



**RAGS TO RICHES-HARD WORK, DEDICATION, COMPASSION
INCREDIBLE CONTRIBUTION TO ENVIRONMENT, WOMEN
EMPOWERMENT**

DRK's News Letter



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I participated in a unique function to inaugurate the educational course of thousands of poor female workers in a textile factory. There I discovered a person from a farming family who had to discontinue studies due to poverty, borrowed money, began with small 4 powerloom machines, gradually started and more spinning, weaving and garment factories, sugar mills, planted lakhs of trees and committed to give higher education to female employees and made thousands of them graduates.

Dr K. P. Ramasamy, fondly known as 'KPR', was born in the year of 1949 in an Agricultural Family at Kalliamputur Village, Periyar District, Tamilnadu. KPR is the Founder, Mentor and Chairman of 'KPR Group'. As a child, he had to discontinue studies in the college due to economic reason and helped his father in tilling the soil. With ambition to do something in his life, managed to borrow Rs. 8,000 from his uncle and made a humble beginning as a Power loom cloth Manufacturer in 1971.

With hard work, dedication and discipline, it blossomed into a Textile Empire. 'KPR Group' having a Revenue of Rs.7,500 Crores was built on values, integrity and caring for workers.

His successful journey expanded from Textile to Sugar, Power, Ethanol, Automobiles and Education. The flagship Company, 'KPR Mill Limited', is one of the largest and most efficiently run vertically integrated Apparel Manufacturing Companies in India having 12 'State-of-the-Art' production facilities in the State of Tamilnadu employing nearly 31,000 dedicated Employees; with the capacity of 1,04,000 MT of Yarn in spinning, 157 Million in Knitted Garments in 4 garments Units and in a Processing Unit with the capacity of 25,000 MT With Zero Water Discharge.



All KPR Institutions are amidst man-made forest of trees



KPR with Vice President Shri Venkaiah Naidu

FASO - Domestic Brand of KPR was introduced in the year 2019 - a customer Centric Brand for Men and Women offering the world class 100% organic cotton inner ware & Athleisure products, encouraging the farmers to live each day with extreme Pride & Fulfilment to a larger Cause – The Preservation of Mother earth.

Eco friendly Green Energy

In his drive towards eco- friendly environment, installed 62 MW windmills and roof top solar Power 12 MW at Tamilnadu and established 90 MW Co-gen cum Sugar Plant at Karnataka to source green power that meets most of KPR's power requirements. Quality is the watchword- be it the products KPR Group manufactures or the service it provides, his strategic plans & dynamic management crowned him as one of the 'Top 100 CEO's of India' and ranked KPR Mill Limited as one of the Top 500 Listed Companies by various business magazines successively.

Beyond being a very successful Entrepreneur, all through strenuous and enduring efforts, the conscience of the man is in contributing to the society from what he has earned. Understanding that the holistic approach to the wellbeing of the Women Employees is not restricted to physical wellness alone but also involves social wellbeing, he formulated an innovating concept of Empowering Women employees with higher education besides providing trendsetting facilities. Equipped with the excellent Higher educational

facilities offered at KPR, every year the Women Employees excel in Government conducted Examinations by securing Higher ranks, Gold Medals and Awards. So far over 35,500 Employees have been benefitted by the Educational facility and many of them have secured higher positions in the Country. Currently around 5900 Women Employees are undergoing their higher education. KPR's Five Star rated HR facilities are Industry acclaimed.

Vindicating the best HR practices KPR adopts, during COVID pandemic, though the Industry witnessed return of migrated employees in large to their hometowns, at KPR, fascinated by the 'Feel at Home Facilities' the entire employees chose to stay back at factory premises where they continue to enjoy comfortable accommodation, nutritious food, recreation and education facilities besides best health and safety measures. The sincere and unique investment made in the Human Capital rewarded KPR during the challenging times also.

