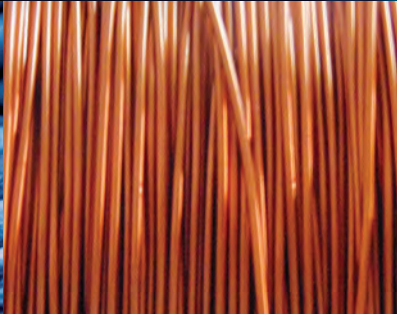


INSIGHT



Afcons joins \$bn club



Breakthrough of world's longest motorable tunnel in Manali



A YEAR OF MILESTONES
Here are the moments that made 2017 memorable

Completed tunnelling works for Chennai Metro



India's first underwater Metro tunnels built ahead of schedule

Won MAKE Award in three categories

Three awards for Agra Lucknow Expressway Project



Africa's fastest port project in Gabon ready in 18 months



Let's get better than the best

2017 has been a year of several defining moments. We crossed the billion-dollar mark, forayed into new geographies and segments, created national and international benchmarks.

India's first underwater Metro facility built in record time brought us immense pride. We were humbled by the moving words of the Gabonese President after we completed one of Africa's fastest turnkey projects, the New Owendo International Port.

We began the year with a bang reinventing ourselves as a knowledge enterprise by winning the Global, Asian and India MAKE (Most Admired Knowledge Enterprise) awards. Along the way, Rohtang Tunnel achieved its breakthrough and a section of Chennai Metro project became operational. With Annaram Barrage project in Telangana, we entered the Dam/Barrage segment. Months into it, we achieved a rare distinction of over one lac cubic metre of concrete pumping in a single month in December.

These are no mean feats. They are testimonials of arduous efforts put in by each one of you. These are examples of what human spirit can achieve through perseverance, knowledge, and, a high dose of bravado.

I wish all of you a very happy and successful 2018.

Let us continue the momentum into the New Year and promise ourselves – the best is yet to come!

K Subrahmanian

Making Headlines

Breaking records

In its maiden entry into the Dam/Barrage segment, Afcons has achieved a rare distinction of over 1 lac cum concrete pumping in a single month at the Annaram Barrage project, Telangana, in December 2017. The company also set a benchmark by placing 4,300 cum of concrete in a single day. Afcons has pumped over 5 lac cum of concrete in this project in the past nine months. Afcons is one of the few Indian construction companies to achieve such huge volume of concrete quantity in irrigation and hydro power sector. The Government of Telangana acknowledged this achievement with a certificate of appreciation.



Exim Bank visits Ghana project

The construction site of Tema-Akosombo Rail Line Project, Ghana, was visited by Exim Bank of India officials along with GRDA (Ghana Railway Development Authority) officials on November 13-15, 2017. Mr Uday Veer Singh, Project Manager, and the team joined the visiting officials.

Japan minister at Ahmedabad site

Mr Keichi Ishii, Minister of Land, Infrastructure, Transport and Tourism, Japan, and his team visited the Kalupur Station site of Ahmedabad Metro Link Project on December 27, 2017. He was accompanied by GEC and MEGA staff.



Govt officials visit MG Setu site

To review the ongoing work and the progress of MG Setu Project, Patna, Mr Amrit Lala Meena, Principal Secretary, MORT&H (Ministry Of Road Transport & Highways), Government Of Bihar, and Mr B. N. Singh, Additional Director General, MORT&H visited the site on December 13, 2017.

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EDITORIAL

S Paramasivan, Bhakti Prasad, Krishnakumari C,
Bivabasu Kumar, Chandrika Sen

WITH BHAKTI PRASAD

‘People stay with us because of the feeling of kinship’



“I spent hours in a godown hunting down personal files of our employees,” reminisces Bhakti Prasad of her earliest memories in Afcons. When she joined the organisation in 2003, it was ‘a different world altogether’. “HR was a three-member team at the very start, and, our first task was to put together an inventory of employees. We started from scratch and it took three years to put a structure in place. Technology and more hands made their way eventually and we were able to put together a strong team,” she recollects.

Over the years, Prasad’s contribution to Afcons’ turnaround and success story has been immense. In fact, her right to be regarded as peerless in an unforgiving infrastructure industry was cemented beyond argument when Afcons hit the billion-dollar mark last year.

The organisation grew steadily over the years and its strategic entry into new geographies and new segments meant newer HR-related challenges. But she prevailed each time because of her uncanny knack to anticipate the future and ability to maintain her sangfroid. “A lot of thought and foresight goes behind forming teams,” she says.

“Human factor is critical to building strong teams.

Our people work well because we give them a sociable environment. Here, it’s never been about salary or perks. People stay with us because of the feeling of kinship. They also get a chance to work on some of the most challenging projects in the world,” she adds.

