

Back at Work, Employees Experience a Brand 'New' Workplace

Rica Bhattacharyya, Sreeradha D Basu & Prachi Verma Dadhwal

Mumbai | Kolkata | New Delhi: The workplace doesn't look the same as employees have started returning to offices — workstations have donned a new look, there are new work etiquettes and the work wear has added face gear.

From numbering chairs to prevent accidental exchanges, converting corridors and walkways to 'one-ways' and encouraging use of alternate stalls and washbasins in washrooms, to having quarantine rooms and standby ambulance, companies are leaving no stone unturned to create a decontaminated and 'socially-distanced' workplace as the cost of a small slip-up could be huge in the time of Covid-19.

Large companies such as Flipkart, Wipro,

Tech Mahindra, Capgemini, Tata Steel, Siemens, RPG Group, Cipla, Maruti Suzuki, RBS India, Myntra and Welspun are making sure they are fully prepared with health and safety measures. Flipkart employees must keep all belongings in desk cabinets so workstations can be easily sanitised. Each employee has been assigned a numbered chair. The company has created lane system — converting corridors and walkways to 'one-ways'. Employees have to wear masks and other protective gear. "The on-campus approach to maintaining a safe environment has been holistic," said Flipkart chief people officer Krishna Raghavan.

ONE-WAYS TRAFFIC ONLY

Tech Mahindra has created zones at each of its offices to ensure movements are restricted to specific floors. "We are building a 'touch-free' workplace infra. Our facial recog-

niton system for attendance is being voice-enabled and associates will have to use the 'Book My Seat' application which will automatically ensure social distancing," said Harshvendra Soin, the company's chief people officer.

In pharma companies such as Cipla that have to be extra cautious keeping in mind the high risk of contagion, some office staff including CXOs attending close-door meetings will wear face shields. Housekeeping, front desk and security staff will wear safety goggles, said Raju Mistry, Cipla's global chief people officer.

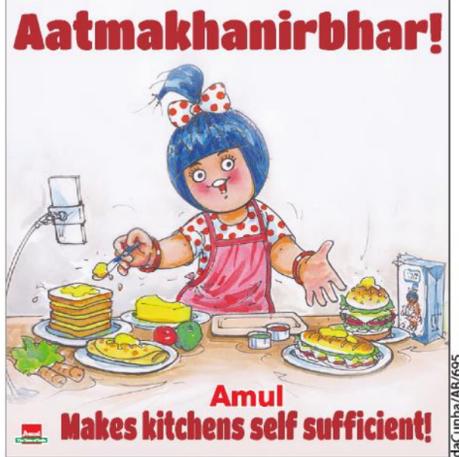
Myntra will have people in certain warehouses functioning with face covers, while Capgemini and Siemens have developed self-declaration apps to ensure only a pre-defined number get office access.

BRING YOUR OWN LUNCH!

Siemens and the RPG Group will allow office entry only to those who travel by personal vehicles and company transport. RPG will encourage use of stairs for healthy people up to the third floor and maximum two people in an elevator, president HR S Venkatesh said.

Companies are also encouraging people to opt for virtual meetings, even if they are in office. A Wipro spokesperson said: "We have ensured social distancing for all those who are engaged in providing critical services and are required to work from our offices."

Maneesh Menda, HR head, RBS India, said, "In the cafeteria, we will have reduced number of tables to ensure social distancing." At Myntra warehouses, cafeterias will have desk partitions and laminated sheet separators in standing zones. RPG will keep its cafeteria shut. Tea and coffee will be served in paper cups and employees will have to bring their own food.



M&M to Sell Mahindra Sanyo Stake Back to Japan Partners

Indulal PM & Lijee Philip

Mumbai: Automaker Mahindra & Mahindra is in talks to sell 29% stake in its speciality steel joint venture (JV) back to its two existing partners, Japan's Sanyo Special Steel Co and Mitsui Corp, as it looks to exit from non-core businesses. M&M will sell its stake in Mahindra Sanyo Special Steel (MSSSPL) in one shot or in multiple tranches, and is aiming to raise ₹250-300 crore, multiple sources with knowledge of the matter told ET. M&M said it will not like to comment on speculations. Sanyo and Mitsui did not respond to mails sent on Tuesday seeking comments.

Shares of M&M gained 5.92% to close at ₹406.15 on the Bombay Stock Exchange on Wednesday, as the Sensex gained 622.44 points or 2.06%. Its shares have surged 37.7% from March 23, when Indian equity markets tanked to a record. The Sensex gained 18.62% in the period.

