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SAHIMVAD

ISSUE 7 : OCTOBER- DECEMBER 2023

MOGA - TALLEWAL NH71 (NEW NH52), PUNJAB

3. Director's Desk | 4. IRC and New Office Inauguration | 5. From the Desk of President & COO | 7. Site Activities | 9. Know Your Leader |
11. Employee Engagement Activities @ HO | 15. Employee Corner | 18. Quiz | 19. Shraddhanjali & Editorial Team



Late Shri Vithalbhai Patel
Founder

HE BELIEVED... WE ACKNOWLEDGED

“Employees are our brain, hands and legs,
treat them as our own limbs”

AS OUR HRD POLICY

“Never compromise on quality for
economic benefits”

AS OUR MARKETING & QUALITY POLICY

“Feedback from grass root level is valuable,
respect it”

AS OUR MANAGEMENT POLICY

“Account each penny, donate generously”

AS OUR FINANCE POLICY

“Treat creditors as assets, not as liabilities”

AS OUR BUSINESS POLICY

HIS VISION

At Patel infrastructure Ltd. What drives us is a vision of excellence by creating our unique mark as a leading infrastructure and real-estate company. With active contribution to economic prosperity and high standards of our own benchmarks, We strive towards the zenith.

OUR MISSION

We are on a well-structured path to raise living standards across the country through innovative infrastructure and real estate solutions. It is also our dream to take our company to great heights, while being a symbol for genuine quality, trust and prosperity.

Director's Desk

Mr. Parth Patel
Director (Commercial)



Dear Patel Family,

As we navigate the dynamic landscape of our industry, I am pleased to connect with each one of you through the pages of Samvad magazine. Our success is rooted in the dedication and hard work of our exceptional team.

At Patel Infrastructure Ltd., we understand that a thriving workplace is built on a foundation of strong employee engagement. Throughout the year, we have implemented various activities to foster teamwork, innovation, and a positive office environment. From team-building events to skill development workshops, we are committed to nurturing your professional growth and well-being.

Our offices are not just spaces for work; they are hubs of collaboration and inspiration. We prioritize an inclusive culture that values diversity and encourages open communication. Your ideas and contributions are vital to our collective success, and we are dedicated to providing a supportive atmosphere where each one of you can excel.

As we look ahead, let's continue to embrace challenges, celebrate achievements, and work together to elevate Patel Infrastructure to new heights. Thank you for your unwavering commitment and hard work.

Best regards,

82nd Indian Road Congress Annual Session

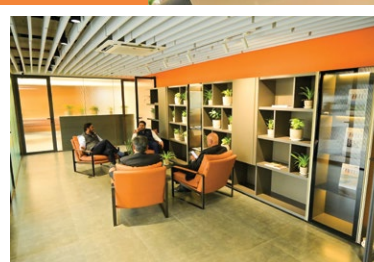


PIL's remarkable achievement in setting a world record took center stage at the 82nd Annual Session of the Indian Road Congress in Gandhinagar. During the event, Mr. Krishna Mohan Dixit, the President and Chief Operating Officer, presented a thorough overview, delving into the intricacies of the program. This presentation underscored the company's unwavering dedication to innovation and excellence in road construction.



New Corporate Office in Ahmedabad

Patel Infrastructure Ltd. marked a momentous milestone with the inauguration of its new corporate office in Ahmedabad on December 11th. The state-of-the-art facility symbolizes our commitment to excellence and innovation in the infrastructure sector. Strategically located in Ahmedabad, a thriving hub, the office reflects our dedication to fostering growth and collaboration. This dynamic space embodies our core values, providing a conducive environment for ideation and strategic planning. As we expand our footprint, the Ahmedabad corporate office stands as a testament to our company's vision for a sustainable and prosperous future in the infrastructure domain.





Mr. Krishna Mohan Dixit
President & COO

Leadership- Role in Change Management

“Change is Inevitable-There is nothing wrong in change, if it is in the right direction”

Times of transition always means a change. Leadership is not about merely riding inevitable change or even using it to gain an advantage. Rather leadership is about serving others by harnessing and driving change.

