



# Hindustan Hardy Limited

( Formerly known as Hindustan Hardy Spicer Limited )

**Regd. Office & Plant.**  
Plot No. C-12, M.I.D.C. Area, Ambad,  
Nashik-422 010. Maharashtra, INDIA.

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TeleFax : 91-0253-2382528  
Website : www.hhsl.net  
CIN : L29300MH1982PLC028498

28<sup>th</sup> September, 2018

To,

The General Manager  
DCS - CRD  
BSE LIMITED  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001.

**Srip code: 505893**

**Subject: Disclosure for Changes in Director / KMP as required under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Dear Sir,

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, we hereby inform you that **Mr. Vijay Pathak, Director (DIN No.02700611)** has been appointed as Wholetime Director designated as Executive Director and COO of the Company with effect from October 10, 2018 for a period of three years and the said Director is not debarred from holding the office of Director pursuant to any SEBI order or any other such authority. He is not related to any other director of the Company

A brief profile of Mr. Vijay Pathak is attached.

Thanking you.

Yours faithfully,  
**For HINDUSTAN HARDY LIMITED**  
(formerly Hindustan Hardy Spicer Limited)

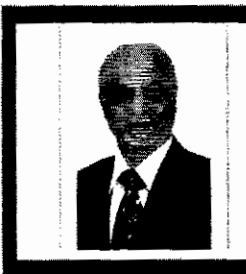
**Executive Director & CFO**

**Name:** DEVAKI SANJAYA SARAN

**DIN:** 06504653

**Address:** Devonshire House,  
3 Westfield Estate,  
Bhulabhai Desai Road,  
Mumbai, 400026.





VIJAY N PATHAK

SENIOR MANAGEMENT PROFESSIONAL:  
MANUFACTURING ENGINEERING | PLANT MANAGEMENT

Techno-commercial acumen with capability to identify opportunities for revenue growth and build high performance teams to support company objectives

"LEARN BY DOING AND LEAD BY COACHING"

pathakvijayn@yahoo.co.in 91-253-2581881 / 91-9011029776

### Profile Summary

- Enterprising leader leveraging 36 years of global experience in Management / operations of Manufacturing Facilities, Associated Infrastructure & Manufacturing Plant / Production / Quality Control / Process Improvement and so on.
- Providing technical & functional leadership in production optimization, development planning including resource reporting
- Result-driven Manufacturing Management Authority with a strong ability in planning, developing of manufacturing methods and operations.
- Ensured reliable plant operations by developing methods & upgrading processes to reduce cost and improve productivity
- Exhibits strong & firm approach in sustaining / encouraging safe work environment; applying continuous improvement principles to increase process and maintain efficiency and company profit / Goals
- Tenacious Leader, directing multiple plants, programs and processes with a view to ensure safe, timely and efficient operations of all plant machinery and equipment by optimizing the resources
- Recognized for turning shortfalls into successes by combining customer-focused mindset with strong technical acumen to achieve timely delivery of high-quality support.
- Key coordinator for technical collaboration with IFA Rotarian Germany & hyolim South Korea for New generation drive line shafts.
- Exposure to cross-cultural work environments and appreciative of various work patterns while remaining committed to deadlines
- Practicing **window/mirror leadership principle** to create a bond with the employees to help **increase employee commitment and the organization's bottom line**

### Education

Govt. polytechnic, Dhule, Maharashtra Technical Board, Mumbai.

### Soft Skills



### Technical skills

- Computer Systems (ERP)

### Seminars / Trainings

- ISO/TS 16949 Qualified Internal Auditor for QSM
- Seminars organized by AOTS Japan, CII and JIPM TPM Club, India
- Rendered education on GKA
- TPM, 5S, JIT, TQM, VLFM in India as well as In Japan
- Visionary Leaders for Manufacturing (VLFM) Course organized by CII, Indian Govt., Japanese Govt. & JIC

### Key Skills

Strategic Manufacturing Operations

Production

Quality Management

Process Optimization

Project / Program Management

Inventory Management

Manpower Planning

Logistics

Lean Manufacturing

Value Stream Mapping

Maintenance

## Career Timeline

TATA Electricals,  
Mumbai as a Project  
Specialist

1980-1981

1981-Present

Manufacturing  
Automotive  
Components as  
General Manager-  
Production

## Leadership Benchmarks

- Acted as **TPM Coordinator** to markedly increase production while, at the same time, increasing employee morale and job satisfaction
- Exhibited:
  - Principle of **7 Step of Organisational Infrastructure**
  - **Eight Disciplines (8Ds) Problem Solving** method to approach & resolve problems.
  - **The Toyota Production System (TPS)**, integrated socio-technical system that comprises management philosophy and practices.
  - **ISO/TS16949**, an ISO technical specification aimed at development of quality management system that provides for continual improvement, emphasizing defect prevention
- Leveraging **Value Stream Mapping** (lean-management method) to identify waste in process
- Established **Export Component Manufacturing Plant** supplying to US
- Followed **ECRS (Elimination, Combine, Rearrange, Substitute)** to optimize productivity and savings
- Adopted **Failure Mode Effect Analysis (FMEA)** for projects
- Deployed **Production Part Approval Process (PPAP)** for establishing confidence in component suppliers and their production processes
- Applied **Continuous Improvement Methodologies (Kaizen, TPM, CRM, TQM)** in the plant, management approach to long-term success through customer satisfaction

## Work Experience


**Since 1981 with Manufacturing Automotive Components having ISO/TS 16949 ISO18000 OSHAS Certification), Nashik as General Manager – Production**

### Key Result Areas:

- Deep involvement in the key decision-making processes as Plant Head, leading 1 Plant of Assembly of drive line shafts required for Automotive with daily production of over 2500 Nos, supplying to major OEM's
- Directing Production Planning & Control and Logistics Team
- Spearheading a team of 500 spanning DGM, Senior Manager, Manager, Assistant Manager, Line Engineers and so on
- Managing the workmen for achieving the periodic production targets in export plant
- Ensuring timely allocation of appropriate manpower for various functions to address future requirements
- Enhancing plant quality and equipment reliability by improving workflow and optimizing processes
- Identifying jigs and fixtures for machining & forging items, process for design and manufacturing with Tool Room Department
- Deploying multi machining across the Export Dept., thereby enhancing productivity
- Evaluating company's logistics business practices, streamlining opportunities, and eliminated non-value added activities
- Surpassing business goals by ensuring optimal utilization of teams, processes, and technology
- Shouldering the Team Facilitator for GKA activities
- Improving superiority and accuracy of budgeting and forecasting
- Ensuring formulation of plans for tackling breakdowns, inventory control (consumables and machining components) and taking suitable action for resolving all major breakdowns in the department
- Identifying & implementing strategies for building team effectiveness by promoting a spirit of cooperation between team members

**Highlights:**

- Successfully set-up the infrastructure for new plant (Export)
- Acted as pivotal CFT member of Value Engineering Team
- Attended AOTs Training to Learn Japanese Way of Production Systems at CKC Centre Japan in 2002. (includes –JIT,TPM,TQM, 5S, TPS, Kan ban)

** Previous Experience**

1 year with TATA Electricals, Mumbai as a Project Specialist

**TATA POWER**** Personal Details**

**Date of Birth:** 24<sup>th</sup> April 1960

**Languages Known:** English, Marathi and Hindi

**Marital Status:** Married

**Address :** V. N. Pathak, ¼, Anay, Shailaja Appt., Nirmala School Road, Gangapur Road, D.K. Nagar, Nasik- 422013, Maharashtra