SIS Group Enterprises
A Market Leader in Security, Cash Logistics & Facility Management

dts
An SIS Group Enterprise

TOGETHER WE ASPIRE TO ACHIEVE INCESSANT GROWTH

People | Process | Technology





SAMPARK 2022

(Q3 21-22)

Vision 2025 BETTER & BIGGER

Best Workplaces™ in Facility Management Great Place To Work. INDIA 2021

Great Place To Work.

India's Best Employers Among Nation-Builders 2021

www.dtss.in

MANAGEMENT DESK

Great Place to Work



Mr. Sanjeev Kumar

President DTSS

Dear Colleagues,

Welcome to the new, improved and reinitiated newsletter 'Sampark' of Q3 FY 2021-22 and hope that this newsletter finds you all in the best of health and spirits.

Q3 FY 2021-22 has been a very successful quarter for the company, and very happy to inform you that during this quarter we have surpassed the pre covid revenues. This has been so far, a year of growth and new opportunities for everyone at DTSS. I sincerely appreciate your continued commitment to the company and our growth testifying truly as a "Great Place to Work"

Everyone has conducted themselves very well within the framework of our values (TAPIC) to exceed the client's expectations, meet our commitments, innovate in our business, and deliver excellence. We looked beyond the dependence on some segments and geographies and conventional ways of services and successfully diversified into various segments like manufacturing, e-commerce, healthcare, etc. with technology enabled specialised solutions.

For a faster response to our clients and further reduce the travel time of our SBU employees we have increased and established our offices in Noida, Goregaon, Thane, PCMC and relocated our RoM regional office as well. We have initiated many projects on the principles of 6σ for continuous improvement, 5S , EHS and would encourage you all to participate more in these projects to up the quality of our work and services offerings to our clients.

With our continued investments in people, we will be investing in some technology-based solutions like MySIS and iOPS of SIS and would look forward to everyone's support in these initiatives.

Best wishes to you and your families and a successful Q4

Warm Regards,

Sanjeev Kumar

कमी ना चुके Mission 2K

Best Workplaces in Healthy Organizations Great Place To Work. India 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS
PEOPLE

PEOPLE



The Ultimately Greatest
Asset Of DTSS Is Our People.

DTSS NEW JOINERS

WELCOME TO THE FAMILY!

It is with great pride that we welcome the new members of the DTSS Family. On behalf of the entire team, we extend good wishes and a grand welcome to our new employees.



Sanjay Jagannath Dudhade
General Manager- M&E Operations
MUMBAI



Abhishek Mahto
Deputy General Manager - Operations
MUMBAI



Utpal Ravindra Phanse
Assistant General Manager-Operations
GUJARAT



Jackson Selvashekar Nadar
Senior Manager-Operations
MUMBAI



Bhargavi Bhushan Lad
Senior Manager-Operations
MUMBAI



GURUMURTHY SHASTRY B S
Senior Manager - M&E Operations
BANGALORE



Marimuthu M
Senior Manager-Operations
CHENNAI



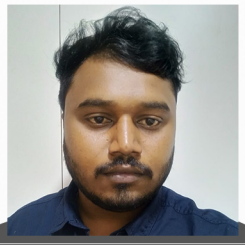
Ramu Naik
Manager-SSC - CCM
BANGALORE



Pavithra B N
Manager-SSC - O2C
BANGALORE



Patel Jitendrakumar
Manager-M&E Operations
GUJARAT



Rachakonda Bhanuprasad
Manager-Supply Chain
HYDERABAD



Pavan S
Manager-Business Development
BANGALORE



Deepak Singh
Manager- Operations
GURUGRAM



Ramvinayak Faujdar Yadav
Manager-M&E Operations
MUMBAI



Nitish Kumar
Manager-Operations
GUJARAT



Arumugaraja
Assistant Manager-Credit Control
CHENNAI

Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS NEW JOINERS

WELCOME TO THE FAMILY!



Charuhasan G
Assistant Manager-Operations
CHENNAI



Chittala Ramarao
Assistant Manager-Hire to Retire
HYDERABAD



Chinnathambi Thangarasu
Assistant Manager SSC - SCM
BANGALORE



Pandey Rajeshkumar
Assistant Manager - Operation
GUJARAT NORTH



Manju N
Senior Executive-Credit Control
BANGALORE



Rahul Rajendra Bagal
Senior Executive-Hire to Retire
PIMPRI CHINCHWAD



Nirbhay Shridhar Palshetkar
Senior Executive-Compliance
MUMBAI



Ashwthanarayana reddy
ARM - Operations
BANGALORE



Sainath Narayan Walmiki
ARM - Operations
MUMBAI



Sankar Shaw
ARM - Operations
KOLKATA SOUTH



P Seena
ARM - Operations
BANGALORE



Paresh Gamot
Executive - Training
GUJARAT



Rupesh B
Executive-Operations
BANGALORE



Sujith U
Executive SSC - O2C
BANGALORE OU



Mary Preethy
Executive SSC - O2C
BANGALORE



Shalini K
Executive SSC- O2C
BANGALORE

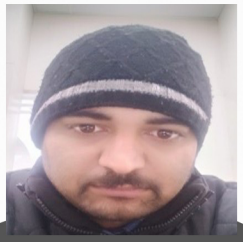
Great Place To Work. India's Best Employers Among Nation-Builders 2021
An SIS Group Enterprise

DTSS NEW JOINERS

WELCOME TO THE FAMILY!



Naresh Govind Naik
Executive SSC - O2C
BANGALORE



Sarvjeet Singh
Executive-Sourcing
BADDI



Manohar Rajaram Patil
Executive-Sourcing
MUMBAI



Bashir Shahabuddin Mulani
Executive-Sourcing
PIMPRI CHINCHWAD



Pranav Surendran
Jr. Executive - Business Development
BANGALORE



Yash Chaturvedi
Jr Executive-Business Development
BANGALORE



Best Workplaces™ in Healthy Engagement Great Place To Work. INDIA 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



SHOBA SAJI

Senior Vice President HR
Vice President HR

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



ANOOP SHARMA

Senior Vice President - Business Development
VP - Business Development

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



ADHNAN JIT SINGH

Vice President - Zonal Operations
Assistant Vice President - Operations

SBU - **DTSS - CORPORATE**
Zone - **KARNATAKA**



SUDHIR MANI

Vice President - Zonal Operations
AVP - Operations

SBU - **DTSS - CORPORATE**
Zone - **WEST**



GHANSHYAM ANANDRAO GAIKWAD

Assistant Vice President - Regional Operations
General Manager - Operations

SBU - **DTSS - Mumbai**
Zone - **WEST**



CYRIL P

Assistant Vice President - Transition
General Manager - Transition

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



PRAGATI BAKSHI

Assistant Vice President - Human Resources
General Manager - Human Resources

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



MADHAVAN G

Assistant Vice President - Payroll, Compliance & Commercial
General Manager - Payroll & Compliance

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



KUNAL JASANI

Assistant Vice President - Supply Chain Management
General Manager - SCM

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



ABHISHEK SINHA

Assistant Vice President - Business Development
General Manager - Business Development

SBU - **DTSS - CORPORATE**
Zone - **CORPORATE**



MANOJ KUMAR KP

General Manager - Regional Operations
DGM - Operations

SBU - **DTSS - AP & TL**
Zone - **AP & TN**



KIRAN PRATHAP

Deputy General Manager - Business Development
Sr. Manager - Business Development

SBU - **DTSS - TN**
Zone - **AP & TN**



SAKTI PRASAD PANIGRAHY

Deputy General Manager - Business Development
Assistant General Manager - Business Development

SBU - **DTSS - Mumbai**
Zone - **CORPORATE**



RAJA ARUMUGAM

Deputy General Manager - Operations
Assistant General Manager - Operations

SBU - **DTSS - S&E - SBU - Porur**
Zone - **AP & TN**



An SIS Group Enterprise

DTSS PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



KRUSHNA CHANDRA NANDA

Deputy General Manager - Regional Operations
Assistant General Manager - Operations

