

From Adventure to Leadership Excellence



A Two-Day Outdoor Leadership Development Program was successfully conducted on 27th and 28th February at Tumung (Day 1) and Dimna Lake (Day 2) by the L&D department in collaboration with the Tata Steel Adventure Foundation (TSAF). The program witnessed enthusiastic participation from 17 senior leaders of APNRL, who actively engaged in a series of thoughtfully designed outdoor challenges and team-based activities. The program was structured using the Adventure-Based Experiential Learning methodology, an approach that emphasises learning through direct experience, reflection and applica-

tion. Throughout the two days, participants took part in various physically and mentally stimulating activities that required trust, communication, strategic thinking and collective problem-solving. Each activity was followed by guided reflection sessions facilitated by expert trainers from TSAF, enabling participants to connect their experiences with real workplace leadership scenarios. The program delivered rich learning outcomes, particularly in the areas of decision-making under uncertainty, cross-functional collaboration, communication effectiveness and accountability. Participants appreciated

the practical nature of the exercises and the opportunity to build stronger interpersonal connections with colleagues from different departments. In a feedback, many highlighted that the experiential format made the learning more impactful, memorable and directly applicable to their leadership roles. Overall, the program proved to be a highly engaging and transformative learning experience. It reaffirmed the organisation's commitment to developing resilient, collaborative, and future-ready leaders capable of navigating complex business environments with confidence and clarity.

Zero Harm, Total Commitment

APNRL marks grand finale of 55th Safety Week

APNRL concluded its week-long Safety Week celebrations with a grand ceremony, reinforcing its unwavering commitment to workplace safety and awareness.

The programme, held to mark the 55th National Safety Day, showcased the organisation's proactive approach towards fostering a robust safety culture.

The highlight of the event was the recognition of departments, employees and contractors for their exemplary adherence to safety practices. The Ash Handling Plant (AHP) department was adjudged the Best Department for its outstanding implementation and promotion of safety norms.

Among individual achievers, Mr. Rajesh Mahato and Mr. Ruhiram Majhi were honoured as the Most Safety-Conscious Workers, while Kuldeep Mahto and Shivji Sharma received accolades as the Most Safety-Conscious Engineers. M/s Mandal Construction was recognised as the Safety-Aware Contractor. Special commendation was also awarded to Mr. Govindo Ghosh and Mr. Pradeep Singh from the Safety Department for their swift response and presence of mind in effectively controlling a fire during an emergency.

The ceremony commenced with the hoisting of the safety flag and administration of the safety pledge, symbolising collective responsibility towards accident-free operations. Employees, contractors and



across all sections. Addressing the gathering, Chief Guest Mr. Arun Kumar Mishra, Chief Executive Officer, emphasised that effective safety measures are fundamental to protecting employees, safeguarding assets and preserving the environment.

He noted that a strong safety culture not only enhances workplace conditions but also drives productivity, ultimately contributing to the goal of zero accidents. Senior officials, including Mr. M. N. Singh, Mr. Rajesh Kumar Sharma and Mr. N.S.P. Rao also shared their perspectives on strengthening safety practices within the organisation.

The programme was compered by Mr. Baljeet Sansoa, Head of Corpo-

rate Communications while Mr. Amal Baidya, Head of Operations, delivered the vote of thanks.

The successful execution of the event was ensured by the dedicated efforts of the Safety Department team, including Mr. Manoj Acharyee, Mr. Bidesh Bid, Mr. Prakash Dhar, Ms. Shradhanjali Khatua and Mr. Bimal Mandal. Aligned with this year's National Safety Week theme "Engage, Educate and Empower People to Strengthen Safety" the celebrations underscored the importance of active participation, continuous learning and individual responsibility in building a safer workplace and advancing towards the vision of zero workplace accidents.

Director urges employees to reinforce safety culture during virtual address

On the occasion of the closing ceremony of 55th National Safety Week at APNRL, Director Shri Manoj Kumar Agarwal addressed the employees online and emphasized the importance of adopting safety measures in everyday work practices.

Director Shri Manoj Agarwal shared many important safeties related points with employees and HoDs.'

He, emphasize on safety audit, and also said to regulate rain so that erosion of soil will be avoided, what we had seen in past that near plant due to heavy rain, soil erosion took place and our fly ash flown there in village and faced several complain.

He said, safety of Data is also very important as in digital world - cyber and data security is also part of safety. Whole world is working on this safe format. APNRL should aware to safe all these things.