Founded in 2012, Mahindra Sanyo, formerly known as Navvyug Special Steel, is a manufacturer and supplier of special steels, alloys and ring products, mainly for the automotive industry. It has an annual production capacity of 180,000 mt.

M&M had 51% in the JV and Sanyo 29%, while the remaining 20% was held by Mitsui. However, in 2018, Sanyo bought around 22% in Mahindra Sanyo, increasing its holding to 51%. Consequently, MSSSPL ceased to be a subsidiary of M&M. MSSSPL had revenues of around ₹18 crore in FY19.

NOT FOR DISTRIBUTION OUTSIDE INDIA
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CIN: L17110MH1973PLC019786

FOR THE ATTENTION OF RESIDENT INDIVIDUAL SHAREHOLDERS OF RELIANCE INDUSTRIES LIMITED

Reliance Industries Limited has provided an additional toll free number (operational from Monday to Saturday between 9 am and 6 pm) for the shareholders to contact for any queries / information / assistance required in connection with its Rights issue of Rights Equity Shares:

Toll Free Number: 1800 889 8888

The above number is in addition to the following toll free numbers provided by Company's Registrar and Transfer Agent, Kfin Technologies Private Limited (RTA):
Toll Free Numbers: 1800 425 8998 / 1800 345 4001

For queries / information / assistance in relation to Rights issue, WhatsApp by typing 'Hi' to: **+91 79771 11111**

Shareholders may also write to the RTA at ril.rights@kfin.tech and to the Company at investor.relations@ril.com

For Reliance Industries Limited
Sd/-
K. Sethuraman
Group Company Secretary
and Chief Compliance Officer

Place : Mumbai
Date : May 20, 2020

RELIANCE INDUSTRIES LIMITED is proposing, subject to market conditions and other considerations, a rights issue of its Rights Equity Shares and has in this regard filed a Letter of Offer dated May 15, 2020, read together with the addenda dated May 18, 2020 and May 19, 2020 ("LOF"), with SEBI and the Stock Exchanges. The LOF shall be available on the website of SEBI at www.sebi.gov.in, the Stock Exchanges i.e. BSE Limited at www.bseindia.com, National Stock Exchange of India Limited at www.nseindia.com, Registrar's web-based application platform at <https://rights.kfintech.com> and on the websites of the Global Co-ordinators and Lead Managers, JM Financial Limited and Kotak Mahindra Capital Company Limited at <http://www.jmfi.com> and <http://www.investmentbank.kotak.com>, respectively, and on the websites of the Lead Managers, Axis Capital Limited, BNP Paribas, Citigroup Global Markets India Private Limited, DSP Merrill Lynch Limited, Goldman Sachs (India) Securities Private Limited, HDFC Bank Limited, HSBC Securities and Capital Markets (India) Private Limited, ICICI Securities Limited, IDFC Securities Limited, J.P. Morgan India Private Limited, Morgan Stanley India Company Private Limited and SBI Capital Markets Limited at <http://www.axiscapital.co.in>, <http://www.bnpparibas.co.in>, <http://www.ml-india.com>, <http://www.online.citibank.co.in/rhtm/citigroupglobalbscreen1.htm>, <http://www.goldmansachs.com>, <http://www.hdfcbank.com>, <https://www.business.hsbc.co.in/en-gb/information/open-offer-and-buyback>, <http://www.icicisecurities.com>, <http://www.idfc.com/capital/index.htm>, <http://www.jpimfi.com>, <http://www.morganstanley.com/about-us/global-offices/asia-pacific/india> and <http://www.sbi.com>, respectively. Investors should note that investment in equity shares involves a degree of risk and are requested to refer to the section titled "Risk Factors" on page 23 of the Letter of Offer for details of the same.

This is not an offer of securities for sale in the United States. Securities may not be offered or sold in the United States absent registration or an exemption from registration under the U.S. Securities Act of 1933, as amended. Reliance Industries Limited does not intend to register any part of the proposed offering of securities in the United States or to conduct a public offering of securities in the United States.

Capitalised terms used herein but not defined herein shall have the meaning assigned to them in the Letter of Offer dated May 15, 2020.

TATA CONSULTANCY SERVICES LIMITED



NOTICE OF 25TH ANNUAL GENERAL MEETING AND E-VOTING INFORMATION

NOTICE is hereby given that the **Twenty-Fifth Annual General Meeting (AGM) of the Company will be held on Thursday, June 11, 2020 at 3.30 p.m. through Video Conference (VC) / Other Audio Visual Means (OAVM)** to transact the business, as set out in the Notice of AGM. The Company has sent the Notice of AGM on Tuesday, May 19, 2020, through electronic mode to Members whose email addresses are registered with the Company/Depositories in accordance with the circular issued by Ministry of Corporate Affairs dated May 5, 2020 read with circulars dated April 8, 2020 and April 13, 2020 (collectively referred to as "MCA Circulars") and SEBI Circular dated May 12, 2020. The Annual Report for Financial Year 2019-20 is available and can be downloaded from the Company's website <https://on.tcs.com/Annual-Report-2020> and the website of National Securities Depository Limited (NSDL) <https://www.evoting.nsdl.com>.