Real leaders do not accept current constraints and conditions or “the way things are”; instead, they understand that their main goal is to challenge the status quo and change the order of things for better tomorrow. However, leaders are realistic and realize that change is always difficult even for positive and effective changes, perhaps changes like this which are overdue for a long span of time, Change is always difficult to achieve and consume Time for implementation.

In short, change management is a process that

supports the continuous improvement of project-driven organizations by controlling and monitoring changes to ensure they don't negatively impact the success of the project. To be effective, change management needs to be a part of each step of a project as well as an ongoing process throughout all stages of that project, including the planning and execution phases.

Change, even when necessary, is always met with resistance and resentment. There are always obstacles, even failures, when you take on something new. The initial enthusiasm for change, which creates momentum and support, can disappear as things become more complex.

In the phase of transition some key questions will always arise for every leader like - **“How much change?” “What should change?” and “When should it change?”**

Priority and sequence are very vital, if too much is attempted too soon, failure will inevitably occur and motivation and support will be lost. Change programs cannot be successfully implemented without adequate planning and organizational readiness. The truth is, trying to do too much and tackle everything at once is just as dangerous to successful change as doing little and waiting too long.

Although successful change does not require unanimity, it does require a great deal of support. Resistance to change is always present and often comes from people who are afraid of losing something important when change occurs. For all these reasons, wise leaders always ask another set of questions, often forgotten, but no less important: “What continues to serve us well?” or “What have we done that will benefit us again?” or “What else can we be proud of and celebrate?”

Even when transnational change is a necessity, certain aspects of any situation, group, or organization already exist and should be kept intact because they will serve the future well. A leader has the courage to tackle change and the wisdom to keep some things the same and intact. A leader makes a strong case for change while honoring all the contributions, people, habits, values and processes that existed before the

transition and will continue to bring strength. It's easier for all of us to let go of some things when we know we can hang onto others.

Organizational success requires constant change. Business processes need to be improved, optimized, and streamlined constantly in order to remain competitive in a marketplace that's constantly changing.

Organizations that don't adapt and change with their environment can quickly become obsolete, losing their competitive edge and possibly going out of business altogether.

To a great extent, change management is the practice of facilitating the cultural changes necessary for an organization to improve its business processes and meet the needs of a dynamic marketplace.

One of the key reasons why change management is important to organizational success is that it increases employee engagement and satisfaction. Change management helps people navigate an organization's transitions, so they can feel engaged with the changes being made and be better able to adjust to them.

Change can be for the better, and if you're a project manager, it's your job to make sure that what your team aligns with the company's change plans, which will benefit everyone in the end.

“Change hurts. It makes people insecure, confused and angry. People want things to be the same as they've always been, because that makes life easier. But, if you're a leader, you can't let your people hang on to the past.

”



Swachata Pakhwada Program @ DVE30

DV 30 celebrated Swachta Pakhwada Program on 2nd October, where dedicated employees actively participated in on-site cleanliness initiatives. Demonstrating commitment to cleanliness and hygiene, the team contributed to fostering a healthier and cleaner environment.



National Unity Day Celebration @ DVE30

DV30 marked National Unity Day on October 31, 2023, commemorating the birth anniversary of Sardar Vallabhbhai Patel. The event included a special celebration and the taking of the 'Meri Mitti Mera Desh' safety oath, emphasizing unity and commitment to the nation.



Safety Meeting @ DVE30

DV30 prioritized worker safety in a recent safety meeting, focusing on continuous improvement measures. The session addressed key safety protocols, risk mitigation strategies, and encouraged open communication to ensure a secure work environment.



Safety Training at Surat Metro Project

Surat Metro Project prioritizes safety with robust practices: Job-specific training by third parties, internal training initiatives, AIDS Awareness Day, ISO Certification by external agencies, regular P&M inspections, 96 hours of comprehensive training for new workers, certification distribution, pre-employment medical health checkups, and LASA site visits.



SS Group of Institutions College Student Visit Our GEP Camp-3 for Industrial Training.

