

NEWSLETTER

The Internal Newsletter of NV Group

CEO SPEAKS:



As we continue to navigate through the ever-evolving landscape of our industry, I wanted to take a moment to reflect on the importance of looking beyond the horizon.

In the fast-paced world of business, it's easy to become engrossed in day-to-day operations and immediate challenges. While these aspects are undeniably crucial, we must not lose sight of the bigger picture. It's imperative that we maintain a long-term perspective and set our sights on the horizon, where endless possibilities await us.

Great vision goes beyond just setting goals; it's about imagining what lies beyond those goals, what we can achieve when we reach them, and how we can continue to evolve. Here are a few thoughts on how we can collectively look beyond the horizon and achieve remarkable success:

? **Innovation:** Innovation is the key to our future. We must continuously seek new ways to improve our products, services, and processes. By challenging the status quo and fostering a culture of innovation, we can create opportunities that extend far beyond the boundaries of today's market.

? **Market Expansion:** Expanding our reach and exploring new markets is essential for growth. By venturing into uncharted territories, we can discover untapped potential that will drive our company to new heights.

? **Talent Development:** Our most valuable asset is our people. Investing in the development and well-being of our team members not only helps us achieve our immediate goals but also ensures a strong and capable workforce for the future.

? **Sustainability:** Looking beyond the horizon means embracing sustainability. We must consider the long-term impacts of our actions on the environment and our communities. By

adopting sustainable practices, we not only protect our planet but also open doors to new, eco-friendly opportunities.

❓ **Customer-Centric Approach:** To envision beyond the horizon, we must understand our customers' needs and desires even before they do. By anticipating their future requirements and offering innovative solutions, we can create lasting relationships and sustainable growth.

❓ **Adaptability:** The horizon is ever-changing. We must be agile and adaptable, ready to adjust our strategies and seize new opportunities as they arise. Being nimble is key to staying ahead in a constantly evolving market.

Remember, it's not enough to simply gaze at the horizon; we must take action to reach it. Our commitment to excellence, our unwavering determination, and our collective efforts are what will propel us towards our grand vision.

I have every confidence that, together, we can achieve greatness beyond our wildest dreams. So, let's look beyond the horizon, chase our aspirations with relentless passion, and watch as our company continues to thrive.

Thank you for your dedication and hard work. Let's journey toward the horizon and beyond.

Best always,

Varun Jain

Chief Executive Officer

#TOGETHER WE CAN#

I want to emphasize a fundamental aspect of our HR processes that often goes underestimated - the importance of job descriptions. Job descriptions serve as the bedrock upon which successful hires and employee growth are built. They are more than just words on paper; they are a roadmap to your professional journey within our organization.

Let's delve into why job descriptions matter so much:

- **Clarity and Alignment:** Job descriptions provide a clear understanding of what each role entails. They set expectations and ensure alignment between our company's objectives and individual responsibilities. When roles are clearly defined, it's easier for employees to understand their contribution to the bigger picture.
- **Recruitment and Selection:** Accurate job descriptions are essential in attracting the right talent. When we create detailed and precise job descriptions, we not only attract candidates with the right skills and qualifications but also individuals who align with our company's values and culture.
- **Performance Management:** Job descriptions are instrumental in setting performance standards. They provide employees with a benchmark for their performance, making it easier for managers to evaluate and provide feedback. When employees know what's expected of them, they can strive to meet and even exceed those expectations.
- **Professional Growth:** Clear job descriptions can be catalysts for professional development. They help employees understand the skills and competencies required for their roles and can be used as a basis for setting goals, developing training programs, and identifying areas for improvement.
- **Legal Compliance:** Accurate job descriptions also play a critical role in maintaining legal compliance. They ensure that we are fair and non-discriminatory in our hiring and promotion processes, and they serve as a reference point for addressing workplace issues and disputes.
- **Communication:** Job descriptions foster effective communication. Employees, managers, and HR can use them as a reference point for discussing roles, responsibilities, and expectations, thereby reducing misunderstandings and conflicts.



In light of their significance, our HR team is committed to continuously improving and maintaining job descriptions across the organization. We encourage all employees to actively engage in this process



by providing feedback and suggestions on their job descriptions. Your insights and input are invaluable in ensuring that these documents accurately reflect the evolving nature of your roles and our dynamic work environment.

