

HR Newsletter

What's New Around You?



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One of the important aspects of crisis is that, it gets over eventually. The aftereffects continues but the crises ends. That isn't the situation with COVID-19. It still has a long time to run.

This is a moment like no other we have encountered previously. That is as true for Triviron as it is for every other person. And, it has been hard for all. Urban communities, regions, entire nations in lockdown. Schools, sport, shows all ended.



It feels distressing. Be that as it may, this time of hardship, too, will – in time – end. The aftershocks will go on, of course, but the world will overcome what it is battling with today. I have no doubt of that. Because when I glance around at how the world is reacting, I see indications of hope at every turn.

I am filled with admiration for the resilience individuals are showing. The people who have to keep working and keep turning up day after day. The doctors, nurses, shopkeepers, policemen, the garbage collector as well. Then there are million others whom we don't see, but we know are out there: the people caring for family, friends, neighbours who are ill or self-isolating.

Wherever I look, I see people doing what they have to do to keep things going. Wherever I look, I see people caring. A million and more demonstrations of kindness every day. And, in the same way, I have been deeply overwhelmed with Triviron's factory workers, field staff and office staff too. In unprecedented times they by one way or another, appear to know precisely the right thing to do. Making use of technology and the internet, you worked to sustain our business and kept things functional.

Also impressive was the huge effort put in by Triviron's IT team so as many people as possible could do their jobs from home. The entire team of Triviron logged in, and accomplishing their work, wherever they can find the space – from kitchen tables to bedrooms. What's even more important is that, their work is significant as a feature of the worldwide response to COVID-19, with us being a leading health technology organization.

I applaud entire team across departments for their professionalism. And for their resilience too. Triviron is a huge organization working in various health verticals, and the COVID situation is changing moment by moment, country by country. Yet all around the company, leaders in individual offices are stepping up to make the decisions that have to be made to deal with local challenges. So my deep gratitude goes out to everyone working for Triviron. And I say to them: keep going. The discipline and professionalism that our team members have shown while working from their homes is highly commendable. The calm people have shown has allowed the company to keep making the critical products the world needs right now. We must stay calm. What's more, our resilience as an organization has got us this far, and I realize we will remain strong to get us through all the days, many weeks to come. Just as the resilience shown in the wider world pull it through the crisis that surrounds us all today.

This is, indeed, an unprecedented crisis. But we, all of us, will overcome it. Especially if the world can keep hold of the spirit it is showing today, the spirit I see in Triviron too. Because it is this spirit that can see us through COVID-19, and through numerous different difficulties too.

Chandra Ganjoo

Executive Director
& Group CPO



**“ COMING TOGETHER IS A BEGINNING. KEEPING TOGETHER
IS PROGRESS. WORKING TOGETHER IS SUCCESS ”**

Henry Ford

Team spirit is the key to success. Team spirit plays an important role both in personal and professional life. When people get together for achieving a common goal and common attitude shows during work that is called team spirit. So, team spirit highlights the importance in work together. As a responsible business, we at Trivitron, cherish the bond between us which makes us inseparable. For us Trivitronians, team spirit is the catalyst that facilitates us to demonstrate outstanding performance.

Among us, team spirit often produces a healthy dose of friendly competition; not in the sense that each one of us keeps on trying to outdo other colleagues, rather, we inculcate a habit that as a group together we contribute to the overall success of the company, by working assiduously to avoid being seen as the weak link in the chain. Also, innate trust in each other's abilities enables us to concentrate fully on one's own tasks and responsibilities, without fear of interruption.

During the hard times of COVID-19 while all of us are working remotely, it is important for us to stay close to our values and continue our work regularly. Thanks to modern technology, we can communicate easily with our teams and keep in contact regularly with the management, staff and friends. It is that team spirit which has which acts as a motivation that keeps us performing our jobs and accomplishing our goals as we know that as a team, we rely on each other.

It is established that our success today, is a result of a perfectly orchestrated and collaborated team effort. Those efforts that are built through time. As the pandemic grips the whole world, to make it through the current crisis and return to a new normal, we as a team, shall need to be resilient so that together we shall rise and achieve victory during this troubled time.

We are all together as a team in this fight of our right to exist. This unprecedented time has evolved us as 'health warriors' as we are the part of a team that design, develop and manufacture certain modalities that form vital and integral components to sustain health and life. We have, altogether, put in our efforts and are committed to rise against all odds, including the one which we face today.

Kudos to us.....all of us.