It is to Prasad’s credit that Afcons is known as a sensitive employer with a strong culture of employees’ well-being. “Afcons is my family. We have created a culture where everyone is free to learn, share and grow.”

Today, Prasad is one of the most successful women in a leadership role in the Indian infrastructure sector.

“It is hard to come by an HR leader so strong and perceptive as Bhakti in our industry. She has throughout maintained a fine balance, and, has always ensured the company never faced an HR issue. Her foresight and ability to understand employee skills, and, manage the overall well-being of the organisation is next to none,” says Afcons Vice Chairman and Managing Director, K Subrahmanian.

“Bhakti has been one of the key players in Afcons’ rebuilding, and, turnaround story. She is as much an Afcons ambassador as a champion,” Subrahmanian adds ■

■ Bhakti Prasad is EVP, HR, at Afcons

IGBC rating for 4 underground Metro stations in Chennai

A unique green initiative by Afcons has offered the prospect of Metro stations in India to hurtle towards eco-friendly and pollution-free mass transit systems in future. Together with Chennai Metro Rail Limited (CMRL), Afcons has embarked upon a journey to provide the best Metro system to Chennaites and reduce carbon footprint.

Implementing on behalf of CMRL, Afcons has become the first infrastructure company to achieve platinum rating by the Indian Green Building Council (IGBC) for underground Metro stations in Chennai. It is the highest recognition by an international accreditation body for green building. The Chennai Metro project was initiated by the Government of Tamil Nadu to meet the ever-growing commuting needs while also reducing the pollution levels ■



Thirumangalam Metro station in Chennai

THE FAB 4

- ▶ Thirumangalam Metro Station
- ▶ Annanagar East Metro Station
- ▶ Annanagar Tower Metro Station
- ▶ Shenoy Nagar Metro Station

KEY INITIATIVES

- ▶ Effective use of natural daylight
- ▶ Energy efficient electrical equipment
- ▶ Supervisory Control And Data Acquisition (SCADA) system for energy and power factor control
- ▶ Platform Screen Doors (PSD) to instil passenger safety, energy savings and efficient tunnel ventilation
- ▶ CFC free eco-friendly refrigerants – R134a and halon-free fire suppression systems
- ▶ 100% handling of construction waste by proper disposal, sale and diversion
- ▶ Water conservation by use of low flow fixtures – 45% savings
- ▶ Use of local workforce
- ▶ Prevention of site erosion and sediment runoff
- ▶ Material storage and protection
- ▶ Detailed documentation of green construction at all stages

coverstory

Afcons wins race for Gabon Glory

Creates record for fastest completion of multi-facility port in Africa; bags multiple awards

Afascinating record and a pat on the back from the President – that’s how Afcons closed the first chapter of its Gabon story.

The New Owendo International Port, completed in 18 months, is one of the fastest port projects to be completed in Africa. The Shapoorji Pallonji Group company built a barge berth in 78 days, which is another benchmark in the African country.

Clear vision

The Gabon Special Economic Zone (GSEZ) envisaged the multi-facility port keeping in mind the country’s thriving economy. The new facility had to be built alongside the existing 60-year-old port, which was becoming congested and costly

with the growing needs. The brief from the client was precise: the new port had to be modern and efficient, help turnaround the boats on time, have specialised storage facilities, and, consequently reduce the cost of port operations.

It was crucial for Afcons to deliver the project on time as it has a direct impact on the future of the nation. This high-priority job was closely monitored by the President’s office.

Turnkey solution

This is one of Afcons’ major Marine and Industrial projects overseas. The port was designed and built keeping in mind the client’s aspirations with great commitment and efficiency. While the port is equipped to receive large cargo

ships carrying containers, palm oil, grains and fuel, it also has two grain silos of 5,000 tonnes each and five palm oil storage tanks. Other facilities include 10 reefer gantries, a 6.5-hectare container yard, three substations, parking facilities, sewerage treatment plant and a fire-fighting network.

Hurdles cleared

The most daunting aspect of the project of this magnitude on foreign soil is mobilisation of resources. The tight schedule added to the challenge. Afcons displayed unmatched project management skills by mobilising resources in record time – the fastest mobilisation done in Africa for any project. The project manager and engineers planned



AFCONS PHOTOS

the smallest of details months in advance to ensure seamless execution. Since most of the construction materials, except cement and aggregates, had to be imported, planning was to be done six months ahead of schedule.

Another constraint was building the new port adjacent to the operational port. While the construction activities had to be carried out without disrupting the functioning of the port, Afcons team had to ensure that highest safety standards were maintained.

Well-blended team

Dedicated efforts went behind putting together a strong and experienced team that would ensure the project is delivered efficiently. Afconians, who had the experience of working in Africa, were mobilised from Liberia and so was some of the equipment. A balance was created by flying in forces from India, who were trained to work with locals and adapt to new conditions. As is practice at Afcons, locals comprised 65% of the workforce – almost 2,000 locals were employed which is the highest in the country. This resulted in a strong team that shared ideas and motivated each other throughout the journey.