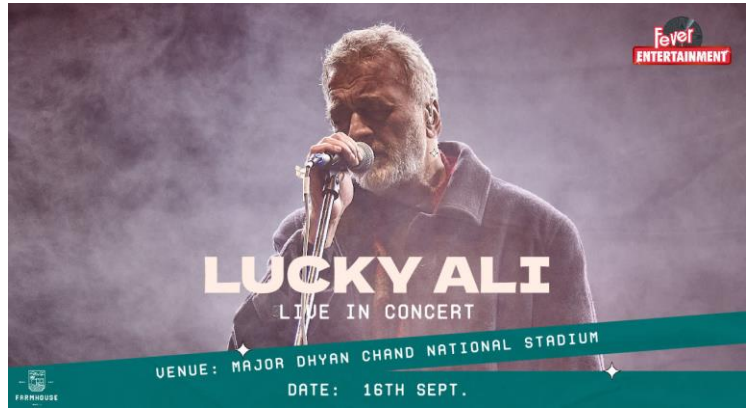
Remember, a well-crafted job description is not static but rather a dynamic document that evolves with the changing needs of our company. Let's work together to ensure that your job descriptions are up-to-date and reflect the ever-evolving demands of our industry.

In closing, I urge everyone to embrace job descriptions as a tool for personal and professional growth. They are the cornerstone of a successful career within our organization, providing a clear path for development, achievement, and success.

Thank you for your attention to this critical matter. If you have any questions or suggestions regarding your job description, please do not hesitate to reach out to our HR team.

Neha Gupta
Director - HR, Admin. & Commercial

SMOKELAB EVENTS:



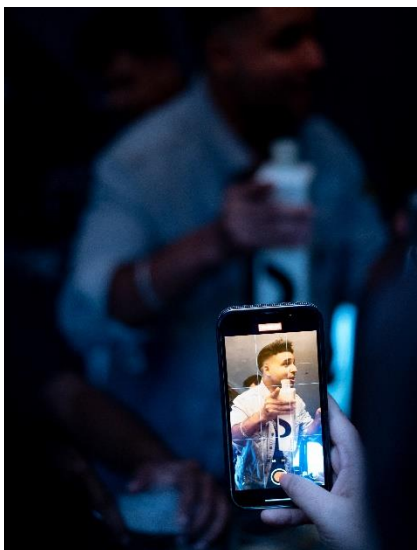
16th September

BAR TAKEOVER



S
SMOKE LAB
VODKA

x



COCKTAIL OF THE MONTH: SMOKARONI

A variation on the Negroni showcasing the versatility of the Vodka in the space traditionally occupied by gin.

GLASSWARE – High Ball

INGREDIENTS:

- 20 ml Smoke Lab Vodka Aniseed
- 20 ml Campari
- 10 ml Rioja wine
- 10 ml sweet Vermouth
- 2.5 ml pomegranate and strawberry tea syrup
- Cherry wood shavings (for Smoke Lab)

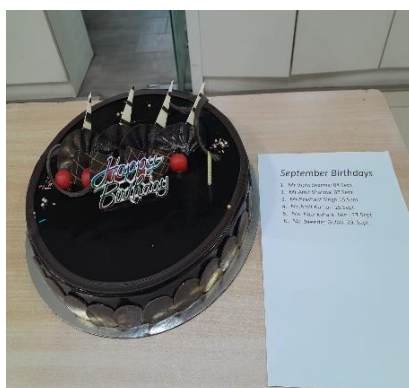


METHOD:

Stir the ingredients and pour over ice. This can be served with or without the cherry wood smoke lab.

CELEBRATION OF EMPLOYEE'S BIRTHDAY AT HEAD OFFICE:

We believe in celebrating the important day of the people who are working as a family here in NV Group, so we took this initiative to celebrate the birthday of employees at end of the month at the Unit and corporate level.



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|  | <p>Mr. Vipin Sharma – Sr. Executive – F & A at NV Corporate office, New Delhi. He enjoys Gyming and swimming. Born on 04th September.</p> |
| <p>Mr. Amit Sharma – AGM Legal at NV Corporate office, New Delhi. He likes reading and travelling. Born on 07th September.</p> |  |
|  | <p>Mr. Prashant Singh – VP – Global Marketing & Commercial at NV Corporate office, New Delhi. He likes Sci-fi movies and quizzing. Born on 15th September.</p> |
| <p>Mr. Amit Kumar Singh – Deputy Manager – F & A at NV Corporate office, New Delhi. He enjoys playing cricket. Born on 15th September.</p> |  |
|  | <p>Ms. Aqanksha Jain – GM – Commercial & Export (Smoke Lab) at NV Corporate office, New Delhi. She loves travelling, reading and watching movies. Born on 27th September.</p> |
| <p>Mr. Jitender Gulati - Manager – SAP at NV Corporate office, New Delhi. He enjoys playing cricket and travelling. Born on 29th September.</p> |  |

NEW MEMBERS OF NV FAMILY:



Mr. Akash Deep has joined us as “**Area Sales Executive**” in **NV Distilleries Pvt. Ltd.** based at HQ - Hisar (Haryana).

