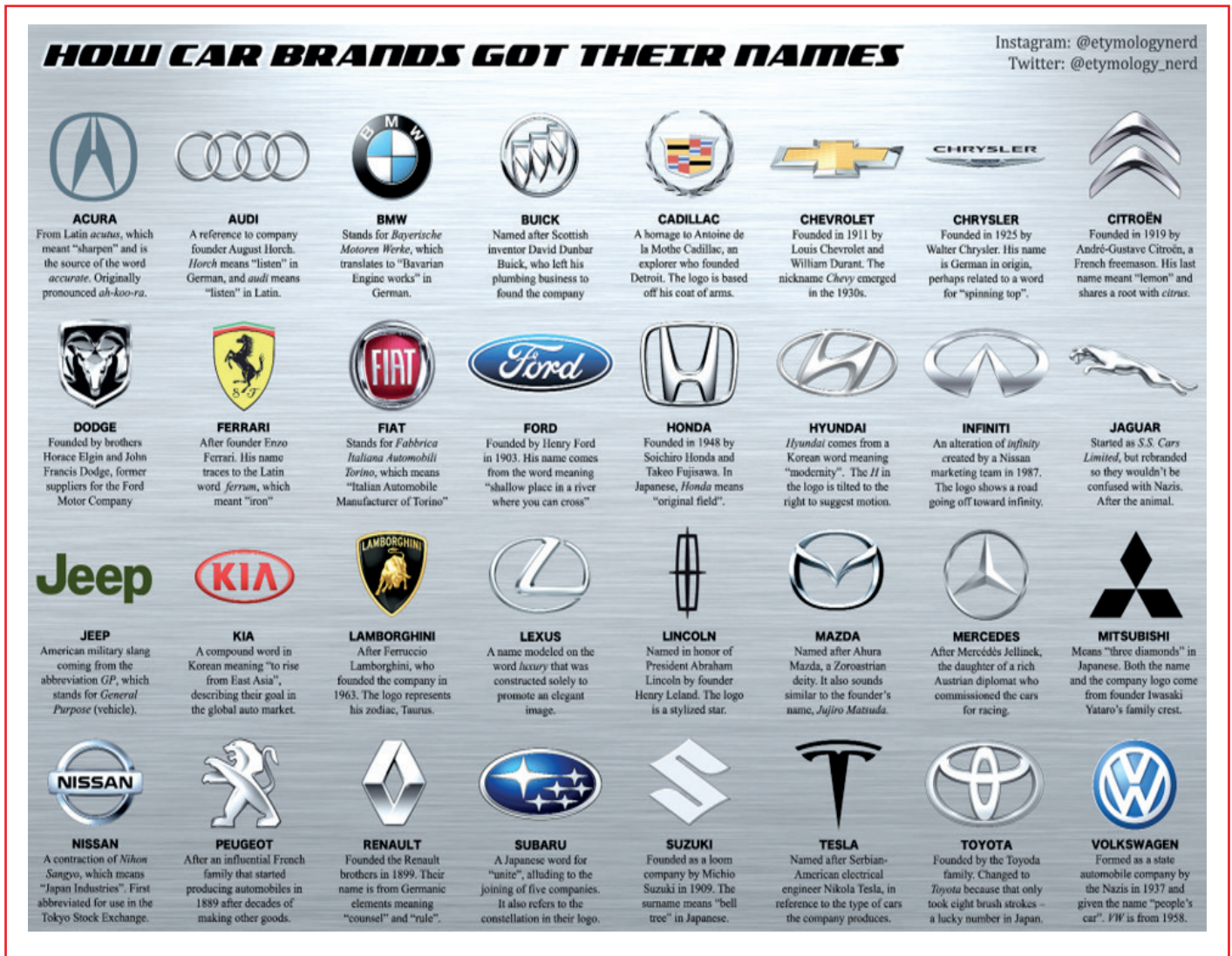


Shortly thereafter, two other German engineers, **Gottlieb Daimler and Karl Benz**, improved the design and attached their motors to various vehicles.