Planting 2-lakhs Trees-Saving Planet Earth

KPR is a keen environmentalist and is passionate about sustainable business. He was instrumental in planting more than 2,00,000 trees in the Villages and at its Units; Re-cycling waste water at all plants and uses it for productive purposes; Producing Bio-gas from Human waste, thereby reducing usage of LPG; Installation of a massive Effluent Treatment Plant with zero discharge system and adoption of new technology ensuring economised water Consumption at its Processing facility.

He himself has led the 'Swachh Bharat' (Clean India) Campaign at various villages supported by his Employees in a massive way.



Inauguration of higher Education course for Women Employees



Felicitation by Prime Minister Shri. Deve Gowda

Contribution to Trade & Industry

In 1989, the company started manufacturing fashion apparel and entered the buzzing export market following it up with backward integration into spinning and processing. In 1996, it set up its first spinning unit at Sathyamangalam with 6,000 spindles to produce cotton hosiery yarn. Today it has a total capacity of 3,60,000 spindles producing approximately 1,04,000 MT of cotton yarn per annum of counts ranging from 10s to 40s. Every yarn produced adheres to the highest standards of quality. Today, KPR Mill manufactures and markets cotton yarn, compact and melange yarn, knitted fabrics, readymade knitted garments and sugar. Meanwhile, wind power coupled with co-gen power boasts of a healthy bottom line.

He is counted among the top 100 business leaders in India, leading a group of companies that is in the top 500 listed companies in India with a workforce of over 35,000 people mostly from rural India and with over 90% of them women.

Vertical integration from yarn to garment gives KPR an edge with a lower cost of production than unintegrated peers helping this group to become one of India's largest knitwear garment export businesses which supply to top global fashion brands like Marks & Spencer, H&M, and Primark.

Not satisfied with just supplying to other brands, they have also started their own desi retail brand called FASO that is available online as well as in 2500+ outlets across India.

KPR has strong family values that run through its corporate structure to build a strong loyal family of employees, vendors, and stakeholders.

Even during pandemic full pay and food

During the Covid-19 pandemic, when most factories across the country closed their factories and sent away their labourers during the nationwide lockdown in 2020, KPR Mill gave its workers a choice: "If you stay, we will provide you food, shelter, full salary, and entertainment". Each of their 12 factories has a cinema hall, sports facilities, and an auditorium. All their workers chose to take up this offer.

With zero revenues during the lockdown, expenses were running into crores and lenders were watching closely to see what would happen. Thankfully the lockdown was relaxed in two months and they were able to swing back to full efficiency within a week of restarting operations. Other factories were grappling with labour shortages for several months after. But the risk KPR took paid off and they were able to make up the losses of the lockdown.

KPR meets all the people directly and there is no separation between different levels in the organisation. There is no separate lunch for the Chairman, MD, or staff. Whoever visits the factories, will have lunch together with the staff.

Beyond his successes as a business owner, his real contribution is in managing his business as a vibrant social enterprise that brings positive change to its stakeholders and the planet earth.



A view of KPR Institutions amidst thousands of trees



With Iconic Sridhar Vembu of Zoho Corporation
www.zoho.com

Contribution to Education

K P Ramaswamy (KPR) is the eldest child of a farmer with four sons. Soon after high school when he had just joined college, his father requested him to drop out and come back home to take up a job and support his family. As a dutiful son, he followed his father's instructions and terminated his education so he could work and support his younger brothers to fulfill their educational goals.

Today he is among the top 100 business leaders in India, leading a group of companies in the top 500 listed companies in India with a workforce of over 27,000 people mostly from rural India and over 90% of them are women. Majority of them are from Hindi speaking States like Orissa, West Bengal, Bihar and North East. There is a separate kitchen giving them food of their preference. Every morning starts with prayer. Prayers are conducted in Hindi for them separately. Accommodation is provided in modern buildings with all facilities. There is a shopping complex providing all the necessities at reasonable prices. There is even a beauty parlour. So there is no need for any of them to go out to the cities for any purpose.