"Apart from safety drill, we must focus on handling of our each & every equipments and their every parts safely. In TPM practice at the lowest level employee also must know to follow this

practice and process with safe procedures," said Shri Manoj Agarwal.

Apart from PPE culture, sounds in equipments, vibration, calibration of instruments, crane load data are also part of safety and we must emphasize on this subject.

Shri Agarwal also highlighted that as per Govt city garbage and bad material are getting converted into Biomass. Utilisation of this product gives clean and safe environment to cities. In future we should plan to use this product to make city safe and environment friendly.

He said the most vital area is fly ash management and its safe practice to stacking and accumulate properly and

can be unsafe if we do any negligence to not maintain ash Dam improperly. He ended his online speech by saying "Safety First, Accident Not."

Speaking online, Director sir highlighted that safety should not be limited to a week-long observance but must become an integral part of the workplace culture.

Shri Agarwal appreciated the enthusiastic participation of employees in various Safety Week activities and encouraged them to continue promoting safety awareness across all departments. He also stressed that collective responsibility and commitment towards safety would lead to a more secure and productive workplace.



The Press Club of Jamshedpur felicitated APNRL Director Shri Manoj Kumar Agarwal during the Media Cup 2026 Cricket Tournament held at Keenan Stadium. Following the final match of the Media Cup, Mr. Arun Kumar Mishra-CEO received the honour on behalf of the Director.



The vibrant festival of colours, Holi, was celebrated with great joy and enthusiasm at the APNRL plant premises. Employees came together to mark the occasion by applying colours to one another and exchanging warm wishes of "Happy Holi." Reflecting a strong sense of environmental responsibility, they used herbal and natural colours, promoting an eco-friendly and sustainable way of celebrating the festival.

Nourishing Hope

APNRL in collaboration with the Community Health Centre (CHC), organized a nutritious food distribution programme for tuberculosis (TB) patients.

The initiative, held at CHC Gamharia, benefited 50 TB patients from the Gamharia block.



The joint effort underscores APNRL's commitment to community well-being and public health, while also reinforcing the importance of collaborative action between corporate and healthcare institutions in addressing critical health challenges at the grassroots level.

NURTURING BEGINNINGS

Motherhood & child wellness

The CSR Department of APNRL conducted a thoughtfully curated community outreach programme at Srirampur village, bringing together health awareness, cultural traditions and maternal care under one platform.

The initiative comprised an engaging seminar, a traditional Godhbharai (baby shower) and an annaprasan (first feeding) ceremony, reinforcing the organisation's commitment to holistic community development. The seminar witnessed the participation of around 60 women, many accompanied by their children.

As part of the annaprasan ceremony, four infants who had completed six months of age were ceremonially introduced to solid food.



Their mothers were felicitated for their proactive role in ensuring proper infant nutrition practices.

In addition, two expectant mothers who had completed seven months of pregnancy were honoured during the traditional Godhbharai ceremony, celebrating the journey of motherhood and encouraging maternal well-being.

The programme was warmly received by the local community and reflected APNRL's continued efforts to promote health, awareness, and social well-being at the grassroots level.



APRIL BIRTHDAY OF EMPLOYEES

APNRL management wishes you a very **HAPPY BIRTHDAY**. May God bless you all with good health & prosperity and your sincerity & hard work result in greater success for you.

Sl. No.	Name	Code	Date
1	Mr. Ritu Raj	303015	01 April
2	Mr. Raju Kumar	302826	02 April
3	Mr. Santosh Kumar Singh	302862	02 April
4	Mr. Dheeraj Kumar	302675	02 April
5	Mr. Sushil Kumar Tudu	302695	06 April
6	Mr. Sona Ram Hembrom	302671	10 April
7	Mr. Mahendra Tantubai	302696	10 April
8	Mr. Rajendra Hembrom	302683	11 April
9	Mr. Raja Ram Baskey	302436	11 April
10	Mr. Anil Sardar	302574	11 April
11	Mr. Anup Kumar	302577	12 April
12	Mr. Atish Kumar Dash	303039	12 April
13	Mr. Shivjee Kumar Sharma	303055	14 April
14	Mr. Ajay Saxesena	302440	15 April
15	Mr. Naveen Baskey	303030	16 April
16	Mr. Ajay Kumar Barik	302951	17 April
17	Mr. Durga Hembrom	302529	21 April
18	Mr. Ajit Mahato	302387	21 April
19	Mr. Surendra Prasad	302405	23 April
20	Mr. Sunil Nath	302819	25 April
21	Mr. Jiten Sardar	302611	27 April
22	Mr. Harsh Choudhary	302636	30 April

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