



HINDUSTAN CABLES LIMITED

Particulars of organization, functions and duties:

1. **ON THE COMPANY :**

Hindustan Cables Limited is a Central Public Sector Undertaking under the Ministry of Heavy Industries and Public Sector Enterprises, Department of Heavy Industries. It is having Units at Rupnarainpur in West Bengal, Hyderabad in Andhra Pradesh, Naini at Allahabad, Uttar Pradesh. The Head Quarter of the Company is at Kolkata in West Bengal. The company was established in the year 1952. It started its commercial production from 1954. Its Hyderabad Unit was established in the year 1972, and the Naini Unit at Allahabad in 1988. The company was born to feed the Department of Telecommunications, Govt. of India with supply of various cables as was used to have been determined by the Department of Telecommunications in line with their projected telecom network. The company enjoyed the monopoly status till 1988 as its operations were closely enjoined with the sole demands of the Department of Telecommunications.

2. **THE PRODUCE OF THE COMPANY:**

The oldest Unit at Rupnarainpur in West Bengal was conceived to produce paper insulated dry core cables at first. Thereafter, production of cables like coaxial cables, switchboard cables, copper coated steel wire and aluminum-sheathed cables was progressively added. On obsolescence of those products with the advent of new technology, the entire unit was transformed; into a production Unit of jelly filled cables in line with the demand of DOT. The second unit at Hyderabad was also started with the production of paper insulated dry core cables supplemented by the production of jelly filled cables in line with the projected requirement of the Department of Telecommunications (DOT). Later on, the Unit was converted into a full-fledged Unit of production of Jelly Filled Telecom cables. The Unit at Allahabad was solely conceived to produce Optic Fibre Cables to cater to the futuristic projection of DOT. It has been added with the capacity to produce jelly filled cables to the tune of 12.85 LCKM in the year 2000-01. The company opened its Turnkey Division in the late '90s for providing telecom consultancy and turnkey services to DOT/BSNL/MTNL for installation of external plant network.

3. FUTURE OUTLOOK :

Bharat Sanchar Nigam Limited, BSNL, did not place any order during the year in favour of HCL under the policy of reservation. Company approached BSNL through the Administrative Ministry for placing order at a remunerative price delinking the pending issues. In absence of orders at remunerative price and advance, the operations in all the Units stopped. The company has been pursuing with the Administrative Ministry and BSNL for release of purchase orders at remunerative price along with advance. The production activities are likely to resume on receipt of purchase orders at remunerative price along with advance or working capital support from the Ministry.

4. ISO 9001 : 2000 CERTIFICATION :

All the cable production Units and Turnkey Service Division of the company are holding ISO 9001 : 2000 Certification. Hyderabad, Rupnarainpur and Naini Units are accredited holders of ISO 9001 : 2000 Certificate for manufacture and supply of Jelly Filled Telecommunication Cables. Naini Unit also holds ISO 9001 : 2000 Certificate for manufacture and supply of Optical Fibre, Optical Fibre Cables and Cable accessories. Turnkey Project Division holds ISO 9001 : 2000 Certificate for installation and commissioning of external plant network (Telecom Network) namely underground cable laying, ducting, cable installation in the duct, jointing, termination, testing and commissioning of the installation under copper and fibre network.

5. SHARE CAPITAL:

The Authorised Share Capital of the company is Rs.450 crore. The subscribed and paid up capital as on 31.3.2006 stood at Rs.4,19,36,11,250 divided into 41,93,61,125 Equity Share of Rs.10 each.

6. TURNKEY SERVICES :

Due to introduction of various wireless services such WLL, Cellular etc., there has been drastic reduction in laying of jelly Filled and Optic Fibre Cables in external plant network of BSNL/MTNL. This has affected the business of Turnkey Division. However, HCL is trying to get orders from other sectors to offset such business loss.

7. RESEARCH & DEVELOPMENT PROGRAMMES, TECHNOLOGY INDUCTION AND ABSORPTION/UPDATION :

The in-house R&D center at Hyderabad continued its activity in the areas of technology absorption, adaptation and innovation :

- i. Redesign of cost effective Jelly Filled Cables and usage of new cheaper basic raw materials for Jelly Filled Cables.
- ii. Development of water swell able flooding compound for telecom cable and cross linked polythene for sleeve manufacturing as import substitution.
- iii. Testing and standardization of various joint closures and cable raw materials in association with Telecom Engineering Centre (TEC).
- iv. Testing of telecom cables/raw materials for Indian Railways in association with Research Design and Standards Organisation (RDSO).
- v. Providing test facilities to other organizations and project guidance to educational institutions on charge basis.
- vi. Development and maintenance of quality control instruments used in manufacturing of telecom cables.
- vii. Development of GD Tube Tester used in Telephone Exchanges for testing gas Discharge Tubes.
- viii. Development and Testing of Thermoplastic Sleeving on Carbon fibre Tows for Advanced Systems Labaoratory (ASL). Defence R & D Organisation, Hyderabad, used in Agni Missiles, Light Combat Aircraft (LCA) and satellites etc.
- ix. The R&D Centre is approved by Component Approval Centre Telecommunications (CACT), QA, BSNL, Bangalore for testing raw materials and components and is in the progress of getting accreditation by National Accreditation Board for Testing and Calibration Laboratories (NABL) to meet ISO/IEC 17025 Quality standards.

8. PROJECTS :

Various projects like FRLS Cables and Instrumentation and Control Cables, High Count Optical Fibre Cables, power cables using XLPE technology, HDPE Tarpauline and HDPE Pipe are under active consideration for production diversification.

9. HUMAN RESOURCE MANAGEMENT :

The company is having established mechanism for human resource management through close interactive relations with the Unions/Associations in order to ensure that industrial relations are not disturbed. Adequate measures are also

taken beforehand to stop such plausibility. The company also undertakes time to time required tailor-made training programme for the benefit of the company's requirement. The company is also having Employee Welfare and Family Planning Scheme through which family welfare measures are undertaken as per the policy of the Govt. of India. The employees and their dependent family members are provided with the facilities of periodical specialized consultation.

The company continues to follow the Government directives in the matter of reservation of posts for SC/ST communities, OBC, physically handicapped, ex-servicemen and minority communities etc.

The disabled employees are paid disablement benefit of Rs.100 per month. They are engaged in light jobs commensurate with their respective physical ability. The talented disabled employees are given opportunity to flourish their extra curricular activity.

10. OFFICIAL LANGUAGE POLICY :

The company is assiduously fostering the promotion of official language as per Official Language Act 1961 and Rules thereunder. The Official Language Implementation Committees are functioning in the Units of the company effectively.

11. FORESTRY AND ENVIRONMENT PROTECTION :

The company continuously endeavours to undertake measures for forestry and environment protection by sustained plantation of trees and preserving the existing greenery in and around its industrial Units.

12. ENERGY USE AND CONSERVATION MEASURES :

To minimize the consumption of energy, the company is in the process of continuous innovative measures in all area of its activities by educating its employees and undertaking required measures to stop wastages of precious energy.

12. VIGILANCE :

The company has its Vigilance Wing in its respective Units which functions under the Chief Vigilance Officer under the guidelines of the Central Vigilance Commission. Time to time educative programmes are arranged for preventive vigilance.