

# BOMBAY CHAMBER REVIEW



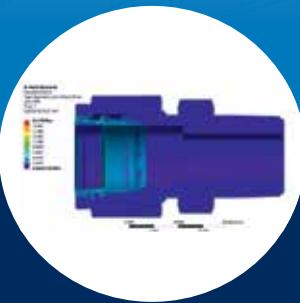
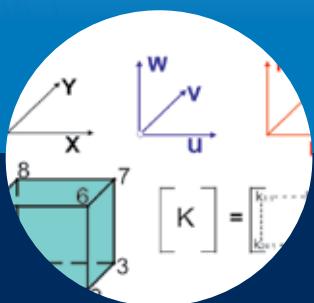
Vol. XVII No. 3 June 2021





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## Young Bombay Forum

# Understanding Self and Others - Decoding Working Styles



April 7th, 2021

The Young Bombay Forum of Bombay Chamber had organized a Webinar on "Understanding Self and others – Decoding Working Styles." Ms. Shruti Rathod, Bombay Chamber welcomed the speaker and delegates. She introduced and briefly spoke on historical milestones of the Bombay Chamber and Young Bombay Forum. Nine delegates participated from different organizations.

Ms. Charu Sabnavis, Director, Delta Learning was the speaker of the webinar. She shared interesting and practical insights to a small, cohesive group of delegates.

People are different, and they communicate and behave differently. Any misalignment in the behavioural styles of people can obstruct the effectiveness of their interactions, causing a certain degree of disturbance and discomfort in their relationships.

Dr. William Moulton Marston, a writer and psychologist, had propounded a framework, categorizing people into four quadrants based on their behavioural patterns. This session seeks to provide an understanding of the four behavioural styles to help the delegates to deal more effectively with others, thus enhancing their interpersonal skills.

Ms. Charu elaborated on four generic working styles; Driver, Expressive, Amiable, Analytical, Gain Consciousness

of your style, learn to flex your style to align with that of the other person for better interactions and relationships.

Overall, the entire webinar was highly interactive where delegates discussed their challenges with the speakers and got practical on the subject. The webinar received excellent feedback from the delegates.

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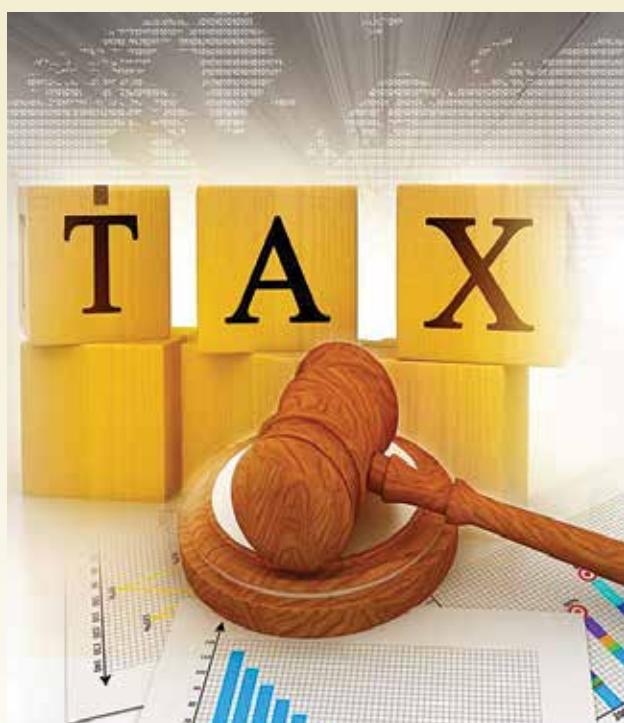
# TDS and TCS Provisions- A 360° Perspective

April 7th & 8th, 2021

TDS and TCS provisions have changed and compliances have increased substantially in last few years, impacting MSMEs and other tax payers both big and small. These compliances have become an onerous task with serious repercussions. The consequences of non-compliance or compliance with errors are substantial. In view of the same, Bombay Chamber of Commerce and Industry jointly with IMC Chamber of Commerce and Industry, Bombay Chartered Accountants Society and Chamber of Tax Consultants, organised a 2-day online webinar on "TDS and TCS Provisions – a 360° Perspective" to understand the major effects of recent developments and changes relating to TDS & TCS in a holistic manner. The Webinar covered all important and current topics which were dealt by subject experts and industry representatives through a blend of panel discussions and presentation session.

On the first day, the panel discussion on 'TDS and TCS issues faced by traders, merchants, retailers, e-commerce operators and their participants including TDS on Purchase of Goods, TCS on Sale of Goods, etc. and impact of amendments proposed in Finance Bill 2021' was moderated by Mr. Anil Sathe, Partner, Gokhale & Sathe and the panelists were Smt. Daksha Baxi, Tax Expert and Mr. Shaunak Gupta, Sr. General Manager, Finance & Direct Tax – Blue Star. This was followed by a panel discussion on 'Non-filers checking, Lower deduction of tax; Rectifications of returns filed; Excess deduction – refund; Penal provision and compounding of offences; Belated filing of returns/ belated payment of taxes; Interest u/s 201 and 201(1A); Mechanism for Clarifications; etc.' The said panel discussion was moderated by Mr. Atul Suraiya, Ex Tax Head, Tata Chemicals, and the panellists were Mr. Rakesh Gupta, Vice-President and Group Head – Tax, RPG Group, Mr. Mahendra Sanghvi, Partner, Sanghvi Sanghavi & Co. and Ms. Hema Lohiya, Partner, Deloitte Haskins & Sells LLP.

