

MANAGEMENT SYSTEM CERTIFICATION





Dr. Sundar Kataria

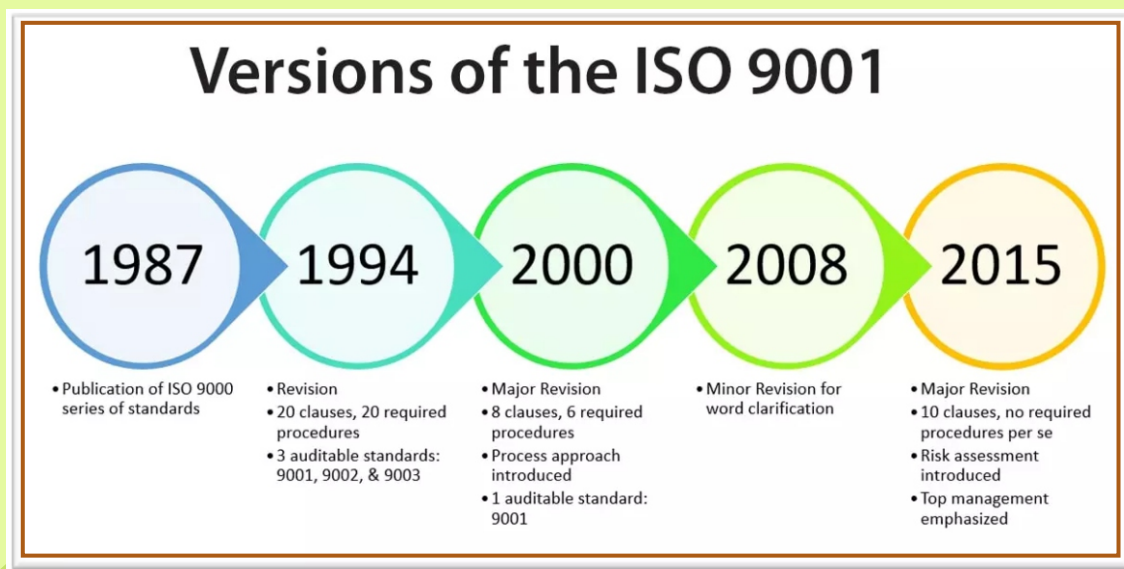
ISO, Management System Certification (CMD)

ISO, Management System Certification - Past, Present & Future Contribution for Nation Branding Certification Body.

The history of ISO 9001:2015 Quality Management System is most popular ISO management system in the world; we

can trace its original back to the 1950's with US and UK government who established the standard for military procurement, large corporate organizations which supplied government procurement agencies.

The military standard led by the defense industry to adopt mutual recognition of NATO AQAP, MIL-Q and Def Sten Standards. British Standard BS 5750 was the first specific quality management system standard, 1979 applicable to the industry. (ISO 9001, ISO 9002 and ISO 9003) Standard developed by International Organization for Standardization (ISO) published in the year 1987. These standards have been undergoing review and revision every 5 to 8 years. The history of ISO 9001 with significant changes are given as under:



The current ISO 9001:2015, Quality Management system is widely accepted and recognized in more than 200 countries worldwide.

The independent certification is given to the certification body duly accredited by the accreditation body; more than 100 countries have their National Accreditation Bodies who are governed by IAF: International Accreditation Board. The certificate of compliance issued by the ISO / IAF member countries have been mutually recognized and approved.

In India Quality Council of India was established in early year of 2000 which is an independent Indian National Accreditation Body. NABCB: National Accreditation Board for Certification Body extend their accreditation of the ISO management system to the certification bodies / conformance assessment bodies. There are number of CAB operating in India providing the certification of various ISO management systems.



The certificate issued by an accredited Conformance Assessment Body is mark of quality; approved and recognized globally.

The ISO certificate provide the assurance of the certified organization that their management system is in compliance with the certified applicable ISO management system ensuring meeting the National, Legal and regulations.

Thus the certified organization received the recognition nationally as well internationally at par to other organization worldwide thus the international border barriers are removed.

Thus certification of ISO management system helps you to improve your brand equity apart from many other benefits by adapting to ISO management system.

