# 2024-2025

# ANNUAL REPORT

https://maxwells.in

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# About Company

At Maxwell, we take pride in our rich heritage of expertise and our well-established reputation for delivering quality products and services to our customers. Specializing in manufacturing of die plates, blades/knives, blade holders, and tap-driving bushes for underwater pelletizing systems, our dedicated design team and process engineers craft simulation-driven solutions tailored to the needs of Industries.

# What we do?

1. We offer refurbishment services for used die plates, enabling customers to reduce costs and enhance machine efficiency With a skilled workforce and advanced machineries, our focus on quality, innovation, and service empowers clients to achieve operational excellence and long-term success.

2. Maxwell also believes in giving best service to their customer along with quality products. therefore, we are into providing repairing of key critical components used in compounding and master batch industry.

Maxwell™

# What we offer?

## 1. Die Plate

Tungsten carbide inlays/nibs
Titanium carbide (TC/TIC) inlays
Tungsten carbide Ring
Different metallurgies insulations

## 2. Blade Holder

Universal compatibility: A wide selection designed to fit any pelletizer brand, offering both straight and inclined configuration
Streamlined operations: Our blade holders are easy to install, facilitating smooth uninterrupted production.
Custom solutions: We provide custom-built blade holders tailored to your specifications to ensure the perfect match for your production line.

## 3. Driving bush

A2000-Tapped driving bush

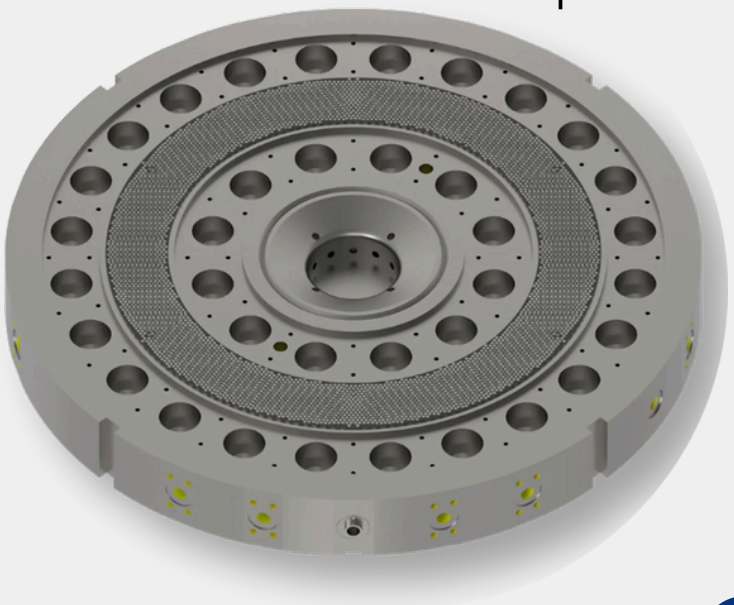
AH4000-Tapped driving bush

## 4. BLADES

Precision manufacturing: Our blades are engineered for exact cuts, maximizing efficiency, and ensuring consistent product quality.
Extended lifespan: Superior materials ensure long-lasting performance, reducing downtime for blade changes.
Customizable designs: We offer blades tailored to your machine and operational needs, guaranteeing the best fit and functionality.

## 5. Polyolefins Pelletizing Die Plates (Oil/Steam Heated).

Titanium carbide (TIC) segments, brazed
Titanium carbide (TIC) nibs/inlays
Tungsten carbide (TC) nibs/inlays
Special wear resistance nibs/inlays



We manufactures various types of blades/knives for machines used in polyolefins pelletizing die plates, These blades/knives are Bi-Metal and solid designs that fit into various types of blade holders.

## Our Vision:

To establish itself as the world leader in pelletizing die plates, setting new standards for excellence and innovation.

## Our Mission

To deliver exceptional quality products with reliable delivery, ensuring we meet and exceed the expectations of our global customers.

## GOALS AND OBJECTIVES

Focus and maintain business in its most profitable segments while expanding into new business segments.
Deliver exceptional client service with an unrelenting focus on value creation.
Pursue operational excellence with a strong focus on quality and margins.

# Global Market

In short span of time, Maxwell has reached globally, covering their customers at countries like US, UK, Saudi Arabia, Germany, Netherland, Sweden, Switzerland, Austria and in mean time, we definitely will reach to our focused destination with support of our values, technology & work capabilities. And in this process, we "Maxwell" wants each of our employees support to grow together.

## COUNTRIES WE SERVE

- India
- Australia
- Austria
- Belgium
- Germany
- Indonesia
- Israel
- Italy
- Nigeria
- Luxembourg
- Morocco
- Netherlands
- Philippines
- Saudi Arabia
- South Africa
- Spain
- Oman
- Switzerland
- Thailand
- UAE
- USA
- Vietnam
- R.O. Congo

**Factory location**

Makarpura GIDC, Vadodara

# Meet our team

**Director**
**Rajkumar Chaudhary**

**Director**
**Vinu Chavda**

**Head of Account**
**Pooja Lokhande**

**Production Manager**
**Nishit Patel**

**Sr. Design engineer**
**Punit Pakhaniya**

**Sales Manager**
**Neha Gosai**

**QC**
**Vaibhav Desai**

**HR - Manager**
**Shivani Gaddu**

**Tushar Tidke**
**Account Executive**

**Apexa Shah**
**Production**

**Omprakash Yadav**
**Design Engineer**

**Rajvinder kaur**
**Sr. Sales Executive**

**Hiren Patel**
**QC Engineer**

**Vrunda Thakkar**
**HR Executive**

**Abhishek Kayasth**
**Production**

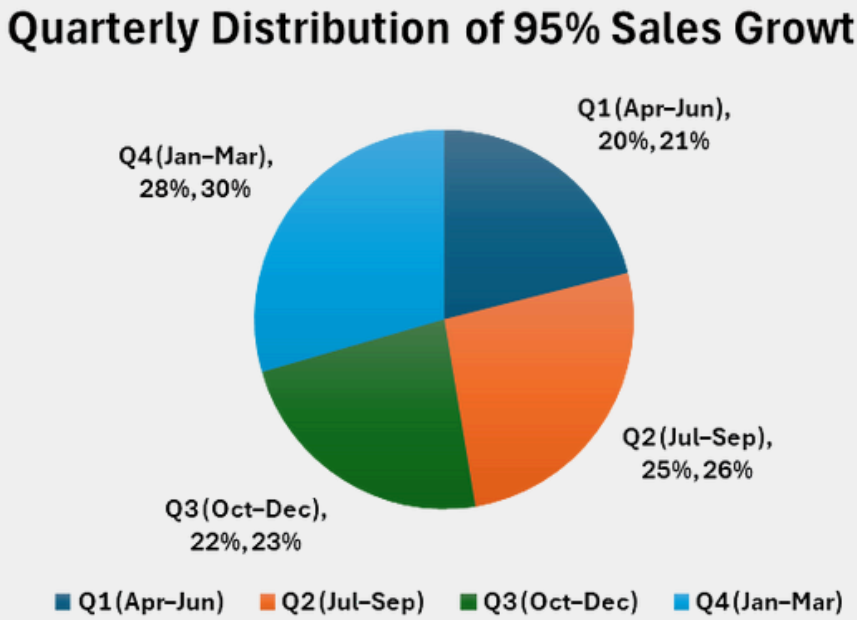
**Chirag Ghadge**
**Junior Designer**

**Mayur Dod**
**Sales Executive**

**Kishan Gohel**
**Jr. QC Engineer**

# Sales Performance Overview – FY 2024–2025

The financial year 2024–2025 has been a landmark year for our Sales & Marketing division. We proudly recorded a 95% increase in revenue compared to the previous financial year — a growth that Brings out the trust of our customers, the dedication of our team, and the strategic direction of our leadership. This exceptional achievement reflects not only our expanding market share but also our commitment to delivering for after market soultion - Underwater pelletizer system.




The Quarterly Sales Growth chart visually captures the distribution of our remarkable 95% revenue increase across the financial year 2024–25. The year began with a solid 20% contribution from Q1 (April to June), setting the pace for steady growth. This momentum accelerated in Q2 (July to September), which accounted for 25% of the annual increase, driven by heightened demand and successful client onboarding. Q3 (October to December) followed with a consistent 22%, reflecting the impact of our expanding operations and enhanced customer engagement. The year concluded on a high note with Q4 (January to March) contributing the highest share at 28%, showcasing the effectiveness of our strategic initiatives, peak production, and a robust push in aftersales for Under Water Pelletizer(UWP) technologies. This quarterly performance underlines the strength of our growth strategy and the team's commitment to excellence.

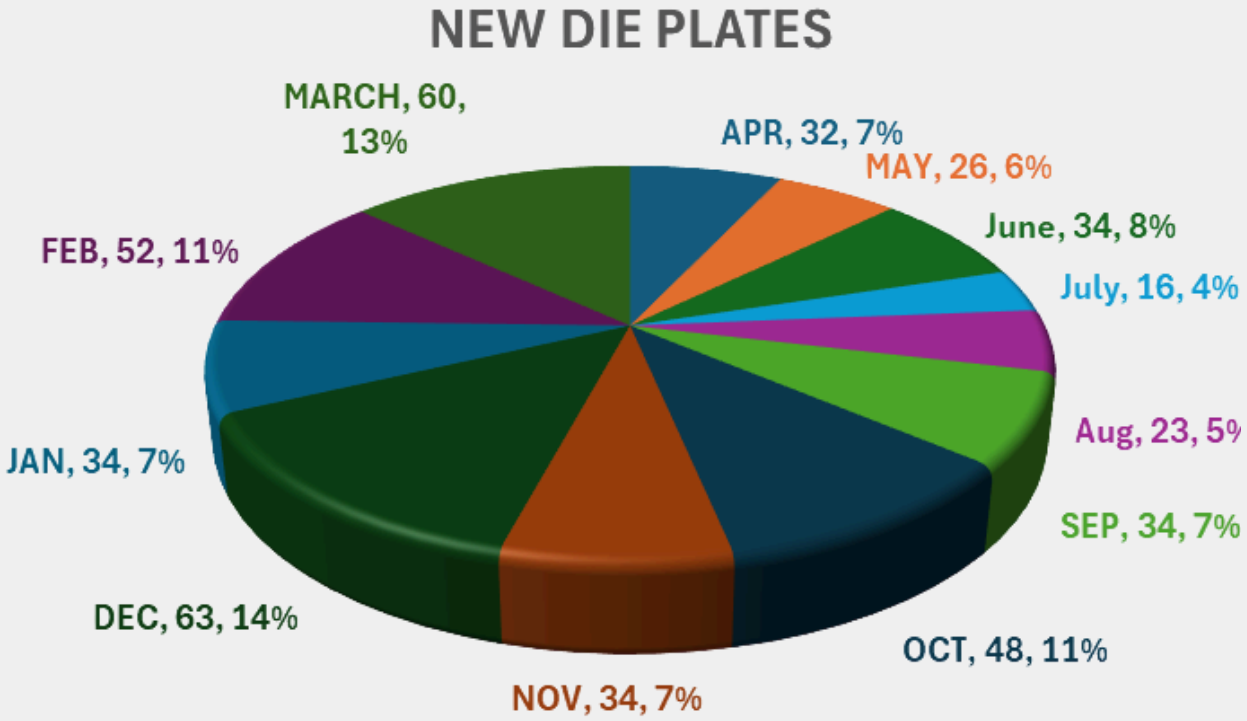
# Yearly Sales Growth- New Die Plate

During the reporting period, the highest production was recorded in December, with a total of 63 die plates, contributing to 14% of the annual output. March followed closely with 60 die plates (13%), reflecting a strong operational efficiency during the final quarter of the financial year.

Moderate output was observed in February (52 plates) and October (48 plates), each contributing 11% to the annual production. June, with 34 die plates (8%), also demonstrated steady performance.

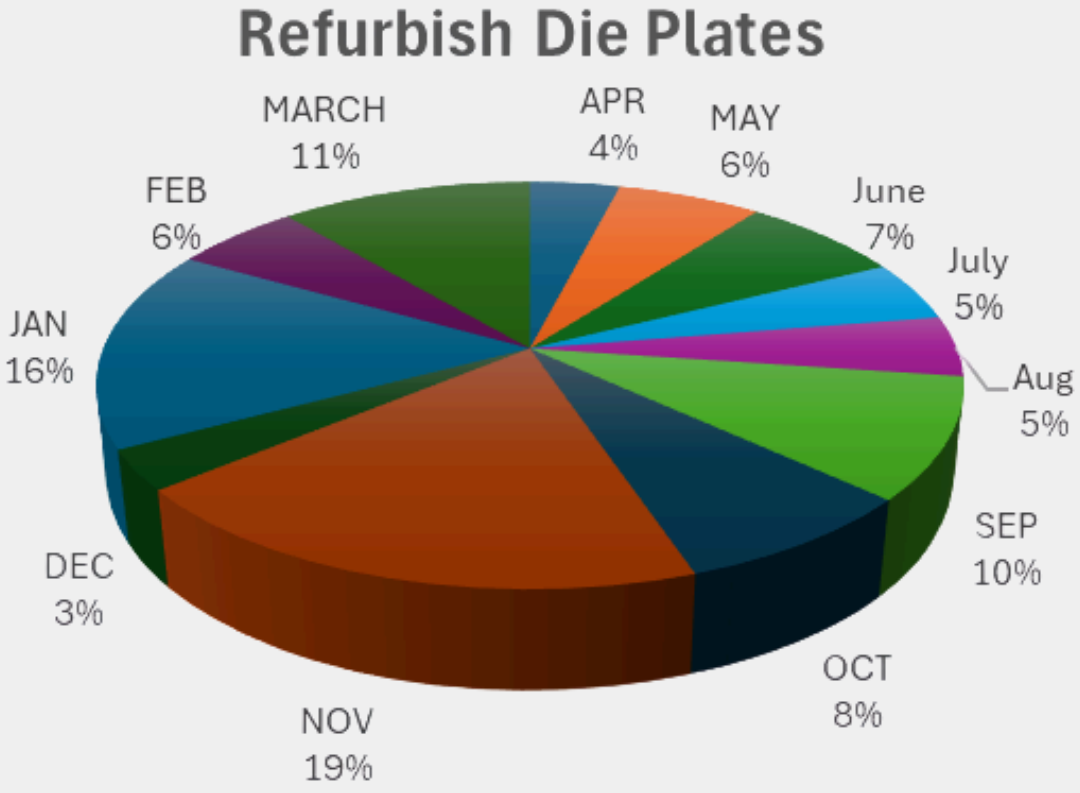
Notably, January, April, September, and November each accounted for 7%, with an output ranging between 32 to 34 die plates, indicating uniform activity during these months. May, July, and August recorded comparatively lower outputs, with May at 6%, August at 5%, and July at 4%.

This data reflects the team's consistent efforts to maintain die plate production across all months, with a clear focus on ramping up output during key periods to meet customer requirements and internal targets.