On the second day, a Presentation on practical issues related to TDS & TCS Compliances including in Return filing/ Reporting was made by Mr. Avinash Rawani, Rawani & Co. This was followed by a panel discussion on 'Practical issues related with TDS u/s. 195 from payments to non-residents including impact of SC decision on Taxation of Software' which was moderated by Mr. Sushil Lakhani, Sushil Lakhani & Associates and the Panel members were Mr. Sanjeev Sharma, Principal Director of Income Tax (Investigation), Bihar and Jharkhand, Dr. Mayur Nayak, Managing Partner, M B Nayak & Co. and Mr. Sanjiv Chaudhary, Senior Advisor, BSR & Co. LLP. The concluding Panel discussion on 'Specific issues related to TDS provisions u/ss. 192, 194C and 194J including issues emanating from Finance Act 2021' was moderated by Mr. Ravi Mahajan, Tax Partner, Ernst & Young LLP and the Panellists were Mr. Hemant Kadel, Tax Head, Grasim Industries Ltd. and Ms. Sonalee Godbole, Partner, Kalyaniwalla & Mistry LLP. The webinar was attended by more than 400 participants.



# Third Party Litigation Funding - Whether Permissible Under Indian Law?

April 16th 2021



Bombay Chamber of Commerce and Industry organized a webinar on "Third Party Litigation Funding – Whether Permissible under Indian Law?" with Ms. Shaneen Parikh, Partner, Cyril Amarchand Mangaldas, as speaker of the event.

Shaneen has over two decades of experience and is qualified to practice as an advocate and solicitor in India. She is also qualified as a solicitor in England & Wales. She focuses on arbitration (both domestic and international) having represented clients in disputes administered by various international arbitral institutions as also ad hoc arbitrations. She is a Member of the SIAC Court of Arbitration and the LCIA Users Council. She also serves as an ambassador of Asia Pacific Arbitration Group of the International Bar Association. Shaneen also handles commercial litigation in disputes relating to commercial contracts, shareholder issues, infrastructure, power and construction projects, financial and structured products, infrastructure, power and construction projects and white-collar crime. She has also represented clients in various courts and tribunal across India, including the NCLT, High Courts and the Supreme Court of India. Shaneen is also actively involved in dispute resolution-related initiatives, as a speaker at multiple events and also as a published author.

The webinar started with the welcome address by Mr. Sandeep Khosla, Director General at Bombay

Chamber. Later, Mr. Bharat Vasani, Partner, Cyril Amarchand Mangaldas and Chairman of the Legal Affairs and IPR Committee of the Bombay Chamber introduced the speaker and set the theme of the webinar with his remarks. The speaker then began with her presentation about the webinar to discuss the scope of Third-Party Litigation Funding in India. She discussed how India's emergence as one of the top five economies in the world, has made it one of the most preferred destinations for foreign investment in recent years. Litigation finance (or Third-Party Funding) has emerged as an invaluable business tool, case management tool and asset class over the past 2 decades. UK, Australia and USA have been early adopters of Third-Party Funding, and key Asian jurisdictions such as India, Singapore and Hong Kong are more recent entrants to the conversation. India is but a cost-effective jurisdiction for litigation and dispute resolution, which brings back the focus on the asset class being third party finance. The webinar took stock of where we are in that conversation, particularly for India, and where we could go from here. The speaker made a brief presentation on the topic and the webinar ended with a Q&A from the participants.

Mr. Sandeep Khosla and Mr. Bharat Vasani delivered a short vote of thanks to the speaker. We had 65+ participants for the webinar.

## Advancing IT Audit Skills

April 19th & 20th, 2021

Bombay Chamber of Commerce and Industry organized a Certificate Course on "Advancing your IT Audit Skills".

On behalf of the Bombay Chamber, Ms. Revati welcomed Speaker, Mr. Sachin Dedhia, Founder & CEO, Skynet Secure Solutions and the delegates.

Mr. Dedhia explained the Overview on IT Audit Risks, Assessing IT Risk, Designing IT Controls, Business Process Controls, General IT Controls, Standards, COBIT, ISO/IEC 27001, NIST SP-800s, SANS, Center for Internet Security (CIS), Regulations, Sarbanes-Oxley, HIPAA/HITECH, Privacy & GDPR & CCPA, Networking Basics, Defining types of networks, OSI model, TCP/IP, Networking Risks & Controls, Remote access and authentication, Common vulnerabilities, Tools & resources,

Operating System Basics, OS Functions, Access control, Authentication, Key configurations, and Change control.

Mr. Dedhia on day two of the training further enlightened the delegates on Windows Server 2012/2016, risks & controls, Access control, Authentication, Key configurations, Change control, Database Basics, Access control, Authentication, Roles, Privileged accounts, SQL Database: risks & controls, Access control, Authentication, Roles, Privileged accounts Introduction to Encryption Methods, Introduction to Mobile Devices, Putting it All Together, Risk assessments, Audit planning & scoping, Reporting, and the Ongoing monitoring.

The virtual training ended with a vote of thanks to the speaker and delegates.

### Human Resource Management

## Business Communication Skill-Oral & Written

April 20th & 21st, 2021

The Bombay Chamber under the aegis of Human Resource Management Committee organised a Webinar on "Business Communication Skills-Oral & Written".

Effective Oral & Written Communication Skills are essential for the organization's smooth functioning. Executives need to be fluent in English, to be effective in email writing and oral communication skills. In India, English is not only our associate official language but the language of business and administration. There can be no relationship without communication. For Communication to be effective the different nuances of verbal, non-verbal communication and differing perceptions of people have to be taken into account. Not only oral but written communication also has to be clear and effective for a successful organization. Inconsistent, shabby writing of emails across different countries can never enhance the image of the company.