SBU - **DELHI**
Zone - **NORTH & EAST**



ATIF ANSARI

Deputy General Manager - Operations
Assistant General Manager - Operations

SBU - **GOREGAON**
Zone - **WEST**



ABHIJEET UPLEKAR

Deputy General Manager - L&D
Assistant General Manager - Training

SBU - **PUNE**
Zone - **WEST**



PRASHANTH KUMAR

Assistant General Manager - Business Development
Sr. Manager - Business Development

SBU - **BANGALORE**
Zone - **CORPORATE**



SANDIP RAMCHANDRA JAGTAP

Assistant General Manager - Compliance
Sr. Manager - Compliance

SBU - **PIMPRI CHINCHWAD**
Zone - **WEST**



KHALID PARVEEZ

Assistant General Manager - Human Resources
Sr. Manager - Human Resources

SBU - **BANGALORE**
Zone - **KARNATAKA**



MANISH KUMAR

Assistant General Manager - Operations
Sr. Manager - Operations

SBU - **CHANDIGARH**
Zone - **NORTH & EAST**



TEJAS SUBHASHCHANDRA GODAMBE

Assistant General Manager - Operations
Sr Manager - Operations

SBU - **POWAI**
Zone - **WEST**



MOSES KIRAN KUMAR

Assistant General Manager - Operations
Sr. Manager - Operations

SBU - **MADHAPUR**
Zone - **AP & TN**



THIPPESH SHIVARUDRAPPA

Assistant General Manager - Operations
Sr. Manager - Operations

SBU - **BIDADI**
Zone - **KARNATAKA**



PREMKUMAR J.

Assistant Manager - Operations
ARM

SBU - **CHENNAI**
Zone - **AP & TN**



PARDEEP SINGH

Deputy Manager - Compliance
Assistant Manager - Compliance

SBU - **BADDI**
Zone - **NORTH & EAST**



NOORMOHAMED .A

Deputy Manager - Operations
Assistant Manager - Operations

SBU - **SRIPERUMBEDUR**
Zone - **AP & TN**



AMALARAJU B

Deputy Manager - R2A
Assistant Manager - R2A

SBU - **BANGALORE**
Zone - **CORPORATE**



An SIS Group Enterprise

DTSS PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



R CHANDRAN
Deputy Manager - Transition
Assistant Manager - Transition

SBU - **BANGALORE**
Zone - **CORPORATE**



MANISH PANCHAL
Senior Manager - Compliance
Manager - Compliance

SBU - **VASHI**
Zone - **WEST**



SELVADURAI S
Senior Manager - H2R Payroll
Manager - Payroll

SBU - **BANGALORE**
Zone - **CORPORATE**



BOOPATHI B
Senior Manager - MDM
Manager - MDM

SBU - **BANGALORE**
Zone - **CORPORATE**



KARTHIK K
Senior Manager - MIS and BR
Manager - MIS and BR

SBU - **BANGALORE**
Zone - **CORPORATE**



NIRMAL KUMAR KL
Senior Manager - Operations
Manager - Operations

SBU - **NANJANGUD**
Zone - **KARNATAKA**



SHIVA KUMAR R
Senior Manager - H2R Payroll
Manager - Payroll

SBU - **BANGALORE**
Zone - **CORPORATE**



VIJAY KUMAR
Senior.Manager - Operations
Manager - Operations

SBU - **BANGALORE CENTRAL**
Zone - **KARNATAKA**



DENNIS KING
Senior Manager - Operations
Manager - Operations

SBU - **HOSUR**
Zone - **KARNATAKA**



ESAKKIMUTHU THEVAR
Senior Manager - Operations
Manager - Credit Control

SBU - **THANE**
Zone - **WEST**



MILEEND SHANTARAM KAMBLE
Manager - Business Development
Deputy Manager - Business Development

SBU - **MUMBAI**
Zone - **WEST**



SHARAD PARAB
Manager - Human Resources
Deputy Manager - HR

SBU - **MUMBAI**
Zone - **WEST**



SHANMUGA SUNDARAM R.
Manager - Operations
Deputy Manager - Operations

SBU - **CHENNAI**
Zone - **AP & TN**



SHRIDHARA K. Y
Manager - Operations
Assistant Manager - Human Resources

DTSS - **MYSORE**
Zone - **KARNATAKA**



Best Workplaces in Healthy Engagement Great Place To Work. INDIA 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS
PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



AMIT KUMAR SINGH NATHUSINGH TOMAR

Manager - Operations
Assistant Manager - Operations

SBU - **BARODA**
Zone - **WEST**



ANANTHNAGA SK

Assistant Manager - Business Development
Executive - Business Development

SBU - **BANGALORE**
Zone - **CORPORATE**



PRAGATI SAMEER GURAV

Assistant Manager - Business Development
Sr. Executive - Business Development

SBU - **MUMBAI**
Zone - **WEST**



DEBJANI PAUL

Assistant Manager - Business Development
Executive - Lead Generation

DTSS - **MUMBAI**
Zone - **WEST**



SURAJ K PATIL

Assistant Manager - CCM
Sr. Executive - CCM

SBU - **BANGALORE**
Zone - **CORPORATE**



SUSHIL SURESH SONAWANE

Assistant Manager - CCM
Sr. Executive - CCM

SBU - **MUMBAI**
Zone - **WEST**



AFSAR UDDIN AHMED

Assistant Manager - Compliance
Sr. Executive - Compliance

SBU - **KOLKATA NORTH**
Zone - **NORTH & EAST**



CHANDRA P

Assistant Manager - Compliance
Sr. Executive - Compliance

SBU - **DTSS HO**
Zone - **CORPORATE**



SAMSON SHARANAPPA DANGE

Assistant Manager - Credit Control
Sr. Executive - Credit Control

SBU - **GOVANDI**
Zone - **WEST**



SHILPI SINGH

Assistant Manager - HR
Sr. Executive - Human Resources

SBU - **KOLKATA NORTH**
Zone - **NORTH & EAST**



SUBRAT KUMAR BHOI

Assistant Manager - IT
Executive - IT

SBU - **BANGALORE**
Zone - **CORPORATE**



HARIHARAN G

Assistant Manager - O2C
Sr. Executive - O2C

SBU - **BANGALORE**
Zone - **CORPORATE**



GAJENDRAN M

Assistant Manager - Operations
Sr. Executive - Training

SBU - **WHITEFIELD**
Zone - **KARNATAKA**



RAJESH KOTIAN

Assistant Manager - Operations
ARM

SBU - **MANGALORE**
Zone - **KARNATAKA**

Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS
PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



SAURABH SUHAS MARATHE

Assistant Manager - Operations
Sr. ARM - Operations

DTSS - **HADAPSAR**
Zone - **WEST**



MOHAMMED FAIYAZ ABDUL MANNAN SHAIKH

Assistant Manager - Training
Sr. Executive - Training

SBU - **GOREGAON**
Zone - **WEST**



SENTHIL MURUGAN S.

Senior ARM
ARM

SBU - **PUDUCHERRY**
Zone - **AP & TN**



RAVI SHANKAR K N

Senior ARM
ARM

SBU - **WHITEFIELD**
Zone - **KARNATAKA**



RAJVIR SINGH

Senior ARM
ARM

SBU - **GURUGRAM SOUTH**
Zone - **NORTH & EAST**



HEMANT SUBHASH NAGARKAR

Senior ARM
ARM

SBU - **GOREGAON**
Zone - **WEST**



PRAVIN BALKRISHNA PATIL

Senior ARM
ARM

SBU - **GOVANDI**
Zone - **WEST**



NIRANJAN POPAT MORE

Senior ARM
ARM

SBU - **POWAI**
Zone - **WEST**



MAHADEV JAKAPPA KATARE

Senior ARM
ARM

SBU - **VASHI**
Zone - **WEST**



PRAPHUL MADHAV DAMODAR

ARM
Jr. Executive

SBU - **HADAPSAR**
Zone - **WEST**



ASHA G C

Senior Executive - Credit Control
Executive - Operations

SBU - **SARJAPUR ROAD**
Zone - **KARNATAKA**



RAJA SINGH

Senior Executive - Documentation
Executive - Documentation

SBU - **DELHI**
Zone - **NORTH & EAST**



ANIL RAMBHAU JADHAV

Senior Executive - Documentation
Executive - Documentation

SBU - **HADAPSAR**
Zone - **WEST**



BIPLOB NATH

Senior Executive - H2R Compliance
Executive - Compliance

SBU - **BANGALORE**
Zone - **CORPORATE**



Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS
PROMOTIONS

Promotions

Congratulations are due to all our employees who were rewarded with promotions for their performances in the past year. Below is the list of all the employees who were promoted.