SS Group of Institutions students experienced a transformative industrial training at GEP Camp-3, merging academia with industry. Guided by experts, the program emphasized practical skills, enriching students and aligning them with industry needs. This initiative exemplifies the institution's commitment to producing industry-ready professionals, marking a pivotal step in shaping a future-ready workforce.





Mr. Nikunj Shah
Chief Financial Officer

Mr. Nikunj Shah, joined the company in November, 2023. He is designated as Chief Financial Officer. He is Chartered Accountant & Company Secretary of 1996 batch. Prior to joining our company, he was associated with Sintex Industries Limited. He has over 26 years of experience in working with companies like Nirma Ltd., Torrent Pharmaceuticals Ltd., ICICI Bank Ltd., Credit Agricole Corporate & Investment Bank and Shirpur Power Pvt. Ltd. His area of expertise is Finance, banking, accounts and stress resolution. He has worked with both corporate and bank, giving him perspective of fund raising from both side of the table. As a banker, he has managed relationship with large corporate of Gujarat. He has worked in varied sectors like FMCG, Pharmaceuticals, Banking, Power, Oil & Gas and Textiles and thus has gained varied industry experience. He has also developed good expertise in stress resolution and financial restructuring.

1. Your Career journey @ PIL.

Ans. I have joined PIL on 1st November, 2023 as CFO of the Company. I appreciate the welcome given by PIL. It has been a good journey so far and I am trying to understand my job. My Superiors, team members and colleagues have been extremely supportive.

2. What are the strengths of PIL?

Ans. Company is 50 years old and has very thorough understanding of its business. Promoters have blend of both experience and youth. Company has good resources and has very good platform to grow from this juncture.

3. What are your Leadership beliefs?

Ans. Leading by example, balancing vision and execution, welcoming optimism, leading with integrity, embodying honesty, maintaining focus, showing respect and investing in others.

4. What are your likes & dislikes?

Ans. I like nature, good food and playing and watching sports. I dislike concrete jungle.

5. What is your success Mantra?

Ans. Blend of Hard work, Passion, knowledge, family support and belief in Almighty.

6. What are your hobbies?

Ans. Gardening and Travelling

7. What is view on the future growth of Infrastructure industry?

Ans. India is placed in a very exiting phase, where Country will grow exponentially. There will be paradigm shift in the Country's Infrastructure. We have Visionary PM and stable Government. We have young and energetic youth with lot of aspirations. Similarly, World wants to invest in India. In this scenario, we have huge scope of growth in Infrastructure. Future of Infrastructure growth is very bright, be it Roads, Railways, Metro, Telecom, power, Ports or Airports. Government focus on Infrastructure creation is on its peak. We at PIL have rich experience in Road and building sector. We are now focusing on Metro, Railways and ropeways projects and creating infrastructure for the same. In coming years, there are

lot of opportunities in Infrastructure sector and we at PIL should encash the same. We should also be careful in this very competitive era.

8. How do you maintain work life balance?

Ans. We should maintain work life balance. Maintaining work life balance increases productivity. Generally, I try to complete my job during office hours and give balance time to my family. I also take annual vacation leave, to rejuvenate one self and spend time with family. But again, when organization needs my extra time and efforts, I am there to slog. Similarly, if I have some personal exigency, I attend the same with equal responsibility.

9. Your views on vision, mission and philosophy of PIL.

Ans. Our Founder Sir has based on his experience

given us a great vision and the mission, which we should keep in mind with dealing with our stakeholders

10. Your message to team PIL.

Ans. My message to team PIL would be to complete the projects on time, optimize the use of resources, cut cost and increase the profitability. We need to work harder and in a focused manner to take PIL to greater heights.

11. Any other thoughts, you wish to share

Ans. Focus on MPR to excel as manager. Where M stand for Mental growth, one should continuously upgrade his/her technical/domain knowledge. Second is Physical, where one should focus on one's health and give at least half an hour for physical exercise and wellbeing. Third is relationship, one needs to focus on relationship. In commercial world, maintaining healthy relationship with various stakeholders can give great result. So continuously invest in MPR for growing as a Manager.