In compliance with Section 108 of the Companies Act, 2013 read with Rule 20 of the Companies (Management and Administration) Rules, 2014, as amended from time to time and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Members are provided with the facility to cast their votes on all resolutions set forth in the Notice of the AGM using electronic voting system (e-voting) provided by NSDL. The voting rights of Members shall be in proportion to the equity shares held by them in the paid-up equity share capital of the Company as on Thursday, June 4, 2020 ('cut-off date').

The remote e-voting period commences on Monday, June 8, 2020 (9.00 a.m. IST) and ends on Wednesday, June 10, 2020 (5.00 p.m. IST). During this period, Members may cast their vote electronically. The remote e-voting module shall be disabled by NSDL thereafter. Those Members, who shall be present in the AGM through VC / OAVM facility and had not cast their votes on the Resolutions through remote e-voting and are otherwise not barred from doing so, shall be eligible to vote through remote e-voting system during the AGM.

The Members who have cast their votes by remote e-voting prior to the AGM may also attend/participate in the AGM through VC / OAVM but shall not be entitled to cast their votes again.

Any person, who acquires shares of the Company and becomes a Member of the Company after the Notice has been sent electronically by the Company, and holds shares as of the cut-off date; may obtain the login ID and password by sending a request to evoting@nsdl.co.in. However, if he/she is already registered with NSDL for remote e-voting then he/she can use his/her existing User ID and password for casting the votes.

If you have not registered your email address with the Company/Depository you may please follow below instructions for obtaining login details for e-voting:

Physical Holding	Please send a request to the Registrar and Transfer Agents of the Company, TSR Darashaw Consultants Private Limited ("TCPL") at Csg-KYC@tsrdarashaw.com providing Folio no., name of shareholder, scanned copy of the share certificate (front and back), PAN (self-attested scanned copy of PAN card), AADHAR (self-attested scanned copy of Aadhar Card) for registering email address.
Demat Holding	Please contact your Depository Participant (DP) and register your email address in your demat account, as per the process advised by your DP.

For details relating to remote e-voting, please refer to the Notice of the AGM. If you have any queries relating to remote e-voting, please refer to the Frequently Asked Questions (FAQs) and e-voting user manual for Shareholders available at the Downloads section of www.evoting.nsdl.com or contact at toll free no. 1800-222-9900 or send a request to evoting@nsdl.co.in. In case of any grievances connected with facility for voting by electronic means, please contact Ms. Pallavi Mhatre, Manager, NSDL, 4th Floor, 'A' Wing, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai 400 013. **email: evoting@nsdl.co.in / pallavid@nsdl.co.in. Tel: 91 22 2499 4545 / 1800-222-9900.**

The details of the AGM are available on the website of the Company at www.tcs.com, NSDL at www.evoting.nsdl.com, BSE Limited at www.bseindia.com and National Stock Exchange of India Limited at www.nseindia.com.

For TATA CONSULTANCY SERVICES LIMITED

Rajendra Moholkar
Company Secretary

Place : Mumbai
Date : May 20, 2020

Registered Office:
9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identity Number (CIN): L22210MH1995PLC084781
Tel: 91 22 6778 9595
Email: investor.relations@tcs.com Website: www.tcs.com

KALPA-TARU[®] POWER TRANSMISSION LIMITED

Registered Office : Plot No. 101, Part III, G.I.D.C. Estate, Sector - 28, Gandhinagar - 382 028 CIN : L40100GJ1981PLC004281
Tel No : +91 79 2321 4000 Fax : +91 79 2321 1966 E Mail : cs@kalpatarupower.com

Extract of Audited Financial Results for the Quarter and Year Ended March 31, 2020