SHRINATHA SHRINATHA

Senior Executive - H2R Compliance
Executive - Compliance

SBU - **MANGALORE**
Zone - **KARNATAKA**



ASHWINI S

Senior Executive - H2R Payroll
Executive - Payroll

SBU - **BANGALORE**
Zone - **CORPORATE**



MANJULA J

Senior Executive - Training
Executive - Training

SBU - **BANGALORE**
Zone - **CORPORATE**



NAGARAJA H

Senior Executive - Transition
Executive -Transition

SBU - **BANGALORE**
Zone - **CORPORATE**



AJINKYA EKNATH KANSE

Executive - Documentation
Jr. Executive - Documentation

SBU - **POWAI**
Zone - **WEST**



P JOHN TENISON

Executive - H2R Payroll
Jr. Executive - Payroll

SBU - **BANGALORE**
Zone - **CORPORATE**





Best Workplaces™ in Healthy Engagement
Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS

EMP ENGAGEMENT - COFFEE WITH LEADERS



Employee Connect & Coffee With Leaders

Coffee with the Leaders is an initiative to create a forum for interaction between the leaders and new members of the DTSS Family. This is a way of engaging the employees (both old and new) in various tasks undertaken by the organization. We have identified a set of leaders who can be tapped at any point by the employees.

PEOPLE PARTICIPATED

Name	Designation (Position Title)	Department
Monalisa Khan	Manager	Business Development
Nilesh Devidasji Raut	Manager	Business Development
Suhas Balasaheb Gund	Manager	Business Development
Syamala Darga Reddy	Manager	Human Resources
Suvidha Chandan Singh	Manager	Business Development
Dharmesh Dharade	Manager	Business Development
Babu K	Sr. Manager	Business Development
Yogesh Prakash Jadhav	Manager	M&E Operations
Boopathy Jayavel	Manager	Operations
Sakshi Jalota	Sr. Manager	Operations
Golla Dheeraj	Manager	Operations
Ramu Naik	Manager	SSC - CCM
Jackson Selvashekar Nadar	Sr. Manager	Operations
Patel Jitendrakumar	Manager	M&E Operations



Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS
PEOPLE DEVELOPMENT

Training Programs Initiated By L&D

At Dtss, we believe in Upskilling and aiding in updating all employees. We use our M Trainer LMS extensively to cater to the needs of all categories of employees. M Trainer LMS has enabled us to increase our unique employee training coverage to 83% and also to hit the target of 3 hrs per employee month on month. While this is ongoing, we also have curated specialised training Programs for the following category of employees for their development & growth

- Hi-Po and select Site Supervisors
- Technical Supervisors
- Training Champs
- Operation Managers

Training Hours

Apr 21- Dec 21

No. Of Training Sessions	No. Of Training Man Hours	Avg. Of Training Hours Per Employee
77,905	43,64,643	2.97










Best Workplaces™ in Healthy Engagement — Great Place To Work. India 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts
An SIS Group Enterprise

DTSS
PEOPLE DEVELOPMENT





Our Training Programs

60+ ARMs

'ARM UDAAN' – Designed for our Hi-Po and selected Site Supervisors to get trained, groomed and nurtured to grow into the role of Area Relationship Managers. This Initiative of L & D is the need of the hour for DTSS with the rapid growth and expansion. What better than having homegrown martials!.
60+ ARMs in the organization Undergoing training in the current year.

30 Technical

'TechUDAAN' – A development program for Technical Supervisors to perform better in their current role & Grow with the company.

30 technical staff certified in Batch 1 & second batch ongoing for the current year.

10 Candidates

'TEEM' - Train- Evaluate- Elevate- Move
A comprehensive 5 months role progression Program that has been developed for Training Champs for creating an internal pool of Trainers as Business Growth and Retention Strategy.

10 candidates undergoing the training in the current year.

70% Branch Head

'LEAP' - A Transformation & Career Progression Program designed for long serving and/or talented Operation Managers and enabling them with the necessary Skills, knowledge, confidence & Growth opportunity to a Branch Head Role with P & L responsibility.



Great Place To Work. India's Best Employers Among Nation-Builders 2021
An SIS Group Enterprise

DTSS
EMPLOYEE HEALTH & SAFETY

Employee Health & Safety

The pandemic has taught us to remain vigilant at all times and be prepared for any eventuality. One of the key aspects have been the massive vaccination drive launched all over the country. In the same vein we trained 15 of our L&D and QA Team members on Safety through 'Institution of Occupational Health & Safety' (IOSH), which is the world's largest safety membership body recognised globally. We believe in no compromise on safety. All our HSE Trainers who are now IOSH Certified, have conducted training for more than 10,000 employees across the country.

Total Number of Employees Trained

17,748





iosh Certified
HSE TRAINER
dts





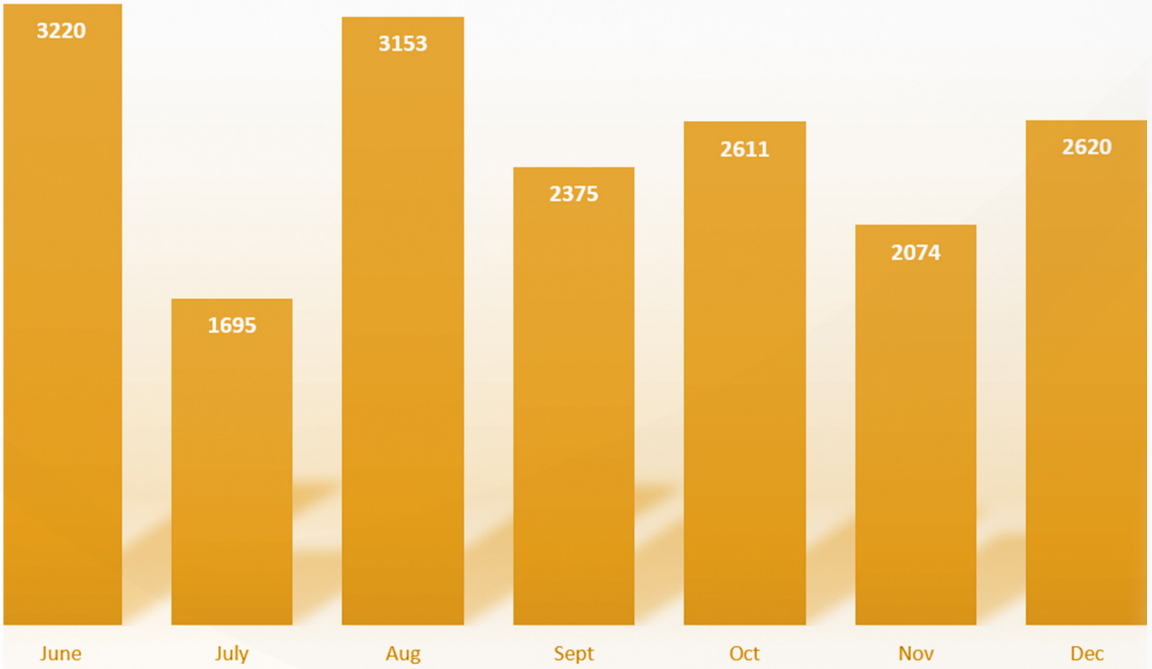


Best Workplaces™ in Healthy Engagement
Great Place To Work. India 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021

dts
An SIS Group Enterprise

DTSS
EMPLOYEE HEALTH & SAFETY

EHS Training Conducted By IOSH Certified Trainers



IOSH Certified Team Members


Nagesh HS


Manjula J


Suvarna W


Fahad A


Sarmistha G


Venkateswaran V


Tameem Shaikh


Bheemaraya M


Halappa Pujeri


Amol Bhalerao


Harish Badolia


Rahaman Sharief



Great Place To Work. India's Best Employers Among Nation-Builders 2021

An SIS Group Enterprise

COVID Heroes / Sheros

The outbreak of a global pandemic forced everyone around to come up with creative solutions. We at DTSS were no different. We found that the saying 'not all heroes wear capes' was absolutely true, as we found a number of heroes and sheroes in our midst. Some of them wear masks and are playing a big part in fighting this deadly virus that has ravaged the entire globe. Our hearts go out to all our valuable warriors at DTSS who have come up with every possible contribution to keep everyone fit and fine. We are extremely grateful to our team for coming up with top-notch services to help us get through the difficult times.

