

TECH-KNOWLEDGE

The Official PMG Engineering Newsletter

**FOOD & BEVERAGE
INDUSTRY**

**ENGINEERING
& DESIGN**

**SCIENCE &
TECHNOLOGY**

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CONSTITUTION OF ICC UNDER THE POSH ACT



Introduction

The POSH Act (Policy for prevention of Sexual harassment) is implemented to give women a safe and secure workplace that is free from exploitation. The act is imposed to make women feel secure by preventing, prohibiting, and redressing the occurrence of sexual harassment at the workplace.

The majority of women do not even report sexual harassment it is because of either being unaware of their rights or sometimes due to fear of losing their job.

Under this POSH Act, an employer is required to comply with certain requirements. One of these is to constitute an Internal Complaints Committee ("ICC"), A Committee that handles complaints on sexual harassment at the workplace from the offended woman, as well as to look into the matter and take necessary actions.

Requirement to Constitute ICC

Under the POSH act, in all workplaces with 10 or more employees, it is mandatory to have an internal complaints committee (ICC). This Committee is to be formed by both Private as well as Public Organizations.

Criteria for Membership of ICC

An ICC constituted by an employer should comprise three categories of members, with certain eligibility criteria as follows:

(a) A Presiding Officer:

This must be a senior female employee of the organization she will also be the chairperson of the internal complaints committee.

(b) One External Member:

The person must be from an NGO or Association committed to look after the cause of women and issues related to sexual harassment. This provision has been carried forward from the Vishakha Guidelines wherein the supreme court has implemented such requirements. The reason behind this clause is that there must be transparency and woman can speak freely without any pressure.

(c) Two Employee Members:

These members must be aware of general issues and problems to the cause of women or must have some legal knowledge on related matters. These members are not mandatory as it may not be easy to find such employees.

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Disqualification of Members

a) Disclosure of Confidential Information:

If a member reveals the details of matters which are required to keep confidential under the POSH Act then he/she can be disqualified.

If the member discloses any one of these:

- About the complaint submitted to an ICC.
- Identity of the complaint and or/the respondent or witness.
- Details of inquiry proceeding
- Recommendations of the sexual harassment committee
- The action was taken by the employer

b) Conviction or Inquiry:

if any inquiry is pending against the ICC member regarding any offense under any law, then the member will be disqualified.

c) Found Guilty:

Similarly, if a member of the ICC is found guilty, or any legal is pending against such a person then also he/ she will be liable to disqualification.

d) Abuse of Position:

If a member of the internal complaints committee has abused his/her position, then their disqualification is recommended. The continued membership of such a member in the ICC will be harmful but also against the public interest.

Conclusion

The POSH Act says that if an employer fails to constitute an ICC it is a punishable offense with a fine for an amount up to Rupees Fifty Thousand. Further, an employer found doing the same offense again second time may be punishable with a fine for twice such amount, as well as be liable. For cancellation or non-renewal of its business licenses, registrations, or approvals by the government or local authorities.

An employer should create a fair and supportive work environment that should be free from sexual harassment. All the women working there should feel safe There must be periodical awareness programs in every organization. the senior executives should take responsibility for such initiatives and ensure that every employee working their should feel safe.

EFFECTIVE WORKPLACE CLEANING



Introduction

Cleaning at workplace is an important part. It helps control or eliminate workplace Danger. In clean or organise workplace employee feel happy, healthy or does work with dedication. It has a direct effect on employee's work. Its leave a good impression on Client also, visiting for meetings.

Cleaning just not only about cleanliness, but it also includes keeping work area neat and clean, floor free of slip and maintaining hall and removing all the waste material. This requires paying attention on important detail such as the layout of the workplace, the adequacy of storage facilities and good housekeeping which is also a basic part of danger, incident, and fair prevention.

Effective cleaning is not only for one time or occasionally it's Included in daily task for everyone on personal. The practice extends from office to industrial workplace, including factories, warehouse, and manufacturing plants that have its own special difficulties or challenges like hazardous materials, combustible dust. Cleaning should have management, commitment so worker realize its importance.

Purpose of workplace cleaning

1)Housekeeping improve productivity because all employee or workers work in fresh mood or stay safe or healthy and help prevent injuries and moral or decrease the illness of workers.

2)It can help make a good impression on visitors, Safety consultant for the workers' compensation.

3)Every worker should play a role in clean, even if that means keeping his or her own workplace clean.

4)If the Goods place on the right place, then it will not take too much tome to finding them. If any item or goods is out of stock, then we can order on time.

How we can do workplace cleaning

1.Avoid slips, trips, and falls

- Report to all and clean-up spills and leaks
- Keep exits clean of objects.
- For help with blind sport installing mirrors or warning.
- Replace as quick as much worn, ripped and damage flooring.
- Install anti-slip floor and use mats, platform mats

READ MORE....



2.Dust Control and Pest Control

- Vacuuming method or Use Sweeping and water wash for cleaning
- Blow-Down using compressed air for unreachable or unsafe area.
- Clean wall, ceiling machinery and other place regularly.
- Use pest control spray fog every week or month.
- Don't throw waste who produce mosquito or other type of pest.

3.Tracking materials Avoid

- Work area mats should be clean which help prevent the spread of hazardous.
- Use different mop for different type of dirt, like for cleaning oil, dust, water.