Sr. No.	Particulars	Standalone				Consolidated			
		Quarter ended		Year ended		Quarter ended		Year ended	
		March 31, 2020	March 31, 2019	March 31, 2020	March 31, 2019	March 31, 2020	March 31, 2019	March 31, 2020	March 31, 2019
1	Total Income from Operations	2,303	2,491	7,904	7,115	3,527	3,524	12,676	10,840
2	Net Profit for the period (before tax, exceptional and / or extraordinary items)	185	218	642	624	88	269	644	761
3	Net Profit for the period before tax (after exceptional and / or extraordinary items)	185	218	666	624	95	269	648	761
4	Net Profit for the period (after tax, exceptional and / or extraordinary items)	107	137	463	401	13	166	390	487
5	Total Comprehensive Income for the period (comprising profit for the period after tax and other comprehensive income after tax)	95	161	439	421	(18)	191	351	513
6	Equity Share Capital (Face Value of ₹ 2 each)	31	31	31	31	31	31	31	31
7	Other Equity (excluding Revaluation Reserve)			3,505	3,121			3,327	3,089
8	Earnings Per Share of ₹ 2 each (not annualised) (₹)								
	a) Basic	6.92	8.92	30.02	26.15	2.00	10.30	25.25	30.42
	b) Diluted	6.92	8.92	30.02	26.15	2.00	10.30	25.25	30.42

Notes :

- The above is an extract of the detailed format of quarterly financial results filed with the Stock Exchanges under Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The full format of the financial results is available on the Stock Exchanges' websites, www.nseindia.com, www.bseindia.com and on the Company's website www.kalpatarupower.com.
- The Group has adopted Ind AS 116 "Leases" with effect from April 1, 2019, with a modified retrospective approach. The cumulative effect of initial application of Ind AS 116, has been adjusted in opening retained earnings on the date of application i.e. April 1, 2019, which is not material, as permitted by standard. Similar impact on the financial results of the quarter and year ended March 31, 2020 is also not material.
- The above results were reviewed by the Audit Committee and approved by the Board at their meeting held on May 20, 2020. The same have also been subjected to audit by the Statutory Auditors.
- During the current year, on 3rd July 2019, the Company entered into binding agreement with CLP India Private Limited (CLP) to sell its stake in 3 (Three) power transmission assets namely, Kalpataru Satpura Transco Private Limited (KSTPL), Allipuduar Transmission Limited (ATL) and Kohima-Mariani Transmission Limited (KMTL). On November 20, 2019, the Company had completed the sale of its entire stake in KSTPL. Subsequent to the year end, the agreement with CLP for transfer of stake in ATL got terminated due to non-fulfillment of certain conditions precedent as per the agreed terms. The Company is now actively pursuing and evaluating opportunities to sell its stake in ATL and JKTL to suitable investor(s).
- Exceptional items includes Gain on sale of KSTPL amounting to ₹ 12 crores and impairment of land and property, plant and equipments of two subsidiary companies amounting to ₹ 8 Crores.
- The board approved a proposal for buyback of Equity Shares in its meeting held on May 20, 2020 at the Maximum buyback price of ₹ 275/- per equity share and the Maximum buyback size of ₹ 200 crore excluding transaction cost of buyback, equitable number of Equity shares to be bought back would be 72,72,727 Equity Shares (if worked out at the maximum buyback price) comprising approximately 4.70% of the paid-up equity share capital of the Company.
- The previous period's / year's figures have been regrouped/ rearranged wherever considered necessary.

For and on behalf of the Board of Directors

Manish Mohnot
Managing Director & CEO
DIN: 01229696

Place : Mumbai
Date : May 20, 2020

To support green initiative of the Government in full measure, Members who have not registered their e-mail addresses, so far, are requested to register their e-mail addresses in the following manner:

- In respect of electronic holdings with the Depository through their concerned Depository Participants.
- Members who hold shares in physical form are requested to register their e-mail ID with cs@kalpatarupower.com quoting your name and folio number.

JMC Projects (India) Limited

(A Kalpataru Group Enterprise)
CIN: L45200GJ1986PLC008717

Regd. Office: A-104, Shapath 4, Opp. Karnavati Club, S. G. Road, Ahmedabad 380015.
Phone: +91 79 30011500, Fax: +91 79 30011700, Email: cs@jmcprojects.com, Website: www.jmcprojects.com