Our Chairman- Shree Pravinbhai Patel's Birthday Celebration

Heartfelt celebrations unfolded at the Head Office as we joyously marked Chairman Shree Pravinbhai Patel's birthday. An occasion filled with warmth, gratitude, and wishes for our esteemed leader.



Navratri Celebration

Office premises came alive with vibrant colors as we celebrated Navratri on **October 23, 2023**. The festive spirit soared with a Best Garba Competition and Best Costume Competition for both male and female participants.



Winners

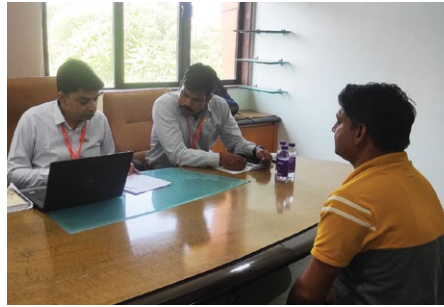


Best Costume Competition:
Male- Karan Shah, Female-Sachi Patel

Best Garba Competition:
Male- Sanjay Makwana , Female- Dhara Pandya

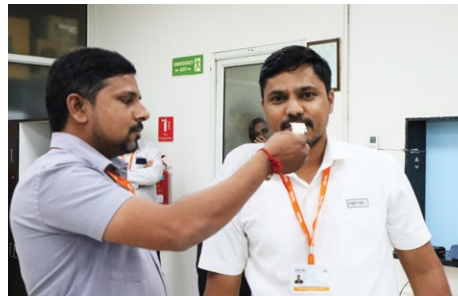
Walk-In Drive

On **October 29, 2023**, we conducted a successful Walk-In Drive for recruitment at Patcon House, Anand. Collaborating with the entire HR and PIL team, we reached out to over 100 candidates, predominantly from various departments such as Technical, Billing, Stores, Purchase, IT & SAP, S & V, Liaison, Mechanical, HR, Finance & Accounts and Public Relations, fulfilling both Head Office and other site requirements in a single-day event.



Birthday Celebration in October 2023

Our office came alive with the festive spirit of birthdays. Colleagues united to celebrate the special moments, transforming the workspace into a hub of joy. Vibrant decorations set the stage for surprise festivities, creating an atmosphere filled with laughter and shared happiness. Personalized wishes and thoughtful gestures illuminated the day, making each birthday celebrant feel truly valued.



Strategic Partnership: BVM and PIL Elevate Collaboration

On **October 31, 2023**, a key meeting unfolded at Birla Vishvakarma Mahavidyalaya (BVM), featuring Prof.(Dr.) Indrajeet Patel, Principal of Charutar Vidya Mandal. The discussions focused on advancing the partnership between BVM and PIL, covering graduate recruitment, internships, semester deployment, testing, and consultancy services. This dynamic interaction exemplified the commitment to strengthening ties between academia and industry, propelling both institutions towards collaborative growth in education and professional development.





Coffee Talk on Graduate Expectations

On **November 2, 2023**, GSFC University's Faculty of Management Studies engaged in a dynamic "Talk over Coffee" at our Vadodara Corporate Office. The discussion delved into the topic of "Expectations of Industry HR Professionals from Newly Graduated Students." This insightful exchange aimed to bridge academia and industry, fostering a collaborative understanding between educators and HR professionals for the benefit of future graduates.

Diwali Celebration

On **November 10, 2023**, our office transformed into a festive haven as employees embraced traditional wear for a vibrant Diwali celebration. The day featured a serene Lakshmi puja, uniting the team in prayers for prosperity. The rich tapestry of traditional attire added a splash of color, creating a visually enchanting atmosphere.



Birthday Celebration in November 2023

Our office lit up with birthday celebrations, honoring employees born in this special month. The air buzzed with camaraderie as colleagues came together, sharing laughter and sweet moments. These gatherings not only celebrated birthdays but also strengthened the bonds that make our workplace a truly joyful community.