ISO organization is very dynamic and continually improving the ISO standards to cater growing need of the business based on global needs, to ensure the stakeholder and consumer interest to provide them with enhance quality of the products and services through effective and efficient ISO management system.

The future of ISO is very encouraging as the organization can select various varieties of management system to choose according to their scope, manufacturing and / or services. Today ISO management provide you with sector specific management system like

- ISO 22000: Food Safety Management System
- ISO 27001: Information Security Management System
- ISO 19443: Quality Management System – Nuclear Energy sector
- ISO 13485: Medical Devices – Quality Management System
- ISO 30000: Ship Recycling Management System
- ISO 29001: Petroleum, Petrochemical and Natural Gas Industries

Approx. 1 million ISO certificates are issued in India covering various ISO management systems



Mr. Manish Puranik

Certification

(BE MECH, MBA-Operations, Regional Manager West-II, VP Certification)

Certification - Is the provision by an independent body of written assurance (a certificate) that the product, service or system of an organisation meets specific requirement.

It is very clear from definition that you can issue a certificate to any standard only if the stated requirements are fulfilled by the organisation. System

certification gathered momentum in 90s and during those days getting an ISO Certificate was a very proud achievement. The respect for standard implementation, respect for auditors and consultants was at its peak during 90s. Everyone in the organisation used to be involved in certification, position of MR Management Representative used to be prestigious, management used to be present in almost all major activities of implementation of standards, companies used to celebrate the certification achievements and used to advertise the same to share with every possible person about their achievement. The companies used to give articles, photos about ISO certification in newspapers magazines etc. In those days there were very few certification bodies and they used to operate with high level of seriousness and commitments but now we say those were the days.



As the years past many certification bodies started their operations. It is believed that having competition is always beneficial to the customer but in this it is going against the organisations, it is very unfortunate that in few cases certificates are distributed without any system or any documents in place. The respect and Charm of certificate is fading away at a very fast rate and is affecting every corner of society and country.

Following would be the key contributors for such status:

1) Number of certification bodies have increased like anything and that too without any checks and controls, franchises are given without verification of management credibility and commitments.

2) No actions on websites displaying cheap rates for certification, messages like get certificate in 2 days etc.

3) Organisations want shortcut and fast certificate without doing implementation which they do not understand that the money they pay for certificate is a waste as it does not carry any value.

4) Customers do not ask for certificate authenticity, audit reports etc.

5) No condition given in tender for certification, they just ask that organization should be ISO certified.

6) Awareness of system, accreditation, certification and standards is very low among msme organisations.

7) Organisations doesn't have a proper budget for system implementation and development.

Few controls which may be exercised to raise the bar of certification –

1) Creating Importance for system development, implementation and system dependency in an organization, understanding the benefits of good system implementations. Management should allocate some budget for system implementation & development.

2) Regulatory bodies should come out with very strong regulation and implement it against all the cheap and fake certification bodies.

3) Continuous monitoring of websites for any such cheap contents related to certification.

4) Customers those who demand ISO certificates it is their responsibility also to approve the good CBs for their suppliers.

5) All non NABCB accredited CB to be made mandatory to register with NABCB.

Things to be followed while selecting a certification body...

1. As a management never encourage and entertain cheap certification bodies Check for life of CB, credibility and service before selection of CB.
2. See if Accreditations is having IAF agreement.
3. Whenever you come across fake and cheap, unauthentic CB , register a complaint with regulatory bodies.
In the end in order to make our country Shine and prosper it is very important that we all should think good, take good ethical decisions, work with and for systems and give back the Lost glory and respect to management system standards..

**GOOD SELECTION OF CB MEANS GOOD SERVICE TO COUNTRY,
LET US JOIN HAND FOR A NOBLE CAUSE.**



Mr Abhijit Gadgil

ISO 9001 and ISO 45001 certified organization
(Ex Admin & Hr Head Scone Project Pvt. Ltd., Consultant, Lead Auditor QMS, OHSMS)

Advantages of good consultants and certification body in implementation and certification

In today's competitive scenario every businessman and every industry wants to grow in terms of business with profits through proper implementation of management system in their organization, with focus on customer satisfaction.

ISO standards are global international standards by which phenomenal results can be achieved.