# Yearly Sales Growth- Refurbish Die Plate

The highest volume of refurbishing work was recorded in November, accounting for 19% of the total refurbish die plates processed. This was followed by January, which contributed 16%, suggesting a proactive start to the year with focused refurbishing tasks. March and September also marked strong performances, contributing 11% and 10%, respectively.
Moderate contributions came from October (8%), June (7%), and February and May (6%). July and August each contributed 5%, while April saw the lowest share at 4%. December, with just 3%, registered the least refurbishing activity, likely due to holiday schedules or completion of prior refurbishments in earlier months.
This data reflects an adaptive maintenance approach, with increased refurbishing efforts in key months to ensure optimal die plate performance, minimize downtime, and support continuous production demands



# Comparative Analysis: New vs. Refurbished Die Plates (Monthly Distribution)

The analysis of monthly data for new and refurbished die plates reveals important insights into production trends, resource planning, and maintenance strategies selected over the year.

In the New Die Plates chart, December stands out as the most productive month, contributing 14% of the total new die plates, followed closely by March (13%) and February (11%). This indicates a year-end push in production to meet delivery targets and customer demands. Conversely, May, July, and August reflected relatively lower activity, accounting for 6%, 4%, and 5%, respectively.

On the other hand, Refurbish Die Plates showed a different pattern. The highest activity was recorded in November (19%) and January (16%), suggesting a strategic focus on restoring existing die plates during periods of lower new production. March (11%) and September (10%) also showed substantial refurbishing efforts, whereas December contributed only 3%, likely due to year-end closures or completion of refurbishment tasks earlier in the year.

Interestingly, March and September consistently showed high contributions in both charts, indicating well-balanced months where both new production and refurbishing activities were effectively managed. July and August, in contrast, showed lower activity in both categories, hinting at possible external factors such as monsoon-related slowdowns or reduced manpower availability.

This complementary pattern between new and refurbish die plate activities highlights the department's ability to manage workloads efficiently, optimize resources, and align maintenance efforts with production requirements throughout the year.

# Expansion into new markets or customer segments

Over the past year, we took significant steps toward expanding our international footprint. A key highlight was the establishment of a strategic partnership with a renowned Austrian company, which has played a pivotal role in enhancing our global outreach. This collaboration has enabled us to gain traction in key international markets, including Nigeria, South Africa, and Ghana, while continuing to perform strongly in the USA.

Our sales and business development teams actively represented Maxwell on prestigious global platforms, including NPE 2024 (USA), PRC Maryland, and PRSE Europe. Domestically, we participated in several high-profile exhibitions across India. These appearances not only elevated brand visibility but also created opportunities for valuable customer engagement, technical discussions, and the forging of new international partnerships.

These efforts are a reflection of our continued commitment to becoming a globally recognized leader in UWP technology and aftersales solutions, while staying closely connected with both existing and emerging markets.

# Digital Engagement & Customer Relationship Management

As part of our ongoing commitment to operational excellence and customer-centric growth, we successfully implemented a Customer Relationship Management (CRM) system this year. This strategic upgrade has significantly enhanced our ability to manage customer Dealings, track leads, streamline communication, and improve internal coordination across departments. The result is a more responsive and personalized customer service experience that aligns with our high standards of quality and efficiency.

In parallel, we made substantial strides in digital marketing and online engagement. We achieved 100% visibility across key social media platforms, with a notable presence on LinkedIn, where our follower base has grown to over 6,000 professionals. LinkedIn has become a dynamic space for us—not just to showcase our latest products and technologies, but also to share insights into our workplace culture, team achievements, and company milestones.


Our content strategy is resonating well with our audience, as reflected in the performance of our most-watched video, which has gather 2,774 views. This level of engagement reflects increasing interest in our brand and strengthens our position as leader in the UWP industry.

Through these digital efforts, we continue to build strong brand awareness, foster deeper customer relationships, and position Maxwell as an innovative and people-focused company in both the industrial and professional communities.

# Customer Retention Strategies & Success Rates

In the financial year 2024–2025, we are proud to report an **86%** customer retention rate, a testament to our consistent efforts in relationship-building and maintaining high levels of customer satisfaction. This figure underscores our commitment to providing not only high-quality products but also exceptional customer service that fosters long-term loyalty.

Additionally, we have successfully added  new clients to our customer base, reflecting our growing market presence and the expanding demand for our products and services. This growth in both new business acquisition and customer retention highlights the effectiveness of our holistic approach to customer engagement.

Our success in retention is primarily driven by our proactive customer support, where we maintain open lines of communication and work closely with our clients to anticipate and meet their needs. Timely responses and the ability to deliver on urgent requirements—particularly during customer shutdowns—have further solidified our reputation as a reliable and responsive partner. This agility, combined with our consistent delivery of high-quality products, has significantly strengthened customer trust in our brand.

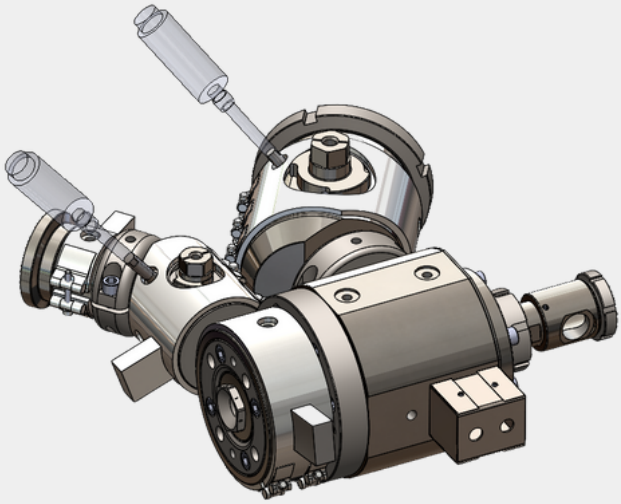
By continually exceeding customer expectations through exceptional service, personalized solutions, and a deep understanding of their unique challenges, we have established Maxwell as a trusted partner in their long-term success. Our focus on relationship-driven strategies remains central to our vision of creating sustainable, mutually beneficial partnerships.

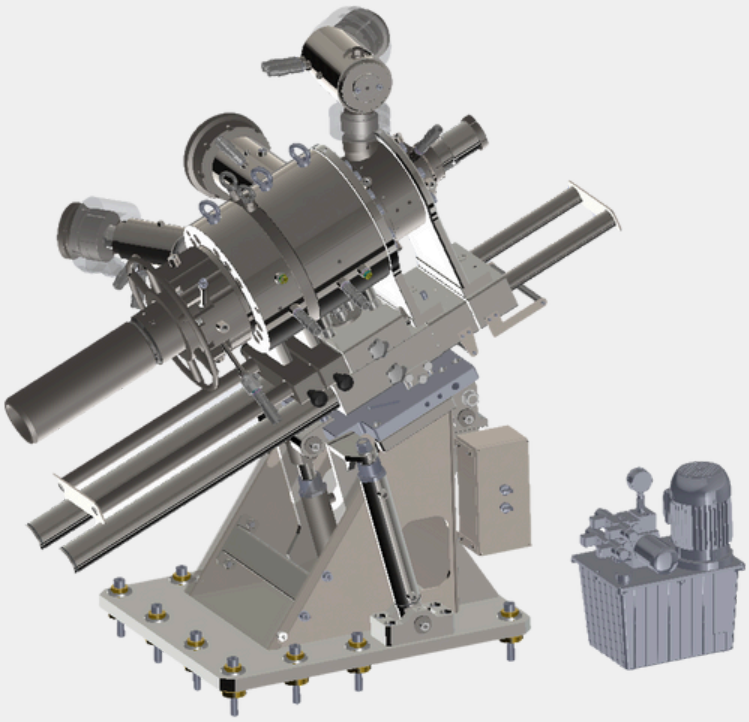
## New service Partner

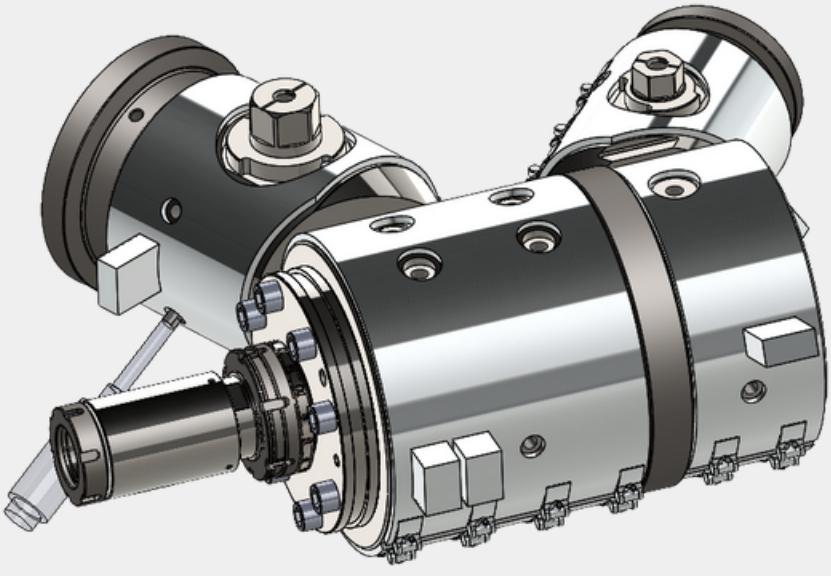
CJTEK crosshead, a high-performance extrusion component trusted across the cable manufacturing industry. Designed for versatility and built with unmatched engineering precision, CJTEK crossheads are ideal for various applications including insulation, sheathing, and multi-layer extrusion processes.

Manufactured in Switzerland, CJTEK products are recognized globally for their reliability, robust construction, and ease of maintenance. The image showcases the intricate design and top-tier craftsmanship that go into every CJTEK crosshead – a true example of Swiss engineering at its best.

We are proud to be the official sales partner of CJTEK across India, Bangladesh, Sri Lanka, and Nepal. Through this partnership, we aim to provide world-class extrusion solutions, backed by prompt service and expert technical support, to meet the growing needs of the South Asian cable industry.





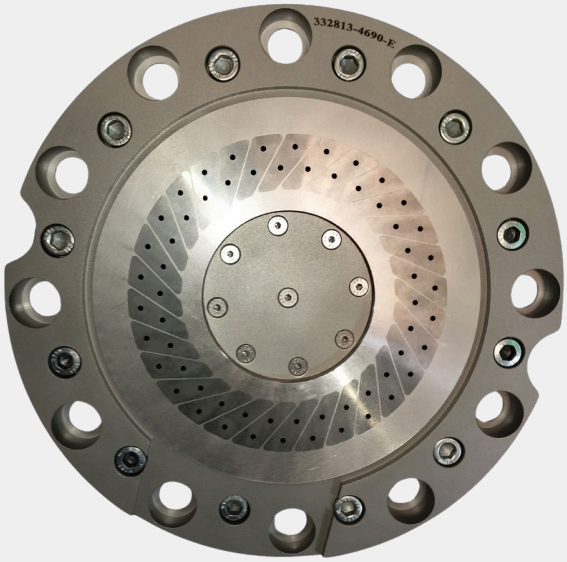


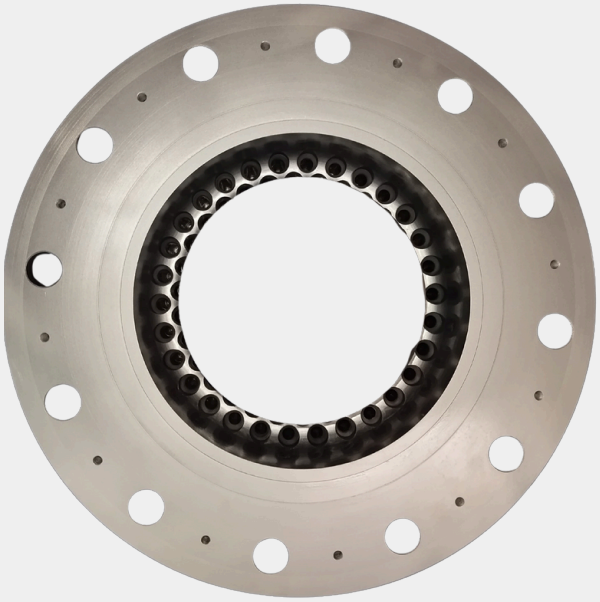
# Design (Refurbish Die Design / Innovation)

During the year, several innovative die designs and product models were developed to cater to evolving customer requirements and improve operational efficiency. Key developments include:

## Model EUP-1500 to 3000:

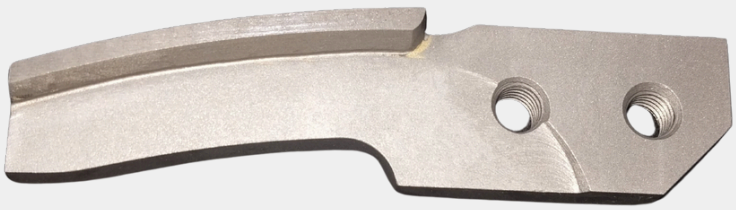
A 3-piece die design was successfully developed as per specific customer requirements, enhancing customization and operational versatility.



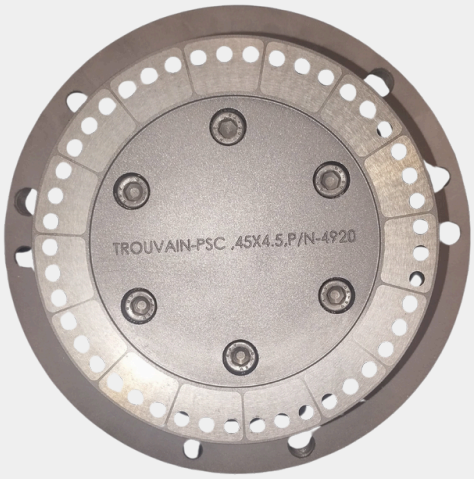
## Pelletizer Knife

A curved profile blade was innovatively designed and developed, optimizing cutting efficiency and offering improved durability.

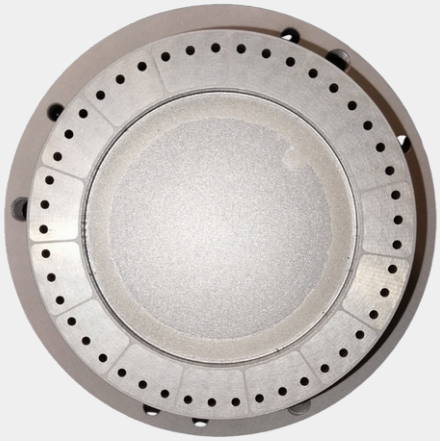


# Model AH2000

Two significant advancements were made:
A 2-piece die plate model was developed, simplifying maintenance and reducing downtime.

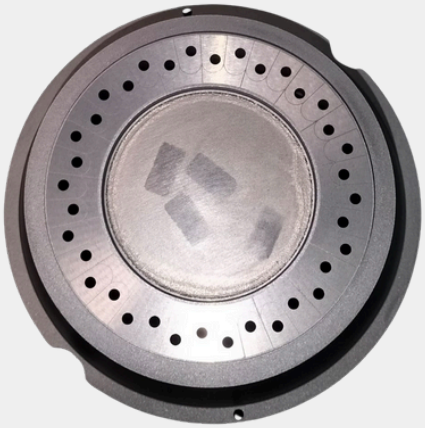




An air gap model die plate was also introduced, aimed at improving thermal performance and reducing material adherence during operation.