The workshop covered the contents of Musts' to communicate with impact - Nuts & Bolts of Communication skills - Verbal Communication with

seniors, customers & peers, 2-way communication and use of all channels,- Skillful listening - Intelligent use of voice – Overcoming Barriers in Communication - Assertive Communication -Building 'working relationship' – Written Communication - Five Steps to Successful Email Writing – Preparation, Research, Organization -Writing a Draft, and Revision - Mechanics of Writing, etc.

Objectives: To provide tools that are critical for effective oral & written communication, develop 'musts' of effective communication skills including email communication, assertive skills – i.e. the art of being pleasantly polite, To develop the skill to write in a clear, reader-friendly way which gives results and enable the participants to learn the technology of fine writing emails.

FACULTY: Dr. Lata Shetty, Director, Mainstream Training Centre. Qualifications: B.Sc., M.S.W., Ph.D., a gold medalist throughout her academic career and holds a Doctorate from the prestigious Tata Institute of Social Sciences (TISS).



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# Achieving Business Excellence through effective Execution



April 22nd, 2021

The HRM Committee of Bombay Chamber had organized a Webinar on Achieving Business Excellence through effective Execution.

The speaker Dr. Bishram discussed about laying a solid management foundation by inspiring and trusting people. According to him one should clarify purpose of the organisation, align systems and unleash talent. He said that execution is the discipline of getting things done. 70% of strategic failures happen due to poor execution of leadership. The four breakdowns of execution are, not knowing the goal, not knowing what is to be done to achieve the goal, not keeping the track and not to be accountable. It is essential to understand organisation's and one's own goal. Foundation to strategy formulation is revisiting vision, mission and values. He said that setting the mission is top management's responsibility. A mission cannot be delegated to anyone except the people who are ultimately held accountable for. It is necessary to harp on the mission constantly, at every meeting large and small. Every decision or initiative need to be linked to the mission.

Dr. Bishram stated that one should focus on widely important goals (WIGs). In order to sharpen the practice of execution, he advised to identify key actions that help goal accomplishment, prioritise one's actions around the measures. Following are few points on which one needs to work.

- Leadership Practice
- Hiring
- People Management
- Alignment & Goal Orientation
- Trouble Shooting
- Parting Ways
- Change Management
- Crisis Management

The speaker discussed about what leaders do? Leaders relentlessly upgrade their team, using every encounter as an opportunity to evaluate, coach and

build self-confidence. Leaders make sure people not only see the vision, they live and breathe it. Leaders inspire risk taking and learning by setting the example. One of the important elements is stabilizing by getting a grip on market, competition, one's own company, opportunities, winning move. Keeping a compelling score board is also necessary. The speaker discussed about transformation which is the next crucial part of execution. Building an individual planning-and-accounting system is as much important. Dr. Bishram explained while executing one should remain focused on basics i.e. customer, growth, velocity, margin, cash. Some key pointers that one should remember are winning moves, WIGS, align, build, integrate, improve which means to be open and accept mistakes.



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# NET ZERO BHARAT: A Fireside Chat with Shri Jayant Sinha

April 28th, 2021

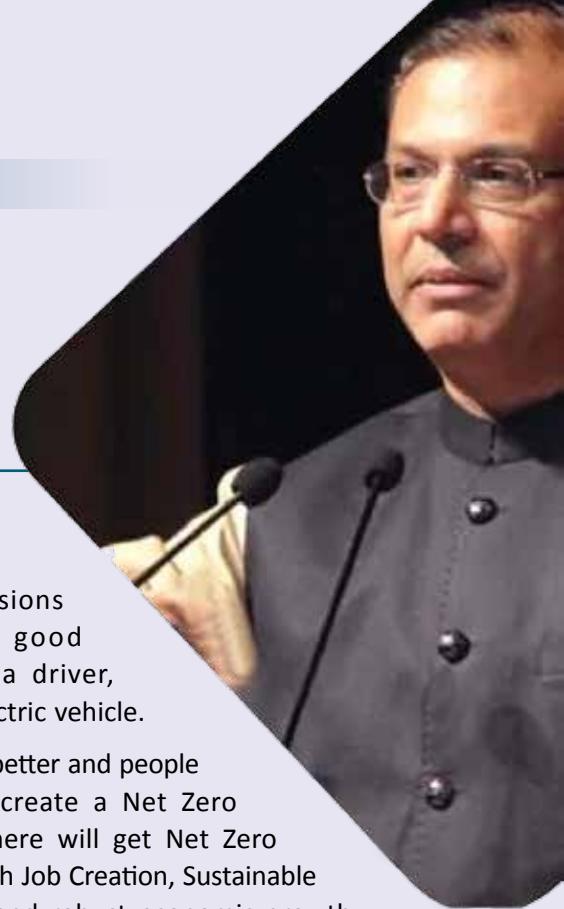
Bombay Chamber of Commerce and Industry had organized a Virtual Session on "NET ZERO BHARAT: A Fireside Chat with Shri Jayant Sinha". Mr. Sudhir Kapadia, President, Bombay Chamber & Partner & National Tax Leader, Ernst & Young LLP welcomed the speaker Shri Jayant Sinha.

The webinar continued with a fireside chat by Mr. Jayant Sinha, Chairperson of the Standing Committee on Finance, Parliament of India and BJP Lok Sabha Member of Parliament from Hazaribagh, Jharkhand on Net Zero Bharat.

He highlighted on various matter, and also covered present scenario.