Sahid Diwas

In a poignant tribute, we commemorated Vijay Diwas on **December 16th**, reflecting on India's historic 1971 war victory. Col Parashar (Retd.) presented poignant war highlights, honoring the courage of soldiers.



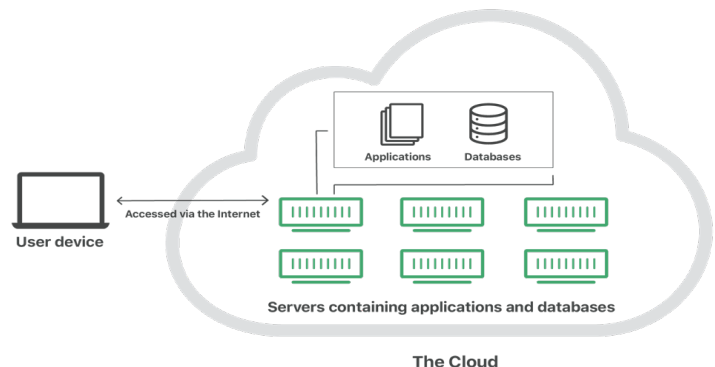
Health Talk

An enlightening health talk held at our office on **December 12th** with Dr. Nitin Patel from Zydus Hospital, focusing on obesity and weight management. The dress code in black added a touch of unity to the informative session. Dr. Patel shared effective strategies for a healthier lifestyle, emphasizing well-being. This event underscored our commitment to employee health, bringing valuable medical insights directly to our workplace.

CLOUD COMPUTING

CLOUD

We often come across a new term these days “Cloud” whenever we use or talk about technology. Cloud is not a physical entity but a vast network of remote servers which are connected with each other across globe. Cloud servers are located in data centers all over the world. By using cloud computing, users and companies do not have to manage physical servers themselves or run software applications on their own machines.



The cloud servers are designed to either store or manage the data, run day to day applications on it, or deliver service like audio – video streaming. The information is available anywhere you go that is why a user can log in to their Instagram account on a new phone after their old phone breaks and still find their old account in place, with all their photos, videos, and conversation history.

From the business point of view cloud technology can be deployed in 4 ways –

- **Public Cloud** – It allows to share resources and offers services over the internet
- **Private Cloud** – it does not allow to share and offer services over a private internal network
- **Hybrid Cloud** – This is a mix of public and private cloud
- **Community Cloud** – It shares resources only between organizations specially government institutions

For businesses, switching to cloud computing removes some IT costs and overhead. This especially makes an impact for small businesses that may not have been able to afford their own internal infrastructure but can outsource their infrastructure needs affordably via the cloud. The cloud can also make it easier for companies to operate internationally, because employees and customers can access the same files and applications from any location

FEATURES

The main characteristics of cloud are as follows –

- On demand self-service – it is available to users on click of button
- Resource Pooling – More users can use at the same time
- Scalability and rapid elasticity – Optimisation of work loads
- Pay per user pricing – helps in reducing cost at large scale

- Measured service – Monitoring and reporting is easy
- Security – Cloud vendors has the best security experts
- Broad Network Access – Data can be downloaded, used and shared from anywhere

The top tier 1 vendors offering cloud services are – AWS by Amazon, GCP by Google and Azure by Microsoft. Top global companies have engaged themselves in managing the cloud services worldwide.

SERVICES

There are 3 main models

1. Infrastructure as a Service (IAAS) – It provides users with compute, networking and storage resources
2. Platform as a Service (PAAS) – It provides users with a platform on which applications run
3. Software as a Service (SAAS) – It delivers a software application. Typically, these are web applications
4. Function as a Service (FAAS) – It helps developers build, run and manage app packages as functions without maintaining infrastructure.

The common cloud services example which we use in our day to day life are – Email, Dropbox, G Suite, WhatsApp, Facebook, Instagram, Slack, Amazon Alexa etc.

The cloud is the most secure places to store data and information and is widely implemented in companies to run businesses more smoothly and efficiently.

Stay tuned for more information and updates on Digital Transformation!!