DON'T LIMIT YOUR CHALLENGES. CHALLENGE YOUR LIMITS!

"As the COVID-19 infection is on upsurge Worldwide, the need right now is social isolation and thinking about personal safety first. However, some people are courageously working for the betterment and safety of our society. Just like our Housekeeping associate who is deployed at BDQE.

One day Deepak Shele received a call from his Supervisor that he needs to come to be back to work in these crises.

Even though he does not own personal vehicle it was difficult for him to travel amidst this lockdown.

He courageously said, **"I will get back to work no matter if I have to walk till the site because I understand how important my presence and duty is right now and I will not back out because there are a lot of people who are dependent on me."**

Moreover, when the Supervisor offered him pickup service, he denied it because it would break the social distancing which is extremely necessary at this point.

Deepak Shele walks 5 km. every day to reach the BDQE site. Helping us to be safe by risking his own life.

He is very happy with the way we have provided all the necessary PPE to keep him safe i.e. sanitizer, gloves, mask. We are making sure that he is receiving his incentives on time.

Such inspiring personalities encourage us to work even harder and enthusiastically."

Regards
Amit Mann
Team Lead - BDQE
Amazon DC, Gujarat.



amazon

Deepak Shele
Housekeeping Associate

★ ★ ★ ★ ★

DTSS
COVID HEROES / SHEROS

COVID Heroes / Sheros



Bajrang Lal
(Site Executive)
- Gujarat

A role model for all; starts his day from making staff reach site on time. He used to arrange food and transport for all; Due to Covid client has change duty hours from 8 to 12 hrs & our employee's were not ready; he made sure that staff is convinced & daily we had deployment. inspite few cases found because of COVID; he and the team continued their work. For this dedication client has given us additional manpower scope now



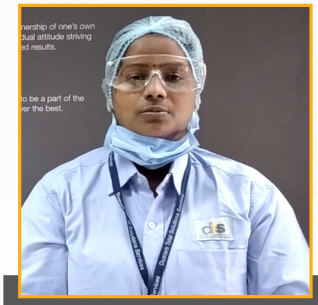
NAGAVENI
(JANITOR)
- Bangalore

Due to Covid Pandemic, when majorly the staff was scared, she was deployed at the site continuously for 15 days. Not only did she handles the COVID Isolation Ward independently but managed to eradicate all patient complaints with her selfless work. She stay away from her family & performed her duties. This act was appreciated by the Client as she served selflessly



PADMA
(HK Supervisor)
- Bangalore

Padma is deployed at a Hospital site she is full of energy & dedication. Not only she managed her team with proper hospital cleaning she showed us how to have a positive attitude in life and keep performing. While working at the site she was tested Positive but that didn't stop her. She is back on her duty with full of positive thoughts and energy



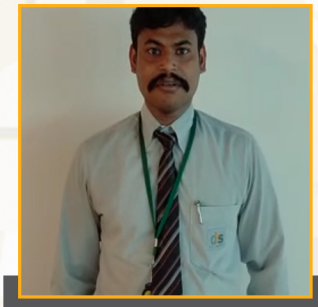
SUREKHA
(HK Supervisor)
- Mumbai

Surekha is deployed at a Hospital site she is full of energy & dedication. Not only she managed her team with proper hospital cleaning she showed us how to have a positive attitude in life and keep performing. While working at site she was tested Positive but that didn't stop her. She is back on her duty with full of positive thoughts and energy. This was also displayed at the site terming her as real warriors



HEMA
(GDA)
- Chandigarh

When girls are told to sit at home and take care of Kids she decided to come to work daily she is married with 2 kids her in-laws were not comfortable of the fact she goes to Hospital daily she used to start her day by leaving her kids to neighbours come home following all the cleaning and safety norms and then take care of the kids. Now with this dedication her in-laws have started supporting her so that she can go to work leaving her kids to them. She proved Work Life Balance is possible & Duty First



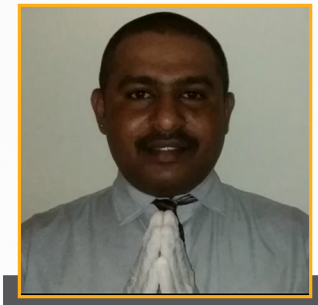
UTHAM BERA
(HK Supervisor)
- Mumbai

Utham displayed the sense of Ownership & Commitment; when majority of staff were giving reasons to not come to work he came to duty every day and ensured work is not hampered. Not only this he was hit by the cops once for not staying Indoors. He proved the true value of customer first

Great Place To Work. India's Best Employers Among Nation-Builders 2021
An SIS Group Enterprise

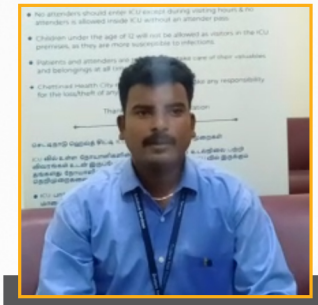
DTSS
COVID HEROES / SHEROS

COVID Heroes / Sheros



RAGHUKUMAR K M
(HK Supervisor)
- Bangalore

Raghu is deployed at our Banking site where cleaning & staff hygiene is giving first priority when lockdown started people refused to come to work; Raghu not only came to duty daily but arranged staff so that the Cleaning & Hygiene standards of our client are not compromised



SAKTHIVEL M
(HK Supervisor)
- Chennai

Healthcare being the Essential part of services during COVID Pandemic people got scared to work at sites because of risk of infection. Sakthi not only made arrangements for pick & drop staff but also ensured there are no shortages in Hospital & patients are not complaining. He ensured that Client is prioritised and staff are arranged for regular shifts



RAVINDRA BUKKAN
(HK Supervisor)
- Hyderabad

Ravindra is deployed at our IT site where cleaning & staff hygiene is giving first priority; when lockdown started people refused to come to work; Ravindra walked 8kms daily to reach the site and ensure Client requirements are taken care



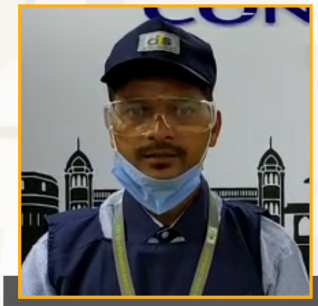
NUNTHI MAHESH
(Asst Manager)
- Hyderabad

Mahesh displayed the true sense of Leader; when others refused to leave the house and do site visits he daily travelled 10kms. He believes its during crisis when we can display the true sense of professionalism and ownership



SHIVAJI T. CHOUGULE
(Ward boy)
- Mumbai

Shivaji displayed the true Sense of COVID Warriors; from the time pandemic started he was deployed in COVID ICU floor. Back to Back team was falling sick and 2 staff turned positive. He did not give up. Continued working at the same ward for months without a leave