Lack of education did not stop this man from dreaming big. He gave his younger brothers the best of education and all of them became professionals and joined his budding business and together with him, created a business empire that

is an envy in the textile world, not just in India but worldwide. He did not stop at just educating his siblings, anyone who showed interest in education, he supported them and gave wing to their dreams by financially supporting them and giving whatever help was required to fulfill their aspirations.

KPR Charity for Higher Education

His passion for bringing higher education to first-generation learners grew over the years and has led him to start "KPR Charities" a public trust that created and runs 'K.P.R Institute of Engineering & Technology' which has been ranked at 5th place among the 67 Private Engineering colleges at Coimbatore and is also ranked as one of the Top 20 Institutions in Tamilnadu-as per the survey done by 'Higher Education Review Magazine.

Recently added a novel feather to the crown of KPR Group of Institutions 'KPR College of Arts Science and Research' with vibrant vision and mission to mould the young minds to reach the next stage in career ladder. The high point of his service towards Education is the establishment of 'KPR IAS Academy' that offers excellent coaching for IAS, IPS, UPSC, TNPSC exams. Many of its aspirants have cleared the Civil Services Examinations under various categories, which were once considered as inaccessible Career. It has been consecutively and successfully dedicating to the Nation the prospective Administrators. In the recently announced 2020 Civil Services Results also, 53 aspirants of KPR IAS Academy have come out successfully as IAS/ IPS/ IFS officers.



KPR receiving DRK at the campus



Some highlights of his contribution in education

- KPR Institute of Engineering and Technology (KPRIET) has been recognized as the 'Best Private Engineering College – ROTN' at the Tamil Nadu Higher Education Summit and Awards.
- 2023, jointly organized by the FICCI and The New Indian Express, and is also ranked one of the Top 20 Institutions in Tamil Nadu as per 'Higher Education Review Magazine'.
- KPR College of Arts Science and Research has established a formidable reputation for quality college education in Arts & Science in such a short time.
- Higher Education & vocational training facilities provided at the workplace through excellent coaching of well-trained & experienced Teachers have benefitted over 32,000 Employees to date with an average of 3000 Employees availing this facility every year.

Welfare Activities

As an active Rotarian sponsored several projects for the welfare of the society like providing basic amenities at villages, dedicating class rooms for schools, donating books to rural children etc.

Empowering poor women workers

Over 25 years ago, a young woman working at his mill asked him if he could help her complete her education. He remembered his youthful days when he had to quit college to return to his village because his farmer father could not afford to educate all four sons. He realized that he could change the future of this woman by with flying colours, the die was cast for the start of his tireless efforts to support uneducated women interested in improving their circumstances by educating themselves.

Almost 80% of their employees live with them in the factories and when KPR realised that they

KPR Mill's education initiative for women employees yields excellent results

Coimbatore-based KPR Mill Limited has been in the news for its pioneering educational initiatives as part of its CSR activities. Over 27,000 women employees working in the group have successfully completed higher education courses in the last 23 years. Going one step further, it has now successfully trained 52 candidates of which 45 students have already been placed in reputed establishments till now. *A report*

The educational initiatives of KPR Mill date back to 1998. "As you know, women from the villages in the vicinity of our mills form the majority of our workforce. Most of them are usually educated up to Class X or XII. Their family circumstances are such that they are not able to continue their studies. We started to offer various types of educational programmes for them, including, degree, vocational training and nursing since 1998 onwards," informs K. P. Ramasamy, Founder and Chairman, KPR Mill. An exclusive facility has been set up in the company where classes are held in the evening for various such educational programmes. A team of faculties have been exclusively appointed at the facility.

In a day and age when



have 8 hours to spare every day, he asked "Why not arrange classes for 2-4 hours a day?" Today the mills boast of 70 full-time teachers on their rolls who have helped the mill workers to complete Class X, Class XII, and graduation apart from helping them take up job-oriented courses on teacher training and yoga.