Gabon is a French-speaking nation, and Afcons teams made concerted efforts to learn the language and collaborate



Afcons has set an African benchmark. This project was delivered in a record time of 18 months. Olam looks to establish a stronger partnership with Afcons and to build more infrastructure in Africa in years to come.

Gagan Gupta, President & Country Head, Olam International Ltd

with translators for ease in communication with local workers and communities. Teams worked round-the-clock shifts notwithstanding hostile monsoons. Though there were some challenges with regards to local policies and rules, the team adapted to the conditions quickly.

Efficient execution

The rate of progress during several activities is exemplary. Afcons achieved a 2.5-day time cycle for pre-cast launching, which accelerated the pace of the project. As with all of its projects, impeccable safety standards were maintained and 6.5 million man hours were achieved without any LTI.



New Owendo International Port



Barge berth

Sweet success

The company's overall efforts were recognised by the country President, and, Afcons was named the Best Construction Company of Gabon in 2016. It also received an award for being the best employer in Gabon for providing employment to over 2,000 locals.

Afcons' success in Gabon speaks for itself. The client has awarded the company the second phase of the project which is now in progress. As Afcons scripts the second chapter of its Gabon story in the New Year, it is confident of setting newer benchmarks ■

PORT POINTS

2 5000MT GRAIN SILOS	3 3000MT PALM OIL TANKS	2 750MT PALM OIL TANKS	420m MAIN BERTH
70m SERVICE BERTH	10 REFEED GANTRIES	1000 CUM FIRE-FIGHTING WATER TANK	



Awards



Golden Peacock Award 2017

Afcons was awarded the prestigious Golden Peacock Occupational Health & Safety Award 2017 for Agra Lucknow Expressway Project.



Afcons among the best

Afcons was recognised as one of India's Leading Infrastructure Companies at Dun & Bradstreet Awards held in November 2017. Afcons was picked as a winner under the project-based category for Ganga Bridge, Agra Lucknow Expressway Project. Mr Nitin Gadkari, Union Minister for Road Transport & Highways, Shipping and Water Resources presented the award to Mr Akhil Kumar Gupta, Executive Director (Operations) and Mr Jagdish Dhuri, DGM (BD).



Award for Kolkata Metro

Afcons was recognised for its Outstanding Contribution in Specialised Construction for Underwater Metro tunnels for Kolkata Metro Rail Project – EPC Category, at the 7th EPC World Awards 2017. Mr BK Arora, General Manager, Business Development, received the award.

Two more Greentech Awards for Afcons

The 16th Annual Greentech Safety Awards were held on December 14, 2017 at the Taj Vivanta, Goa. Afcons' tunnel project in J&K won Gold Award in Construction Sector for its outstanding Safety Management. Transtonelstory-Afcons JV's Chennai Metro project was also given the Gold Award in Construction Sector for outstanding achievements in Safety Management.

News

Celebrations in Chennai



To mark the successful completion of tunnelling for phase-1 and extension of the Chennai Metro Rail Project, a celebratory event was held in Chennai on December 17, 2017.

Vice Chairman and Managing Director Mr K Subrahmanian and Mr S Paramasivan, Deputy Managing Director, congratulated the teams for their outstanding performance and motivated them to continue the good work. Senior CMRL officials and dignitaries from other government agencies were present on the occasion.

Afcons part of international KM initiative

Afcons took part in the KM Asia event held in Hong Kong, on November 15-16, 2017. The event was attended by Mr Deepak Gaikwad and he spoke on Afcons' KM Journey – A Grounds up KM Approach.

Campus recruitment drive goes digital

Afcons conducted its first-ever online campus recruitment drive at IIT Madras on December 12, 2017. Around 50 candidates were given the



software-based test, and result was calculated by the system without human intervention.

Giving it back

Afconians at MG Setu project site supported the renovation of a temple at Roghopur village in Vaishali district in December 2017.

Afconian shines at IGC

Indian Geotechnical Conference 2017 – GeoNEst was held at India Institute of Technology, Guwahati, in December 2017. It was organised by Indian Geotechnical Society. Mr Hem Chandra Upreti, Sr. Officer (Geology), represented Afcons and also presented a paper titled 'Slope Stabilisation at world's highest Arch Bridge - USBRL Project, Jammu & Kashmir'.

Afconian makes a mark

Dr U Senthilnathan from Oil & Gas BU grabbed the International Green Apple Award 2017 in November. This is the second successive win for him. He received the bronze award for his research paper – 'Initiative for Plastic Waste



Management for Water Conservation' – in the field of environmental engineering.

