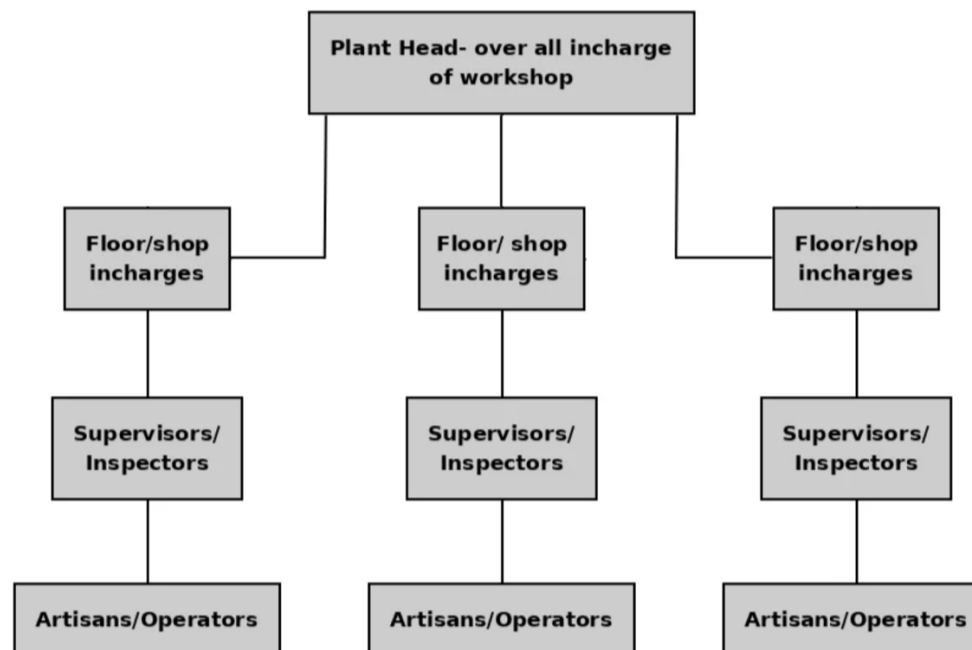


Artisans Qualifications

Hevea Rubber Technologies Pvt. Ltd. — Production & Testing of Elastomeric and POT-PTFE Bearings

For RDSO vendor approval — STR Doc. No. BS-S-7.5.3.1-12 (POT-PTFE) / BS-S-7.5.3.1-10 (Elastomeric)



S.N.	Name	Designation	Technical Qualification	Exp. (yr)	Brief Scope of Responsibilities
D. Artisans — Rubber Sections (report to respective supervisors)					
1	KC Mohanan	Artisan – Lining	SSLC	35	Lining
2	Sumesh PS	Artisan – Molding / Pressing	SSLC	18	Molding / Pressing
3	Subhash K	Artisan – Molding / Pressing	Primary School	19	Molding / Pressing
4	Shyju	Artisan – Mill (Mixing)	Primary School	10	Mill operation (mastication / mixing)
5	Kamalnath	Artisan – Mix Allocation	Primary School	6	Batch / mix allocation
6	Regimon VA	Artisan – Rubber	Primary School	31	Pressing / Sheeting / Lining
7	Sunil Kumar P	Artisan – Rubber	Matriculation	18	Pressing / Sheeting / Lining
8	Jimkanto	Artisan – Rubber	Primary School	5	Pressing / Sheeting / Lining
9	Saleman	Artisan – Rubber	Primary School	5	Pressing / Sheeting / Lining
10	Maina Marri	Artisan – Rubber	Primary School	5	Pressing / Sheeting / Lining
11	Rudhraprasad Sherma	Artisan – Rubber	Matriculation	4	Pressing / Sheeting / Lining
12	Roopam Pawe	Artisan – Rubber	Matriculation	6	Pressing / Sheeting / Lining