With a full-fledged teaching faculty, it has tied up with Tamilnadu Open University and Alagappa University and has around 5900 employees currently studying for various exams ranging from X, XII boards, Computer Diploma courses to PG degrees. Over 13,000 women have already completed their degrees through this initiative. Some of them have earned their MBA and gone on to join corporates, some have become nurses in nearby hospitals, some of them got jobs in IT firms and many have completed their graduation and returned to work at KPR Mills.



KPR MILL EDUCATION - PLACEMENT RECORD



The company does not insist on workers staying with it forever. We encourage them to take up better jobs after finishing their education because that's what will uplift them and their families.

Today the mills boast of 72 full-time teachers on their rolls who have helped the mill workers to complete Class X, Class XII, and graduation apart from helping them take up job-oriented courses on teacher training, yoga, nursing, computer technology, etc.

With a full-fledged teaching faculty, it has tied up with Tamilnadu Open University and Alagappa University and has around 5900 employees currently studying for various exams ranging from X, XII boards, Computer Diploma courses to PG degrees. Thousands of women have already completed their degrees through this initiative. Some of them have earned their MBA and gone on to join corporates, some have become nurses in nearby hospitals and several have got jobs in IT firms.

He has educated 35,500 women mill workers over the last 25 years to complete schooling, earn degrees, vocational courses, and some of them for Civil Services.

Ashwini Sethumadhavan a constable with the Chennai battalion from Tirupathur joined the KPR Mills in 2009. She signed up for BCom the next year and simultaneously prepared for the police exam.

“The teachers and wardens helped me to get books and other study materials for Govt exams and helped me with coaching. If not for KPR Mills, I would have remained a mill worker for life” says the 27-year-old.

KPR believes that “Giving higher education to a woman is as good as educating the whole family. She can raise the living conditions and the education levels of every family member”.

Many of its aspirants have cleared the exam under various categories, which were once considered as an inaccessible career for these marginalized people.

Contribution to Women empowerment

This is the story of a man who gave up his education because of family circumstances but has now become instrumental in getting over 35,500 women mill workers to be educated and moved to better employment or higher positions.

K.P. Ramaswamy is the eldest son of a farmer who had to drop out of college 57 years ago when requested by his father to join work and let his three younger brothers get educated instead.

Today he is among the top 100 business leaders in India, leading a group of companies that is in the top 500 listed companies in India with a workforce of over 27,000 people mostly from rural India and with over 90% of them women.



At a garment factory with thousands of female workers



Receiving Hony. Degree of Doctorate

AWARDS & RECOGNITIONS

KPR has been honoured with multiple awards. To quote a few - 'Star of India' Award from the hands of former Prime Minister of India Shri Deva Gowda; 'Best achiever of Kongu region' Award from Dr. Mahalingam Memorial Trust; 'Best Entrepreneur' Award from Coimbatore Management Association; 'Best Citizen of Coimbatore' Award from Lions Club; 'Kalingarayar' Award from Kongu Charitable Trust; 'Self-made Entrepreneur' award from renowned Vikatan Group of Tamilnadu Magazine Industry. Award for Business Excellence from Hindustan Chamber of Commerce: Lifetime Achievement Award by Rotary Club of Coimbatore Galaxy; Father of Coimbatore Sports Association from the Associations of Coimbatore Athletic and Sports clubs: Commemorating his accomplishments he was honoured by the renowned Kalinga University, Odisha, by conferring on him the 'Doctorate, D.Litt. (Honoris Causa)', and also life time achievement award by Indian cotton federation.

KPR has the following to his credit

- winner in the Textiles & Apparel category of the BT-PwC India's Best CEOs
- Recycling wastewater at all the Group's plants and using it for productive purposes;
- Producing Bio-gas from human waste, thereby reducing the usage of LPG;
- Installation of a massive Effluent Treatment Plant with a zero-discharge system

- planting more than one lakh trees in the Villages
- Leading the "Swachh Bharat" (Clean India) Campaign at various villages supported by his employees in a massive way.

After having achieved more than what he envisioned, believed and dreamt; his journey still continues serving the Industry, the society, environment and the planet earth as a whole.