# Model SP 100: A new cover plate with TC

Tungsten Carbide braze was developed specifically for handling abrasive materials. This innovation significantly extends the life of the component and enhances performance under high-wear conditions.

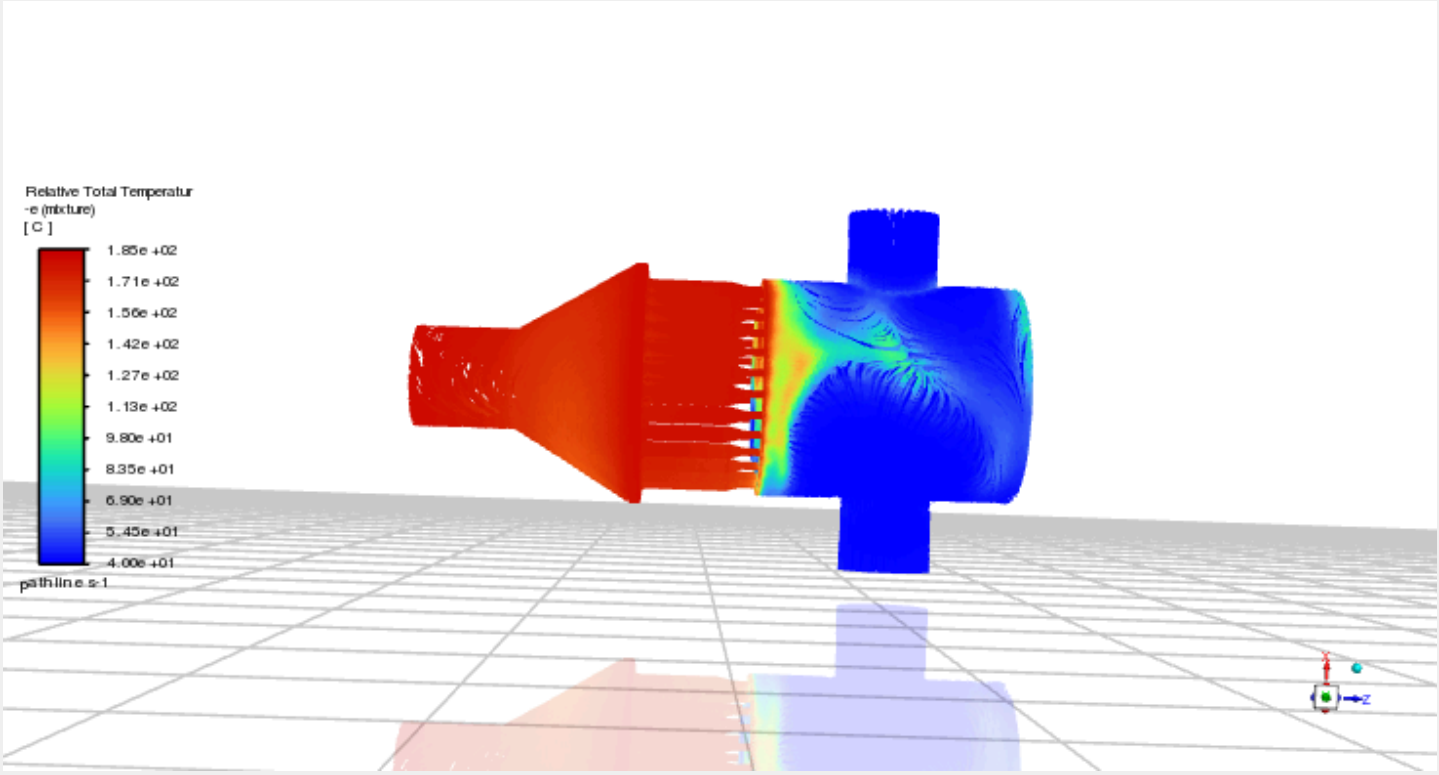


# Research Findings and Their Potential Impact on the Market

Ongoing research and advanced analytical tools played a crucial role in enhancing our die design capabilities. Key breakthroughs this year include:

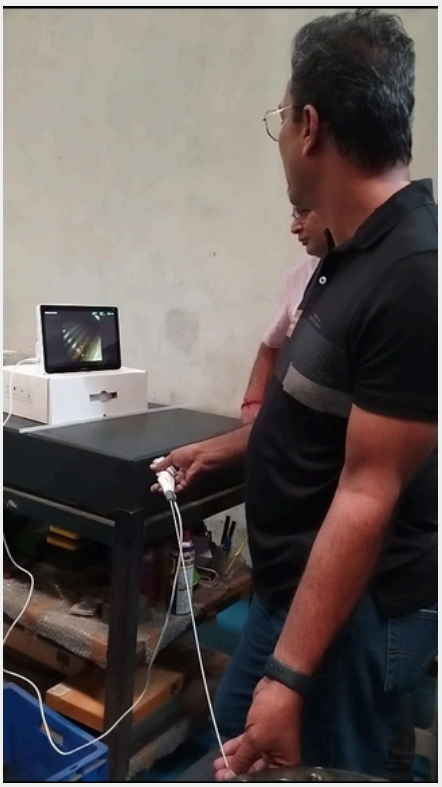
## Ansys Fluent Analysis:

Leveraging this advanced simulation software, we successfully developed die plates ranging from 1304 to 3000 holes, designed specifically for oil-heated applications. This has significantly improved thermal uniformity and performance, offering customers more efficient and reliable solutions.



## Endoscopy Machine Utilization:

By incorporating an internal camera system, we were able to visualize and optimize the internal structure of the die plate. This enabled the successful development of a precise oil channel in oil-heated die plates, ensuring enhanced heat distribution and reduced chances of blockages or wear.



These research advancements not only improve product reliability and efficiency but also provide a competitive edge in the market by offering tailored, high-performance solutions to clients across diverse applications.

# Collaborative Efforts with Other Departments for Development

Cross-functional collaboration has been a cornerstone of our successful development initiatives. Highlights of our joint efforts include:

## With Quality Departments:

Proactive approach was adopted to identify root causes of failures. Through detailed analysis and inter-departmental discussions, we were able to devise and implement effective solutions that not only resolved existing issues but also prevented future occurrences.

## With the Production Department:

As part of our commitment to timely delivery and quality assurance, we submitted refurbished die drawings within the stipulated timeline, aligning perfectly with production schedules and customer requirements.

These collaborative efforts have led to more efficient workflows, quicker problem resolution, and enhanced product quality.

# Challenges in R&D and How They Were Overcome

The journey of innovation was not without its challenges. Key obstacles faced and the ways they were tackled include:

## Software and Tooling Limitations

Developing new and complex products required capabilities that initially exceeded the constraints of our available software tools and machining resources.

## Collaborative Problem-Solving:

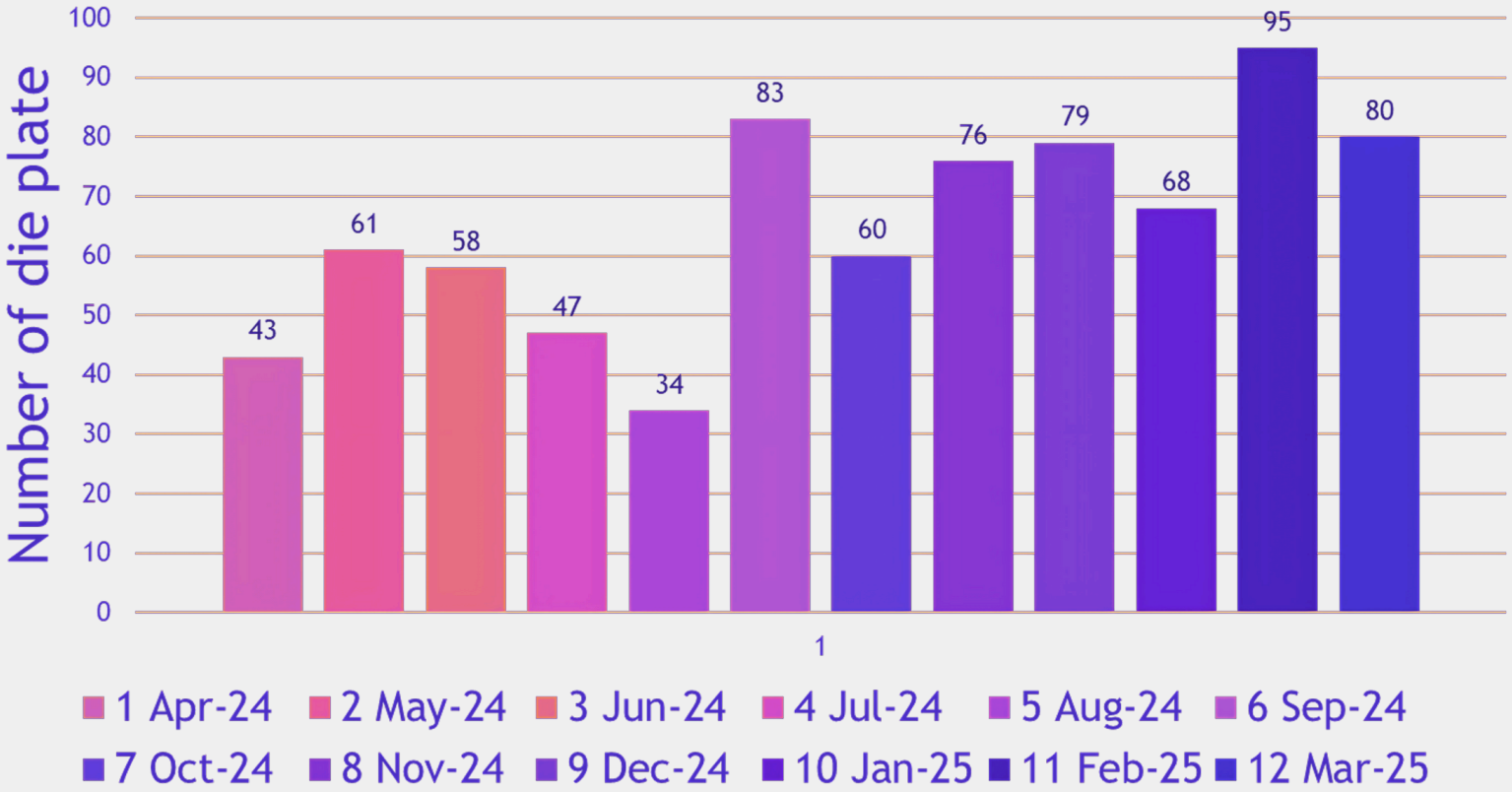
Through close coordination with the Production and Quality Departments, we were able to bridge these limitations by adapting existing tools, optimizing processes, and implementing practical solutions. Their support was instrumental in transforming our R&D concepts into successful real-world applications.

These experiences not only strengthened our technical adaptability but also reinforced the importance of interdepartmental synergy in overcoming development hurdles.

# Annual Production

## MONTHLY DIE PRODUCTION 2024-2025

During the financial year from April 2024 to March 2025, the die plate production department demonstrated a steady and commendable performance. Beginning with 43 die plates in April, production gradually increased, reaching 61 in May and maintaining a consistent output through June and July with 58 and 47 respectively. A slight dip was observed in August with 34 die plates, the lowest for the year. However, this was followed by a strong recovery in September, recording 83 die plates. The upward trend continued through October (60), November (76), and December (79), showcasing a period of sustained efficiency. January saw a moderate output of 68 die plates, which was then followed by the peak of the year in February with an impressive 95 die plates. The year concluded on a high note with 80 die plates produced in March. Overall, the total annual production stood at 784 die plates, reflecting the team's resilience, adaptability, and continuous focus on meeting operational goals.



# Yearly Production Summary (April 2024 – March 2025)

This financial year marked a dynamic and productive period for our manufacturing operations. A total of 784 units were produced across six primary component categories, with notable growth in the latter half of the year.

## Total Production Overview

The monthly production peaked in February 2025 with 95 units, while the lowest point was observed in August 2024, with 34 units. The production trend showed a temporary slowdown mid-year, followed by a strong and consistent recovery.

| Component | Annual Production |
|---|---|
| Die plate (New) | 511 units |
| Die plate (Refurbish) | 124 units |
| Blade Holder | 26 units |
| Driving Bush | 37 units |
| Adaptor | 37 units |
| Other | 49 units |
| **Total** | **784 units** |

## 1. Die plate (New):

This remained our primary output, contributing 65% of the total production. Monthly production peaked at 71 units in February 2025, showing stable growth after a dip in July 2024.

## 2. Die plate (Refurbish):

With 124 units produced, refurbished dies plate provided a cost-effective and sustainable option. Production saw its highest volume in November 2024 (22 units).

## 3. Blade Holder:

Although limited in volume (26 units), blade holder production was concentrated in September 2024 and March 2025, each contributing 10 units.

## 4. Driving Bush:

This component saw consistent production growth after its introduction in August 2024, reaching a monthly peak of 12 units in both January and February 2025.

## 5. Adaptor:

Totaling 37 units, adaptor production was most active in June 2024 (12 units), tapering off in the last quarter of the financial year.

## 6. Other:

A total of 49 miscellaneous units were produced under this category. The majority were completed in July 2024 (19 units), highlighting a temporary focus on diverse part requirements.

# Production Trends & Analysis

## Mid-Year Slowdown:

Production dropped notably in July and August 2024, likely due to maintenance schedules or force meager condition .

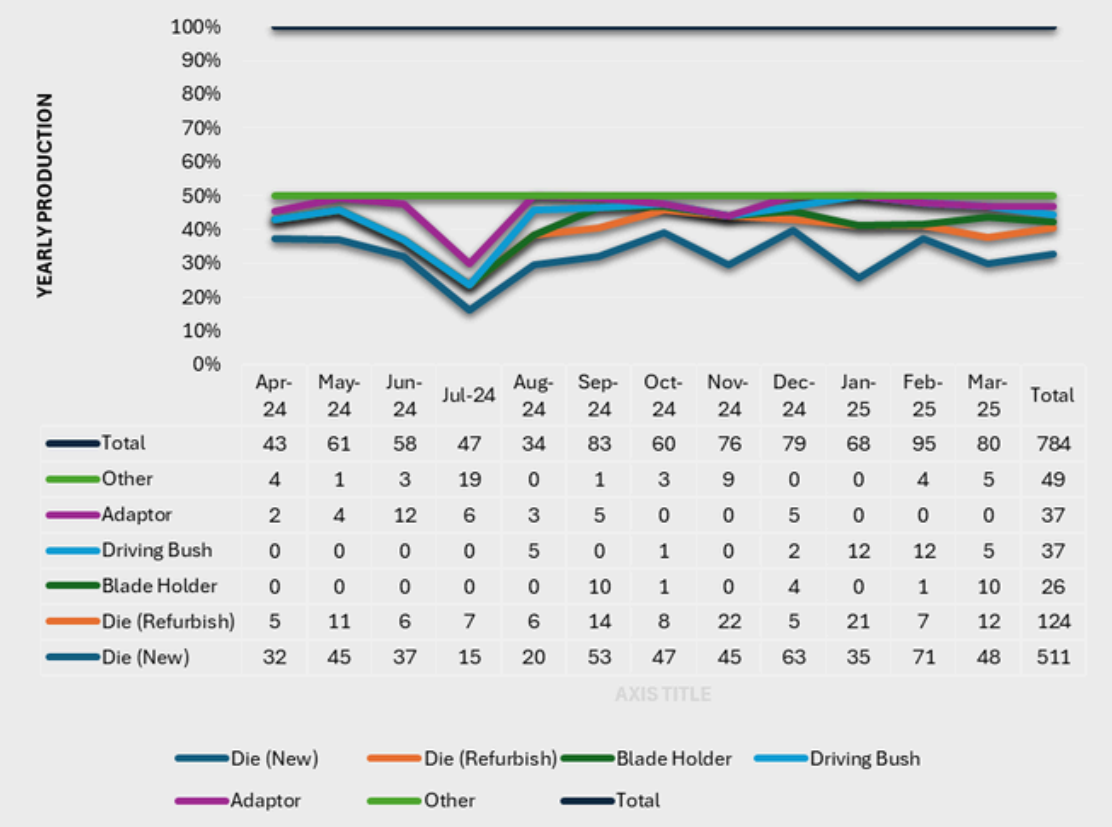
## Strong Recovery:

From September 2024 onward, production volumes steadily increased, culminating in the strongest quarter of the year (January–March 2025).