To achieve ISO Certification Two important steps to be followed-

- 1) Consultation, training and implementation.
- 2) Certification body selection and certification.

As mentioned if the knowledgeable person is not available in the organization then appointment of good sincere competent consultant is required for the implementation of ISO system because he will act like a pole star for system



To select the right consultant organization should look out for the following credentials

- 1) Must be competent related to certification standard .
- 2) Must have industry experience.
- 3) Percentage of successful certification.
- 4) Knowledge of agile methods.
- 5) Must know the processes of industry

A Consultant-

- Is a Professional advisor who offer consultation and audits for achieving ISO accreditation without any complications.
- Should conduct Gap Analysis.
- should conduct Internal audits and readiness reviews to make sure the working implementation system is working with 100% implementation.
- Is hired to streamline the entire procedure and to meet regulatory requirements and clauses related with particular ISO standard.
- Having good ethics (Not to disclose details to others)

Benefits of Hiring the Good Consultants

There are so many benefits of hiring the good consultants.

- 1) He is independent and impartial and can report any short comings of the system to top management for the improvement.
- 2) They design the strategies to overcome the problem.
- 3) They help to find out the strengths and weaknesses, generate awareness among the management about the loopholes and potential threats that can bring more risks. With their experience they help us to define an effective system and then implement the same in the organization. Many times the consultant gets the work done where the org gets stuck up.

- 4) They conduct audits to check how the implementation is working.
- 5) They help to review the readiness the preparation of the system to acquire the certification. It is the consultant who can tell us what is right or wrong wrt certification. In most of the cases the consultant also plays an important role in selection of certification body.
- 6) They create a culture of ISO system in the organization.

Advantage of good certification body

Having a good certification body is also a major component of success, so the selection of good certification body is very essential-

- Will give you accredited certificate
- Will add brand value
- Auditors may add value to management systems during audit
- Certificate will be globally accepted when there is IAF agreement
- Organisation will be assured of good professional service.
- Will get good value and recognition for cost
- Increased credibility.
- Enhanced customer satisfaction, resulting in repeat orders and mouth to mouth publicity.

I am very happy to share that our company SCON PROJECTS PVT LTD has been certified by international certification Services Private Limited for EMS and oh OHSMS for the past 15 years and we are very proud to tell that our selection of certification body has been 200% correct as it has fixed as lot of value additions in brand building and system strengthening.

‘Quality cannot be bought ... It needs to be nurtured’...

Quality , service , values are the pillars of any management system and certification





Mr. Surendra Patwardhan

The Role of a Consultant (Consultant - Pune)

Edward Deming had introduced 14 points of management. He talks about the management in view of leadership, improvement and many more. Not only Edward Deming but Juran and many other management gurus talked about how quality culture should be there in any organization?

I got introduced with ISO systems in 1992 when it came in India for the first time. Then I eventually was involved in implementation of ISO 9001, QS 9000 and many more. I started my consultancy post 1997. At that time the word _ QUALITY , was comparatively new. People had just started talking about quality. Of course, at that time quality was the ownership of only quality control department, nothing else. However, then people eventually came to know that quality is a positive culture and every department is supposed to work on that.

That time, ISO was totally new and we say that it was a kind of a Concept Selling.

I remember that in 1997 and 1998 we used to go to customer for a discussion on ISO, and then the first thing what we supposed to do was, that we need to share what do you mean by ISO, what is the full form of ISO.

It started from there.

In last so many years the culture has been changed and now everybody knows what ISO is. In fact, ISO is having a big glamour nowadays, not only in India but throughout the world.

ISO is a routine now. It has been a part of your routine activities, your business Earlier it was supposed to be a separate thing, but now, not only quality but there after other concept like environment, health and safety, food safety, medical devices, Information security, automotive standard related quality management system and many more.

Earlier it was supposed to be a separate thing, but now, not only quality but there after other concept like environment, health and safety, food safety, medical devices, Information security, automotive standard related quality management system and many more.

They came one by one and they got popularized. Now for this, we say that there was a big cultural transformation. Earlier the organizations were not aware what is quality, they were not aware what ISO is and from there now every organization is talking about quality, and even further more like environment and safety. Even today they talk about sustainability.