Mr. Sandeep Pote

Sr. General Manager (IT & SAP)

SPEAKING BRIDGE

Introduction: The Importance of Talent Management in Infrastructure Companies



The talent war among organizations has become increasingly important for infrastructure companies as they strive to hire and retain top skills. By securing and maintaining top talent, infrastructure companies can achieve greater revenues, profit, and overall success. However, research shows that there is a deficit of top talent in leadership positions, with only 10% of companies reporting that they are able to retain their top talents. This shortage of top talent highlights the need for infrastructure companies to focus on their human resource strategies to attract and retain highly skilled individuals. ## The Changing Landscape of the Workforce

To address this issue, infrastructure companies must understand the significance of the talent war and its impact on achieving long-term ambitions of organizational competitiveness, sustainability, and survival. Research findings indicate that a staggering 65% of executives and managers report a deficit of top talent in leadership positions. This deficit not only hinders the company's ability to achieve its goals but also puts it at a disadvantage in a fiercely competitive market.

In light of this talent shortage, infrastructure companies need to create an environment that fosters employee well-being. This includes providing adequate support, recognition, and opportunities for growth and development. By prioritizing employee well-being, infrastructure companies can attract and retain top talent, ensuring the long-term success of the organization. ## Importance of Retention and Attraction in Talent Management. In order to address the talent shortage and attract highly skilled individuals, infrastructure companies must focus on both retention and attraction strategies.

Retention strategies involve creating a positive work environment and offering competitive compensation and benefits to keep talented employees from seeking opportunities elsewhere. Attractive compensation packages, including competitive salaries and comprehensive benefits, are crucial in retaining talent. Additionally, infrastructure companies should provide opportunities for career growth and development to enhance employee satisfaction and loyalty. This can be achieved through initiatives such as learning and development programs, mentoring, and succession planning. Effective talent retention requires a focus on intrinsic rewards, such as career success and a positive relationship with supervisors, in addition to extrinsic factors like compensation and benefits. Attraction strategies, on the other hand, focus on differentiating the company from competitors to attract top talent.

on the other hand, are aimed at enticing highly skilled individuals to join the organization in the first place. To attract top talent, infrastructure companies must differentiate themselves from their competitors. This can be achieved by offering unique employee value propositions that go beyond just financial rewards. For example, companies can highlight their commitment to work-life balance, flexible work arrangements, and opportunities for learning and growth. By showcasing these aspects, companies can position themselves as desirable employers in the talent market.

Infrastructure companies operating in the western region, particularly in Gujarat and neighbouring areas, can leverage the local talent pool by implementing targeted attraction strategies. This can include partnerships with local educational institutions to connect with students and recent graduates who possess the desired skills and knowledge. By establishing a pipeline of talent from universities and colleges, companies can secure a steady supply of skilled talent pool.

In conclusion, talent management is crucial for infrastructure companies aiming to attract and retain highly skilled individuals in today's competitive landscape. The shortage of top talent emphasizes the need for effective retention. To attract highly skilled individuals, infrastructure companies must differentiate themselves from their competitors. They can achieve this by creating a strong employee value proposition that highlights the unique benefits and opportunities available within the organization. This requires a strategic alignment between talent management and the overall business strategy.

Karan G. Shah

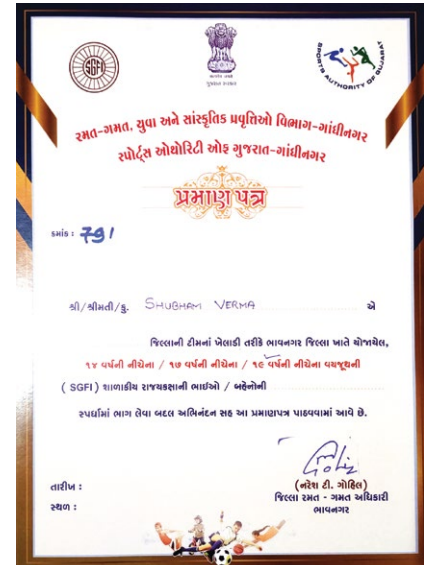
Asst. General Manager (HR)



Shubham Verma Son of Mr.Ritesh Verma (Manager - HR & Admin, DV30) participated in under 19th School of Games Federation of India Basketball Tournament at Bhavnagar Gujarat.