He will be responsible for IMFL Business in Gurgaon (Haryana) region.

He has done M. Com. from GJUS&T Hisar. He has worked for United Spirits Ltd. before joining us.

He will be reporting to **Mr. Lokesh Singh, GM-Sales (Haryana)**. His official email-id is: akashdeep@nvgroup.co.in and can be reached on 9205426900.

Mr. Rajender has joined us as “**Trainee – Accounts**” in **NV Distilleries & Breweries Pvt. Ltd.** based at Head Office New Delhi.

He will be responsible for Accounts related operations.

He has done B.A. from Delhi University. He has worked for Income Tax Department and Current Fielding Solution before joining us.

He will be reporting to **Mr. Aman Kumar Jain (VP – F&A)**. His official email-id is: rajender@nvgroup.co.in and can be reached on 9315321091.



Mr. Ravi Kumar Sharma has joined us as “**Area Sales Executive - IMFL**” in **NV Distilleries & Breweries Pvt. Ltd.** based at HQ- Varanasi (UP).

He will be responsible for Sales Operations in IMFL.

He has done B.A. from Mahatma Gandhi Kashi Vidhyapith, Varanasi. He has worked for Hindustan Coca Cola Beverages Pvt. Ltd., B.B.M. Enterprises FL2B, Diageo, Devans Group, Whiskin Spirit Pvt. Ltd., Exotic Liquor Pvt. Ltd. and Som Distillery Pvt. Ltd. before joining us.

He will be reporting to **Mr. Ramesh Baurai (GM Sales - UP & Uttarakhand)**. His official email-id is ravisharma@nvgroup.co.in and can be reached on 9792124565.



Mr. Suraj Singh has joined us as “**Area Sales Executive**” in **NV Distilleries & Breweries Pvt. Ltd.** based at HQ – Kanpur (U.P.).

He will be responsible for Sales Operations in IMFL.

He has done PGDCA from MKLC University with B Sc. from Bundelkhand University Jhansi. He has worked with Shiva Traders, Pashupati Sprits, Agnetta International Pvt. Ltd., Two Friends, Khodey India Pvt. Ltd. and Red Sun & Black Rock Beverages Pvt. Ltd before joining us.

He will be reporting to **Mr. Ramesh Baurai (GM Sales UP & Uttarakhand)**. His official email-id is surajsingh@nvgroup.co.in and can be reached on 7905107037.

Mr. Ramesh Chandra Gaudo has joined us as “**Sr. Vice President – Operation (Bottling & Blending)**” in NVDBPL based at Rajpura Unit.

He will be responsible for Bottling & Blending of Rajpura Unit.

He has done B.Sc (Chemistry) from Berhampur University & DIFAT from N.S.I, Kanpur.

He worked for Kothari Fermentation Ltd., Gawalior Distillers Ltd., Som Distillery LTD., Bharat Distilleries Ltd., Jagatjit Industries Ltd., NV Distilleries & Breweries Pvt. Ltd. and Piccadilly Agro Industries Ltd. before joining us.

He will be reporting to **Hon'ble Chairman**. His official email-id is rameshgaudo@nvgroup.co.in can be reached on +91 – 9041233315.



Mr. Shaurya Srivastava has joined us as “**Area Sales Executive**” in **NV Distilleries & Breweries Pvt. Ltd.** based at HQ – Lucknow (U.P.).

He will be responsible for IMFL Sales in Lucknow region.

He has done Graduation (B.A.) from Kanpur University. He has worked with Pernod Ricard India Pvt. Ltd. and United Spirit Ltd. before joining us.

He will be reporting to **Mr. Ramesh Baurai (GM Sales UP & Uttarakhand)**. His official email-id is shauryasrivastava@nvgroup.co.in and can be reached on 7754800332.

Ms. Moumita Bhattacharyya has joined us as “**Sr. General Manager-HR & Admin**” in NVDPL based at Head Office, New Delhi.

She will be responsible for HR & Admin function of NV Group.

She has done MBA (HR) from Institute of Management & Development, New Delhi. She has worked for M/s. Genetic Infosoft Pvt. Ltd. & Alcobrew Distilleries India Pvt. Ltd. before joining us.

She will be reporting to **Ms. Neha Gupta – Director (HR, Admin & Commercial)**. Her official email-id is hrhead@nvgroup.co.in & can be reached at +91 –8826600875.



We welcome you all in NV Group family, wish you all a grand success and expect for a long and fruitful association with NV Group.