The points covered were –

- The way most economist think about development is by using the term "Farm to Factory". The two vectors that have driven that are industrialization and urbanization, along with technology that drives the economic growth and development.
- From farm to factory – Due to industrialization and technology, production is more. People get more and planet also becomes greener, that's the theory from economic perspective. In reality, the vector goes down, so though production is more for people, it results into reducing the health of the planet. And the net result is a series of problems that we're dealing with like pandemic, increased carbon emissions, water shortages, land scarcity, air pollution and insufficient job creation. The total amount of carbon that the world is putting out is about 55 billion tons of carbon. We have to bring it to sharply down by 2050 to somewhere close to zero.
- We need to have green jobs which is an innovation driven business which will also reduce emissions and create good jobs. Like Ola driver, driving an electric vehicle.
- Planet to get better and people to get jobs, create a Net Zero Pathways, where will get Net Zero Emissions, High Job Creation, Sustainable urbanisation and robust economic growth. Thus, development model to create for India is Net Zero Pathway and instead of going from farm to factory, go from "Farm to Green Frontier", which can be done by continuous innovation which will lead to green frontier industries and in turn job creation. Also, Alternative investment should become a mainstream in the Indian domestic market.
- Climate change is a serious issue today. We need to start thinking today and prepare ourselves what we are going to face when it comes to climate change. At the same time, most of Mumbai, is going to end up underwater due to climate changes which will lead to sea levels rise.
- The speed given the rate at which carbon emissions increasing is 1.2 degrees Centigrade which will increase in next 80 years, leading to rise global temperatures by an additional 1.8 degrees Centigrade so that the total temperature increases about 3 degrees.



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The session was moderated and ended with an interesting Q&A Session with over 200 registered participants, and Vote of Thanks by Ms. Anjali Bansal, Sr. Vice President, Bombay Chamber and Founder, Avaana Capital.



# Growing Businesses through International Trade & Investment

**Batch 1: April 16th 2021 & Batch 2: May 12th 2021**

Bombay Chamber organised a first virtual introductory seminar on "Growing Businesses through International Trade & Investment" under the project on "Internationalisation of SMEs" funded by Asian Development Bank.

This seminar was targeted at the clients who have registered on the PROFIT Portal, may still be at an early stage in their internationalisation journey and have perhaps not even decided definitely on the internationalisation process. The objective of this seminar was to explain the opportunities and benefits that arise from engaging in international trade and investment and to encourage them to think further about the resources and commitment that will be required.

To begin the seminar, Mr. Sandeep Khosla, Director General, Bombay Chamber, gave the Welcome Address by describing the legacy of the Chamber and various initiatives undertaken by Bombay Chamber to promote SMEs and internationalisation of SMEs.

Mr. Pravin Rane, Joint Director, Bombay Chamber briefed the participants regarding the objectives and outline of the project. Participants were asked to introduce themselves and describe their interest in trading or investing internationally, especially with the Greater Mekong Subregion.

The seminar was facilitated by Mr. Mihir Shah, a Trade expert and Mr. Sudhakar Kasture, a leading consultant in International Trade.

He spoke about potential opportunities of trade and investment across India and the Greater Mekong Subregion. He highlighted the trade trends and various Bilateral Free Trade Agreements encouraging the trade.

Based on the latest data published by the Ministry of commerce, India's trade with Thailand, Vietnam

and Cambodia is about 3 per cent. Imports from these countries to India is almost of same proportion. Hence bilateral trade between India and the Mekong region is a good strategic proposition.

Country	India's Export	India's Import
Cambodia	Pharmaceuticals, cotton, organic chemicals etc.	Electrical machinery, footwear, rubber, wood articles, coffee, tea & spices etc.
Thailand	Pharmaceuticals, chemical products, fish & related products etc.	Plastic, organic chemicals, rubber, copper etc.
Vietnam	Iron & steel, cotton, pharma etc.	Machinery, coffee, footwear etc.

Furthermore, he briefed about the advantages of trading with these three countries where he highlighted the fact that India has a Free Trade Agreement with all the three countries and its part of India's ASEAN FTA. As a result, it reduced the tariff at both the exporting or importing level enabling companies to become more competitive as cost of production or operational cost reduces drastically. Apart from that, the Government of India has announced various schemes to promote exports such as Export Promotion Capital Goods Scheme (EPCG), Duty Free Import Authorisation (DFIA), Transport & Marketing Assistance (TMA) etc.

Govt. of India is also focusing on new initiatives and procedural simplification through various initiatives such as Digital India & Ease of doing Business. Some of the new procedural enhancements are mentioned below:

- The DGFT Website provides various Export Import related licenses, incentives etc.
- The Indian Customs Department has moved into Online & e-Office Module in all its formations.
- Key documents filed by Indian Exporter & Importer are now made mandatory to be filled online with no physical submissions.
- System Based & Faceless Assessment in Import introduced.
- Most of the licenses, permissions and certificates are issued in online mode.

Considering trading situation at the counterpart countries, there is still scope of improvement like:

- Faster and regular communications at all levels.
- Sync process and procedures of documentations and delivery system.
- Quick resolution system in case of any issues while conducting import/export trade.
- Accepting and recognizing each countries process and providing simplified processes
- Supporting and increasing Bi-lateral engagements in other than trade related activities.

On this note, the event concluded with a Vote of Thanks to SMEs, the facilitator, consortium partners IMC Worldwide and ASSIST.



## MEMBERSHIP

Applications for Members/Associates received by the Chamber from the following organisations have been approved by the Membership Sub-Committee:

### NEW MEMBERS

1. Faromed Lifesciences LLP
2. Omicals Pharma Pvt Ltd

### NEW ASSOCIATES LIMITED

1. Impovet Healthcare Company

### CHANGE OF NAME

#### OLD NAME

#### NEW NAME

Glencore Agriculture India Private Limited

Viterra India Pvt. Ltd. (BC/3163/AL/2006)

Huhtamaki Ppl Ltd.

Huhtamaki India Ltd. (BC/1496/A/1961)

Geeta Shipping and Clearing Services

Geeta Shipping and Clearing Services Pvt. Ltd.