New Projects

Marine job in Liberia

Afcons has bagged a project to build Sedimentation Dams at Gangra in Liberia for Arcelor Mittal Liberia Ltd. With this, Afcons continues its association with the African nation, where it has built an Iron Ore Mining Project and has undertaken repairs of the Fuel Quay at Buchanan Port among others.

New Joinee

Mr Vijay Singh Yadav, GM (Projects)

Mr Yadav has an overall experience of over 32 years and has worked with companies like, Hindustan Construction Company Ltd., ITD Cementation India Ltd., and Afcons Infrastructure Ltd. His last assignment was with M/s Continental Engineering Corporation at the level of Assistant Vice President.



Christmas decorations at Afcons House



Christmas was celebrated in its true spirit across offices and sites of Afcons. While the newly-renovated Afcons House was bathed in Yuletide spirit, the occasion was marked in Yekepa and Buchanan, in Liberia, by undertaking a rice distribution drive to bring joy into the homes of locals.

HRCorner

MECHANICAL TRAININGS

Bearing & Material Handling

A training programme on Bearing and Material Handling equipment was organised at Butibori workshop from October 30 – November 1, 2017. The training was attended by CPE engineers of various sites.

Hydraulic Drilling Jumbo

A one-day training program on Hydraulic Drilling Jumbo was conducted at T49B Project site on November 13, 2017. It was conducted by Mr Ansuman Verma (external faculty). The training informed the participants about the operation & maintenance of Hydraulic Drilling Jumbo.

CIVIL TRAININGS

Contract Management

A two-day workshop on Contract Management was conducted at KMRC site on December 19 - 20, 2017. The workshop was conducted by Dr Ajit Patwardhan.

Practical Aspects of Design

A training programme on Practical Aspects of Design was conducted at NMRCL site on December 8, 2017. The objective of the training was to provide an understanding on basics of geotechnical investigations.

Equipment Management for Civil Engineers

A training programme on productivity and Equipment Management for civil engineers was organised at Butibori workshop on November 7 – 8, 2017. The training facilitated in building the mechanical acumen of civil engineers and help them understand the advanced technology of various equipment and their optimal utilisation at sites.

OIL & GAS TRAININGS

Commissioning of Typical Offshore Process Platform

A workshop on Commissioning of Typical Offshore Process Platform was conducted for the employees of Oil & Gas BU. It was facilitated by Mr Swapnil Vichare and Mr Sreedhar Kambham.

SOFT SKILLS TRAININGS

First Time Manager



First Time Manager training programme was organised at Afcons HO. Conducted by Mr Sachin Karve (external faculty), the programme sensitised the participants on the expectations and the challenges that first time manager faces while handling new responsibility and accountability.

Business Writing Skills



A two-day workshop on Business Writing Skills was conducted at Afcons HO on October 26 – 27, 2017. It was facilitated by Mr Vincent D'Silva (external faculty).

Delegation Skills

A workshop on Delegation Skills was conducted at Afcons HO on November 22 – 23, 2017. Mr Ravi Mathur (external faculty) conducted the workshop, providing a detailed overview of delegation processes.

BEHAVIOURAL COMPETENCY WORKSHOP

Action Orientation & Persuasiveness

A one-day workshop on Action Orientation & Persuasiveness was conducted in two batches at CMRL site on October 25 – 26, 2017. The workshop was facilitated by Mr S Tirmal Reddy.

Problem Solving & Analysis

A Problem Solving & Analysis workshop was conducted at MG Setu, Patna site on October 14, 2017. Mr Tarun Biswas (external faculty) facilitated the workshop.

GENERAL MANAGEMENT

Behaviour Based Safety

A training programme on Behaviour Based Safety was organised at MG Setu, Patna site on November 28, 2017. It was conducted by Mr H L Kaila (external faculty).

MANAGEMENT DEVELOPMENT

Junior Management Development Programme

The first phase of 9th batch of Junior Management Development Program was scheduled at Afcons HO from November 14 – 17, 2017. With a blend of technical and soft skills training, the program is designed to provide deep insights on various disciplines and functional topics to the participants.

SHARING

is caring

Afcons has made Africa its second home from the time it started operations in the continent more than a decade ago. The company has consistently made meaningful contributions for the betterment of local communities at most of its African sites. In its latest commitment to the people of Liberia, Afcons has started a new mid-day meal programme for nearly 400 children in a government school (on all working days), besides feeding around 100 kids daily in an orphanage in Buchanan. To ensure the children of our workers get a conducive environment to study at night, Afcons has been distributing solar lamps to light up their homes. The company has provided books and study material to children. In an effort to provide clean drinking water, Afcons has built hand pumps. The company has constructed markets, and, helped renovate churches, police stations and prison facilities in Liberia.



ALERTS

Afcons now has a dedicated Youtube channel. Scan the code to visit the channel and stay tuned with the latest videos



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