In administering efficiently various enterprises, KPR is ably assisted by his brothers Mr Sigamani and Nataraj as well as his son Ananda Krishnan and Son-in-law Sakthivel.

Highest Income tax Payee

With a humble beginning of Rs. 8,000 borrowed from his uncle, today KPR Enterprises are worth over Rs 7,500 crores. He has been acclaimed as the highest income tax payee in the last two years, in Coimbatore Region which has any number of millionaire industrialists. www.kprmilllimited.com



With the family at a gathering of thousands of women employees



Caring for the cattle - farm and dairy farm

There is a modern Gaushala - dairy farm with over 350 cows yielding 1,500 liters of organic milk every day. The entire milk is utilised in the campus kitchen for the benefit of the women workers living on the campus. This along with 300 acres of agricultural farm are looked after by his wife Parvathi. KPR says in his characteristic humility, but with justifiable pride that though his wife also did not have the opportunity of higher education, yet she is taking care of the farm and dairy farm with great efficiency.



“

The small charity that comes from the heart is better than the great charity that comes from the head.

~ Ivan Panin



“Never complain about the difficulties in Life, Because a director (God) always gives the hardest roles to his best Actors”

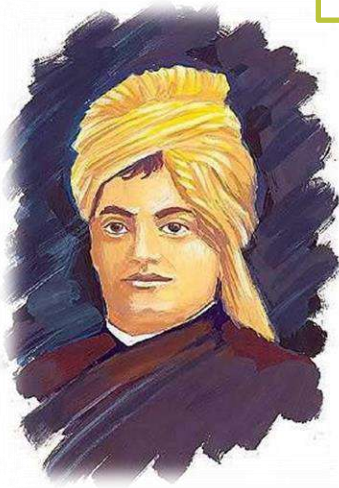
-Dr. A.P.J Abdul KALAM



“Never doubt that a small group of thoughtful committed individuals can change the world. In fact, it is the only thing that ever has.”

Margaret Mead.

Women Education and Empowerment

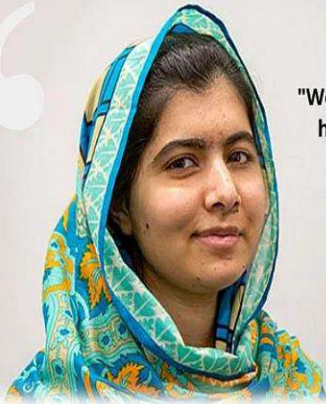


“There is no chance of the welfare of the world unless the condition of women is improved. It is not possible for a bird to fly on one wing”
- Swami Vivekananda



Some things just cannot wait. Men must stand up now for women's equality

Rick Goings
CEO, Tupperware Brands



HER STORY

“We cannot all succeed when half of us are held back.”

Malala Yousafzai, female education activist



IF NOT NOW, WHEN?

Advancing gender equality and girls' education in emergencies and protracted crises — a call to action to Empower Her

“If women are expected to do the same work as men, we must teach them the same things.”

PLATO



Trees are our closest relatives. What trees exhale, we inhale; what we exhale, they inhale. They are half our respiratory system.