# Thinking about Internationalisation

**Batch 1 : April 22nd 2021 & Batch 2 : May 21st 2021**

Bombay Chamber organised a first virtual Training Session on "Thinking about Internationalisation" under the project on "Internationalisation of SMEs" funded by Asian Development Bank.

This seminar was targeted at the clients who have completed the first stage of the program i.e. PROFIT Accelerator introductory webinar. The first module is intended to help clients think clearly about the opportunities to trade or invest.

To begin the seminar, Mr. Sandeep Khosla, Director General, Bombay Chamber, gave the Welcome Address by describing the legacy of the Chamber and various initiatives undertaken by Bombay Chamber to promote SMEs and internationalisation of SMEs.

Mr. Pravin Rane, Joint Director, Bombay Chamber briefed the participants regarding the objectives and outline of the project. Participants were asked to introduce themselves and describe their interest in trading or investing internationally, especially with the Greater Mekong Subregion.

The seminar was facilitated by Mr. Mihir Shah. He has been training/consulting in the area of international business and export/ import procedures for last 17 years.

He started the session with the concept of 'Internationalisation'. There are many ways that clients can begin to trade with or invest in foreign markets. The obvious ones are export and import but there may be opportunities to invest in an existing business, or to start a new business in another country, or to work with a partner to make a new product for sale in a third country. Each comes with its own challenges and each confers different benefits. Therefore, he emphasised on the point that clients need to be clear at an early stage about what they are offering. It will be very helpful when they start to research the market.

Later, he talked about planning where he discussed the selection of the product on the basis of types of product, range of the products, relevance in the overseas market, product capacity etc. He also highlighted the importance of adaptability of the product as per various aspects such as climate conditions, customs/tradition, size/colour, demand and requirement, competition with local market, pricing. Apart from the existing features of the

product, clients need to focus on value added features like marketing and commitment, attractive product packaging, product knowledge through demo services, transparency in all the activities.



It leads to clarifying the opportunities where one can narrow down his/her choices about the product and target markets. Mr. Shah explained the factors which need to be taken into consideration while selecting the right export market eg. Product demand in that country, International competition, Aspects related with Quantity Vs Quality, Production capabilities, Free Trade Agreements. He briefed about the some of the selection issues



Towards the end, he said there is a massive amount of data available on foreign markets, though it is not always immediately useful to a business just beginning to explore international markets. However, it is worth spending some time gathering the data that is available, not least because it may deter you from entering a market where there is already too much competition. Therefore, having an action plan for internationalisation will always help to succeed in the international market. On this note, the event concluded with a Vote of Thanks to SMEs, the facilitator, consortium partners IMC Worldwide and ASSIST.

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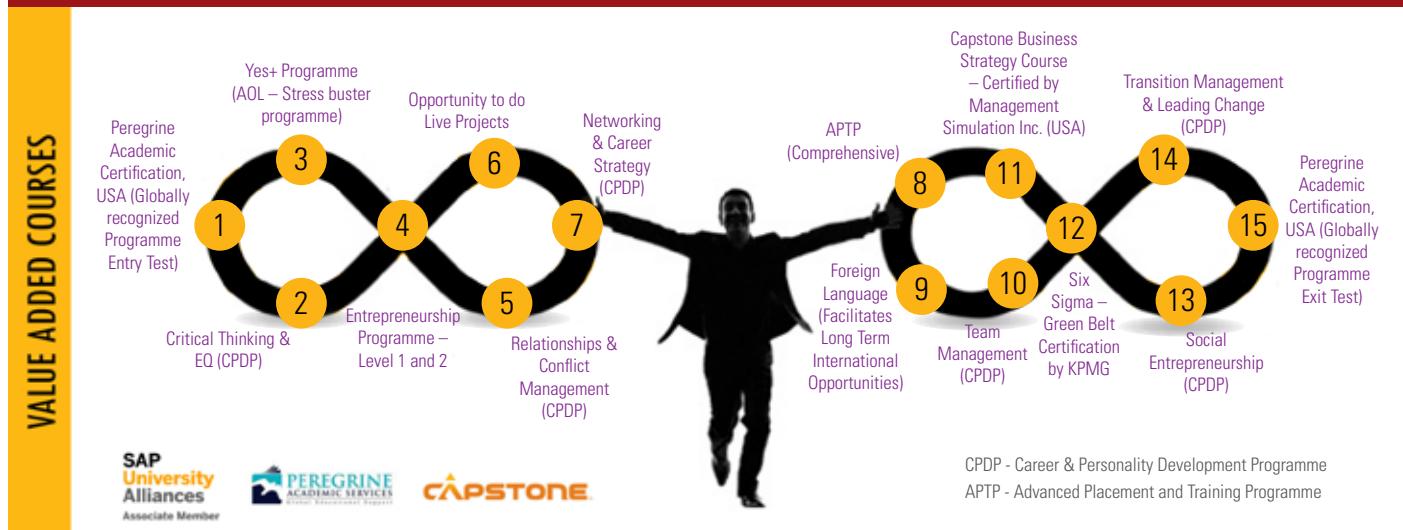
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\* Student can choose combination from above mentioned specializations before beginning of 3rd Trimester.



CPDP - Career & Personality Development Programme  
APTP - Advanced Placement and Training Programme



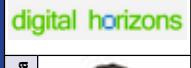


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# Researching the Market

**Batch 1: April 30th 2021 & Batch 2: May 28th 2021**



Bombay Chamber organised a second virtual Training Session on 'Researching the Market' under the project on "Internationalisation of SMEs" funded by Asian Development Bank.