EXTRACT OF AUDITED FINANCIAL RESULTS FOR THE QUARTER AND YEAR ENDED MARCH 31, 2020

Sr. No.	Particulars	Standalone				Consolidated			
		Quarter ended		Year ended		Quarter ended		Year ended	
		31/03/2020 (Audited)	31/03/2019 (Audited)	31/03/2020 (Audited)	31/03/2019 (Audited)	31/03/2020 (Audited)	31/03/2019 (Audited)	31/03/2020 (Audited)	31/03/2019 (Audited)
1	Total Income from operations (net)	94,691	94,348	374,047	327,765	98,481	98,787	389,420	343,356
2	Net Profit / (loss) for the period (before tax and exceptional item)	(3,187)	6,381	11,682	18,852	(5,232)	4,890	3,262	11,539
3	Net Profit / (loss) for the period before tax (after exceptional item)	(3,187)	6,381	11,682	18,852	(5,232)	4,890	3,262	11,539
4	Net Profit / (loss) for the period after tax and exceptional item	(3,438)	4,870	7,897	14,213	(5,476)	3,524	120	7,664
5	Total Comprehensive Income for the period [Comprising Profit for the period (after tax) and Other Comprehensive Income (after tax)]	(5,351)	4,972	6,231	14,733	(7,389)	3,626	(1,546)	8,184
6	Equity Share Capital (face value ₹ 2/- per share)	3,358	3,358	3,358	3,358	3,358	3,358	3,358	3,358
7	Other Equity (excluding Revaluation Reserve)			93,633	88,970			50,518	53,631
8	Earnings Per Share (of ₹ 2/- each) (not annualised)								
	(a) Basic :	(2.05)	2.90	4.70	8.47	(3.26)	2.10	0.07	4.56
	(b) Diluted :	(2.05)	2.90	4.70	8.47	(3.26)	2.10	0.07	4.56

Notes :

- The above is an extract of the detailed format of standalone and consolidated audited financial results for the quarter and year ended March 31, 2020 filed with stock exchanges under regulation 33 and Regulation 52 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The full format of standalone and consolidated audited financial results for the quarter and year ended March 31, 2020 are available on stock exchange websites (www.bseindia.com / www.nseindia.com) as well as on Company's website www.jmcprojects.com. The consolidated financial results for the quarter March 31, 2019 were not subjected to 'limited review' by the statutory auditors of the Company and are prepared by the management.
- The above financial results have been reviewed by the Audit Committee and approved by the Board of Directors at its meeting held on May 19, 2020. The statutory auditors have expressed unqualified audit opinion.
- Financial results for all the period presented have been prepared in accordance with the recognition and measurement principles of Ind AS notified under the Companies (Indian Accounting Standards) Rules, 2015 as amended from time to time.
- Estimation of uncertainties relating to the global health pandemic - COVID-19:
The Company has considered internal and certain external sources of information including economic forecasts and industry reports up to the date of approval of the financial statements in determining the impact on various elements of its financial statements. The Company has used the principles of prudence in applying judgments, estimates and assumptions and based on the current estimates, the Company expects to recover the carrying amount of trade receivables including unbilled receivables, investments and other assets. The eventual outcome of impact of the global health pandemic may be different from those estimated as on the date of approval of these financial statements, the Company will continue to monitor developments to identify significant uncertainties in future periods, if any.
- Effective April 1, 2019, the Company has adopted Ind AS 116 - Leases and applied it to all lease contracts existing on April 1, 2019 using the modified retrospective method and the impact to retained earnings is amounting to INR 149.79 lakhs. Accordingly, the comparatives have not been retrospectively adjusted.
On transition, the adoption of the new standard resulted in recognition of Right-of-Use asset (ROU) of INR 2,271.20 lakhs and the corresponding lease liability of INR 2,420.99 lakhs. The effect of this adoption on the profit for the quarters and year and earning per share has not been significant.
- During the year, the Company had issued and allotted 1,000 (10.55%) Unsecured, Rated, Listed, Redeemable Non-Convertible Debentures (NCDs) of the face value of Rs. 1,000,000/- (Rupees Ten Lakh Only) each, for an aggregate nominal value of Rs. 1,000,000,000/- (Rupees One Hundred Crores Only) on private placement basis. The said NCDs are listed on the Wholesale Debt Market segment of BSE Limited.
- The Board of Directors have recommended a dividend at the rate of ₹ 0.70/- per share (i.e. 35%) of face value of ₹ 2/- each aggregating to ₹ 1,175.34 lakhs for the year ended March 31, 2020.
- The Company has elected to exercise the option permitted under section 115BAA of the Income Tax Act - 1961 as introduced by the Taxation Laws (Amendment) Ordinance 2019. Accordingly, the Company has recognised tax expenses for the year ended March 31, 2020 and re-measured its deferred tax assets basis the rate prescribed in the said section. Profit for the period is lower by INR 1,014.08 lakhs due to re-measurement of deferred tax assets recognised upto March 31, 2019.
- The figures for the last quarter are the balancing figures between audited figures in respect of full financial year and the published year to date figures upto third quarter of the respective financial years.

For and on behalf of the Board of Directors
For JMC Projects (India) Limited

Shailendra Kumar Tripathi
CEO & Dy. Managing Director
DIN: 03156123

Date : May 19, 2020
Place : Mumbai