S.N.	Name	Designation	Technical Qualification	Exp. (yr)	Brief Scope of Responsibilities
13	Jetha Murmu	Artisan – Rubber	Primary School	6	Pressing / Sheeting / Lining
14	Pranjal Pawe	Artisan – Rubber	Primary School	3	Pressing / Sheeting / Lining
15	Karan Mahato	Artisan – Rubber	Primary School	4	Pressing / Sheeting / Lining
16	Binerson Hasda	Artisan – Rubber	Primary School	4	Pressing / Sheeting / Lining
17	Karmendra Gogoi	Artisan – Rubber	Primary School	2	Pressing / Sheeting / Lining
18	Jugal Moranj	Artisan – Rubber	Primary School	6	Pressing / Sheeting / Lining
E. Artisans — Workshop (Steel) & Assembly					
19	Sunilkumar P S	Artisan – Workshop / Machining	ITI	25	Machining, drilling & fabrication of steel components
20	Liju KC	Artisan – Workshop	SSLC	12	Workshop operations / drilling / welding
21	Rahul Gogoi	Artisan – Workshop	Primary School	7	Workshop assistance / drilling / welding
22	Appu Shaw	Artisan – Assembly	Primary School	4	Bearing assembly (PTFE fixing, sealing, fitting)
23	Pranab Gogoi	Artisan – Assembly	Primary School	4	Bearing assembly
24	Jiban Boiuah	Artisan – Assembly	Primary School	5	Bearing assembly

Total: 39 persons — 6 management/technical · 5 QA & laboratory · 4 supervisors · 24 artisans/operators.

HEVEA RUBBER TECHNOLOGIES PVT. LTD.

21, Development Plot, YMCA Road, Poovanthuruthu P.O., Kottayam – 686 012, Kerala, India

ARTISANS — QUALIFICATION, EXPERIENCE, CERTIFICATION & TRAINING RECORD

Elastomeric Bearings — STR Doc. No. BS-S-7.5.3.1-10 (Version 2.0)

Submitted against Para 9.0 of STR — Artisans involved in mixing, extruding, moulding, vulcanisation & cutting of steel plates

Ref: RDSO Letter No. CBS/PBEJ/Reg./HEVEA/EB | Status as on 10th August 2026

1. IN-HOUSE TRAINING REGISTER

S.N.	Date	Training Topic	Conducted By	Participants	Refresher Frequency / Next Due
1	11.05.2026	Steel Plate Cutting & Drilling — process control, marking, dimensional accuracy and safe machine operation	Sri Sunilkumar P S, Artisan – Workshop / Machining (ITI)	All Workshop (Steel) & Fabrication artisans — S.N. 20 & 21	6 months — next due 11.11.2026
2	15.06.2026	Lining & Vulcanisation — bonding agent application, plate surface preparation, mould temperature and cure time control, defect recognition	Sri K C Mohanan, Sr. Artisan – Lining (35 yr experience)	All Press / Rubber Section artisans — S.N. 2 to 18	6 months — next due 15.12.2026
3	08.07.2026	Fire Safety & Evacuation Drill — extinguisher handling, fire classes, emergency evacuation procedure	Sri Joseph Mani (Factory Manager) and Sri Vishnu Dasappan (Asst. Quality Manager), jointly with fire safety personnel of M/s Mary Max Fire Extinguisher Services	All artisans / operators — S.N. 1 to 24	6 months — next due 08.01.2027

2. ARTISAN-WISE QUALIFICATION, EXPERIENCE AND TRAINING DETAILS

S.N.	Name of Artisan	Designation / Process Deployed	Technical Qualification	Exp. (yr)	Certification / Training / Refreshers
A. Artisans — Rubber Section (Mixing, Moulding, Vulcanisation, Lining)					
1	K C Mohanan	Artisan – Lining	SSLC	35	OJT and 35 years continuous in-house practice; qualified for independent operation. Conducting faculty for in-house refresher on Lining & Vulcanisation, 15.06.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
2	Sumesh P S	Artisan – Moulding / Vulcanisation (Press Operation)	SSLC	18	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
3	Subhash K	Artisan – Moulding / Vulcanisation (Press Operation)	Primary School	19	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
4	Shyju	Artisan – Mill (Mastication / Mixing)	Primary School	10	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
5	Kamalnath	Artisan – Batch / Mix Allocation	Primary School	6	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
6	Regimon V A	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	31	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
7	Sunil Kumar P	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Matriculation	18	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
8	Jimkanto	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	5	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
9	Saleman	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	5	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
10	Maina Marri	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	5	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.