CORONA WARRIORS





EMPLOYEE ENGAGEMENT

Employees spend more time at work than they do with their families, so it's no surprise that our teammates want to be engaged and passionate about their jobs—otherwise known as, employee engagement.

We believe that we need to give staff the freedom to thrive on their own if they're going to feel engaged. While it's true that today's employees need some space to grow and innovate, the great leadership under which we are, for us, is actually a powerful motivator in the workplace.

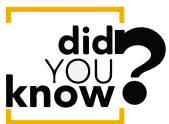
For us, employee engagement happens best when the goals of the business and the ambitions of the employee are fully aligned. The glue that holds these strategies together is often a combination of exceptional communication strategies, workplace initiatives, and of course, the right tools to top it all off.





The celebration of Pongal is the gratification of people towards the Sun for bringing the season of harvest. This festival brings with it a feeling of celebration, camaraderie and feasting.

At Trivitron Chennai office, the team cooked sweet pongal in a traditional way. In the midst of all the cheer and celebration, the cynosure of all eyes was the traditional attire.



The term 'pongal' in Tamil means "to boil", and this festival is celebrated as a thanksgiving ceremony for the year's harvest. Pongal also happens to be the name of a dish consumed during this festive time, which is sweetened rice boiled with lentils.

Women's Day

Women's Day holds a great significance and it's becoming a custom, year after year. It is the celebration of womanhood. We at Triviron, celebrated Women's day by conducting a workshop for female employees on "Balance for Better". Team lunch was organized thereafter.

We also organized a Women's Day contest in which employees participated & shared selfies with the most valuable women they have in their lives. The four best entries were rewarded.



Contest Winners

- Sebahat Guner
- Kowsalya
- Pranay Bhakne
- Ali Khalid



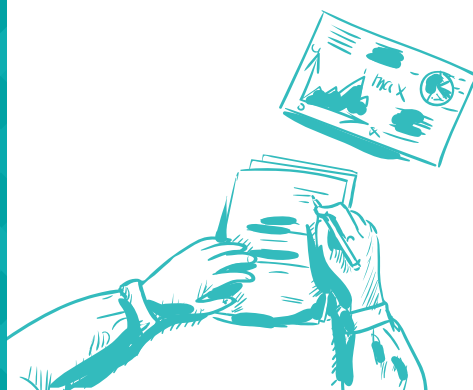
Republic day celebration is the manifestation of patriotism and love for our country. To commemorate the occasion, we at Trivitron, remembered the sacrifices made by the founding fathers of the country. We paid homage to the architects of the Indian constitution. Also, team building exercises & quiz were carried out in the office.



One of the most fascinating ceremony on the Republic Day Parade is the 21-gun salute to the President of India, the story behind this tradition is very interesting. 21 cannons are fired at a gap of about 2.25 seconds to encompass the entire 52 second of the national anthem. This happens in three successive rounds of 7 cannons each.

Harmony Days

Take a glimpse at Harmony Days!





Wellness Activities

Wellness days offer a comprehensive, strategically designed investment in team's mental, physical and social health. And it pays off. All over the world, wellness sessions have been used to chip away at healthcare costs and decrease the amount of time taken off work. Investing in corporate wellness can positively influence both, the business we do and the lives of our teams. As an extension to this, at all offices of Trivitron, wellness sessions are organized.

STRESS MANAGEMENT

Stress is common and unavoidable in everyone's life. We @Trivitron organized a session on Stress Management which included interactions from experts where the team was informed about various ways to handle stress.



DESKYOGA

Having health benefits which have been proven throughout history, yoga has been gaining prominence in workplaces around the world. It improves concentration and postures and reduces stress. We @Trivitron organized a session on 'Desk Yoga' at all our locations. The session was received with great acceptance and the team also learnt few practices to maintain right posture.





Covid-19 caught the world off guard. Public health experts and commercial risk modellers know that something like this is going to last longer, and that the world was woefully underprepared. No one could have predicted this catastrophe before it happened and so we find ourselves at the start of a covid-19 pandemic for which we were not adequately prepared. Many will lose their lives directly from the virus itself, and on top of this it is becoming clear that the economic downturn will also be brutal, leaving workers without jobs, and children without an education. Every country will be hit, but as with most crises it will hit the poorest hardest. As measures are being taken to slow down the contagion, there is no surety that in future, something similar might not happen.

As governments make significant interventions in response to the coronavirus, businesses are rapidly adjusting to the changing needs of their people, their customers and suppliers, while navigating the financial and operational challenges. The complete lockdown of cities have deserted factories and manufacturing units with industries being gravely affected due to complete stoppage of production and only essential commodities being produced with greater challenges in fragmented logistics and transportation. Estimates suggest that losses incurred at this time would take 2-3 years to recover.