But this journey was not that easy.

There were two important pillars for this.

First one was the consultant and second was the certification body.

Consultant was helping and guiding organization and certification bodies were giving third party certifications and they were very important.

These two pillars were very important for this travel from _ unawareness of ISO culture to awareness of quality culture.

I think the role of a consultant is vital important over here.



The first thing what the consultant should do is , he should understand the gaps between the organization and the standard requirement. It could be any standard for quality, environment, health and safety, food safety or whatever it could be. So understanding gap needs a good experience and exposure to the world .

We had done ISO for the organization right from just two people to 20,000 people.

We did it for manufacturing as well as service industry. We did in fact to every kind of industry. For that you need to have good knowledge of the processes and activities.

Second, he should have good knowledge of the standard. He should know, in and outs, nuts and bolts of the standard. He should be aware of shall , maintain and retain , and everything of the standard.

Thirdly, he should be able to fill in the gap by effective ways. He should use all tools and techniques, all weapons of management.

It is not that easy because the standard is same. Let it be a small organization or a very big company, where manpower is very big in number.

There may or may not be a very good culture for management system approach. There could be educated people, there could be engineers, there could be senior guys or in contrast , there could be a small company of two or three or five people who are not so educated. But the standard remains same. So important role of consultant is he needs to ensure that the organization let it be highly educated guys or no education guys, too many people nor in adequate people , a company with complex process or simple process . It could be high tech companies or very low profile companies.

He has to ensure that the certification should be done; the implementation should be done in the same way because ISO requirements are same. Let it be small, big, company, educated, none, educated, literate, illiterate.

Even different territory, different language , culture are different for each company. So that's why his role is important to understand the organization, understand the gap. He should have good knowledge and he should be having good skill to impart that knowledge to the people of such variance in the organization.

I always say that the consultant's effectiveness or his performance is gauged by the organization where he has consulted.

It has got no meaning whether he is very highly qualified or very highly experienced or he might be aware of each and everything of the standard, but his performance is dependent on how it is implemented in the organization and how the organization executes at the time of audit.

One more thing, after doing so many things the most important thing his guidance to organization in selecting good reputed right certification body. Now a days we have seen that so many fake certifications are floating, so choosing the right certification body which should be authentic , it should be legal and the certificate should have value. So they should choose the right certification body that's very important.

And that's very important because they had taken pains to implement the system, they should get gains .

So the role of certification body is also important and choosing them as a consultant there is very important.

Thus the organization are changing, eventually , India is transforming to a quality oriented nation.

Our Honorable Prime Minister in 2014 on 15th of August declared the vision of our country - Zero defect Zero effect to get recognized globally.

It means that we have very able leadership and that's what been percolated to the last person in any company and country.



At the last I must say Bhagvat Geeta talks about the good characteristics of the people, good quality of the people and this good quality of the people should be utilized In the organization.

I must say in Sanskrit there is one saying that _ there is not a single word in the world which cannot be used in the Mantra, there is not a single plant which cannot be used as a medicine and there is not a single person on the earth which doesn't have any good quality but what is important is, there should be good management". We see that Yojak is "durlabh" it means that the managing person and supporting consultant should be wise enough to understand the good quality of person and he should be able to use the potential of right person at right place .



Mr. Yeshwant Gokhale

Need of ISO 9001:2015 Quality Management System Standard (Certified Trainer & Lead Assessor)

All Manufacturing as well as Service Organizations do need to implement this Standard if they want to sustain and improve their status. My experience of consultancy start way back when the 2nd Revision released in

September 1994 My aim was to be with Companies to maintain this system and the organizations responded The 2015 version had done the

real miracle if the requirement of 4.1:Identifying Organisaton's internal and external issues with consideration to fulfillment of needs and expectations of interested parties which starts from Top Management, Customers, external providers, ofcourse employees ,statutory organizations and neighboring companies Once the Issues are identified they are processed by taking actions to address risk and opportunities. This helps practically to bring improvements in all walks of life With the risk exercise the need arises for maintaining better working environment with consideration to working health of employees for long term growth of organization. At this point we feel the need of implementation of ISO14001:2015 EMS & ISO45001:2018 Occupational Health and Safety Management Standard. These standards if implemented with spirit to maintain and follow the norms will ensure all ground growth of the Organization on long term basis.