This seminar was targeted at the clients who have completed the second stage of the program i.e. PROFIT Accelerator 1st training module on 'Thinking about internationalisation'. The second module is intended to provide a detailed understanding of the market, and specifically what customers want to buy, as well as the overall competition. It will help clients to position their own products or services more clearly within the market and enable them to communicate their offer more clearly to prospective customers.

To begin the seminar, Mr. Sandeep Khosla, Director General, Bombay Chamber, gave the Welcome Address by describing the legacy of the Chamber and various initiatives undertaken by Bombay Chamber to promote SMEs and internationalisation of SMEs.

Mr. Pravin Rane, Joint Director, Bombay Chamber set the tone of the discussion.

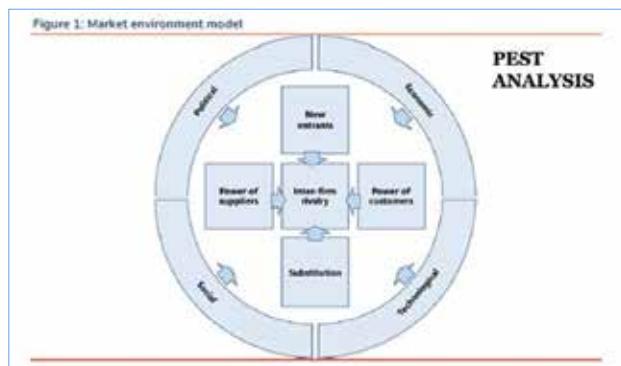
The first session was facilitated by Mr. Mihir Shah, a Trade expert and second session was facilitated by Mr. Sudhakar Kasture, a leading consultant in International Trade for the last 40 years.

He started the session with the emphasis on the importance of 'knowing your market'. He explained the importance of being a market-led company and introduced how to prepare the marketing plan and designed the market positioning. He suggested that having some idea about where you expect to position your product or service will be helpful. Therefore, it is necessary that clients start their own research. He explained various methods of research i.e. primary research and secondary research.

Later, he talked about 'Customers expectations' where he stressed on identifying customer requirements and overall market environment for their products. He advised clients to undertake

research on parameters such as –

1. How to research existing customers;
2. How to find new customers;
3. Establishing customer requirements;
4. Assessing market volume & price; and
5. Market environment for their products



Further, he talked about the complying with standards, which also covers technical regulations such as quality standards, technical and health regulations or sector specific restrictions which could be imposed by customers or by governments or both. In addition, he briefed about the Tariffs, quotas and NTBs, and Logistics cost structure.

He explained the factors which need to be taken into consideration while researching market e.g. market entry options, marketing mix strategy, marketing plan.

Towards the end, he said there is a massive amount of data available on foreign markets, though it is not always immediately useful to a business just beginning to explore international markets. However, it is worth spending some time gathering the data that is available, not least because it may deter you from entering a market where there is already too much competition. Therefore, having an action plan for internationalisation will always help to succeed in the international market.

On this note, the event concluded with a Vote of Thanks to SMEs, the facilitator, consortium partners IMC Worldwide and ASSIST.

# Fire Safety Training

April 30th, 2021

**F**ire safety prevention and control is having greater importance in terms of safeguarding people and valuable properties. So, it is important to understand fire as a hazard and its preventive and corrective measures with the help of new technology solutions. The Sustainability Committee of the Bombay Chamber in collaboration with Siemens Ltd. had organised the 5th batch of Webinar on "Fire Safety Training" which included the best practical strategies suitable for Indian conditions. The program focused on basic fire safety and fire detection and fire suppression system that can be adopted by industries based on the fire load. It was 3 hours training program with 37 delegates participated from different organisations.

Mr. Nisthu A. P. was the speaker of the webinar. He is a Production Engineer Graduate from the National Institute of Technology (NIT), Calicut with more than 3 years of experience in various manufacturing plants of Siemens PAN India. He acquired his Master's degree in Industrial Safety Engineering from NIT, Tiruchirappalli. He currently heads the Manufacturing Safety training portfolio as a Principal trainer and coach with Siemens-SITRUST Training Centre.

He explained in detailed the training components of fire safety such as the basics of fire safety which includes; Why fire prevention- hazards & risks associated, Fire triangle – chemistry of fire, Fire extinguishing principles, Basic material properties related to fire safety (flammability limit/auto-ignition temperature/ Flashpoint/ LOC (limiting oxygen concentration), MSDS (Material safety data sheet) and its importance, Classes of fire, PPE & Housekeeping, Electrical fire & AFDD (Arc flash detection device) and NBC (National Building Code) and NFPA (National Fire Prevention Association).

He also spoke about fire detection and fire suppression system, Types of Fire extinguishers and their selection, Fire hydrant system and Fire pump room, Fire hoses and nozzles, Fire detectors and alarming system, Gas-based fire suppression, Emergency evacuation in case of fire and first aid related to a fire incident.

The case studies, video clips, practical and group discussions, assignments were used as tools for the training. The training was very informative, useful as well as interactive and well appreciated by the delegates.

Bombay Chamber's **Legal and Labour Advisory Services** department has been regularly supporting members by providing opinion and advisory to our members on recent issues. All Advisories and Notifications relating to COVID-19 issued by the Centre, State Governments and other Regulatory Authorities are regularly uploaded on our website -

<http://www.bombaychamber.com/service?labourAdvisory.html>

## Government Notifications / Orders

**Covid-19: Updates and Notifications** [CLICK HERE](#)

**Legal Updates** [CLICK HERE](#)

**Latest News** [CLICK HERE](#)

# Technology Inclusion for CSR

May 13th, 2021



Bombay Chamber of Commerce & Industry organised a webinar on "Technology Inclusion for CSR". Mr. Nilesh N. Khanolkar and Mr. Nitin Naik, Founder, SynergyConnect Data Innovations Pvt. Ltd. were the speakers for the webinar.