Despite this, there are reasons to be hopeful about the future, even as the crisis continues to unfold around us. Lives have already been lost and people are suffering, but our actions now can make a huge dent in the impact. And the lessons we are learning might help us better prepare for future events. COVID-19 has upended working life, changing how and where people do their jobs with a greater emphasis on technology. Companies will now invest in a new suite of contactless technologies to reduce disease transmission and various options shall be explored to introduce flexibility in operations and business continuity.

Triviron too shall adapt to the changing scenario. An era of advanced technologies shall emerge with more flexibility and we shall be more resilient. We shall build trust-based culture where we have defined accountability and ownership, and this shall be the new normal for years to come. Coupled with insightful leadership and technical advancements, we will be even more creative and look into innovative ways to accomplish our jobs and ensure functionality of teams and we shall together, and identify opportunities to enhance our offerings.

Playing our part, we as Triviron, are trying our best to propagate self-reliance and make India stand the tallest in the space of medical devices and diagnostics offerings. Rest assured that we're working hard in these challenging times, the truth will be our guide. Together, we shall overcome.

Ravish Mittal

Group CFO
Chennai



Building Resilience

Resilience refers to how well you can deal with and bounce back from the difficulties of life. It can mean the difference between handling pressure and losing your cool. Resilient people tend to maintain a more positive outlook and cope with stress more effectively. Here are few ways to build resilience:

01

Build Positive Beliefs in Your Abilities

Becoming more confident in your own abilities, including your ability to respond to and deal with a crisis, is a great way to build resilience for the future. Practice affirmations.



02

Embrace Change

Flexibility is an essential part of resilience. By learning how to be more adaptable, you'll be better equipped to respond when faced with a life crisis.



03

Take decisive actions

Act on adverse situations as much as you can. Take decisive actions, rather than detaching completely from problems and stresses and wishing they would just go away





As an engineering gold medallist In E.C.E from M.I.T , Prem embarked on a journey in the medical field from June 1997 solely driven by his passion for medical technology which came about after the demise of his father who lost his battle with cancer in 1994.

In his professional tenure of 20 plus years, he has remained acquainted with a variety of diagnostic instrumentation that has helped him emerge as the most sought after engineer by customers. His sheer dedication and hard work, besides his vital role as a team player has helped him scale great heights and contribute immensely to his organization.

He has had over 12 years of experience in Trivitron Group during which Mr. Nitin Sawant mentored him on his IVD assignments in India, moving beyond technical and customer support domain. Having gained vast experience in the domain of in vitro diagnostics, he. has delivered solutions meeting and exceeding customer and organizational expectations.

Outside of his domain too, his contribution has been no less, with significant results achieved in Product management, Key accounts, Business Development and other allied activities.

He has worked to bring in a talented pool of individuals and has mentored them to accomplishing tough assignments through creating a robust CS organization for IVD – India which eventually was awarded as the best Customer Support Group in 2012. His remarkable leadership traits have made many look up to him as a reliable Consultant, Counsellor and Cheerleader.

Over the years, he has been able to identify and tap his potentials to the fullest, thanks to Mr Peri. The rigorous coaching given by Mr. Peri has brought out the best in him and today he stands as one who can manage operations of any size. His initial stint with Mr.Sameer has helped him hone his presentation skills thereby giving a morale boost.

In the last 3 years as a key leadership member for Trivitron Africa, he has been pivotal in establishing Trivitron's presence in many countries. He has devoted several days of arduous work in laying the groundwork for setting up international operations. Undaunted by the known risks including exposure to fatal infections like Ebola, HIV etc., he was engaged in ground field work with his team in multiple African countries. The whole gamut of experience was made possible by Dr. Velu who motivated and guided him at crucial moments.

All of the above couldn't have been possible without the unending sacrifice made by his 9-year-old son and wife who have just re-united with him in Dubai after close to 2 years. Today, he continues to work to the expectations of the management, organization and customers with the same level of energy, enthusiasm and involvement he exhibited during the start of his career.



Prem Kumar Charles

General Manager - Customer Support
Trivitron Healthcare Africa



GAMZE ŞAHMAN

(QUALITY CONTROL SPECIALIST, BOME - ANKARA)



Gamze believes walking as an ordinary act, in a true sense, is an embodiment of a deeper philosophy. To walk in the nature and do hike away from city and crowds always makes her feel good and complete.