Training Calendar - August-2023

Course Title	Start Date	End Date	Fees	Duration	Class Type
Lead Auditor Training For Integrated Management System ISO 9001:205 + ISO 14001:2015 + ISO 45001:2018	7th August 2023	11th August 2023	INR 17,000 + 18% GST	10am to 5.00pm	Offline
Internal Auditor Training For Medical Devices ISO 13485:2016	14th August 2023	15th August 2023	INR 7,000+18% GST	10am to 5.00pm	Offline
Internal Auditor Training For Integrated Management System ISO 9001:205 + ISO 14001:2015 + ISO 45001:2018	21st August 2023	23rd August 2023	INR 7,000 + 18% GST	10am to 5.00pm	Offline

Riddles



1. what has many keys but can't open any doors?
2. what gets wet when drying?
3. what has two hands and a face, but no arms and legs?
4. I am full of holes; i can hold water. what am I?
5. What goes up and down but does not move?
6. What is white when dirty and black when clean?
7. what travels around the world but stays in one corner?
8. What can you catch but never throw?
9. What start with E, ends with E and only has one letter?
10. which tables does not have legs?

10. VEGETABLES

1. PIANO, 2. TOWEL, 3. CLOCK, 4. SPONGE, 5. STAIRS, 6. A BLACKBOARD, 7. A STAMPS, 8. A COLD, 9. AN ENVELOPE,

Reading challenge

Can You Read This?

IF YOU CAN READ THIS WITH EASE
THEN YOU ARE INCREDIBLY
TALENTED AT READING BACKWARDS,
WHICH IS AN INCREDIBLY POINTLESS
TALENT TO HAVE.

Horoscope Month of August 2023



Aries

This month, expect a powerful wave of creative inspiration in your career. Embrace your entrepreneurial drive and seize the chances for self-expression in new endeavors. While enjoying financial growth, be mindful of impulsive expenses to avoid future strain. Give attention to your children's passions and interests. Also, exciting home renovations might be in the cards, brightening up your living space with a touch of vibrancy.



Taurus

This month promises a cocoon of emotional growth and self-discovery, urging you to explore your heart and home. Embrace the comfort of family, stability, and personal development. Joyful family gatherings await, and the stars align favorably for those considering starting a family or finding a new home. You may also be drawn to real estate or interior design projects. Enjoy this nurturing phase of life!



Gemini

Enhance your networking skills to boost your career and finances. New job opportunities aligning with your abilities might come your way. Look forward to enjoyable chats, playful interactions, and memorable moments with loved ones. Embrace nearby adventures and short trips for fun. Engage in stimulating conversations and social gatherings, being the centre of attention. It's a favourable period for personal growth and connection-building.



Cancer

This month, your finances take center stage. It's a great time to work on stabilising your income and exploring new opportunities for financial growth. Whether clearing debts, setting up a budget, or saving for the future, you'll be motivated to handle your resources responsibly. Additionally, focus on nurturing deeper emotional connections in romantic relationships, friendships, and family interactions. It's a time of strengthening bonds.



Leo

Embrace the blessings of newfound confidence and a can-do attitude. Your potential at work becomes unstoppable, making now the perfect moment to embrace fresh challenges. While handling finances, consider some extra indulgence, but always maintain a mindful balance between spending and saving. Your vibrant energy will fill your home with joy, turning your family into a source of happiness and warmth.



Virgo

You will feel a profound desire to withdraw from the hustle and bustle of everyday life. This is a time for self-reflection and spiritual exploration. Embrace solitude; it will grant you invaluable insights into your psyche and past experiences. Discover your imagination and let it flow freely, as it can be a potent tool for emotional expression. Engaging in charitable activities or lending a helping hand to those in need can be deeply rewarding.



Libra

Now's the ideal moment to broaden your social circle and forge fresh bonds. Your capacity to truly connect with others will be remarkable, attracting kindred spirits who share your interests. In a devoted relationship, you'll experience an extraordinary friendship, laying a strong base for your love to flourish. Embrace a carefully planned budget and explore potential long-term investments for a prosperous future.