A Drawing on Cleanliness by Shruti Verma , Age -14 Daughter of Ritesh Verma (Manager - HR & Admin, DV30)



Acrylic colors on canvas, painting of Adiyogi Shiva.
Ms. Avani Patel - Executive (Corporate Communication)



Vedansh Mishra, son of Laxmikant Mishra - Dy. General Manager (Planning & Monitoring) was participate in competition of Mathematic Puzzle organized by KenKen India and secure bronze medal for clearing city level round and silver medal for clearing state level round. Now, he has qualified for National Level round.



Sunil Khant son of Mr. Naresh khant (Sr. Supervisor - P&M) at Surat metro CS-1 project, received degree of bachelor of business administration in ITM from Sardar Vallabh Patel University.



Hanumanji sketch by Vedansh Mishra, son of Laxmikant Mishra - Dy. General Manager (Planning & Monitoring)

(01) Where is the ASEAN-India Millet Festival 2023 currently being held?

- a. Jakarta, Indonesia
- b. Kuala Lumpur, Malaysia
- c. Bangkok, Thailand
- d. Manila, Philippines

(02) What is the name of Google's most advanced AI model, launched by its parent company, Alphabet?

- a. Orion
- b. Gemini
- c. Nebula
- d. AlphaCode

(03) Which two companies have been granted ISP licenses for satellite internet services in India?

- a. Jio and OneWeb
- b. Jio and Airtel
- c. OneWeb and Airtel
- d. BSNL and Jio

(04) Which space agency's experiment has successfully generated oxygen on Mars?

- a. NASA
- b. ISRO
- c. European Space Agency
- d. SpaceX

(05) Which financial institution partnered with Water.org to offer water, sanitation, and hygiene loans in India?

- a. State Bank of India
- b. HDFC Bank
- c. Axis Bank
- d. Ujjivan SFB

(06) Who secured the title of Best Youth Athlete at the Asian Paralympic Committee awards ceremony during the fourth edition of the Asian Awards in Riyadh?

- a. Radha Sharma
- b. Sheetal Devi
- c. Aryan Singh
- d. Rohit Verma

(07) Tata Motors opened its fourth Registered Vehicle Scrapping Facility (RVSF) in which Indian state, emphasizing environmental sustainability?

- a. Maharashtra
- b. Punjab
- c. Gujarat
- d. Karnataka

a. (08) According to a survey by Whitelane Research, which Indian IT giant claimed the top spot in service delivery quality and commercial competitiveness among IT and cloud services providers in Spain?

- b. Infosys
- c. Wipro
- d. Tata Consultancy Services
- e. HCL Technologies

(09) Which city in India topped the list of women-led startups, leading in gender diversity in entrepreneurship?

- a. Delhi
- b. Bengaluru
- c. Mumbai
- d. Chennai

(10) In which state did Bharat Botanics open its largest wood-pressed cold oil production facility?

- a. Maharashtra
- b. Rajasthan
- c. Madhya Pradesh
- d. Gujarat

શ્રદ્ધાંજલિ...



22 November, 2023
Late Shree Ramakant
Jr. Supervisor (DVE 30)



13 December 2023
Late Kirtan Bariya
Driver (DV30)



EDITORIAL TEAM

We extend our heartfelt gratitude to all for your valuable inputs and contributions. Your insights enrich our content.

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(Vice President - HR & Admin)

Mr. Karan Shah

(Asst. General Manager - HR)

Ms. Avani Patel

(Executive - Corporate Communication)

Write to Us:

All employees and family members are welcome to send their suggestions, feedback and articles on the topic of General Interest such as Health, Short Stories, Self-Improvement, Motivation, Achievements etc to continue shaping our shared narrative on

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महान भारतीय विरासत