## Component Diversification:

While new die production remained dominant, the rise in refurbished components and specialty parts like driving bushes and adaptors reflects our growing flexibility and adaptability to custom demands.

**The 2024–2025 fiscal year demonstrated resilience, adaptability, and a forward-looking approach in our manufacturing strategy. With strong performance in the final quarter and continued diversification of components, we are well-positioned for further growth in the upcoming year.**




| | Apr-24 | May-24 | Jun-24 | Jul-24 | Aug-24 | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Total | 43 | 61 | 58 | 47 | 34 | 83 | 60 | 76 | 79 | 68 | 95 | 80 | 784 |
| Other | 4 | 1 | 3 | 19 | 0 | 1 | 3 | 9 | 0 | 0 | 4 | 5 | 49 |
| Adaptor | 2 | 4 | 12 | 6 | 3 | 5 | 0 | 0 | 5 | 0 | 0 | 0 | 37 |
| Driving Bush | 0 | 0 | 0 | 0 | 5 | 0 | 1 | 0 | 2 | 12 | 12 | 5 | 37 |
| Blade Holder | 0 | 0 | 0 | 0 | 0 | 10 | 1 | 0 | 4 | 0 | 1 | 10 | 26 |
| Die (Refurbish) | 5 | 11 | 6 | 7 | 6 | 14 | 8 | 22 | 5 | 21 | 7 | 12 | 124 |
| Die (New) | 32 | 45 | 37 | 15 | 20 | 53 | 47 | 45 | 63 | 35 | 71 | 48 | 511 |

# DEVELOPMENT AND INNOVATION

Our commitment to continuous improvement is driven by both employee insights and customer feedback. Innovations are rigorously tested and validated in our in-house technical center. We also provide clients with the opportunity to conduct material trials, tailored to their specific requirements, ensuring optimal performance and satisfaction.

# PRODUCTION EFFICIENCY

## Eliminate Non-Value-Added Steps:

Focus on streamlining workflows by identifying and removing processes that do not contribute to the final product's value.

## Standardized Procedures:

Develop and implement clear, standardized operating procedures to minimize errors and ensure consistency throughout the production process.

## Optimize Inventory Management:

Maintain efficient inventory levels to reduce waste, lower holding costs, and improve overall responsiveness to demand.

## Enhance Employee Training & Engagement:

Invest in training programs to ensure employees are multi-skilled and adaptable across various production areas, fostering greater flexibility and efficiency.

## Maintain Machinery:

Ensure all equipment is regularly maintained and in peak working condition to prevent unplanned downtime and prolong machine lifespan.

## Integrate Quality Checks Throughout Production:

Prevent defects by embedding quality control measures at every stage of the production process, rather than relying solely on end-of-line inspections.

## Improve Interdepartmental Communication:

Promote clear and consistent communication across all departments to enhance coordination and reduce delays or misunderstandings.

## Implement Advanced Scheduling:

Utilize advanced scheduling tools and techniques to optimize production timelines, minimize idle time, and ensure timely order fulfillment.

# COST REDUCTION

# Operational Efficiency & Cost Reduction Initiatives

## Review Workflows & Cycle Times:

Regularly evaluate existing workflows to identify inefficiencies. Focus on minimizing cycle times to improve throughput and productivity.

## Explore Alternative Suppliers:

Assess potential suppliers who can offer better pricing or more favorable contract terms, helping to reduce procurement costs and improve supply chain flexibility.

## Conduct Regular Inventory Audits:

Perform frequent audits to identify obsolete or slow-moving stock that may tie up capital. Streamlining inventory helps free up resources and reduce storage costs.

## Adopt New Technologies:

Invest in modern technologies that enhance productivity, automate repetitive tasks, and lower operational costs.

## Cross-Train Employees:

Provide training that enables employees to take on multiple roles within the organization, increasing workforce flexibility and resilience.

## Enhance Workforce Efficiency:

A well-trained workforce reduces errors, minimizes waste, and limits the need for rework—resulting in significant time and cost savings.

## Utilize Advanced Tooling Systems:

Implement advanced tooling solutions to reduce cycle times, improve precision, and accelerate production processes.

# OPERATIONAL CHALLENGES

## Drilling Operations:

The majority of our operational challenges have been observed in drilling processes rather than in standard die production. This area requires focused improvement and innovation.

## Customization of New Products:

Developing and customizing new products to meet specific client requirements continues to demand significant time and technical precision.

## Polishing Process:

The polishing stage remains a labor-intensive and quality-critical process, presenting opportunities for further refinement and efficiency improvements.

## Improvement in Drilling Methods:

We are actively working to enhance drilling techniques, including the adoption of advanced tools such as “U” drills, to improve accuracy, speed, and tool life.

## Inventory Tracking:

Efficient inventory tracking remains a key focus, ensuring real-time visibility and better control over stock levels, which in turn supports lean operations.

## Implementation of New Technologies:

Embracing modern technology is central to our strategy. We are committed to integrating new systems and tools that drive productivity, reduce errors, and support future scalability.

# Advanced Manufacturing Strategies & Technology Integration

To enhance efficiency, consistency, and scalability, we are actively adopting and evolving our processes through the implementation of advanced manufacturing systems and cutting-edge technologies:

## Standardized and Flexible Processes:

We are incorporating a range of standardized methods such as Flexible Manufacturing Systems (FMS) and Generative and Retrieval Methods to increase adaptability, reduce changeover times, and support customized production with minimal disruption.

## Production Planning and Control (PPC)

Our operations are supported by robust PPC strategies, ensuring efficient resource allocation, balanced workloads, and optimized production timelines.

## Adoption of Smart Technologies:

We are integrating advanced equipment such as vacuum tables, fume collectors, and other automation tools to enhance workplace safety, improve precision, and streamline operations.

## Process Evolution through Software Systems:

Existing workflows are being reevaluated and enhanced through specialized software solutions, allowing for more streamlined operations and improved traceability.

## Database Management Implementation:

A centralized Database Management System (DBMS) has been introduced to ensure accurate data storage, real-time access, and seamless integration across departments.

## Data-Driven Decision Making:

By capturing and analyzing data from production systems, we are able to identify inefficiencies and implement targeted improvements across the manufacturing cycle.

## Digital Twin Technology:

We have begun leveraging Digital Twin Technology to create virtual models of our production lines. This enables real-time monitoring, simulation, and optimization—allowing improvements without disrupting actual operations.

# QUALITY PROCEDURES

## In-Process Inspection

In-process inspection refers to the measurement and evaluation of specific operations during various stages of machining, particularly in the production of die plates. This quality control process involves inspecting, testing, and monitoring the product's authenticity and quality throughout the ongoing production cycle. It helps identify defects and deviations at an early stage—before brazing—allowing for timely corrections. This not only prevents costly rework but also ensures consistent high-quality output throughout the manufacturing process.

**CHECK SHEET & PROCEDURE OF INPROCESS INSPECTION PROCESS.**

| STEP NO. | STAGE | ROLE OF QC ENGINEER | REMARKS |
|---|---|---|---|
| 1 | P.H.N | MAKE A NEW FOLDEER ACCORDING TO P.H.N. AND DUMP PH.N INTO FOLDER. | |
| 2 | D.R.G VERIFICATION | VERIFY THE P.H.N AND REFER THE DRAWING OF DIE AFTER/BEFORE BRZZING PROCESS. | |
| 3 | INWARD RAW MARERIAL | CROSS VERIFY THE MATERIAL GRADE AND P.H.N ON WORK PIECE. | |
| 4 | PROCESS-1 (CNC/LATHE) | DO INSPECTION OF 1ST SET UP OF DIE AS PER BEFORE BRAZZING OPERATON. | |
| 5 | PROCESS-2 (VMC) | DO INSPECTION OF CAVITY ON TOP FACE OF DIE AS WELL AS CHECK BOTTOM DIMENSION OF DIE TOO. | |
| 6 | PROCESS-3 D.R.O OPERATION FOR DEGREE AND DRILL DEEP | DO INSPECTION OF DRILL DEEP AND DEGREE OF HOLE AT D.R.O MACHINE. | |
| 7 | PROCESS-4 S.R. PROCESS | CROSS VERIFY THE S.R. PROCESS GRAPH AND COLLECT PHOTOS OF ALL BEFORE/AFTER S.R. DIE. | |
| 8 | PROCESS-5 BRAZZING PROCESS | CROSS VERIFY THE BRAZZING PROCESS GRAPH AND COLLECT PHOTOS OF ALL BEFORE/AFTER BRAZZING DIE. | |
| 9 | PROCESS-6 EDM PROCESS | DRILLING ON PROFILE SIDE FOR TC MATERIAL WHEREAS, | |
| 10 | PROCESS-7 WIRE CUT | THIS PROCESS IS MANTAINED AT OUTSOURCE END, DO INSPECTION TWICE AND COUNT ALL HOLE. | |
| 11 | PROCESS-8 POLISHING | DO INSPECTION OF BOTTOM FACE OF DIE HOLES AND CHECK THE FINISHING AND SIZE OF HOLES. | |
| 12 | PROCESS-9 GRINDING | DO INSPECTION OF SIZE AND SURFACE OF DIE AFTER SURFACE GRINDING PROCESS. | |
| 13 | PROCESS-10 CNC FINAL MACHINING | DO INSPECTION OF WHOLE PRODUCT AND REPORT THE PERTICUAL, PROBLEM IF IT OCCURS DURING INSPECTION. | |
| 14 | PROCESS-11 SAND BLASTING PROCESS | DO VISUAL INSPECTION OF THE PROCESS AND VERIFY EACH AND EVERY OPERATION BEFOORE PACKING OF PIECE. | |
| 15 | PROCESS-12 ENGRAVING | CROSS VERIFIED THE ENGRAVING OF PERTICULAR DESIGNATION AT DIE. | |
| 16 | PROCESS-13 FINAL PACKING AND WEIGHT OF PRODUCT | DO PACKING AS PER THE CUSTOMER REQUIREMENT, AS WELL AS CROSS CHECK THE WEIGHT OF PRODUCT. | |

In-process inspection is a crucial aspect of maintaining consistent quality throughout the manufacturing process, minimizing defects, and ensuring that products meet customer expectations.

# Key Features of In-Process Inspection

## Constant Surveillance

Quality Control (QC) inspectors conduct dimensional inspections and continuous quality monitoring throughout the production cycle. This ensures alignment with product drawings and technical requirements at every stage.

## Ongoing Adjustments

Any detected deviations or defects are addressed immediately. Real-time adjustments help prevent the continuation of faulty production, while decisions regarding rework feasibility and approvals are taken promptly to maintain production flow.

## Defect Prevention

Identifying potential issues during the process reduces the occurrence of defective products. This proactive approach fosters a culture of quality awareness and significantly lowers the volume of finished goods requiring rework or scrapping

## Sampling and Testing

Periodic sampling of critical parameters—such as knife dimensions, hole alignment, and batch integrity—is conducted at designated intervals. Targeted testing at predefined checkpoints supports overall process reliability and product consistency.

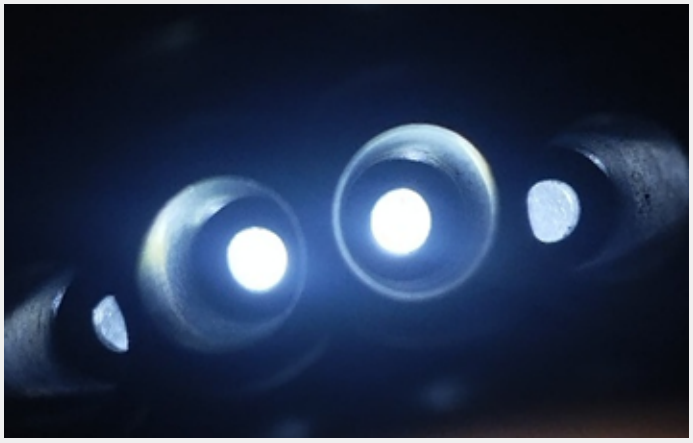
## Enhanced Traceability

Data collected during in-process inspections enables improved traceability across production stages. This facilitates root cause analysis by linking quality concerns to specific machines, stages, or operators—supporting continuous improvement initiatives.

# Stages of In-Process Inspection

## Stage -1 [Visual Inspection]:

At this stage of inspection QC person aware about product's aesthetic look and finish authenticity, which can identify the surface roughness dents and defects and other visible issues.



## Stage-2 [Dimensional Measurement]

After visual inspection, second stage is dimension comparison of product dimensions and drawing dimensions within tolerance limit which can ensure product is within acceptable tolerance or not.


## Stage-3 [Sampling]:

In this stage multiple operations such as tunnel holes, working holes and L.L is checked by sampling methods which can ensure the overall operation and performance of the die plate.


# Inward inspection

Inward inspection (also called incoming inspection) refers to the process of inspecting raw materials, components, or products that are received from suppliers before they are used in the manufacturing process. This inspection ensures that all incoming items meet the required specifications, quality standards, and which enhancing sample research, refurbishment/ rework/ grinding feasibility for used die against customer rework or complain assessment.