Scorpio

Your aspirations will soar to greater levels. If you've been thinking about switching careers or aiming for promotions, now is the perfect time to act. Your responsible and careful handling of finances will guide you towards wise money choices. Whether single or in a relationship, use this moment to strengthen your bond with your partner or embrace new romantic opportunities. Share your emotions openly, and embrace your vulnerability without hesitation.



Sagittarius

The stars will bring you luck and success in your studies, legal matters, and dealings with people from other countries. You might also receive unexpected financial gains through distant business ventures, foreign investments, or sharing your work with the public. It's a good time to reach out to far-off relatives and experience deep healing and understanding within your family. Treasure these precious moments and embrace the blessings that come your way.



Capricorn

Expect power dynamics and potential disagreements with those in charge at the workplace. Stay firm and express your ideas with confidence. Steer clear of office rumours and concentrate on personal growth and accomplishments. It's a great time to team up for financial ventures or explore investment chances. Watch out for controlling tendencies in relationships. Embrace the opportunity to heal from past hurts and welcome fresh starts.



Aquarius

Explore exciting chances to work together on projects that could boost your career. Listen to your gut when picking your partners, as teaming up with the right people can bring mutual success. Be careful with shared investments or loans, as there might be some uncertainties. You may find yourself attracted to someone who complements your personality and brings out the best in you. Embrace these opportunities for growth and collaboration.



Pisces

Now is the perfect moment to step up and demonstrate your abilities. If you've been thinking about starting something new or finding a new job, go ahead and be brave. It's also a good time to put your financial plans into action, like budgeting or saving. By working together and helping each other, your existing relationships can become even stronger. You'll have a remarkable ability to learn and apply knowledge practically throughout this month.



Birthday's Month of August 2023...



Sr. No.	Emp. Name	Station	Emp. Dob
1	Sushil Kumar	ICS-Torrent Gas July 2022	01-Aug
2	Prem Shanker Singh	ICS-Torrent Gas July 2022	02-Aug
3	RAMBABU JALGADUGULA	ICS-BHEL	02-Aug
4	Bhavesh Rajput	Baroda	02-Aug
5	Dilip Kumar	ICS-IGL New Delhi	02-Aug
6	Sana Khan	ICS-Assure - Forensic	05-Aug
7	Mohd Ahmad Nabi	ICS-Torrent Gas July 2022	05-Aug
8	Vikram Singh	ICS-ONGC Gamnewala (RAJ)	05-Aug
9	Vinay Singh	ICS-ONGC-Ankleshwar	05-Aug
10	Yagneshkumar Bhatt	ICS-ONGC-Cambay	06-Aug
11	Bhavesh Shrimali	ICS-ONGC-Mehsana-CS	07-Aug
12	Vijay Narbhawar	ICS-Torrent Gas-Pune	07-Aug
13	Vivek Kumar	ICS-Torrent Gas July 2022	10-Aug
14	Laljee Suryanath Pandey	Mumbai-Admin	10-Aug
15	Deepanshu Kasana	ICS-IGL New Delhi	10-Aug
16	Ayazuddin Khan	ECD-Gail Maharashtra	10-Aug
17	Amjad Ali	ICS-IGL New Delhi	10-Aug
18	Mitkumar Raval	ICS-ONGC-Mehsana-CS	10-Aug
19	Adithiya Jay Kumar Pillai	ICS-Assure - Motor OD	11-Aug
20	Fahim Kamaluddin Ghazi	ICS-VENDOR	11-Aug
21	Md Rezaul Haque	ICS-Torrent Gas July 2022	11-Aug
22	Prasad Sunil Bhilare	ICS-MNGL-Pune	11-Aug
23	Sanjay Sharma	Onland Offshore	11-Aug
24	Vipin Kumar Tiwari	ICS-Reliance Ro Project	12-Aug
25	Ravi Chahar	ICS-Torrent Gas July 2022	12-Aug
26	Nivrtee Raosaheb Magar	ICS-Assure - Property	12-Aug
27	Athul V	ICS-ONGC-Offshore	12-Aug
29	Nikhil Jha	ICS-Reliance Ro Project	12-Aug
28	Md Parwaz Alam	ICS-IOCL Guwahati	13-Aug
30	Nirav Patel	Ahmedabad	13-Aug
31	Piyush Chawda	Mumbai-HR	13-Aug
32	Pooja Raman	Bangalore	15-Aug
33	Jeevansingh Bhageerath Malvi	Mumbai-ECD	15-Aug



Birthday's Month of August 2023...