S.N.	Name of Artisan	Designation / Process Deployed	Technical Qualification	Exp. (yr)	Certification / Training / Refreshers
11	Rudhraprasad Sherma	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Matriculation	4	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
12	Roopam Pawe	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Matriculation	6	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
13	Jetha Murmu	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	6	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
14	Pranjal Pawe	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	3	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
15	Karan Mahato	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	4	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
16	Binerson Hasda	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	4	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
17	Karmendra Gogoi	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	2	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
18	Jugal Moranj	Artisan – Rubber (Vulcanisation / Sheeting / Lining)	Primary School	6	OJT under Floor/Shop Incharge on mixing, moulding & vulcanisation. In-house refresher on Lining & Vulcanisation process control conducted 15.06.2026 by Sri K C Mohanan (Sr. Artisan – Lining); next due 15.12.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
B. Artisans — Workshop (Steel) & Assembly Section (Steel plate cutting, drilling, fabrication, assembly)					
19	Sunilkumar P S	Artisan – Workshop / Machining (Steel plate cutting, drilling & fabrication)	ITI	25	ITI (Fitter/Machinist) — external trade certificate. Conducting faculty for in-house refresher on Plate Cutting & Drilling, 11.05.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
20	Liju K C	Artisan – Workshop (Steel plate cutting, drilling & welding)	SSLC	12	OJT under Floor/Shop Incharge on steel plate cutting, drilling & fabrication. In-house refresher on Plate Cutting & Drilling conducted 11.05.2026 by Sri Sunilkumar P S (ITI); next due 11.11.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
21	Rahul Gogoi	Artisan – Workshop (Plate cutting assistance, drilling & welding)	Primary School	7	OJT under Floor/Shop Incharge on steel plate cutting, drilling & fabrication. In-house refresher on Plate Cutting & Drilling conducted 11.05.2026 by Sri Sunilkumar P S (ITI); next due 11.11.2026. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.

S.N.	Name of Artisan	Designation / Process Deployed	Technical Qualification	Exp. (yr)	Certification / Training / Refreshers
22	Appu Shaw	Artisan – Assembly (PTFE fixing, sealing, fitting)	Primary School	4	OJT under Supervisor/Inspector on bearing assembly, PTFE fixing, sealing & fitment; competence assessed on supervised production output. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
23	Pranab Gogoi	Artisan – Assembly	Primary School	4	OJT under Supervisor/Inspector on bearing assembly, PTFE fixing, sealing & fitment; competence assessed on supervised production output. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.
24	Jiban Boiuah	Artisan – Assembly	Primary School	5	OJT under Supervisor/Inspector on bearing assembly, PTFE fixing, sealing & fitment; competence assessed on supervised production output. Fire safety & evacuation drill 08.07.2026; next due 08.01.2027.

3. NOTES ON PROCESS COVERAGE

- (i) Mixing / Mastication — carried out on two-roll mixing mills; artisans deployed at S.N. 4 and 5.
- (ii) Moulding & Vulcanisation — carried out on hydraulic vulcanising presses; artisans deployed at S.N. 2, 3, 6 to 18.
- (iii) Lining — artisan deployed at S.N. 1, who also serves as in-house faculty for the process. The process on blow holes and spacers were introduced by KC Mohanan.
- (iv) Cutting of steel plates, drilling and fabrication — artisans deployed at S.N. 19, 20 and 21. We have also employed Mr. Shijin Thomas to train others in the vulcanisation team to learn the cutting process to
- (v) Extrusion — Carried out via Moriyama Sheeting Line – Using twin Extruders – This is covered under Mixing – Training by Shyju only (Refer S.N. 4)
- (vi) Assembly — artisans deployed at S.N. 22, 23 and 24.

4. DECLARATION

It is certified that the qualification, experience and training particulars of all artisans deployed on the manufacture of Elastomeric Bearings, as furnished above, are true and correct to the best of our knowledge and belief. All artisans are trained in-house on the job under the direct supervision of the Floor/Shop Incharge and the Supervisor/Inspector of the respective section, and their competence is assessed on the basis of supervised production output prior to authorisation for independent operation. Structured in-house refresher training is conducted at a frequency of six months for each declared process, and records of the same are maintained at the works.

For Hevea Rubber Technologies Pvt. Ltd.



Kurian Kurien

Managing Director

Mob: +91 96330 32232 | Email: kurian.kurien@hevea.co.in