Behind Ford's homespun ways lay mechanical gifts of a rare order. He grew up on a farm in Dearborn, Michigan, and worked the land himself for a number of years before moving to **Detroit**, where he was employed as a machinist and then as chief engineer of an electric light company. All the while he tinkered with cars, displaying such obvious talents that he readily found backers when he formed the **Ford Motor Company in 1903 at the age of 40.**

The Modern Era Cars:

The automobile industry even after a boggling growth seems to have no boundaries for its progress. Toyota has unveiled the next generation of cars featuring an autopilot system that will swerve to avoid collisions without drivers touching the wheel. The Automated Highway Driving Assist enables wireless communication to avoid collisions. This will reach out to people in a few years. The Google self-driving car project is now Waymo. Waymo stands for a new way forward in mobility. Self-driving technology is the mission of Waymo. It ensures that people would find it safe and easy to move around. Google says the sophisticated operating system that guides the cars makes them safer than if a human driver were behind the wheel. The vast majority of car accidents are caused by human error. Self-driving cars can also travel closer together, which would cut down on traffic congestion.



Credits: Car Enthusiast – Mr. N Vasanth - Senior Engineer – Quality, Bangalore (P38)

MY SUCCESS STORY

I am sure 'success' has its definition in everybody's own dictionary. In my view, "**Success is to overcome our weaknesses in order to achieve the desired goal**".

I started my journey with ADVIK 5 years ago as a Senior Engineer-Production. I had a good professional experience in handling production activities in CNC machine shop. However, with my job profile in Advik, I was exposed to a lot more than just production activities. This surged some fear in me about my performance, as the role of a Production Engineer in Advik was not just restricted to only one segment of job. Over a course of time I realized I had to improve in the following areas - TPM Methodology, OEE monitoring and losses analysis in very controlled way, focused zero customer complaint, Production and Inventory management in SAP, control of Manpower, Tools and consumables as per budget, frequently change manpower etc. However, in spite of feeling not so confident in my mind I decided to take up the challenge to prove myself as per the profile demand.

I was given a charge of one of the most challenging areas i.e. 'Drum Gear Shifter' that majorly supplied to Bajaj Auto Ltd. Yes! this was challenging as, Drum gear shifter product line was very critical in terms of pressure from customer's supply timelines and repetitive quality issues reported. When I was given this responsibility, I observed and understood the major abnormalities throughout the process, which were directly affecting on the daily smooth supplies to customers. I had noted down all those abnormalities and resolved it by using ECRS and 6W2H methodology with the help of senior team members and other supporting functions.

We discovered around 30-35 small-big improvement points throughout the process and made sure to fix all the concerning points. The feeling when efforts get converted into results is amazing and a proud moment. We were also able to fulfill customer demand within the received timelines. Within 5 months we **Increased productivity from 1200 to 1700 no's per day** and **Reduced the in-process rejection from 12% to 1%**.

This directly resulted into reduction in defect outflow to the customer and smoothed customer's quantity requirement too. I was awarded for "**The best KAIZENS 6 times in a row**" in the internal kaizen competition. And **that was the turning point for me**. The Kaizen competition gave me platform to highlight myself in front of the middle management. In the interim I was learning to overcome on my weaknesses by self-study as well as internal trainings.

"To recognize the potential of right person and to make correct use of that potential is the skill of a great leader", I am thankful to Mr. Sunil Kinkar (AGM BU-II, Pune) for recognizing that spark in me. He gave me an opportunity in the new Project MAGNA POWER TRAIN Export & Voila! we did it, we streamlined the high volume **Dream Project** MAGNA Export, in both quality and quantity. I learnt so many things during this project which gave a considerable boost to my confidence level.