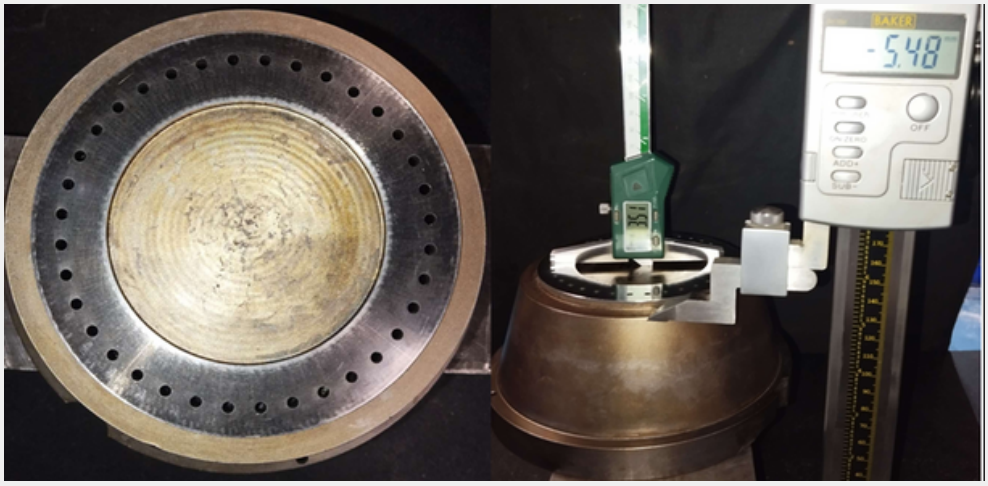
# Stages of Inward Inspection:

## Stage :1 [Visual Inspection]

At this stage of inspection QC person checkes about product's actual condition and feasibility for refurbishment/grinding and rework as per customer's requirement and information of printing on received part and its model.

## Stage: 2 [Dimensional Inspection]

After visual inspection, second stage is dimension comparison of received product dimensions and reference drawing dimensions within tolerance limit which can ensure product is within as per same drawing or measurable changes needs to be done as per action plan.

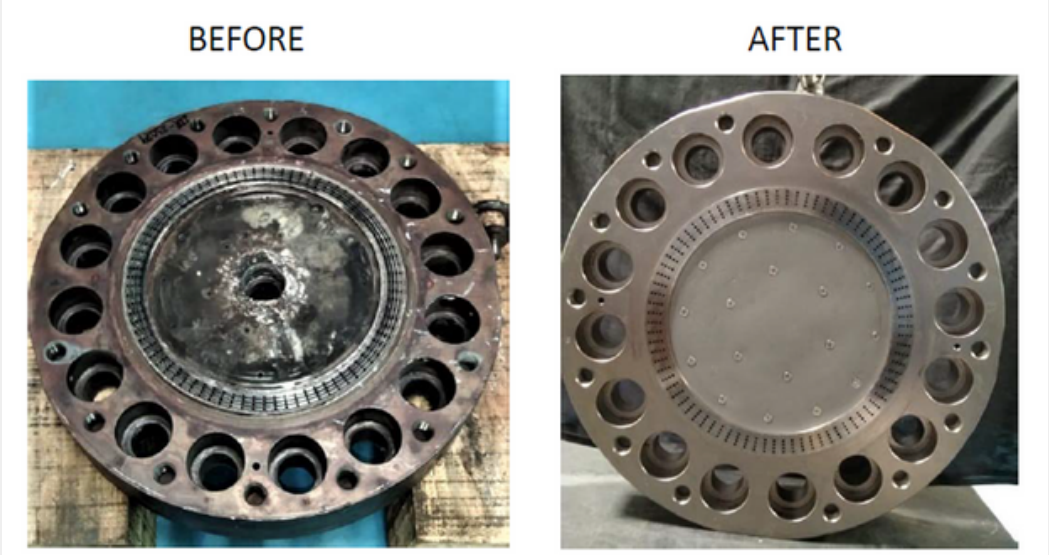


## Stage 3 [Material Testing]:

At this stage sample product material analysis is being done by MOC test which can evaluate the properties like tensile strength, hardness, or chemical composition. It's also used for future perspective for new orders and material change for the existing products.

## Stage: -4 Drawing verification and Die process for refurbishment

After the Moc testing and die inward report submission drawing is generated as per the inward data and height confirmation, after the drawing circulation refurbishment process applicable on die plates production. In some cases, dimension deviation occurs after welding process drawing will be updated after the confirmation.



# Final inspection

Final inspection is the process of thoroughly evaluating the finished product just before it is dispatched from the unit. This inspection requires a high level of focus and adherence to dimensional standards established during in-process and incoming inspections carried out throughout production. The goal of this inspection is to ensure that the finished goods meet the requirements specified in the Quality Assurance Plan (QAP) and are ready for delivery to the customer.

## Stage:1 [Complete Product Evaluation]

Final inspection is conducted on the complete and finished product, ensuring it meets the defined specifications as per the drawing and quality requirements.

## Stage:2 [Visual Examination]:

The overall visual inspection is performed to identifying surface defects, damages, misalignments, or other aesthetic issues that could affect the product's quality and aesthetic virtue in terms of finished goods.

## Stage:3 [Packaging and Labelling Verification]

The packaging and labelling of the product are mandatory to ensure that the PHN, which complies with regulatory SOP and company requirements (e.g., correct labelling, packing procedure, or attachments of certifications).

| Maxwell | Maxwell Engineering Solutions Pvt. Ltd. | | | | | |
|---|---|---|---|---|---|---|
| | SOP for FINAL INSPECTION of DIE PLATES | | | | | |
| CUSTOMER:- | | DRAWING NO:- | | HRC:- | Report Date:- | |
| PART NAME:- | | PRINT ON PART:- | | MAT:- | Report No:- | |

| SR NO. | Component/ Operation | Characterstic to be checked | Type/method of check | Extent of check | Acceptance Standard | STATUS |
|---|---|---|---|---|---|---|
| [1] | VISUAL INSPECTION | VISUAL INSPECTION | 1.Visual witness of whole part After performing all operation on die plate.<br>2.Do check surface finish of Tunnel and canal area of Die. | Visual Inspection | Do check pin size shape, surface finish, dents, cracks, scratches. | |
| [2] | DIMENSION INSPECTION | Inspection of Die plate & Cross Varified of printing on part as per PHN. | 1.Cross Verification of Drawing and Execute inspection.<br>2.Do check inspection of Printing Section,Threading and Top side of Die.<br>3. Do report Preparation which conduct all Dimensions as well as mention deviation details for the reference.<br>4. Do check LL analysis as per the drawing.<br>**[L.L IS LESS THAN 7MM TOLERANCE [±0.2mm]]**<br>**[L.L IS HIGHER THAN 7MM TOLERANCE [ ±0.4mm]]** | 100% Inspection | Tolerance Photo & Report | |
| [3] | ASSEMBLY INSPECTION | Inspection of Assembly Visual Inspection | 1.Do check Assembly is done properly or not.<br>2. Do check Torpedo area is mashed inside the chamfer area and No gap is observed between torpedo to die plate area.<br>3. Do check TC to cover plate depth after assembly.<br>4.Do check surface finish of cone and cover plate area.<br>5. Do check screws are well fitted in counter sunck section at cover plate area. | 100% Inspection | Tolerance Photo & Report | |
| [4] | HARDENING REQUIRED | Analysis of dimension inspection after hardening process. | 1.Cross Verification of Drawing and Execute inspection.<br>2.Do check Hardness of the part is achieved or not.<br>3.Do check all dimensions and compare before heat treatment data.<br>4.Do check surface finish and move die plate for before nitriding [FINAL] inspection. | 100% Inspection | Tolerance Photo & Report | |
| [5] | NITIRIDING REQUIRED | Inspection of surface finishing and overall Visual Inspection | 1.Do check surface finish of Tunnel and canal area of Die.<br>2.Do check overall dimension after die nitriding. If die is expanded after heat treatment than proceed for OD grinding for die plate. | 100% Inspection | Tolerance Photo & Report | |
| [6] | NICKEL COATING REQUIRED | Inspection of Assembly Visual Inspection Cross Varified of printing on part. | 1.Do check surface finish of Tunnel and canal area of Die.<br>2.Visual witness of whole part After performing all operation on die plate.<br>3. Do check of Printing Section,Threading and Top side of Die.<br>4.Do check hardness of tic after nickel stage of the die plate. | 100% Inspection | Tolerance Photo & Report | |
| [7] | FINAL INSPECTION | Inspection of Assembly Visual Inspection Cross Varified of printing on part. | 1.Cross Verification of Drawing and Execute inspection.<br>2.Do check Assembly is done properly or not.<br>3.Take photos of Printing Section,Threading and Top side of Die.<br>4. Do report Preparation which conduct all Dimensions as well as Problem if it's acceptable within Tolerance.<br>4.Do check surface finish of Tunnel and canal area of Die. | 100% Inspection | Tolerance Photo & Report | |

# Final Inspection Process:

## 1. Preparation:

The die plate undergoes preparatory steps, such as cleaning, polishing, or testing, to ensure it is in optimal condition for inspection.

## 2. Inspection

Final product is rigorously evaluated against predefined criteria, which may include visual and dimensional assessments to ensure it meets all specifications.

## 3. Documentation

All inspection data, including any deviations from the established standards, are completely recorded. This may involve photographic evidence, inspection reports.

## 4. Inspection decision

If the finish die plate is summarized with all requirements, it is approved for shipment. If defects are detected, corrective actions such as rework, repairs, or rejection are initiated.

## 5. Final Approval

After necessary corrections are implemented, the product undergoes a final review and, if compliant, is formally approved for delivery or shipment.

| CHECK SHEET OF FINAL INSPECTION PROCESS. | | | | | |
|---|---|---|---|---|---|
| PHN:- | | MODEL- | | HOLE SIZE:- | |
| SR NO. | STAGE | STATUS/DATE/SIGNATURE | | | YES/NO |
| 1 | VISUAL INSPECTION | | | | |
| 2 | DIMENSION INSPECTION | | | | |
| 3 | DEVIATION DETAILS | | | | |
| 4 | L.L OBSERVATION | | | | |
| 5 | ASSEMBLY INSPECTION | | | | |
| 6 | SAND BLASTING | | | | |
| 7 | HARDNESS INSPECTION | | | | |
| 8 | NICKEL COATING PROCESS | | | | |
| 9 | HARDENING PROCESS | | | | |
| 10 | NITRIDING PROCESS | | | | |
| 11 | FINAL PHOTOS | | | | |
| 12 | BEFORE PACKING PHOTO | | | | |

# Merits of Final Inspection

## 1. Ensures Product Quality

Final inspection ensures that the die plate complies with all necessary quality standards before it is delivered to the customer. This reduces the chance of shipping defective items and supports continued customer satisfaction.

## 2. Prevents Costly Returns

Identifying and resolving problems during the final stage allows unit to prevent the financial losses and damage to their reputation that can result from product returns, repairs, or replacements.

## 3. Customer Satisfaction

A comprehensive final inspection plays a crucial role in delivering a product that not only meets but exceeds customer expectations. By ensuring high quality and reliability at the final stage, it reinforces the customer's confidence in the brand, builds trust, and lays the foundation for lasting loyalty and repeat business.

## 4. Reduced Warranty Claims

Detecting defects before a product is shipped allows the company to proactively prevent potential issues in the field. This not only reduces the frequency and cost of warranty claims but also protects the brand’s reputation and ensures a more reliable experience for the customer.

## 5. Cost Efficiency

Identifying and fixing issues before products are shipped helps prevent expensive problems like repairs, returns, or recalls after the sale. This proactive approach reduces costs associated with handling defective products, improves customer satisfaction, and helps maintain a strong brand reputation, all while leading to long-term savings for the company.

# Common Methods and Tools Used in Final Inspection:

## 1. Measuring Instruments

Tools such as dial callipers, micrometres, and height gauges are used for precise measurements to verify that the product’s dimensions are within tolerance.

## 2. Testing Equipment

Depending on the product, various types of testing equipment may be used, such as electrical testers, pressure testers, or functional simulators.

## 3. Visual Inspection Tools

Magnifying glasses, magnification lights, and digital imaging may be used to identify surface defects or flaws that are difficult to detect by the naked eye.

## 4. Checklists:

Inspectors often use standardized checklists based on product specifications to ensure that all key features are tested and verified.

# PHASE–2 || QMS ||

# Strategies for improving quality norms and standards in MESPL.

A Quality Management System (QMS) is a structured system of procedures and processes designed to ensure that an organization consistently produces products or services that meet both customer expectations and regulatory requirements. The goal of a QMS is to improve the efficiency of processes, reduce waste, and ensure continuous improvement to meet or exceed quality standards

## Improved Product/Service Quality

A well-implemented QMS ensures that our products and services meet consistent quality standards, reducing defects, errors, and rework. This leads to better customer satisfaction and fulfil the requirements of customer service.

## Customer Satisfaction

By focusing on quality management, a QMS helps organization consistently meet or exceed customer expectations, which improves customer loyalty and trust & returned order and performance as per the standard.

## Increased Operational Efficiency

A QMS helps identify inefficiencies in processes and provides a framework for streamlining operations, reducing costs, and improving overall productivity by SOP, and QAP for specific models and its process during finish goods.

## Compliance with Regulatory Standards

Many industries require adherence to specific quality standards. A QMS helps organizations comply with these regulatory requirements, avoiding legal issues and penalties by testing certificates, report submission and proactive process during manufacturing.

## Continuous Improvement

A QMS fosters a culture of continuous improvement by encouraging regular reviews, observations, and feedback at all levels of running process. This helps users to adapt of changing processes and methods while manufacturing and development of new part.

## Employee Engagement and Training

QMS encourages employee involvement in quality management, which enhances teamwork, motivation, and skills development. Employees can also become more proactive in identifying and solving problems as well as it is useful for implementation of chain process by following an action plan as per the job card, report filling and qc clearance at multiple phases.

## Better Decision-Making

A QMS provides valuable data and insights about the unit's processes, making it easier for managers to make informed decisions based on accurate information as well as troubleshooting option for repair and replacement of certain parts in die manufacturing.

## Reduced Waste and Costs

By focusing on process efficiency and quality control, a QMS helps organizations minimize waste, errors, and inefficiencies, leading to cost savings with the help of precision practice and minimal rate of rework and rejection.

## Market Competitiveness

Having a certified QMS, we are looking forward for ISO 9001 in future which can enhance the organization's reputation, making it more competitive in the market and helping it stand out from competitors as well as reliable for solutions as well as targeting customer satisfactory.

## Improved Risk Management

A QMS allows to identify potential risks in their processes early on and put measures in place to mitigate those risks, improving overall stability regarding the work allocation and process identification while developing new product such as knives, die plates and adaptors.