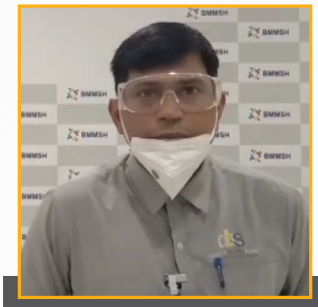


RAVINDRA HANMANT KHUDE
(Housekeeper)
- Pune

Ravindra had to stay at the site as no one volunteered to come to site. He stayed at site for couple of days ate what ever was available at the site but didn't give up. He stays 10 kms away and manages now to come daily walking. Pandemic & Food didn't scare him

DTSS
COVID HEROES / SHEROS

COVID Heroes / Sheros



SAMIR KARMAKAR
(Site Executive)
- Kolkata

Ensured the place is properly sanitized and followed all the steps to keep the customer premises safe



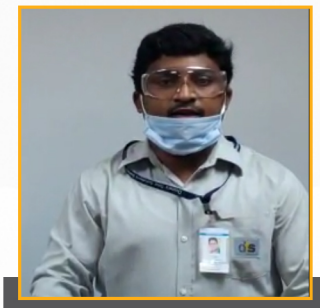
MANOJ NARESH MHATRE
(Facility Executive)
- Mumbai

Transport was the biggest challenge during this pandemic; Manoj played the role of saviour; he used to start his day by picking staff from home; dropping them to the respective site & Then next staff. He ensure the safety norms are met & at the same time business is not hampered



GOPAL SINGH
(Facility Executive)
- Chandigarh

"During Lockdown he has worked for more then 12 hrs shift. As the site is in Himachal rains and climatic conditions keep changing he helped employees to cross the river and dropped them following all safety norms of PPE's has a never give up approach "



SAILU THAMARI
(HK Supervisor)
- Hyderabad

Not only did he travel daily 8kms, he ensure there are no client complaints owing to cleaning. As in pharma without cleaning standards work won't move ahead. His dedication was appreciated by Client

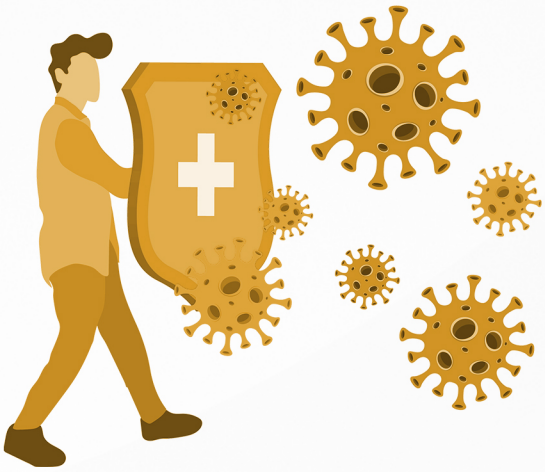


Best Workplaces in Facility Management Great Place To Work. INDIA 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS
COVID Hamare Hero Fund

COVID Prevention Measures 3.0

Hamare Hero Vaccine Drive



We are committed to protect our warriors at the ground & provide best possible welfare schemes and facilities

Number of Employee Benefited

2009 YTD

Total Amount Disbursed

1,98,51,000 YTD

Tested COVID Positive?

Share your valid **RT-PCR** report & Fully Vaccinated Certificate with your **ARM or Regional HR**

Time frame – within **42 hours**

The purpose of **"HUMARE HEROES COVID WELFARE FUND"** would be to extend in form of NEFT to our employees who tested positive amounting to **Rs. 5000/-**

Employee Health & Safety Remains Our Priority

Best Workplaces™ in Healthy Engagement Great Place To Work. INDIA 2021

Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS
EMPLOYEE ENGAGEMENT

Employee Engagement Frontliners

One of the key aspects of employee engagement is to help our employees by rewarding and recognising them for their talents. This could be at team events or at town hall like programmes. We provide employees with career development advice and explain the various benefits of getting enrolled in certain programmes. Apart from explaining the do's and don'ts at the workplace, we take the employees through the latest policy initiatives.



Great Place To Work. India's Best Employers Among Nation-Builders 2021
An SIS Group Enterprise

DTSS
EMPLOYEE ENGAGEMENT

Employee Engagement Frontliners

Karnataka







Best Workplaces™ in Healthy Engagement
Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS
EMPLOYEE ENGAGEMENT

Employee Engagement Frontliners

North & East







Best Workplaces™ in Healthy Engagement
Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

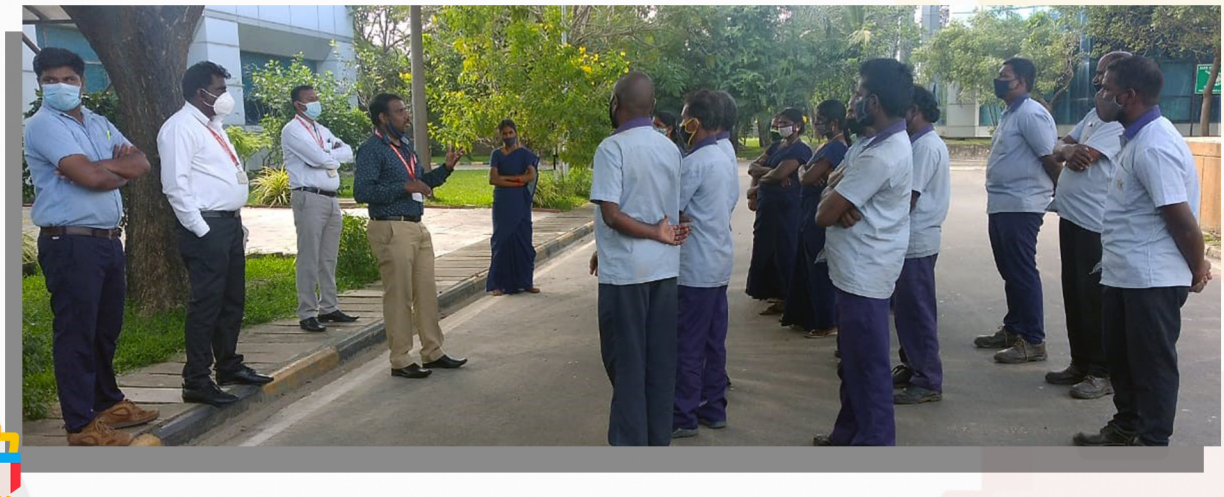
DTSS
EMPLOYEE ENGAGEMENT

Employee Engagement Frontliners

AP & TN







Best Workplaces™ in Healthy Engagement Great Place To Work. INDIA 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

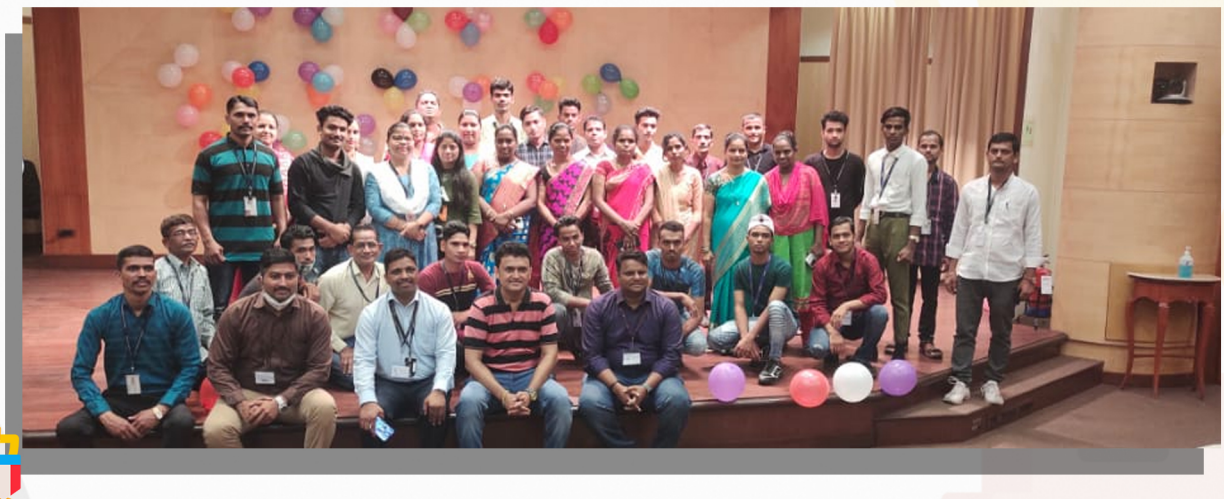
DTSS
EMPLOYEE ENGAGEMENT

Employee Engagement Frontliners

West







Best Workplaces™ in Healthy Engagement
Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS
EMPOWERING WOMEN

Women Power
"We Are Our Own Security."