Similar to the prior one, in this project too I faced some challenges like; fixing the work force and training them for export quality. Rotor grinding and cover lapping process was a big challenge in streamlining the production. Finally the process got stable through various experiments, corrective and preventive actions, Kaizens and of course guidance and help from the supporting functions. A big milestone achieved in this

project was to pass the Run at Rate for 3750 no's per day for 3 days in a row for the customer. As per the capacity calculations, it was only possible with 100% OEE that looked almost impossible. Considering business need, I started planning for it and worked out station by station in terms of availability, performance and quality. The following actions were decided accordingly 1) Standby tools to be ready on each station to control tool change time minimum possible 2) Staggered operator planning to run the breaks to recover losses 3) Dedicated maintenance person on line 4) availability of spare tools and consumable near to line etc. All this working was executed correctly and it passed the customer Run at Rate! A big Success!

Our operators gave 95% ~100% performance in 3 days and this was a real good achievement for me because of my team building and leadership skills.

I feel emotional here while I pen down my feelings, remembering that my team really worked hard with discipline, procedures and guidelines to achieve Run at Rate and finally it led to customer delight. I felt proud on the day senior management appreciated my team & me. I think it was a real success of my professional journey in Advik. With this successful achievement their trust on me increased drastically, my image and seniors approach towards me changed as a "**Dynamic and result oriented**" personality.

“Without GURU we cannot find success”, and in this journey Mr. Sunil Kinkar my HOD plays role of my GURU. He taught me to accept & overcome the challenges. Technical skill was always my strong area but my Guru played a major role to develop my administrative skill. **In 2019, I was promoted as an Assistant Manager - Production, which was the recognition of my work. Giving such opportunities to internal members and create internal leaders is a very strong point of ADVIK.**

“Once you complete the hardest task successfully, you get the new one definitely”, but remember one must be hungry for new tasks and opportunities”. Additional task given to me is to lead JH pillar for overall machine shop in P15. With the guidance of seniors, I have taken up responsibility to lead JH pillar in overall machine shop in JIPM-TPM journey, and completed it successfully too.

For whatever task comes my way, I am taking this as an opportunity to grow more. I witness major behavioral changes in me, my way of communication with management, my analytical skills, my people understanding and handling skills, CFT handling, self-confidence and many more.

I feel so proud that, now I have followers in Advik and have responsibility to develop more leaders in our organization. All this was possible due to tremendous support and guidance from seniors, various training and practical learnings, which made me perfect for a Leading Position.

The work culture at ADVIK has always been very inclusive. ADVIK truly believes that the employees are the core of the organization and this helps to foster growth and development of company as well as an individual. Availing the right opportunities and timely constructive feedback helped me grow as a person

Thank You

Samadhan Kolhe

Asst. Manager-Machine Shop - Production, Pune.

MY FIRST DAY @ ADVIK



I joined AHPL on 13th September, 2021. Being a “newbie” in AHPL it makes me feel good as this was the exact role that I was looking for. It is a good time to explore new skills and improve my existing skills being in Advik Family. The Induction & Orientation days made me feel comfortable and valued.

The Nature of work may change, would be a challenging environment for me which may add new experiences leading to my skill enhancement. Hope to see many new faces around and have an excellent learning curve.

Best Wishes,

Pratik Gaikwad - Sr. Officer – ER & Admin, Pune.



It was a very warm welcome by Human Resource team, followed by structured and well planned induction. All Human Resource processes were well organized and completed on time.

It is must to mention that Mr. Pavankumar Patodi organized a brief introduction with entire BU II team, which helped to get along with the entire team. Environment is very cordial.

It was a very well organized day.

Best Regards,

Laxmikant Dharmadhikari - DGM – QA, Pune.

WOMAN @ WORK



What does a Women want in an organization...

To Be Valued...

To Be Empowered...

To pursue Real Leadership Opportunities...

Work Life Balance...

Job satisfaction

Advik Family has given me all the above viz. enjoyable work, a job that fits well with other areas of life and opportunities to make a difference. The concept of a working woman leading a blissful domestic life here.

I would just say Advik is a Family with diversified employees regardless their age, organization size, mission 2025 and many more...

Ms. Asmita Rathod - Sr. Engineer Projects, Pune.