# PHASE-3 CALIBRATION & DEFECT RATIO & NCR

## 1. Calibration and user interface for measuring instrument: -

Calibration is an essential factor for the product overall quality standards as well as the operation reliability and machine's overall accuracy during the die plate production and required quality inspection. As calibration cycle produce the verification and trust factor within machine-man-measurement chain.

| Maxwell® | Maxwell Engineering Solutions Pvt. Ltd. | | | | |
|---|---|---|---|---|---|
| **DATE:-** | **25.03.2025** | **CALIBRATION CYCLE-006 [2024-2025]** | | | |
| **SR. NO.** | **INSTRUMENT CODE** | **INSTRUMENTS NAME** | **SIZE** | **MAKE** | **QTY.** |
| 1 | MESPL-BLG-001 | BLOCK LEVEL GAUGE | N/A | INSIZE | 1 |
| 2 | MESPL-SMIC-002 | STANDARD MICROMETER | 25-50 MM | INSIZE | 1 |
| 3 | MESPL-DMIC-001 | DIGITAL MICROMETER | 0-25 MM | INSIZE | 1 |
| 4 | MESPL-DMIC-002 | DIGITAL MICROMETER | 25-50 MM | INSIZE | 1 |
| 5 | MESPL-SVC-001 | STANDARAD VERNIER CALIPER | 0-200 MM | INSIZE | 1 |
| 6 | MESPL-DIGVC-001 | DIGITAL VERNIER CALIPER | 0-200 MM | INSIZE | 1 |
| 7 | MESPL-DVC-003 | DIAL VERNIER CALIPER | 0-200 MM | HIWALT | 1 |
| 8 | MESPL-DVC-013 | DIAL VERNIER CALIPER | 0-300 MM | BAKER | 1 |
| 9 | MESPL-DVC-008 | DIAL VERNIER CALIPER | 0-300 MM | MITUTOYO | 1 |
| 10 | MESPL-DVC-005 | DIAL VERNIER CALIPER | 0-300 MM | MITUTOYO | 1 |
| 11 | MESPL-DVC-006 | DIAL VERNIER CALIPER | 0-300 MM | MITUTOYO | 1 |
| 12 | MESPL-SMIC-003 | STANDARD MICROMETER | 0-150 MM | AERO SPACE | 1 |
| 13 | MESPL-SG-001 | SLIP GAUGE | 0.5-100MM | INSIZE | 1 |
| 14 | MESPL-DI-004 | DIAL INDICATIR | 0.01MM | MITUTOYO | 1 |


**CALIBRATION CERTIFICATE**

| | | | |
|---|---|---|---|
| ULR No. | : CC222025000003657F | Discipline | : Mechanical Calibration-Dimension |
| Certificate No. | : MH/CL/25/03/768/NABL | Calibration Date | : 27/03/2025 |
| Job No. | : MH/2425/1768/10 | Due Date (Rec.) | : 26/03/2026 |
| Page No. | : 1 of 1 | Condition on Receipt | : OK |
| Item Received on | : 25/03/2025 | Date of Issue | : 28/03/2025 |
| Calibrated At. | : Laboratory | | |

Customer Name (M/s) : **MAXWELL ENGINEERING SOLUTIONS PVT.LTD.**
SHED NO.336/34/1-A,GIDC,MAKARPURA,OPP.TELEPHONE EXCHANGE, VADODARA, Gujarat Pin Code : 390010

Item Description / Nomenclature : Dial Caliper

| | | | |
|---|---|---|---|
| Range/Size | : 0 to 300 mm | Make | : Mitutoyo |
| Least Count | : 0.02 mm | Model | : 505-745 |
| Accuracy | : - | ID No. | : MESPL-DVC-006 |
| Cali.Method No. | : MHS/WI/CL/01/Rev.01 | SR No. | : 21563236 |
| | | Std. Ref. Used | : IS 16491 (Part 1) : 2016 |

Env. Cond. : Temperature 20 ±2°C Humidity 50 ±10%

Master Equipments are traceable to the National Standard

| Nomenclature | Serial No. | Id.No. | Certificate No. | Date of Calibration | Valid Upto | Calibrated At. |
|---|---|---|---|---|---|---|
| Caliper Checker | 350 | MH/CL/CC/09 | CC/24/6238 | 03/03/2024 | 03/03/2026 | CC-2421 |

External & Internal Jaw Measurement

| Master Reading (mm) | UUC Reading (mm) - External | UUC Reading (mm) - Internal |
|---|---|---|
| 20 | 19.92 | 20.04 |
| 50 | 49.92 | 50.04 |
| 100 | 99.92 | 100.02 |
| 150 | 149.92 | 150.04 |
| 200 | 199.92 | 200.04 |
| 250 | 249.92 | 250.04 |
| 300 | 299.94 | 300.06 |

Parallelism Measurement

| External Jaw Parallelism (mm) | Internal Jaw Parallelism (mm) |
|---|---|
| 0.02 | 0.01 |

Expanded Uncertainty = ± 26 µm

# New instrument Data Assessment

As per the growing quality norms of MESPL, a specific assessment and acknowledgment process is required for any new measuring instrument to ensure accuracy and user interface compatibility for all users within the company. Measuring instruments are initially procured based on requirements and are verified and approved by the QA/QC team before being handed over to the respective departments as per their needs.

| Maxwell | Maxwell Engineering Solutions Pvt. Ltd. | | | | |
|---|---|---|---|---|---|
| | MEASURING INSTRUMENT CALIBRATION REPORT | | | | |
| INSTRUMENT TYPE:- | DIAL VERNIER CALIPER | INSTRUMENT MAKE:- | INSIZE | ISSUE DATE:- | 07.04.2025 |
| INSTRUMENT CODE:- | MESPL-DVC-017 | INSTRUMENT SIZE:- | 0-300MM | DUE DATE:- | 06.04.2025 |
| INSTRUMENT MAKE CALIBRATION REPORT | | | | | |


Instrument Code: -

Coding is the pivotal factor in traceability of various instruments such as vernier callipers, micrometres and other instruments as per the storage,

DE-CODING instrument coding: -

MESPL: - MAXWELL ENGINEERING SOLUTION PRIVATE LIMITED

DVC: - DIAL VERNIER CALIPER

017: - INSTRUMENT NO. 17

# Customers complain and Root Cause Analysis

Complaints are the part of the process as per the name itself some defects and deviation acceptance were fail during the working stage, to overcome these products complain new check points, root cause analysis and NCR [non-conformance report] is to be generate for records and vigilance of mistake and observation for the correct process is implemented after process.

| Maxwell | Maxwell Engineering Solutions Pvt. Ltd. | | | |
|---|---|---|---|---|
| | Root Cause Analysis Report | Report Date:- | 12.10.2024 | |
| | | Report No:- | MESPL/QC/4107 | |
| Customer:- | Trouvain-PSC | Drawing No:- | MESPL244001 | TC Type TIC/FT-04 |
| Part Name:- | Die Plate [328X2.8MM] | Print On Die:- | MS19J000106, 328x2.8, 08-T38-40L-N, 02.20.5054 | Material:- AS RECEIVED |

**Customer Complain Pictures**


| Sr No. | Step of Product Data Analysis | | User Date | Solution Date | Remark |
|---|---|---|---|---|---|
| 1 | Identification of Problem | TIC plate has been comes out immediately when using for production | 11/10/2024 | 11/10/2024 | |
| 2 | Root Cause | A Diffusion pump was automatically deactivated (off) for 1 hour. | 12/10/2024 | 12/10/2024 | |
| 3 | Correction | Need to refurbish | 12/10/2024 | 12/10/2024 | |
| 4 | Corrective Action | Maintain preventive maintenance of all pumps and gauges. and ensure before starting each brazing cycle. | 12/10/2024 | 12/10/2024 | |
| 5 | Preventive Action | Check points are added during the cleaning process, foil cleaning will be done by ultrasonic liquid method. | 12/10/2024 | 12/10/2024 | |
| 6 | Effective Monitoring | Before inserting the TIC plate the cleaning condition will be monitored | 12/10/2024 | 12/10/2024 | |
| NOTE:- | **Different types of reson occures when difussion pump is off.**<br>**1.** Possibility of atmospheric air entering the inside of the chamber.<br>**2.** External air will cause the material to oxidize and contaminate.<br>**3.** Pump flow will be slow compare to reguler flow. | | | | |

# Defect Ratio

Defects and deviation rectification within performance will mitigate the brand name and relationship with customers which needs to be rectifed as per the norms of quality practices and SOP. NCR [Non-Conformances Report] and vigilance on same process and employee must be verified by the QC engineer.

| Maxwell | Maxwell Engineering Solutions Pvt. Ltd. | | | | | | |
|---|---|---|---|---|---|---|---|
| | Non Conformance Report | | | | | | |
| NCR NO. :- | 2410001 | DATE:- | 12.10.2024 | PRODUCT NAME:- | DIE | SALES ORDER NO:- | |
| PHN :- | 4107 | COMPLAINT TYPE:- | | REJECT/REWORK:- | REJECTED | PRODUCTION ORDER:- | |
| PROBLEM:- | DUE TO OXIDZATION TC TIPS WERE LAYED DOWN [NO DATA FOUND] | | | | | QUANTITY:- | 01 NOS. |

**PRODUCT DATA ANALYSIS**

| STEP OF PRODUCT DATA ANALYSIS | | USER CREATED | SOLUTION DATE | REMARKS |
|---|---|---|---|---|
| 1. IDENTIFICATION OF PROBLEM:- | DIE PLATE BRAZING BONDING IS FAILURE DUE TO OXIDZATION TC TIPS WERE LAYED DOWN. WHERAS DATA IS NOT FOUND FROM FURNCAE INCHARGE. | 12.10.2024 | 12.10.2024 | |
| 2. ROOT CAUSE:- | DATA ASSESMENT IS MUST REQUIRED IN EVERY FORM OF PROCESS RUN WITHIN JOBCARD. | 12.10.2024 | 13.10.2024 | |
| 3. CORRECTION:- | MAINTAINING DATA AND NECESSARY STEP IN PROCESS IS MUST BE REQUIRED FOR THE RESPONSIBLE PERSON IN WHICH DEPARTMENT NEED TO BE TAKE RESPONSIBILITY FOR WORK. | 13.10.2024 | 13.10.2024 | |
| 4. CORRECTIVE ACTION:- | NEW THUMB RULE IS APPLICABLE FOR THE ALL PERSON WHO TAKE DATA FOR ASSESMENT OF PRODUCT IN WHICH DEPARTMENT HEADS GIVEN SURITY TOWARDS THEIR WORK. | 13.10.2024 | 13.10.2024 | |
| 5. PREVANTATIVE ACTION:- | CHECK POINTS ARE ADDED DURING THE CLEANING PROCESS, FOIL CLEANING MUST BE DONE BY ULTRASONIC TESTT. | 13.10.2024 | 13.10.2024 | |
| 6. EFFECTIVENESS MONITORING:- | BEFORE INSERTING THE TIC PLATE THE CLEANING CONDITION WILL BE MONITORING AND NEEDS TO BE VERIFY BY FURNCAE DEPARTMENT. | 14.10.2024 | 14.10.2024 | |
| 7. COMMENTS :- | | | | |

| NOTE:- | |
|---|---|

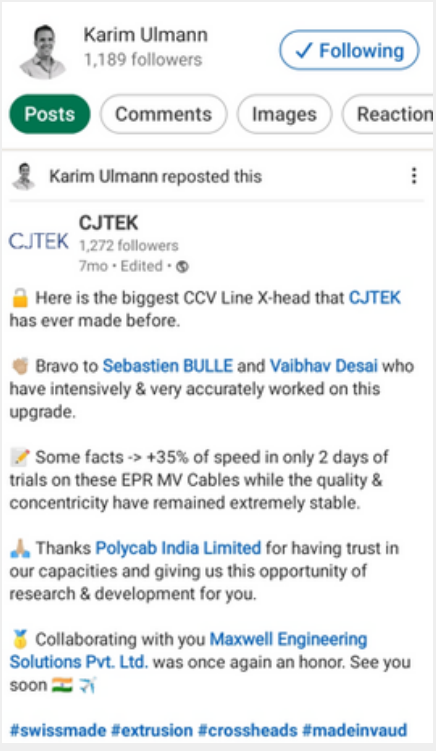
**RESPONSIBLE PERSON AND PROBLEM GENERATION STAGE**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| CNC/LATHE [P1] | | VMC 1ST SETUP | | TAPER DRILL D.R.O | | EDM/WIRE CUT | |
| CNC 2nd SET UP [P2] | | VMC 2ND SETUP | | GRINDING &POLISHING | | FURNACE | JAYESH |
| PRODUCTION DEPARTMENT | | SIGNATURE | | QC DEPARTMENT. | | SIGNATURE | |
| NISHIT PATEL | |  | | VAIBHAV DESAI | |  | |

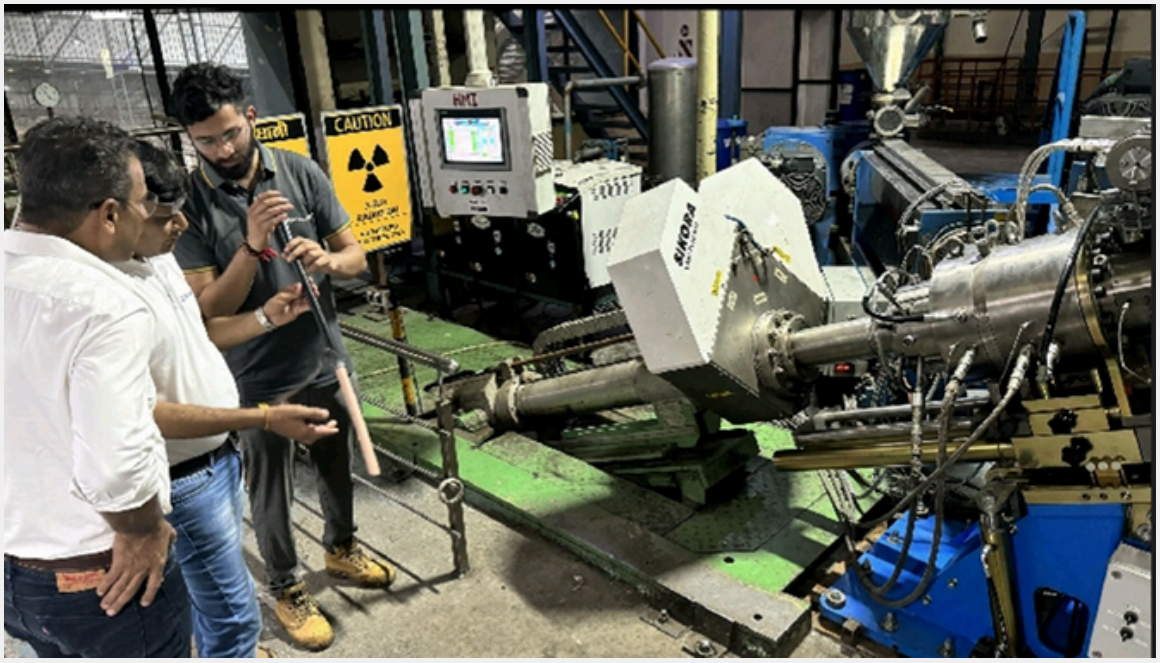
# Success story

## 1. On sight unboxing and commissioning of CJ- TEK cross head at Polycab: -

During the period from 09.10.2024 to 12.10.2024, Mr. Vaibhav (QC Head) actively supported Mr. Karim at the Polycab unit in commissioning a new crosshead, which was introduced as a replacement for the existing one. This task involved careful coordination to ensure the installation process was smooth, timely, and aligned with production requirements. Vaibhav was involved in inspecting key parameters, monitoring quality standards, and ensuring the new equipment adhered to design specifications.



His contribution during this period was noteworthy and appreciated by the team. By ensuring proper alignment and quality checks at each stage, he helped minimize potential errors and contributed to a seamless transition. This intervention not only ensured operational continuity but also set a higher benchmark for quality support during critical equipment upgrades.