Introduction / Importance Of Women's Safety



Weapon Session - Silambam



About - Self Defence



Real Time Scenarios On Self Defence / Blocks And Punches



Awareness And Precaution About Omicron / EHS



Self Defence Techniques



Warm Up Session



Warm Up Session



Best Workplaces in Healthy Engagement Great Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS POSH

Don't POSHhhhh, Speak Out

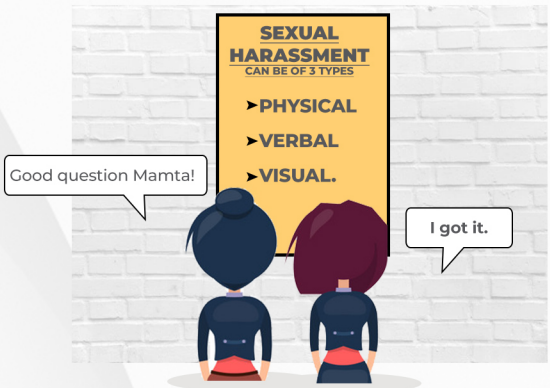
DTSS complies with the POSH Act 2013, the objective of following this policy is prevention and redressal of complaints against sexual harassment. We have zero-tolerance for such cases. Our employees can directly file a complaint through DTSS Mitra App.













Best Workplaces™ in Healthy Engagement Great Place To Work. INDIA 2021
Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS POSH

Don't POSHhhhh, Speak Out

- Threatens detrimental treatment in her employment
- Threatens about her present or future employment status
- Interferes with her work or creating a hostile work environment for her
- Treating her in a humiliating manner likely to affect her health or safety.

The superior makes a promise of preferential treatment in return of sexual favours then that is also considered as Sexual harassment.

Just because the woman did not consent to sexual favours if the superior

I will surely keep this in my mind. Can you please tell me how DTSS employees can raise their voices against it?

DTSS employees can Download MITRA App to raise a complaint or they can directly email our centralised team at icc@dtss.in

Okay, then who will handle the raised grievance?



DTSS has an Internal Committee that is led by a senior woman as per the POSH Act 2013. Any complaint that is raised will be handled in a fair and justice manner by this Internal Committee.

Okay Mam, But, what if someone is found guilty after an enquiry by the Internal Committee?

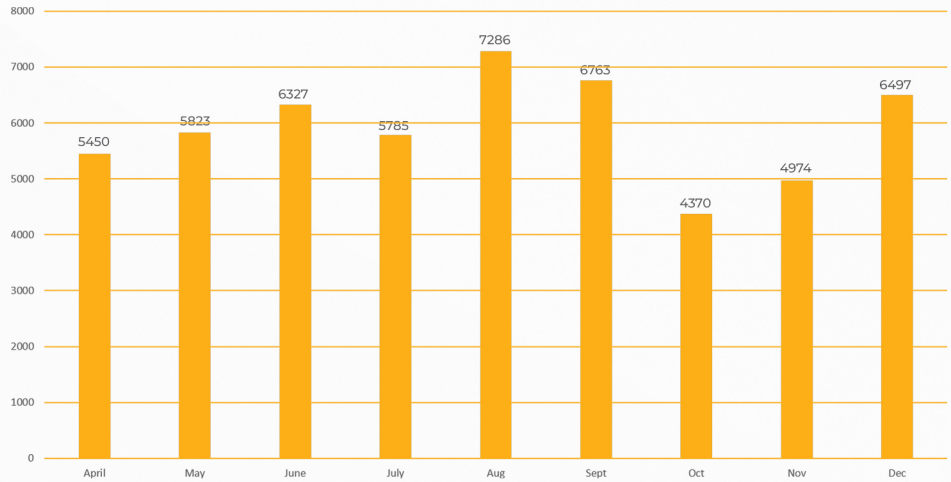


- Termination of the false complainant's job will take place.
- Defamation cases under the Indian Penal Code can be filed by the person against whom a false complaint was filed.
- A monetary suit under Civil Law claiming damages can be filed by the person against whom a false complaint was filed.

Then

Okay mam, Thanks for sharing such valuable information with me. I really feel safe working with DTSS!!

Number of Employees Covered Under POSH
Apr 21 - Dec 21



Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS
BUSINESS

BUSINESS



Just Making The Right Move!

An SIS Group Enterprise

DTSS
7 SOLUTIONS

7 Solutions



Mr. Anoop Sharma
Sr. Vice President Business Development

The key aspect of our organisation is the simplicity with which we approach our work. A successful enterprise has a number of issues that need upkeep from time to time. Over a period of time as organisations grow exponentially it becomes difficult to keep maintaining them at all times. But that's where we step in with our expertise as we have some of the most experienced solution providers. We have a number of customers across various sectors and for them we offer seven simple solutions.

Manufacturing
Productive & safer environment at your manufacturing facility
Value Gain (In Rs. lac) - 100.55
Share Of Business - 23.37%

Commercial Spaces
Creating a safe, secure & efficient environment
Value Gain (In Rs. lac) - 85.66
Share Of Business - 19.91%

Healthcare
Our solution reduces hospital acquired infections and improves overall patient care
Value Gain (In Rs. lac) - 20.87
Share Of Business - 4.85%

Pharmaceutical
Ensuring safe, secured, hygienic & audit ready facility
Value Gain (In Rs. lac) - 1.00
Share Of Busines - 0.23%

dts
An SIS Group Enterprise

Education
Moving From Traditional Cleaning To Smart Hygienic Solution
Value Gain (In Rs. lac) - 62.91
Share Of Business - 14.62%

Residental Spaces
Creating safer, cleaner and smarter living spaces
Value Gain (In Rs. lac) - 2.45
Share Of Business - 0.57%

Data Centres
Facilitating cleaner, safer & smarter data centres

Reliance RETAIL · SUZLON POWERING A GREENER TOMORROW · Nestlé · Walmart Global Tech · BYJU'S The Learning App · Fortis HOSPITALS · kauvery hospital · torrent POWER · TATA ADVANCED SYSTEMS · LUCID · AIR WORKS FLY ASSURED · BENNETT UNIVERSITY THE TIMES GROUP · J. KUMAR INFRAPROJECTS LIMITED · REBIT · INDUS INTERNATIONAL SCHOOL · FM LOGISTIC · GR SUN VILLAS PHASE 3 · Aloha Spee · Accenture Carpet Company Inc · Myntra

Best Workplaces in Healthy Organizations · Great Place To Work. India 2021 · India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

CUSTOMERS SPEAK



Hi Vijay,

This is to inform you that your team has done tremendous job to ensure staffs safety by keeping our workplace neat and tidy. Our desks, breakout Washrooms look so clean and hygienic. You have actually motivated our staff to return to the office. Your team ensures that everything in place ensuring no complaints from employees for refill of Tissue, teabags, water can, sanitizers, sanitizing wipes.

Please pass this appreciation to your well deserving team.

DTSS Team,

Appreciate your initiative and support extended to DTSS member family.

Support of this kind will go a long way in improving the morale of the employees and organization's commitment towards societal commitment

Dear Faiz Alam,
On behalf of the entire Facilities & Sustainability team, I would like to express my sincere admiration for your efforts to improve Service Excellence. We appreciate everything that you have done over the year to maintain and improve the Department's service excellence score culminating in us achieving the top rank in the recently concluded FY22H1 Internal Service Excellence Survey.

Chennai, DLF ATC achieving the Third Highest score of 86.4% contributed immensely to this achievement.