INDIVIDUAL SOCIAL RESPONSIBILITY

Social responsibility is a moral principle of an entity that can be an organization or **individual** working to improve the lives of others in society.

Introducing you all, to our Star, **Mr. Gautam Patil – Senior Engineer – ME, Pune;** the founder member of **‘Durg Naad’** foundation.

Durg Naad was established in Feb,2017 with merely 4 group of friends and is now a family of 50+ members who have organized 250+ events in and out of Maharashtra which often organize the blood donation camps, tree plantation, Shramdaan at public places, water reservoir at neighboring villages.

Durg Naad focuses on adding value to peoples life and giving back to the society with its best!

Their commitment to behave ethically and contribute to people’s development is a highly appreciable & commendable job!



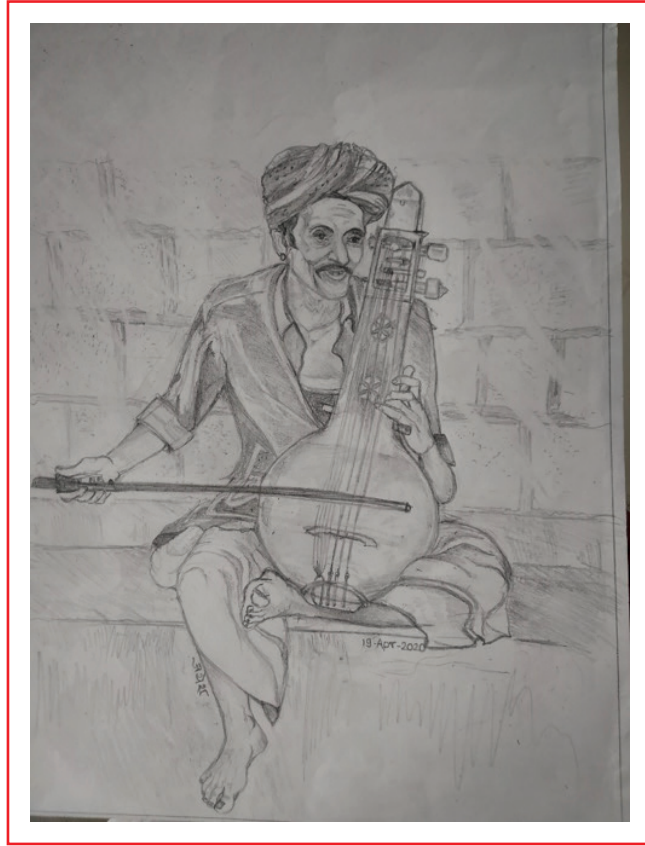
देखकर एक छोटासा सपना,
निर्माण किया था ADVIK अपना.
costumer satisfaction का ध्येय बनाकर, चल रहे है कंधो से
कंधा मिलाकर.

हौसलौ से उंची है ऊडान, Industry मे अपना बनाया है नाम.
मिलता है हमे नये technology का ग्यान, safety और quality का रखते है ध्यान.

आदित्य सर का है एक सपना, खुशहाल रहे अँडविक परिवार अपना.
उनका ये सपना सच करेगे हम, आगे ही आगे बढार्येगे कदम.

जिंदगी कि असली ऊडान अभी बाकी है, जिंदगी के असली इम्तेहान
अभी बाकी है, अभी तो नापी है मुठ्ठीभर जमी, अभी तो सारा आसमान
बाकी है.

Credits: Mr. Mahesh Deshmane
Associate, Pune.



Artist: Mr. Jayesh Sawant – Asst. Manager – SCM, Pune.



Artist: Mr. Chinmay Joshi – Senior Engineer – R&D, Pune.

ADV**IK**

Passionately Innovative

Gat No.357/99, Chakan-Talegaon Road, Kharabwadi, Tal-Khed,
Chakan, Pune- 410501, India.

Phone: +91 (2135) 611200 | Fax: +91 (20) 67113434

Email: info@advik.co.in | Website: advik.co.in