## 2. Repairing of crosshead at Maxwell.

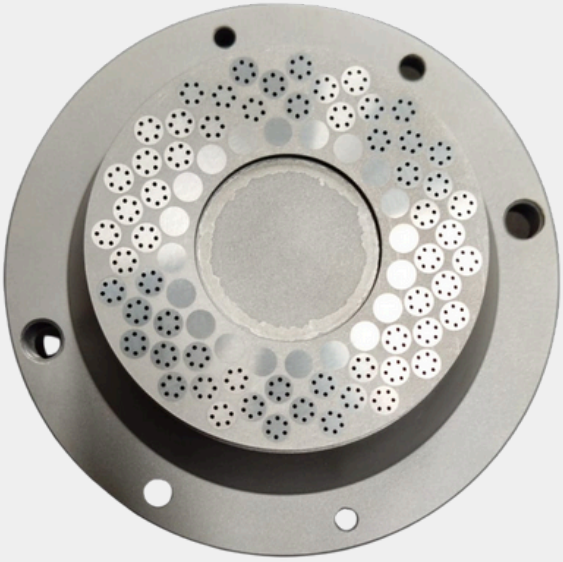
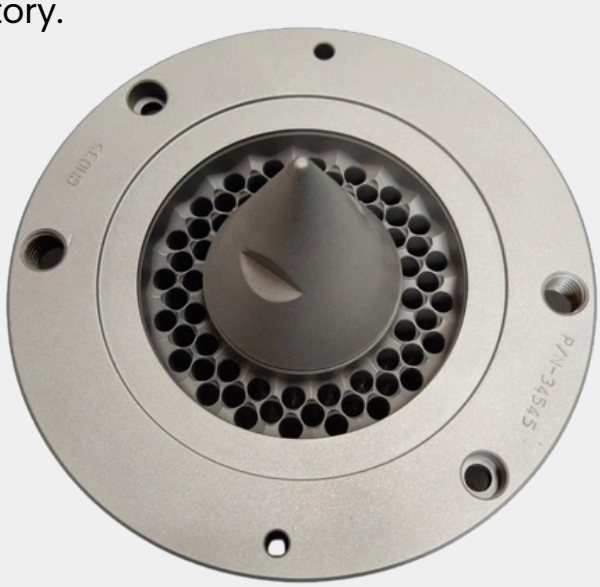
During the period from 23.01.2025 to 24.01.2025, the repairing of the crosshead at Maxwell was undertaken under the guidance of Mr. Karim. The team closely followed the standard procedures outlined by CJ-TEK, focusing specifically on the replacement of fasteners and accurate threading measurements. Each component was inspected, measured, and assembled meticulously to align with the specifications provided. The adherence to standard practices ensured precision in the reassembly process, reducing the chances of misalignment or mechanical failure.

This collaborative repair effort significantly contributed to enhancing the overall performance and operational efficiency of the crosshead. By restoring its mechanical integrity and improving the fitment of fasteners, the team ensured smoother operation, reduced vibration, and better durability during production runs. The successful execution of this task highlights the team's technical expertise, discipline in following standard guidelines, and dedication to maintaining high-quality equipment performance.



## Inspection of special die plate - (Micro hole)

The Die Plate has emerged as Maxwell's benchmark product, reflecting our commitment to precision engineering and quality excellence. With meticulous inspection and adherence to exact customer specifications, the QC team has successfully ensured that every parameter and dimension meets stringent standards. The development of these micro-hole die plates not only sets a new standard within our production workflow but also paves the way for future advancements. This achievement marks a significant milestone in our pursuit of excellence and positions the die plate as a strategic asset in Maxwell's growth trajectory.

# Human Resources Overview

The Human Resources department continues to play a pivotal role in nurturing talent, strengthening organizational culture, and aligning people strategies with business goals. Over the past year, HR initiatives have been focused on employee engagement, performance enhancement, skill development, and fostering a safe and inclusive workplace. With a strong commitment to employee well-being and professional growth, the department has implemented several programs aimed at improving productivity, retaining talent, and supporting the overall strategic vision of the company.

## Yearly Recruitment Highlights

Recruitment has remained a key focus area throughout the year as we continue to build a skilled, motivated, and culturally aligned workforce. Our hiring strategy was guided by departmental needs, upcoming projects, and long-term organizational goals. This year, our recruitment efforts emphasized both experienced professionals and fresh talent to maintain a balanced and dynamic team structure. Through structured onboarding processes and collaboration with multiple departments, we ensured a seamless integration of new joiners into our work culture.

## Department-Wise Recruitment Distribution

To meet the growing needs of various functions within the organization, a total of 34 employees were recruited during FY 2024–25. The majority of the hiring was strategically focused in the Production department, which accounted for 15 new joiners, reflecting the increased manufacturing demands and the need for skilled operators and technical support.
Here's a breakdown of new recruits across departments:

## Production – 15

Roles included CNC Operators, VMC Operators, Wire Cut Operators, Lathe Operators, Helpers, and Production Assistants, all essential for enhancing shop floor capacity and efficiency.

## Accounts – 5

Additional Account Executives were hired to strengthen financial operations and support growing transactional volume.

## Sales & Marketing – 2

Professionals were onboarded to help expand market reach and customer relationship management.

## Quality Control (QC) – 3

Recruits were added to ensure high standards of inspection and to support product quality assurance throughout the production cycle.

## Design – 1

A Junior Designer was hired to assist in die plate designing and product development, supporting innovation efforts.

## HR & Admin – 1

A new HR Executive was recruited to support employee engagement, compliance, and administrative functions.

## Operations – 1

The addition of a Manager in Operations & Admin will help coordinate internal processes and improve interdepartmental synergy.

## Company Secretary (CS) – 1

A CS was hired to ensure adherence to corporate governance, statutory compliance, and secretarial duties.

## NPD & QC – 1

A Senior Engineer - NPD & QC was onboarded to strengthen our innovation and quality framework. This role is critical for driving product improvements, supporting R&D activities, and ensuring stringent quality checks across the development cycle.

## Maintenance – 1

A Maintenance Head was recruited to lead preventive maintenance planning, reduce equipment downtime, and ensure smooth functioning of machinery, directly contributing to increased operational efficiency and production reliability.

| Name | Designation | Department | Date of Joining |
|---|---|---|---|
| THAKKAR VRUNDA | HR Executive | HR & Admin | 11.04.2024 |
| AVINASH PRAJAPATI | Account Executive | Accounts | 25.05.2024 |
| MAYUR DOD | Sales & Marketing Executive | Sales | 01.07.2024 |
| ASHOK PARMAR | Helper | Production | 01.07.2024 |
| TUSHAR TIDKE | Account Executive | Accounts | 08.07.2024 |
| SHIVAM VIMAL | Helper | Production | 08.07.2024 |
| SATISH PRAJAPATI | Lathe Operator | Production | 09.08.2024 |
| ANAND KACHHIA | Furnace Engineer | Production | 20.08.2024 |
| GIRISH YADAV | Helper | Production | 20.08.2024 |
| ABHISHEK KAYASTH | Production Assistant | Production | 26.08.2024 |
| PRAKASH ROHIT | CNC Operator | Production | 06.09.2024 |

| | | | |
|---|---|---|---|
| ADITYA SHINDE | Wire cut Operator | Production | 21.09.2024 |
| AKHIL NANDAN | VMC Operator | Production | 07.11.2024 |
| CHIRAG GHADGE | Junior Designer | Design | 11.11.2024 |
| BRIJAL PATEL | Account Executive | Accounts | 27.11.2024 |
| APEXA SHAH | Manager Operations & Admin | Operations & Admin | 02.12.2024 |
| MAHIPAT CHAUHAN | Wire Cut Operator | Production | 02.12.2024 |
| PRAKASH VANKAR | CNC Operator | Production | 03.12.2024 |
| RAJVINDER HUNDAL | Sr. Executive - Sales & Marketing | Sales | 16.12.2024 |
| KISHAN GOHEL | Jr. Quality Engineer | Quality | 19.12.2024 |
| NILESH CHAUHAN | CNC Operator | Production | 02.01.2025 |
| GOPAL CHAUHAN | CNC Operator | Production | 06.01.2025 |
| HARISH SONI | Lathe Operator | Production | 09.01.2025 |

| | | | |
|---|---|---|---|
| AJIT BARIYA | Lathe Operator | Production | 16.01.2025 |
| VIJAY SOLANKI | Helper | Production | 27.01.2025 |
| KRATI GUPTA | Company Secretary | CS | 17.02.2025 |
| AMARJEET SAHNI | Trainee | Production | 01.03.2025 |
| SUNIL PRAJAPATI | VMC Operator | Production | 01.03.2025 |
| ABHISHEK KANOJIYA | VMC Operator | Production | 03.03.2025 |
| HIMANSHU TALPADA | CNC Operator | Production | 03.03.2025 |
| RONAK PRAJAPATI | QC Engineer | QC | 06.03.2025 |
| VASANT SARLA | Sr. Engineer NPD & QC | NPD & QC | 17.03.2025 |
| Pritesh Patel | Maintenance Head | Maintenance | 17.3.2025 |

# Strategic Hiring Expansion & Consultant Collaborations

As Maxwell Engineering continues to grow, we are preparing for our major expansion and relocation to a new plant. With this expansion comes the need for a larger workforce, ensuring that we have the right talent to support our increasing operations.

## 1. Consultant Tie-ups

To streamline our hiring process and attract the best talent, we have partnered with **three highly reputed recruitment consultants:**

- **Samarth HR Consultant**
- **CIEL HR Services**
- **Priyanka Sahastrabuddhe**

These consultants have been carefully selected for their expertise in identifying skilled professionals who align with our company's vision and culture. Their support will help us in recruiting highly qualified employees across various departments, ensuring that our workforce is well-equipped to meet future challenges.

This strategic collaboration marks a significant step in our commitment in build a stronger team and reinforcing Maxwell Engineering's position as an industry leader.

## 2. Referrals & Internal Recommendations

A significant portion of our new hires came through internal referrals, reinforcing our strong employee network.

## 3. Direct Applications & Job Portals

Several candidates were recruited through online job platforms and direct applications.

# Notable Recruitments:

This year, we onboarded key professionals, including a Sr. Executive – Sales & Marketing, a Sr. Accountant, a Sr. Engineer – NPD & QC, Maintenance Head , Operation Manager, and Company Secretary who brought valuable expertise to their respective departments.

# Employee Engagement

At Maxwell, we believe that a strong and cohesive team is the foundation of a successful organization. To foster collaboration, strengthen workplace relationships, and enhance employee engagement, we have actively organized various team-building activities throughout the year.

## Monthly Team-Building Activities

To promote a positive and inclusive work culture, we have implemented a practice of monthly team-building activities, including in-house lunches and outings. These gatherings provide an opportunity for employees to interact in an informal setting, fostering stronger bonds across teams and departments.

# Annual Employee Retreat – Shimla Trip

One of the most significant highlights of the year was our 5-day employee retreat to Shimla, with 45 employees participating. This initiative aimed to reward employees for their dedication while also offering a refreshing break from their daily routines.

The company Booked flights for all employees, making it a memorable experience, especially for those traveling by air for the first time.

The trip included sightseeing, adventure activities, and team-building exercises, ensuring a balance of recreation and professional bonding.

This initiative not only boosted employee morale but also strengthened relationships among colleagues, creating lasting memories and enhancing teamwork.

# Corporate Cricket Tournament

Recognizing the importance of sports and physical well-being in the workplace, we proudly sponsored a Corporate Cricket Tournament, bringing together four different companies.

This event provided employees with a platform to showcase their sportsmanship, teamwork, and competitive spirit in a fun and engaging environment.

Beyond the competition, the tournament served as an excellent networking opportunity, allowing employees to interact with professionals from other organizations.

The enthusiastic participation and positive feedback reinforced our commitment to work-life balance and employee well-being.

These initiatives reflect our ongoing efforts to create a workplace that prioritizes employee engagement, teamwork, and a strong organizational culture. We remain committed to fostering an environment where employees feel valued, motivated, and connected.

# Annual function

At Maxwell Engineering, we firmly believe that our success is driven by the dedication, hard work, and commitment of our employees. To honour their outstanding contributions, we organized a grand annual function at Fairfield Hotel, where we celebrated their achievements and recognized their efforts in shaping the company's growth.

# Annual Celebration & Employee Recognition

This year, we hosted a Grand Annual Function at Fairfield Hotel, where we celebrated our company's milestones and recognized the dedication of our employees.

# Performer of the Year Awards

To honour outstanding contributions, we presented the Performer of the Year Awards to three exceptional employees:

🏆 First Place: Rakesh Chaudhary
🏆 Second Place: Arvind Damor
🏆 Third Place: Mehul Ray

**Rakesh Chaudhary**

**Arvind Damor**

**Mehul Ray**

Each of these employees demonstrated exceptional commitment, problem-solving skills, and a drive for excellence, making a significant impact on our company's success. Along with their awards, they were also presented with a cash prize as a token of appreciation.

## Highest Attendance Award

Dedication and consistency are key values at Maxwell Engineering. This year, the Highest Attendance Award was a tie between Rakesh Chaudhary and Rajesh Rajput, both of whom showcased exceptional commitment by maintaining the highest attendance throughout the year. They were also rewarded with a cash prize for their dedication.


**Rakesh Chaudhary**


**Rajesh Rajput**

## Special Recognition – Car Awards

As a landmark gesture of appreciation, the company gifted cars to three outstanding employees who played a crucial role in the company's growth:


**Nishit Patel (Production Manager)**

For his leadership in optimizing production efficiency and meeting high-demand targets.


**Pooja Lokhande (Accounts Head)**

For her exceptional financial planning and cost management, ensuring financial stability.


**Omprakash Yadav (Design Engineer)**

For his innovative approach and contribution to product design and development.

Their unwavering commitment and significant contributions have set benchmarks for excellence within the organization.

At Maxwell Engineering, we believe in fostering a culture of recognition, engagement, and teamwork. This year has been an incredible journey, and we look forward to continuing our commitment to employee growth, well-being, and excellence in the coming years.

The annual celebration was more than just an event—it was a reflection of our core values, where we honour the hard work and perseverance of our team members. As we continue to grow, we remain committed to fostering a culture that encourages excellence and recognizes the contributions of our employees in shaping the future of Maxwell Engineering.

We believe that a thriving workplace is one that embraces culture, tradition, and the joy of shared celebrations. Throughout the year, we organized a variety of events and festivals, fostering unity, gratitude, and an enriched work environment. These moments of togetherness not only strengthen our team spirit but also acknowledge the invaluable contributions of our employees.

## Satyanarayan Katha & Festive Dinner

To begin the year with positivity and divine blessings, we organized a Satyanarayan Katha at our office. This sacred ceremony allowed employees to come together in devotion, reinforcing our commitment to spiritual well-being and gratitude. Following the prayer, a grand dinner was arranged at Octant Pizza, where employees enjoyed an evening of togetherness and bonding outside of the workplace. This event marked the beginning of a prosperous and successful year ahead.

## Family Garba Night

Navratri is a festival that represents energy, devotion, and unity. To celebrate this vibrant festival, Maxwell Engineering hosted a grand Garba night at Dwarkesh Party Plot, inviting not just employees but also their families. More than 250 people attended the event, making it one of our most engaging celebrations of the year. The event was filled with music, dance, and laughter, as everyone participated in the traditional Garba. The company ensured that every guest felt welcome by arranging refreshments and gifts, making the event truly memorable.