We pride ourselves on your hard work and dedication and count on you to continue.

Thank you once again for all your contributions.

CUSTOMERS SPEAK



Dear All,

We really appreciate all your support during last week for soft launch of ThermoFisher New office, Your DTSS team has gone extra mile in delivering service. Special mention to Jaswanth, he responded to all last minute changes and extra hours at work.

Transition part is also taken care of as per expectations. Please continue the same momentum.

Hi Sathish & Team,

We thank each and every one of you who were involved in BGL11 & 12 Lab Shutdown activity. This is a great achievement, and working in Data Centre which needs specialized cleaning & professional approach to complete the task has been done with precision.

The activities carried out were well organised and documented, percentage of completion updated area wise from time to time is much appreciated.

We were able to track the completion of the Lab Shutdown activity with ease and without any follow ups.

@ Sanjay and Team,
Keep up the excellent work done without any expectations.

Dear All,

Thank you for your team's tremendous help in our leadership visit. Without your diligence, hard work, and early mornings we wouldn't have been able to meet the deadline. Excellent work!

Appreciated!!!!! Gowda & Team.

Need your valuable support upcoming days

CUSTOMERS SPEAK



Dear Faiyaz,

Thank you for conducting training for the staff deployed.

You have made a conscious efforts to establish dialog with me or close the points which were been raised

I appreciate the efforts which have been displayed by DTSS Management and also your inclination towards us.

Hi Team

This is to appreciate and highlight, all the amazing work done by Mayuri during last few months.
Mayuri has been a strong support for us at Wella and goes out of her way in helping the team.
Mayuri did great job assisting in execution of Covid 19 protocols at office.
She along with her team, contributed hugely to vaccination drives at Mumbai office.

Recently She took ownership of arrangements for the company's first Anniversary celebration at our office and did an outstanding job. Keep up the good work Mayuri and keep raising the bar!

Hi Parvez & Ramchandra,

Thank You very much for organizing R & R. It was a wonderful event & I would like to thank the whole team for their strong support during the pandemic & required the same hard work in running day to day operations.

CUSTOMERS SPEAK

Greetings of the Day!!

As you know that, Tata Medical Center had NABH Pre assessment audit on 24th,25th & 26th September 2021. I am truly appreciating the hard work and dedication of all DTSS staff working here. There was no major finding from Housekeeping aspect. I would like to mention that, the Project Manager and all our Supervisors have done an excellent job to make the audit successful. I am also thankful to you, for your continuous effort on training to all levels of staff and prepare them to face the audit.

I am pretty sure in the future we will get the same support from you .

SANJAY KUMBHAR DEMONSTRATING OUR COMPANY VALUE - PUNE



Subject Mail - Integrity Value Appreciation to HK Boy Sanjay Kumbhar for returning cash

Client Appreciation Statement: - This is glad to inform you that our HK boy Mr. Sanjay Kumbhar in MY Building, was appreciated for his good job of returning the cash to Vivek Shetty (from CAD department) which was found near his chair.

Employee Details:-

EMPCODE	EMPNAME	DESIGNATION	GENDER	SSANO	SITE NAME	EMPLOYMENT_START_DATE
0075965	SANJAY S. KUMBHAR	OFFBOY	MALE	SSA17/000021/PCH1	RBL BANK LIMITED HO - KOLHAPUR	25-10-2011

Story:- Sanjay Kumbhar is working at RBL Bank, Kolhapur Branch. At time of cleaning at B.Y. Building, he found cash on flower near to Vivek Shetty desk and sanjay has returned the amount to senior authorities. Vivek Shetty was left for the day. next day cash was handed over to vivek Shetty.

OUR VALUE - INTEGRITY

Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS
PROCESS

PROCESS



Accurate Process = Goal-Oriented Results

CUSTOMERS SPEAK





FEEDBACK SURVEY ALL INDIA

1070 CUSTOMERS

929 FEEDBACKS RECEIVED

CSAT SCORE 8.0

89% Were happy with timely wages & compliance submission

65% Were happy as DTSS could take care of deployment

80% Were happy with the Vaccination Drive launched for our Frontliners

75% Were happy as our Operating team were on the ground connected regularly with them

- Enhance Employee Connect Sessions
- Manpower Shortages To Be Well Managed
- More Customised Training Sessions On safety

Great Place To Work. India's Best Employers Among Nation-Builders 2021

dts An SIS Group Enterprise

DTSS
TECHNOLOGY UPDATE

TECHNOLOGY UPDATE

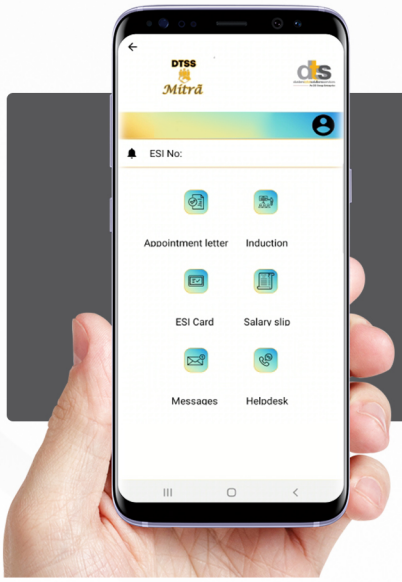


Pushing The Limits To Make It Best!