The below mentioned quote from the bestseller “A Philosophy of Walking” by Frederic Gros implies much to her.

“Walking is not about getting from A to B, it is rather a creative act. It is a moment where we are left alone with ourselves, as well a rise up to transform our society. It is the sole act of Homo Viator, who in every new step, realizes himself as a true part of the earth, who tries to rise despite the twisted body. Walking man frees himself from anxiety, envy and untangles the knots of fear and ties his very existence to the eternal hearth of the earth. We walk, we walk to tie this knot.”

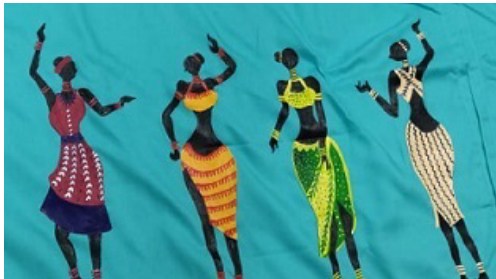




KIRTI KARMALKAR

(ASSISTANT MANAGER - IPI - MUMBAI)

Kirti has been obsessed with colours ever since she was a child. She has been creating abstract paintings, sketches and other artworks in different style. Experimenting with her talent, she never shied away from creating pieces of art using cloth as her canvas, and now she loves it. She has drawn numerous artworks on cloth and has received various accolades because of them.

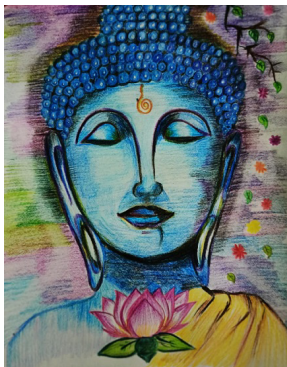


SHWETA PARMITA

(MANAGEMENT TRAINEE - FINANCE & ACCOUNTS - CHENNAI)

For Shweta, artwork is something that soothes her & strengthens her focus. In her leisure time, she does scribbling. Which she finds as an exciting way to challenge her creativity.

Here we have a glance of some of her drawings which she made during the lockdown:



HEALTH SECTION

A healthy immune system reduces your chances of getting viral infections & flu

1

Reduce your stress level

Relieving stress and anxiety is key to immune health. Long-term stress promotes inflammation, as well as imbalances in immune cell function. Lowering your stress levels through meditation, yoga, exercise, and other practices can help keep your immune system functioning properly.



3

Eat More Vegetables & Stay Hydrated

Vegetables, fruits, seeds and nuts are loaded with nutrients that are essential for our immune system. Consuming them on a daily basis boosts the immunity. Healthy liver ensures the body's natural detoxification process.



5

Get Sufficient Sleep

Lack of sleep can cause the inflammatory immune response, reducing the activity of T cells (a specific white blood cell) in the body. This can weaken your immune system and response to vaccines. Try to sleep for 7-8 hours and avoid having an all-nighter.



2

Make Sure You Get Your A-B-C-D-Es

The saying, "an apple a day keeps the doctor away" can actually be true as consumption of vitamins can boost your immune system. Vitamin A, B6, C, D and E can help increase the strength of the immune system.



4

Get Your Exercise On

Working out on a regular basis has been scientifically proven to boost the immune system. Regular exercise mobilises the T cells, a type of white blood cell which guards the body



6

Step Out In Sun

Stepping out in the natural light is one of the major contributors to the production of Vitamin D in our body. Vitamin D is essential for healthy functioning of the immune system as it helps the body to produce antibodies. Low level of Vitamin D in the body has been termed as one of the major reasons for respiratory problems.



LEARNING BYTES

“GO TO THE ANT! CONSIDER ITS WAYS AND BE WISE”

Proverbs 6:6

The ant is an industrious creature. Small in size, but wise in its ability to optimise its time, skills and resources.

Here are some important characteristics of the ants.

Diligent and hardworking

Ants teach us the value of hard work. Laziness does nothing but encourage us to procrastinate and remain in a state of lack and apathy. Ants are never lazy! Neither are they poor nor hungry! Their efforts and hard work sustains them! If we strive to be diligent and work hard, our lives will be blessed physically, spiritually and financially!

Can do attitude

Ants exemplify what it means to be self-motivated. Size, lack and location are not limiting factors for them. They make no excuses and continue with the business of getting things done. No one has to whip them to move, do their work or to work together. They work for the common good. Moreover, they do not need a captain or a leader as they are disciplined and natural self-starters.