Sr. No.	Emp. Name	Station	Emp. Dob
34	Ajay Kumar	Training centre	15-Aug
35	Amir Qazi	ICS-IGL New Delhi	15-Aug
36	Hriday Narayan Vindhya Vaseeni Shukla	ECD-IOCL	15-Aug
37	Brijesh Kumar Yadav	ECD-IOCL	16-Aug
38	Surendra Singh	New Delhi	16-Aug
39	Kishan Kumar Gupta	ICS-Torrent Gas July 2022	17-Aug
40	Rahul Yadav	ICS-ONGC-Mehsana	18-Aug
41	Shubham Pandey	ICS-RBML Electrical Safety	18-Aug
42	Jitendra Jani	ICS-ONGC-WADU	19-Aug
43	Amit Vishwakarma	ICS-RBML Electrical Safety	20-Aug
44	Akash Kumar Sharma	ICS-Torrent Gas	20-Aug
45	Akshata Renuse	Mumbai-Technology	20-Aug
46	Chelsi Anil Kumar Gupta	ICS-Assure - Motor OD	20-Aug
47	Jai Singh	ICS-ONGC-WADU	20-Aug
48	Mohd Kamran	ICS-IGL New Delhi	20-Aug
49	Rajesh Kumar	ICS-Torrent Gas July 2022	20-Aug
50	Neeraj Kumar Raman	ICS-Torrent Gas July 2022	21-Aug
51	Riddhi Ghosalkar	ICS-Assure - Property	21-Aug
52	Hemanandan . K. V.	ICS-VENDOR	22-Aug
53	Rudra Pratap Singh	ICS-Torrent Gas July 2022	22-Aug
54	Mayur Kumar Tarudkar	ICS-ONGC South Goa	23-Aug
55	Deepak Kumar	ICS-Torrent Gas July 2022	24-Aug
56	Radhe Nandan Upadhyay	ICS-ONGC-Offshore	25-Aug
57	Rahul Kumar	ICS-Torrent Gas July 2022	25-Aug
58	Lalit Kumar	ICS-IGL New Delhi	25-Aug
59	Maharshi Rajput	ICS-ONGC-Ankleshwar	26-Aug
60	Shoaib Ansari	Mumbai-InspCell	27-Aug
61	Pramod Kumar Gupta	Mumbai-InspCell	27-Aug
62	Sandeep Pal Suresh	ICS-IGL New Delhi	29-Aug
63	Sai Venkat Chukkala	ICS-ONGC-Ankleshwar	31-Aug

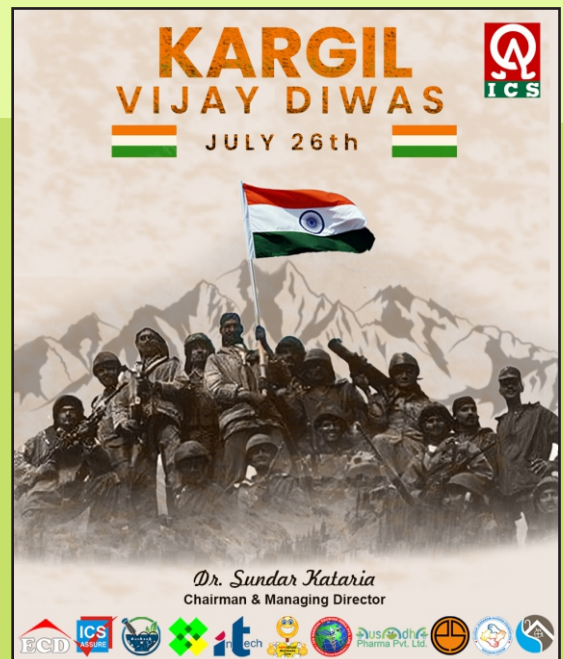
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ICS Inspection Audit



ICS Festival Greetings July





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