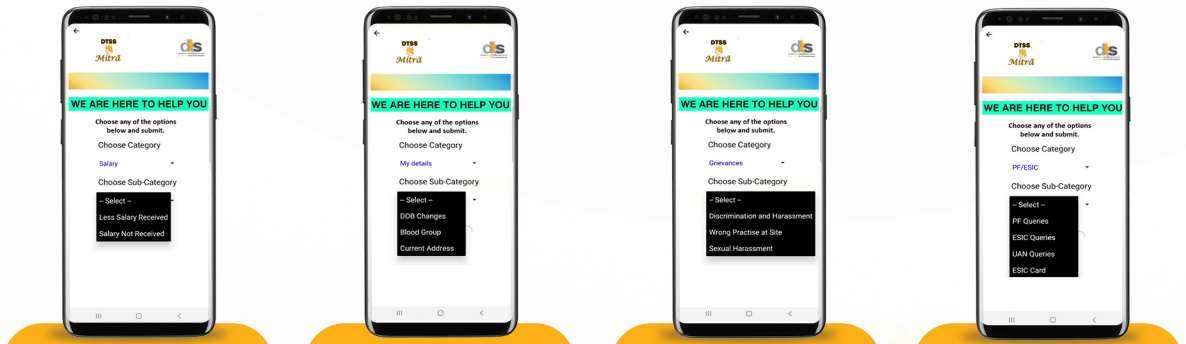
An SIS Group Enterprise

DTSS Mitra

DIRECT-TO-DTSS GRIEVANCE SYSTEM

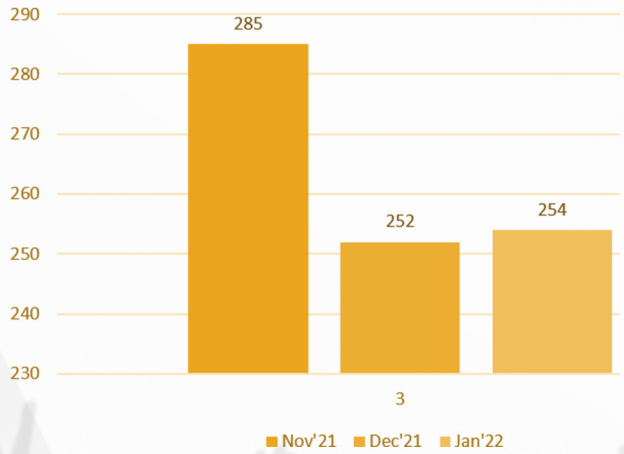


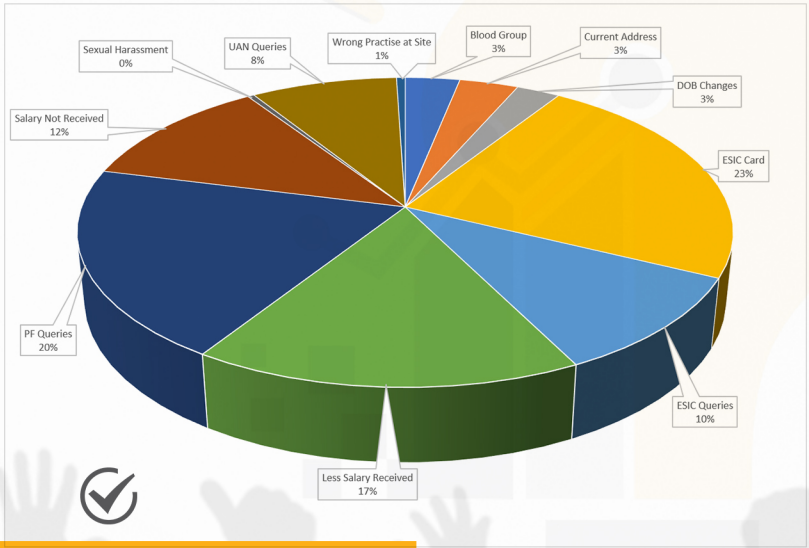
A Whole New Digital
Grievance Management Process
For A Faster Way To
Resolve Your Problems!



SALARY | **MY DETAILS** | **GRIEVANCES** | **PF/ESIC**

Once the **Ticket is Registered**, you will get a message on your **Registered Mobile Number** regarding your **Grievance.**





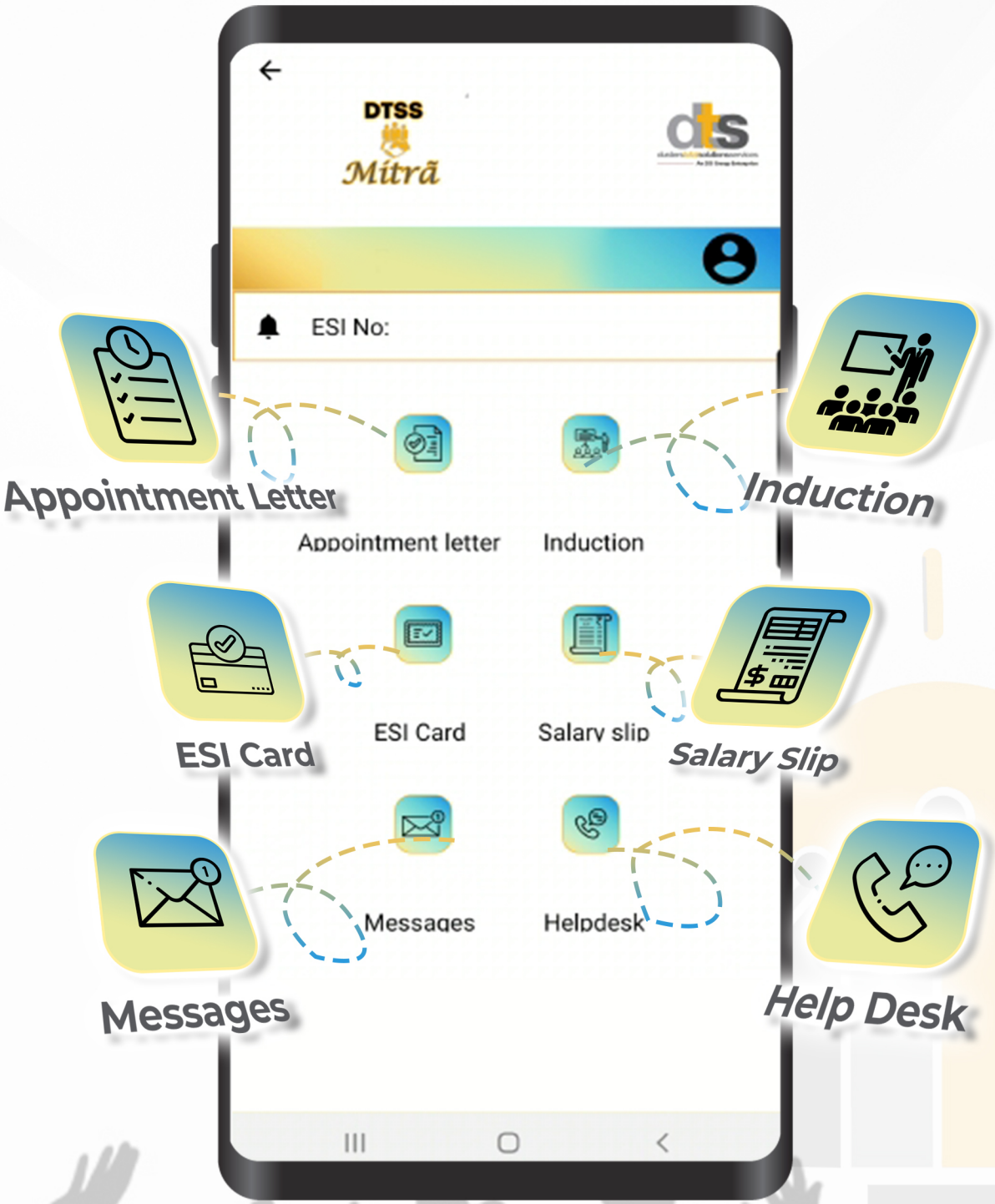
That's it!

You Have Successfully Raised The Ticket.

Best Workplaces™ in India 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise

DTSS Mitra

We have taken a step ahead towards creating a transparent environment for our employees at the workspace through MITRA APP. It is the one digital platform to report their concerns and check updates regarding appointment letters, salaries, etc. Through this app, DTSS employees can give their feedback freely.



Best Workplaces in India 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS
M-TRAINER

M-Trainer

We introduced M-Trainer LMS an aid to provide real-time learnings of on-site team. This enabled self-learning opportunity for all our employees through their smart phones.

This was aimed at:

- Customers
- Training Champs
- Trainers
- Company

and eventually for all our employees.



M TRAINER PROGRESS

MONTH	INCREASE IN TRAINING COVERAGE	INCREASE IN SESSION BY TRAINING CHAMPS
OCTOBER	80.66 %	7752
NOVEMBER	82.15 %	6888
DECEMBER	83.38 %	7021

PHASE 1 (2020-21) – REAL-TIME REPORTING
PHASE 2 (2021-22) – UPLOADING AV CONTENT FOR SELF LEARNING

Great Place To Work. India's Best Employers Among Nation-Builders 2021
An SIS Group Enterprise

DTSS
ROBOTIC CLEANING

India's First Robotic Cleaning Machine

We at the Dusters Total Solutions & Services (DTSS) have always been at the forefront of bringing technological innovation to our clients. With the onset of COVID-19, there has been a higher impetus towards reducing touch points especially in high-density zones like hospitals rampant with frequent movement round the clock. To address the same, DTSS has partnered with Peppermint Robots, A SINE-IIT Bombay and Qualcomm powered company to deploy Housekeeping Robots at JSS Hospital, Mysore. It was a perfect synergy. DTSS joined hands with Peppermint Robots and JSS Hospital, Mysore became the First Hospital in India to deploy Housekeeping Robots. The Robot designed and developed in Pune works on its own across the hospital with the use of sensors like LiDar & 3D Depth Sensor camera along with state-of-the-art hardware and software.



SCRUBBER DRYER - SD 45

Solution Tank	Recovery Tank	Cleaning Uptime
45L	45L	6 hrs

Suitable for

- Corporate Real Estate
- Hospitality





Best Workplaces™ in Healthy Engagement
Great Place To Work. INDIA 2021
Great Place To Work.
India's Best Employers Among Nation-Builders 2021
dts
An SIS Group Enterprise

DTSS
EDITORS NOTES



TEAMWORK

HEALTH | SAFETY | GROWTH

We progress and maintain the dignity of work by keeping up with the health and safety of our team.

Great Place To Work. India's Best Employers Among Nation-Builders 2021
dts An SIS Group Enterprise