

HEVEA RUBBER TECHNOLOGIES PVT. LTD.

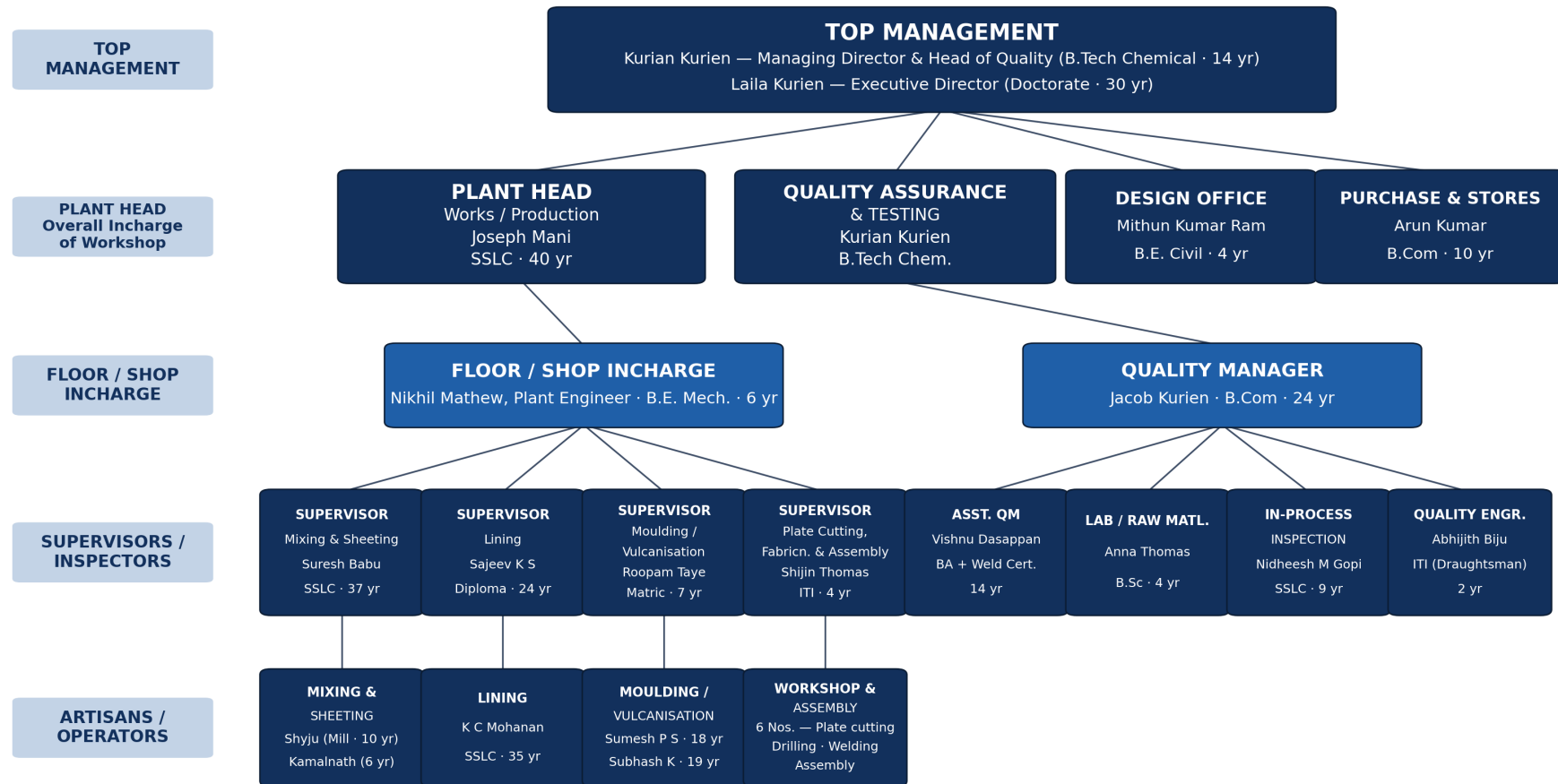
21, Development Plot, YMCA Road, Poovanthuruthu P.O., Kottayam – 686 012, Kerala, India

ORGANISATION CHART & TECHNICAL STAFF

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

Submitted against Para 9.0 of STR — Organisation chart as per prescribed template, with qualification and experience details | Ref: RDSO Letter No. CBS/PBEJ/Reg./HEVEA/EB | As on 10th August 2026

1. ORGANISATION CHART



Rubber-section artisans S.N. 21-33 are deployed across mixing, moulding, vulcanisation, sheeting and lining under the respective Supervisors. Full particulars at S.N. 16-39 of the Technical Staff table.

Structured as per the template prescribed in the Annexure to the STR: Plant Head (overall incharge of workshop) → Floor / Shop Incharge → Supervisors / Inspectors → Artisans / Operators. Quality Assurance & Testing reports independently to the Head of Quality, not through the Plant Head.