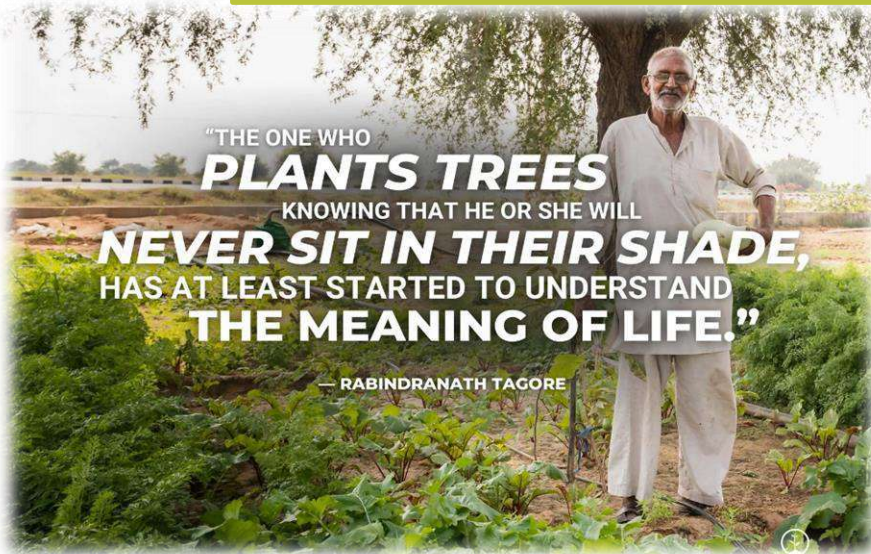
~ Jaggi Vasudev



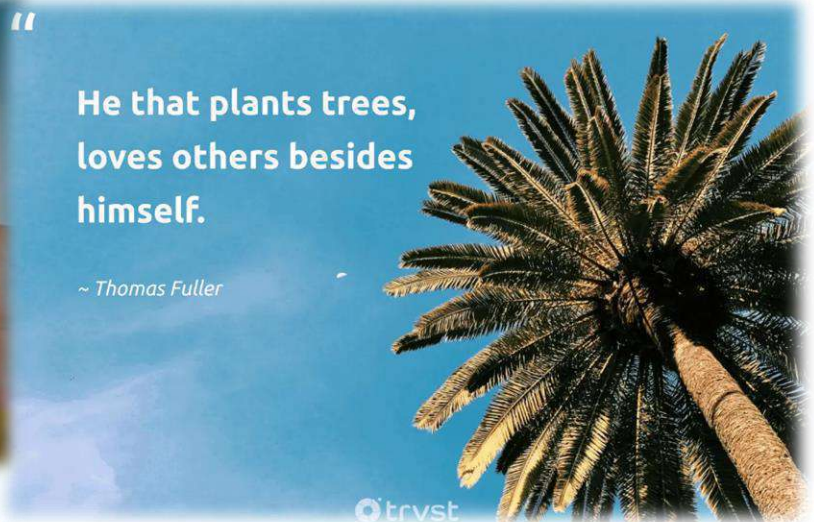
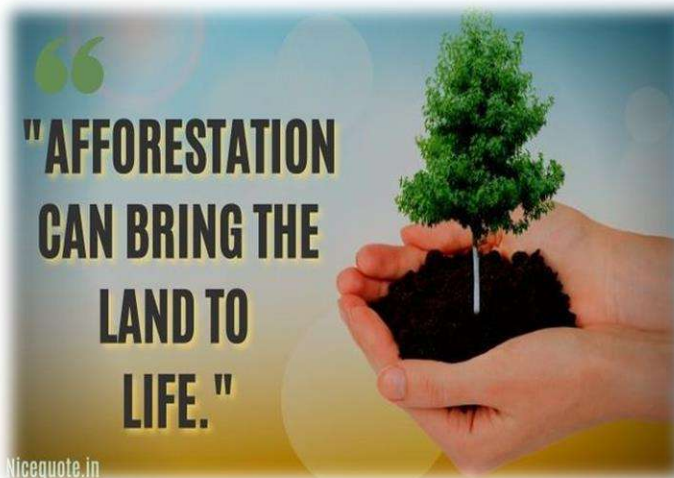
There is no greater pillar of stability than a strong, free, and educated woman.

- Angelina Jolie

**Saving environment - our only home earth
- by greening the planet with more trees**



**Trees are the
Root of our
Existence**



**TREES ARE LIVING SYMBOLS OF PEACE AND
HOPE. A TREE HAS ROOTS IN THE SOIL YET
REACHES TO THE SKY. IT TELLS US THAT IN
ORDER TO ASPIRE WE NEED TO BE GROUNDED
AND THAT NO MATTER HOW HIGH WE GO IT IS
FROM OUR ROOTS THAT WE DRAW SUSTENANCE.**

- WANGARI MAATHAI -