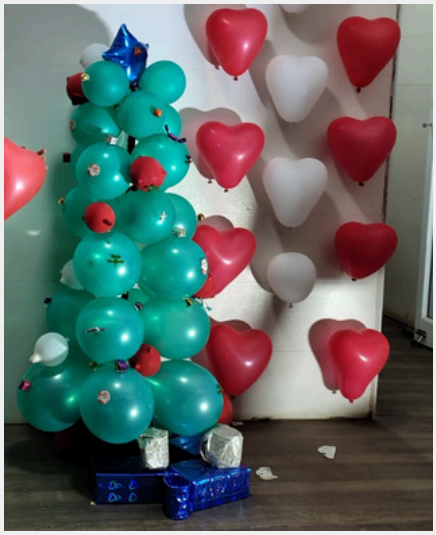

## Dussehra Festivities

On Dussehra, a festival symbolizing the victory of good over evil, the company arranged a special treat of Jalebi and Fafda for all employees. This delicious tradition was embraced by everyone, and it was a heartwarming moment to see our team enjoy this festive delight together.

# Diwali – The Festival of Lights & Gratitude

Diwali at Maxwell Engineering was celebrated with great enthusiasm and joy. The office was beautifully decorated with lights and rangolis, creating a festive atmosphere. A special gift and sweet distribution were arranged for all employees as a token of appreciation for their dedication and hard work. Employees also got to enjoy a firecracker celebration, bringing excitement and joy to the festival. The spirit of Diwali was truly felt as the entire team came together to celebrate the festival of prosperity and success.


# Christmas – Spreading Joy & Togetherness



Christmas was another delightful occasion where the entire Maxwell Engineering team came together to celebrate. The company arranged a special Christmas lunch, ensuring that everyone could enjoy a festive meal together. The atmosphere was filled with holiday cheer, as employees shared laughter and good times. The event reinforced the company's commitment to inclusivity and creating a warm workplace environment.


# Women's Day – Honoring the Strength & Dedication of Our Female Employees

At Maxwell Engineering, we strongly believe in empowering and recognizing the contributions of our female employees. On International Women's Day, we celebrated the incredible dedication and achievements of our female workforce by honouring them with a special award. This initiative was a gesture of gratitude for their hard work, leadership, and commitment to excellence.


# ·Holi – A Festival of Colors & Togetherness

Holi, the festival of colours, was celebrated with great enthusiasm and joy. The company arranged traditional snacks and Thandai for all employees, creating a lively and fun-filled atmosphere. Employees embraced the festive spirit, strengthening bonds and making wonderful memories


# Corporate Social Responsibility – River Cleanup Drive

At Maxwell Engineering, we take pride in not just our industrial achievements but also in our commitment to the environment and the community. This year, as part of our Corporate Social Responsibility (CSR) initiatives, we organized a river cleanup drive at Mahisagar River following Ganesh Chaturthi.

Understanding the environmental impact of festival celebrations, our employees voluntarily came together to clean the river, ensuring that our traditions remain in harmony with nature. This initiative reinforced our dedication to sustainability and environmental responsibility, reflecting the values that drive Maxwell Engineering.

As we continue our journey of growth, we remain committed to contributing to society in meaningful ways. This cleanup drive is a step towards a more sustainable and responsible future, and we look forward to undertaking more such initiatives in the coming years.

# Training & Development

# Soft Skills Training

At Maxwell, we believe that technical expertise must be complemented by essential workplace skills to achieve professional success. To support our employees' overall development, we conducted our first-ever Soft Skills Training session, focusing on key aspects that contribute to personal and professional growth.

## Understanding Soft Skills

Employees were introduced to the importance of soft skills in professional settings, including adaptability, teamwork, leadership, and problem-solving.

## Workplace Etiquette

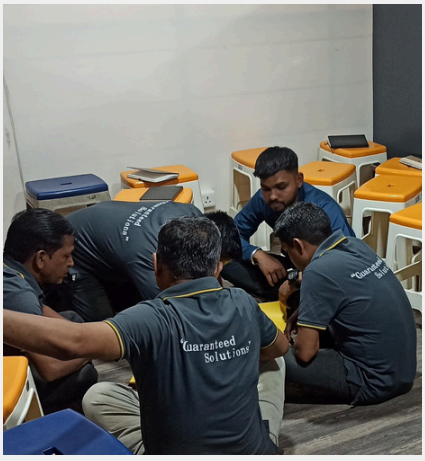
The session emphasized the significance of professionalism, time management, and positive work ethics.

## Emotional Intelligence

Employees learned how to manage stress, handle workplace conflicts, and build strong professional relationships .

## Interactive Learning

Through engaging activities, real-life scenarios, and group discussions, participants gained valuable insights into enhancing their soft skills.



By integrating soft skills development into our workplace culture, Maxwell is fostering a dynamic and efficient workforce that can adapt to challenges and contribute to the company's long-term success.

# Communication Skills Training

Recognizing the vital role of communication in a professional environment, we organized a dedicated Communication Skills Training session for our employees. This session aimed to enhance clarity, confidence, and effectiveness in workplace communication.

Following this, we recognized that Communication Skills were another critical area that needed attention. To bridge this gap, we organized a dedicated Communication Skills Training, which focused on:

## The Importance of Communication

Employees learned how effective communication improves teamwork, enhances productivity, and prevents misunderstandings in the workplace.

## The Right Way to Communicate

This segment covered verbal and non-verbal communication, active listening, tone of voice, and structuring messages for clarity.

## Barriers to Communication

We addressed common obstacles such as language barriers, misinterpretations, lack of attention, and workplace distractions, and provided strategies to overcome them.

# Email Etiquette

Following our Communication Skills Training, we, as the HR team, recognized that written communication is a crucial skill for professional success. To ensure that our employees excel in formal communication, we organized a specialized training session on Email Etiquette.

## The Importance of Written Communication

Employees were introduced to the role of emails in professional interactions and how they contribute to a company's reputation.

## Structuring an Effective Email

The session covered key components such as subject lines, salutations, body content, and proper closings to ensure clarity and professionalism.

## Creating a Lasting Impression

Our trainer, **Ms. Saloni Seth**, emphasized how a well-written email can positively impact business relationships and client perceptions.

## Common Email Mistakes & Best Practices

Employees learned about common errors to avoid and best practices for tone, clarity, and conciseness in emails.

Through this training, Maxwell aimed to enhance the professionalism and effectiveness of internal and external communication, ensuring that every email reflects our company's values and standards.

# CPR Training

At Maxwell, safety is our top priority, especially in a factory environment where employees work with machinery and equipment daily. To reinforce workplace safety, we organized a CPR Training for all employees.

In this session, medical professionals conducted an in-depth training on CRM, emphasizing its importance in emergency situations. They explained how immediate and correct response techniques can save lives in case of sudden health crises such as cardiac arrest or workplace injuries.

## Theoretical Learning

Employees were educated on the fundamentals of CRM, including when and how to perform CPR, the role of first responders, and basic life-saving techniques.

## Live Demonstrations

The doctors demonstrated CPR techniques, proper use of first-aid kits, and handling of workplace emergencies.

## Hands-on Practical Training

Employees were given the opportunity to practice these techniques under expert supervision, ensuring they gained confidence in handling real-life emergency situations.

This training not only enhanced employees' knowledge of emergency response and safety protocols but also empowered them to act swiftly and effectively in critical situations. Maxwell remains committed to conducting regular safety training sessions to ensure a secure and well-prepared workforce.

# Employee Welfare Initiatives

## New HR Policy: Short Leave

At Maxwell, we continuously strive to create a work environment that prioritizes both efficiency and employee well-being. This year, we introduced a Flexible Work Hours Policy, allowing employees to take short leaves of up to 4 hours per month without affecting their full-day or half-day work schedules.

### Why This Change?

We recognize that employees may need time for personal commitments, medical appointments, or urgent tasks. Rather than requiring them to take a full day or half-day leave, this policy enables them to manage their time more effectively without disrupting their work.

## Key Highlights of the Policy:

### Short Leaves

Employees can avail up to 4 hours of short leave per month.

### Work-Life Balance

Encourages a healthy balance between professional and personal life.

### Enhanced Productivity

Ensures that small personal commitments do not result in unnecessary loss of work hours.

This initiative reflects Maxwell's commitment to employee-friendly policies, ensuring that our workforce remains both motivated and productive while having the flexibility they need.

## Work-from-Home Flexibility in Special Cases

As a manufacturing company, Maxwell requires most of its employees to be physically present at the workplace. However, understanding that exceptional situations arise, this year we introduced limited work-from-home flexibility for specific cases.

## Why This Initiative?

While our operations demand an on-site presence, there were instances where employees faced unavoidable personal commitments or health concerns. To support them while ensuring work continuity, we allowed remote work in select cases.

## Case-Specific Allowance

Work-from-home was permitted in special circumstances where physical presence was not mandatory.

## Ensuring Productivity

Employees were given secure access to necessary resources to maintain workflow efficiency.

## Work-Life Balance

This initiative helped employees manage personal responsibilities without compromising their work commitments.

This approach reflects Maxwell's commitment to employee well-being and adaptability, ensuring that our team remains supported and productive, even in challenging situations.

# Health and Wellness Programs

At Maxwell, we prioritize the health and well-being of our employees. As part of our proactive approach to workplace safety and employee wellness, we organized a medical camp before our annual trip.

## Tetanus Vaccination Drive

Since many of our employees work closely with metal and machinery, they are at a higher risk of minor cuts and injuries. To safeguard their health, we arranged for a TT (Tetanus Toxoid) vaccination camp, ensuring that everyone was protected against infections.

# IT/Technology

As part of our commitment to innovation and continuous improvement, this year we made significant advancements in our IT infrastructure by introducing four powerful software solutions tailored to support our growing operational needs:

## Greythr

A comprehensive human resource management system that streamlines employee data, attendance, payroll, and performance tracking, helping our HR team operate with greater efficiency and transparency.

greytHR is a cloud-based HRMS and payroll software that simplifies and automates essential HR functions. It offers a wide range of features including employee data management, payroll processing, attendance tracking, onboarding, offboarding, and compliance reporting — all in one integrated platform.

With a strong focus on employee engagement and ease of use, greytHR also provides self-service tools and learning resources for HR professionals.

## CRM (Customer Relationship Management)

Our OctaBees CRM software integrates various departments and functions across the business, fostering better communication, smoother collaboration, and faster decision-making. By centralizing customer data and processes, it optimizes workflows, streamlines order processing, and ultimately enhances customer satisfaction.

The system automates and simplifies tasks, reducing manual efforts and minimizing errors. With centralized workflows and real-time visibility, OctaBees CRM helps eliminate duplicate work, control labor costs, and improve inventory management, making operations more efficient and effective.

# NX Compro

A powerful tool for advanced CAM programming, NX Compro supports complex manufacturing operations with precision, allowing us to optimize CNC processes and reduce production lead times.

The NX logo is widely recognized within the engineering and manufacturing industries as the emblem of Siemens NX, a powerful, integrated suite of CAD, CAM, and CAE tools. This software is used globally by designers, engineers, and manufacturers to handle everything from 3D modeling and simulation to precision machining and manufacturing process planning.

Representing innovation, precision, and performance, the NX logo is more than just a visual identity — it symbolizes advanced engineering capabilities and digital transformation in product development. The vector format of the logo is particularly useful for high-resolution applications such as presentations, marketing materials, and technical documentation, ensuring clarity across digital and print platforms.

# Solid Edge

This 3D CAD software enables our design and engineering teams to create, simulate, and validate product designs with high accuracy. It supports faster product development cycles and improves collaboration across departments.

Solid Edge is a robust 3D computer-aided design (CAD) software developed by Siemens Digital Industries Software, designed to support the complete product development cycle. From 3D modeling and simulation to manufacturing and data management, Solid Edge provides a comprehensive suite of tools that cater to modern engineering needs.

# Expansion and Future Growth

As part of our strategic growth plan, we are excited to announce the relocation of our operations to a new plant at Wagodiya GIDC. This move is a significant step in supporting our long-term objectives and expanding our production capabilities. We have recently purchased new plant - 938, 939, and 940, which will play a key role in this transition.

The construction work at the new site is already underway, and we are preparing to gradually scale up production capacity throughout the year. This expansion not only reflects our commitment to meeting the increasing demand for our products but also solidifies our position as an industry leader in the UWP aftersales market. With the new facility, we aim to enhance efficiency, drive innovation, and maintain our high standards of quality, all while fostering continued growth in the years to come.

As part of our vision to scale new heights and meet future goals, we are proud to announce our ongoing expansion at Wagodiya GIDC, where we have acquired plant numbers 938, 939, and 940. This strategic move marks a new chapter in our journey and is aimed at significantly increasing our production capacity over the coming months.

To support this growth, we have also placed orders for a range of advanced machinery, including Wire-Cut, EDM, VMC, CNC Lathe, DRO, Furnace, and more. The addition of this state-of-the-art equipment will not only boost our efficiency and precision but also empower us to serve a growing global demand.

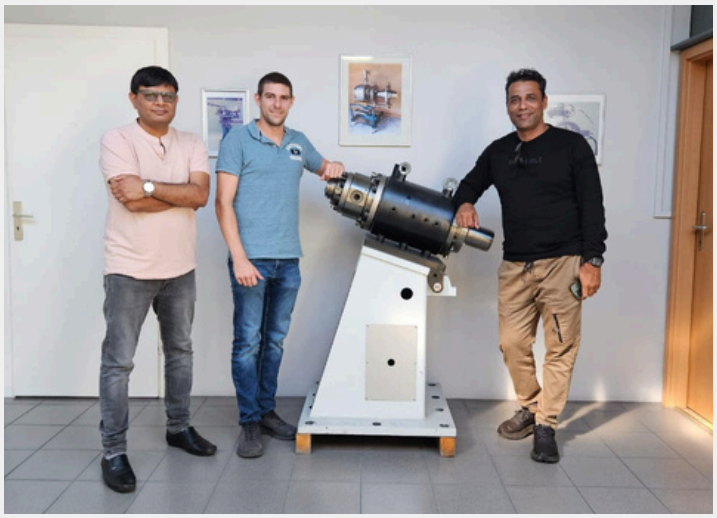
With the new facility and upgraded infrastructure, we are positioning ourselves to cater to markets worldwide, while maintaining the high quality and reliability that define our brand. This expansion is a reflection of our commitment to progress, innovation, and delivering excellence on a global scale.

As we close this remarkable year, we carry forward the momentum with renewed energy and purpose. Our achievements are not just milestones—they are stepping stones to a future of even greater potential. With a strong foundation, a clear vision, and an expanding footprint, we are confident that the coming year will open up new opportunities, deeper customer relationships, and continued success.

Together, with the support of our dedicated team, partners, and stakeholders, we look forward to building a future that is not only sustainable and innovative but also inspiring.

# Maxwell Picture Gallery


TEXAS EXTRUSION SERVICE
Serving the Plastics Industry for Over 40 Years!
Services Offered
Products Offered
Maxwell
Die plates for Underwater Pelletizing Systems to produce PET/Polyolefins resins
Oil heated die plate



# THANK YOU

Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please don't hesitate to reach out to us.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