2. TECHNICAL STAFF — QUALIFICATION & EXPERIENCE

S.N.	Name	Designation / Role	Technical Qualification	Exp. (yr)	Brief Scope of Responsibilities
A. Management & Technical					
1	Kurian Kurien	Managing Director & Head of Quality	B.Tech (Chemical)	14	Overall management; heads in-house chemical & physical testing; final approval of product and process (STR Para 5.1)
2	Laila Kurien	Executive Director	Doctorate	30	Corporate & administrative oversight
3	Joseph Mani	Plant Head — Factory Manager (Overall Incharge of Workshop)	SSLC	40	Overall in-charge of works & production; stage supervision; manpower deployment
4	Nikhil Mathew	Floor / Shop Incharge — Plant Engineer	B.E. (Mechanical)	6	Plant engineering; oversees all shop-floor supervisors and production sections (reports to Plant Head)
5	Mithun Kumar Ram	Design Engineer (Design Office)	B.E. (Civil)	4	In-house bearing design based on forces, movements & rotation supplied by client; fabrication & mould drawings
6	Arun Kumar	Purchase & Stores In-charge	B.Com	10	Procurement of raw materials & bought-outs; incoming inspection & test certificates; stores & traceability (STR Para 5.2)
B. Quality Assurance & Laboratory (report to Head of Quality through Quality Manager)					
7	Jacob Kurien	Quality Manager	B.Com	24	QA / QC management; test co-ordination; records & traceability (reports to Head of Quality)
8	Vishnu Dasappan	Assistant Quality Manager	BA + Welding Certification	14	Raw-material testing & traceability; weld checking
9	Anna Thomas	Lab Assistant / Raw Material Testing	B.Sc	4	Quality control & product testing
10	Nidheesh M Gopi	In-Process Inspection	SSLC	9	In-process / stage inspection
11	Abhijith Biju	Plant Quality Engineer / Draughtsman	ITI (Draughtsman – Civil)	2	Manufacturing & mould drawings; dimensional checking of product
C. Supervisors / Inspectors — Production (report to Floor / Shop Incharge)					
12	Suresh Babu	Supervisor — Rubber (Mixing & Sheeting)	SSLC	37	Supervision of compound mixing & sheeting
13	Sajeev K S	Supervisor — Rubber Production (Lining)	Diploma	24	Supervision of rubber production / lining
14	Roopam Taye	Supervisor — Moulding / Vulcanisation (Pressing)	Matriculation	7	Supervision of moulding, pressing & vulcanising
15	Shijin Thomas	Supervisor — Fabrication & Assembly	ITI	4	Steel plate cutting, checking, machining & assembly supervision

S.N.	Name	Designation / Role	Technical Qualification	Exp. (yr)	Brief Scope of Responsibilities
D. Artisans / Operators — Rubber Sections (report to respective Supervisors)					
16	K C Mohanan	Artisan – Lining	SSLC	35	Lining
17	Sumesh P S	Artisan – Moulding / Vulcanisation (Press Operation)	SSLC	18	Moulding / vulcanisation
18	Subhash K	Artisan – Moulding / Vulcanisation (Press Operation)	Primary School	19	Moulding / vulcanisation
19	Shyju	Artisan – Mill (Mastication / Mixing)	Primary School	10	Mill operation (mastication / mixing)
20	Kamalnath	Artisan – Batch / Mix Allocation	Primary School	6	Batch / mix allocation
21	Regimon V A	Artisan – Rubber	Primary School	31	Vulcanisation / sheeting / lining
22	Sunil Kumar P	Artisan – Rubber	Matriculation	18	Vulcanisation / sheeting / lining
23	Jimkanto	Artisan – Rubber	Primary School	5	Vulcanisation / sheeting / lining
24	Saleman	Artisan – Rubber	Primary School	5	Vulcanisation / sheeting / lining
25	Maina Marri	Artisan – Rubber	Primary School	5	Vulcanisation / sheeting / lining
26	Rudhraprasad Sherma	Artisan – Rubber	Matriculation	4	Vulcanisation / sheeting / lining
27	Roopam Pawe	Artisan – Rubber	Matriculation	6	Vulcanisation / sheeting / lining
28	Jetha Murmu	Artisan – Rubber	Primary School	6	Vulcanisation / sheeting / lining
29	Pranjal Pawe	Artisan – Rubber	Primary School	3	Vulcanisation / sheeting / lining
30	Karan Mahato	Artisan – Rubber	Primary School	4	Vulcanisation / sheeting / lining
31	Binerson Hasda	Artisan – Rubber	Primary School	4	Vulcanisation / sheeting / lining
32	Karmendra Gogoi	Artisan – Rubber	Primary School	2	Vulcanisation / sheeting / lining
33	Jugal Moranj	Artisan – Rubber	Primary School	6	Vulcanisation / sheeting / lining
E. Artisans / Operators — Workshop (Steel) & Assembly					
34	Sunilkumar P S	Artisan – Workshop / Machining	ITI	25	Steel plate cutting, machining, drilling & fabrication of steel components
35	Liju K C	Artisan – Workshop	SSLC	12	Steel plate cutting, drilling & welding
36	Rahul Gogoi	Artisan – Workshop	Primary School	7	Plate cutting assistance, drilling & welding
37	Appu Shaw	Artisan – Assembly	Primary School	4	Bearing assembly (PTFE fixing, sealing, fitting)
38	Pranab Gogoi	Artisan – Assembly	Primary School	4	Bearing assembly

S.N.	Name	Designation / Role	Technical Qualification	Exp. (yr)	Brief Scope of Responsibilities
39	Jiban Boiuah	Artisan – Assembly	Primary School	5	Bearing assembly

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

3. NOTE ON INDEPENDENCE OF THE QUALITY FUNCTION

The Quality Assurance & Testing function is headed by Sri Kurian Kurien, Managing Director & Head of Quality (B.Tech, Chemical), and is organisationally independent of the production function, which is headed by Sri Joseph Mani, Plant Head. Inspection, testing and final acceptance of product are exercised through the quality line and not through the production line. Detailed particulars of artisans, including certification, training and refresher records, are furnished in the separate document 'Artisans — Qualification, Experience, Certification & Training Record', in which the artisan serial numbers correspond to S.N. 16 to 39 of the table above.

For Hevea Rubber Technologies Pvt. Ltd.



Kurian Kurien

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