Excellent strategic planning, precision and organisation skills

Ants teach us the necessity to plan and look ahead. They store their food during seasons of plenty, so that they will have adequate amounts in times of scarcity. They also plan seasons of work and of rest to prevent burnout.

Teamwork & Unity

Ants know that they can accomplish more by working together than by working alone. They set goals and work together to achieve it.

JUST FOR FUN

Teacher: Can a kangaroo jump higher than the Eiffel tower?

Student: Yes, sir.

Teacher: Why?

Student: Because the Eiffel tower can't jump.

Teacher: Who will tell the chemical formula for water?

Student: Its "h.i.j.k.l.m.n.o."

Teacher: What is this?

Student: Mam, yesterday you told us that it is H to O!!



JUST FOR FUN

Teacher: Count 1 to 10

Student: 1,2,3,4,5,7,8,9,10

Teacher: Where is 6, you didn't count it?

Student: Today in the morning news, I heard that 6 died in a road accident.

Knock, knock.

Who's there?

Scold.

Scold who?

Scold outside, let me in!



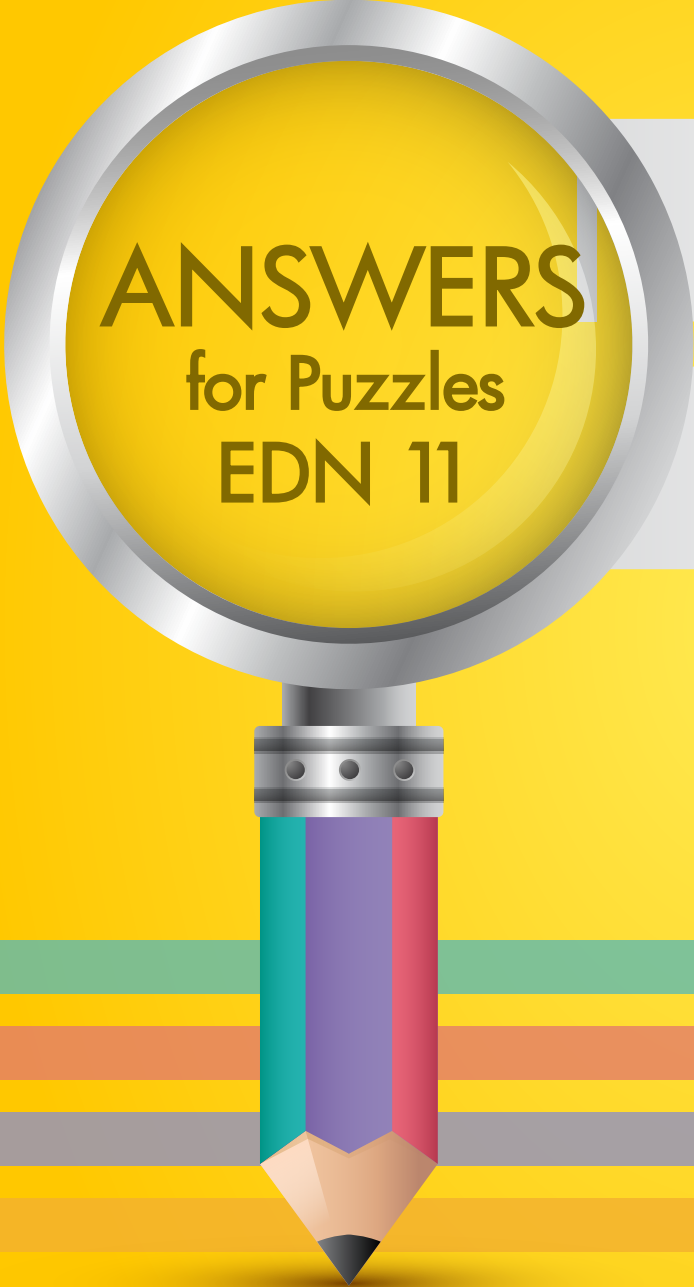
PUZZLES WORLD



Find 6 hidden words



*share your responses @tconnect@trivitrn.com. Correct entries shall invite a gift through lucky draw



ANSWERS for Puzzles EDN 11

Find six hidden words in the picture

- | | | |
|----------|----------|------------|
| 1. Boots | 2. Chill | 3. Mittens |
| 4. Snow | 5. Frost | 6. Ice |

Code

Too wise you are, too wise you be,
I see you are too wise for me



WINNER

Shabeer Basha M
System Administrator – IT
Chennai

Ciao