They Spoke about the digital transformation and its layers. They stated that Technology for Management is important for three areas of new CSR Law- (1) CSR Data (2) Projects and Assets documentation and (3) Assessment - Reporting and Dashboard. Data capturing, validation, authenticity, single location storage and security is also very important to organisation. Technology helps to understand where automation can be applied as well as how approvals - documentation, record history can be track. It helps in real time updates for data analysis, activation for data driven governance and decision making. It reduces overheads, operational cost by around 30-40% and helps in optimization of time. It also helps in transparency, real time information and data driven decisions.

They also stated that technology helps to make solutions available to manage CSR and Project Management in CSR. Use Technology helps in reducing routine tasks and bring ownership by process-based workflows and reporting. It builds trust for acceptance at the last mile and helps to engage beneficiaries for participation and ownership of projects. They stated that Socio-Tech solutions helps in bringing more process driven planning, discipline in data management and reporting

They also spoke about the following benefits of Technology Inclusion for Data Driven Decision making and Governance in CSR.

- **Real Time Availability:** To have real time access to projects/program data to facilitate easy and faster decision making for project and program changes.

- **Uniformity in Reporting:** To improve and enhance the quality of Project data, by having an electronic data collection, cleaning, tracking and reporting mechanism. Role Based Access: Control and facilitate data input, approval and correction of data for all involved stakeholders.
- **Better and Faster Monitoring:** To facilitate faster and simple modes of data evaluations in order to arrive at the project/program outcome and impact.
- **Data Quality:** To achieve data security, ease of traceability and retrieval.
- **Dashboard:** To have a clear status of cumulative (Overall Targets), progressive (Bimonthly, quarterly, monthly, etc. targets) and the corresponding achievements across each Intervention.
- **Validations:** Electronic data collection forms with built in edit checks, to flag out of range results.
- **Alerts and Notifications:** Automatic reminders for reports due, as per the sponsor timelines.
- **CSR Compliance:** Impact Assessments and Behavioral Change Communication of programs.
- **The data can be used for reporting to the parent company and for compliance purposes.**
- **Realtime Fund Utilizations and connected to Corporate Accounting and audit system.**
- **Saving Cost and Reduction** in overheads and cost due to delayed and wrong decisions and loss of actual impact.

They presented various case studies to explain how technology inclusions helps to manage CSR projects and how technology can be used to collect data. They also explain that they design dashboards according to the project and needs of the company for their CSR work.

## BlockChain Technology

May 20th & 21st, 2021

Bombay Chamber of Commerce and Industry organized a Certificate Course on "BlockChain Technology".

On behalf of Bombay Chamber, Ms. Revati welcomed Dr. Manish Kumar Jain, Speaker and the participants.

Dr. Jain talked about the concepts, features, the difference between private and public blockchain, the security of blockchain and the various case studies of bitcoin & blockchain.

He further enlightened the participant's on How the Bitcoin works, The different types of Wallets, the pros and cons to invest in Bitcoin and the different projects i.e. voting with Ethereum blockchain, Business Network Implementation, Smart contract for SCM network and smart contract for letter of credits.

The program ended with a vote of thanks to the speaker and participants. The course was attended by eight participants.



## IT Audit Skills

May 25th & 26th, 2021

Bombay Chamber of Commerce and Industry organized a Certificate Course on IT Audit Skills.

On behalf of the Bombay Chamber, Ms. Revati welcomed Speaker, Mr. Sachin Dedhia, Founder & CEO, Skynet Secure Solutions and the participants.

Mr. Dedhia talked about the overview on IT Audit Risk, Standards, Regulation, Networking Basics, Risk, Control & Operation System.

He further enlightened the participant's on Windows Server 2012/2016: risks & controls, Database Basics, SQL Database: risks & controls, Introduction to Encryption Methods, Audit planning & scoping, Reporting and Ongoing Monitoring.

The program ended with a vote of thanks to the

speaker and participants. The course was attended by sixteen participants.



# Manufacturing Safety in Industries

May 27th & 28th, 2021

Machines and Lifting processes are frequent and persistent source of serious Occupational injuries in every sector. Machine guarding & safe lifting process for material handling equipment are among the safety essentials in any manufacturing industry to prevent fatalities for worker who operate & maintain machinery. To eradicate the injuries, better knowledge of Machine Safety and safe method of lifting and transportation with the help of material handling equipment is need of the hour for all value chain of industry.

The Sustainability Committee of the Bombay Chamber in partnership with Siemens had organised Second batch of Manufacturing Safety in Industries which included best practical strategies suitable for Indian conditions. It was two days training program with 70% practical assignments and 30% theory training. eleventh delegates participated from different organisations. The program focused on Machine guarding, Material handling, Safety interlocking & Risk mitigation by Practical implementable methods.

Mr. Nisthu A. P. was the speaker of the webinar. He is a Production Engineer Graduate from National Institute of Technology (NIT), Calicut with more than 3 years of experience in various manufacturing plants of Siemens PAN India. He is currently heading Manufacturing Safety training portfolio as a Principal trainer and coach with Siemens-SITRUST Training Centre.

Mr. Nisthu explained in detailed the training components of Machine Safety such as Machine guarding and safety Interlocks, Legal requirements related machine safety, Human factors in design of machine & work, Performance Level (PL) & Safety Integrity Level (SIL), Types of guarding & Illustration with practical equipment's, Various types of interlock guarding with practical examples, Case studies & Importance of Safe Work Method Statement, Hazard identification & Risk assessment and proof.

He also stated about Risk mitigation measures in machineries, material handling equipment, Light curtain –Illustration with practical machineries, Two hand control- Illustration with practical machineries, Laser Scanner-Illustration with practical machineries, Emergency Button-Illustration with practical machineries, Safety Relay & PLC and implementation in a practical machine. Machine safety, Selection of automation products for a safe machine, Vibration management and Noise management

In this training delegates got hands on experience on training components through various group assignments and case studies. The case studies, video clips, practical and group discussions, assignments were used as tools for the training. The training was very informative, useful as well as interactive and well appreciated by the delegates.

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# Getting a Stakeholder to a “YES”

May 28th, 2021

The Young Bombay Forum of Bombay Chamber had organized a Webinar on Getting a Stakeholder to a “YES”. Ms. Shruti Rathod, Bombay Chamber welcomed the speaker and delegates. She introduced and briefly spoke on historical milestones of Bombay Chamber and Young Bombay Forum. There were 22 delegates participating from different organizations.

Ms. Charu Sabnavis, Director, Delta Learning was the speaker for the webinar. She shared a thought-provoking and practical insights with delegates which covered the science and the art behind getting a stakeholder to a “Yes”. It eminently pointed out that a great idea or a fabulous product may not see the light of day, until our stakeholder sees value in them.

Webinar in detail covered fundamental framework for convincing the stakeholder. Speaker systematically roofed this by presenting a path to

the audience. Primarily covered the “Framework of Convincing” in detail covering below method / approach:

Content	Delivery	Recipient	Messenger
Establish a common purpose	Make it memorable for the audience	Identify decision makers	Build your credibility
Outline benefits	Incorporate Stories, analogies, Visuals AND strong logic	Identify influencers	
- Anticipate objections - Handle objections - Provide evidence	Present with conviction	Build allies	

Overall, the entire webinar was highly interactive where delegates discussed their challenges with the speakers and got practical meaningful responses on the subject. The webinar received an excellent feedback.

## Information & Communication Technology

# Cyber Security, Network & Web Application Security

June 2nd & 3rd, 2021

Bombay Chamber of Commerce and Industry organised an Advanced Course on "Cyber Security, Network & Web Application Security".

On behalf of Bombay Chamber, Ms Revati welcomed Speaker, Mr. Sachin Dedhia, Founder & CEO, Skynet Secure Solutions and the participants.

Mr. Dedhia talked about the various types of cyber crime (Nigerian Scams, credit cards, Net banking frauds) He explained the recent cyber crime cases, ways and means to Collect Volatile & Non-Volatile



Information tools, Windows Registry Analysis tools, Analyzing Window logs files Recycle bin forensics, USB forensics, Investigating Internet Traces, Investigating Index.dat files.

He further enlightened the participant's on Digital Forensics and the step-by-step process of locating, acquiring, preserving, analyzing, and producing solid digital evidence. The programme ended with a vote of thanks to the speaker and participants. The course was attended by thirteen participants.

# Memoranda And Representations

Subject	Date	Submitted by	Submitted to
Response of Legal & Governance Committee of Bombay Chamber of Commerce & Industry on SEBI's Consultation Paper on Independent Directors	April 6, 2021	Legal & IPR Committee & Governance Committee	Mr. Ishan Sood Assistant Manager Corporation Finance Department, CMD-II Securities and Exchange Board of India
Inputs – Review of Disclosures in Respect of Analyst / Institutional Investor Meets by Listed Entity Proposed by SEBI at the Board Meeting held on 25 March, 2021	April 12, 2021	Banking, Finance & Capital Markets	Shri. Ajay Tyagi Chairman Securities and Exchange Board of India, Mumbai, Maharashtra
Inputs from Bombay Chambers - Covid Control Measures to deal with Covid 2.0	April 23, 2021	Economic Policy Research & Development Committee	Smt. Nirmala Sitharaman Hon'ble Union Minister of Finance and Corporate Affairs, Govt. of India, New Delhi
Inputs Recommendation for the Governor's Meeting with Trae Bodies	May 14, 2021	Economic Policy Research & Development Committee	Shri Shaktikanta Das, The Governor, Reserve Bank of India, Mumbai.
RBI Circular on Auditor's Appointment of Statutory Auditors - Implications & Recommendations	May 28, 2021	Economic Policy Research & Development Committee	Shri Shaktikanta Das, The Governor, Reserve Bank of India, Mumbai.

## Upcoming Webinars

June 28-30, 2021	<b>Monitoring and Evaluation</b> - <a href="https://bit.ly/3gYJcXE">https://bit.ly/3gYJcXE</a>
June 29, 2021	<b>Awakening Innovation Techniques</b> - <a href="https://bit.ly/3gTLXKO">https://bit.ly/3gTLXKO</a>
June 30, 2021	<b>Preamble of ISO Certification</b> - <a href="https://bit.ly/3qhTs1m">https://bit.ly/3qhTs1m</a>
July 01, 2021	<b>How to become a Profitable Personal Brand on Social Media</b> - <a href="https://bit.ly/3gW6g9v">https://bit.ly/3gW6g9v</a>
July 6-7, 2021	<b>Certificate Course on Incident Response and Digital Forensics</b> - <a href="https://bit.ly/3gV0mFC">https://bit.ly/3gV0mFC</a>
July 8-9, 2021	<b>International Marketing in the Age of Pandemic</b> - <a href="https://bit.ly/3hcRxr5">https://bit.ly/3hcRxr5</a>
July 15, 2021	<b>The Power of Branding Yourself Through Micro Videos</b> - <a href="https://bit.ly/3gMEDKU">https://bit.ly/3gMEDKU</a>
Jul 29-30, 2021	<b>Certified Industrial Electrical Safety Training -</b> - <a href="https://bit.ly/3zOg8L6">https://bit.ly/3zOg8L6</a>



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