4. Material Store Properly.

- Storage should not have an accumulation of material that present hazards, fire, or pests.
- Maintain manufacturing floor, maintenance area, storage, or warehouse, or that area which create problem with storage.
- Unused equipment or material stored out of the workers reach or avoid workplace as a storage.

5.Safety falling objects

- Place all object in proper manner for avowing to falling on employee or workers
- Keep all big box or object on lower shelves and keel all equipment away from desk or table.
- Keep clean or empty the area where workers walking regularly.

6.Use and inspect personal protective tool

- Wear safety summons like safety gloves which is protected by broken glass or other harmful waist, safety clothe and shoes when work with electric equipment or Glass when doing dust's work.



7.Determine Frequency

- All workers should take participate, at least keeping own workplace clean.
- If anyone seen anything which create any problem, then informed
- In the end of shift everyone needs to check or remove unnecessary material from workplace.

8.Eliminate Fire Hazards

- Keep materials in the workplace which is needed for job. Unneeded material moved in relative storage.
- Quick burning or flammable material put on designated area away from ignition source.
- Don't go close in contaminating cloths with flammable liquids.
- Keep free passageways and fire door for emergency.

How we can plane on Workplace

- Use dustbin near Desk and throw Different waste in different Dustbin.
- Clean desk daily, check all electric equipment on daily basis.
- If working in Factory, then clean all took or equipment after use.
- Check all machine before and after use. It reduces the incident.
- Remove unused material or item instantly, it creates more space.
- Inform Immediately If notice anything wrong with electrical equipment.



INDUSTRY BUZZ

Japan is accessible through the Sesame-Hyatt Centric "Sakura Matsuri" culinary escape.

Discover the enchanting Sakura Matsuri, a cherry blossom festival, at Sesame—Hyatt Centric Juhu. From April 5 to April 26, take a multisensory journey honouring the magic of the cherry blossom season.

Under the expert guidance of Chef Rahul Shrivastava, we are delighted to present our 'Sakura Matsuri' at Sesame. This carefully curated menu and transformed ambience promise to transport you on a multisensory Japanese adventure, capturing Hanami's essence and celebrating spring's fleeting beauty.

The well-chosen meal of "Sakura Matsuri" is its core. Explore Japan's best flavours with delight, guided by Shrivastava's knowledge. Every meal is a work of culinary art, featuring seasonal, fresh ingredients expertly crafted into magnificent dishes.

Sustainable feasts: navigating environmentally sustainable F&B service procedures

The food and beverage industry is at a critical crossroads in today's quickly evolving world: embrace sustainability or risk falling behind. The indisputable effects of climate change have highlighted the necessity for the food service sector to adopt an environmentally conscious mindset. The industry is starting to understand how urgent it is to embrace sustainability as an increasing global population is stressing the world's resources.

This tendency is clearly seen in India, where sustainable food practices are becoming more popular. According to a Rakuten Insight survey conducted in February 2022, 69% of Indian consumers across all age categories are willing to pay for sustainable items. Whether it is packaged food or fresh food served over the counter, the F&B industry's sales figures and customer purchasing patterns reflect this trend.





Goan cuisine with bright flavours is served at Vivanta Chennai, IT Expressway.

Goa is a dynamic city that is enticed by its colourful culture, breathtaking beaches, and well-known food. Goan cuisine celebrates various flavours, spices, and cooking methods and is well-known for its distinctive fusion of Portuguese, Indian, and local influences. Authentic Goan food is brought to Chennai by Mynt, an all-day diner at Vivanta Chennai, IT Expressway, offering diverse flavours and colours. Under the direction of Taj Cidade de Goa chef Arjun Rama Gawas and hotel executive chef Jaffar Ali, the group has painstakingly created a menu featuring a variety of traditional coastal Goan cuisine.

Every meal embodies the essence of this coastal paradise, from delectable curries and pastries to fragrant seafood dishes enhanced with coconut and spices.



The FSSAI has reinstituted infant standards with updated manganese and selenium levels.

The Food Safety and Standards (Foods for Infant Nutrition) Amendment Regulations, 2022, which pertain to updated selenium, manganese, iron, and biotin restrictions, have been reinstituted by the FSSAI.

According to the instruction issued by the FSSAI, "It has been decided to operationalize the provisions specified in the directions dated October 18, 2022, and May 22, 2023, respectively, under section 18(2) (d) of the Food Safety and Standards Act, 2006, with effect from October 1, 2023."

The guidelines, released on October 18, 2022, and May 22, 2023, operationalized the regulations and updated the selenium, manganese, iron, and biotin levels.



Wardwizard Foods and Beverages begins to expand into the US market.

Following acquiring a USFDA registration, Wardwizard Foods and Beverages Limited has announced its impending entry into the US market. This important accomplishment demonstrates the company's steadfast dedication to providing premium food items worldwide and is a critical turning point in its path towards global expansion. The company offers a broad range of diversified products. These include beverages, sauces, condiments, frozen goods, spices, and ready-to-eat meals.

The corporation will start exporting to the United States in the first quarter of the upcoming Financial Year 24-25. During the first phase, customers can enjoy the rich and genuine flavours of Indian cuisine in major locations such as Chicago, New Jersey, and Texas. The company's wide selection, which includes everything from easy-to-eat, Ready-to-Eat meals to delicious frozen goods, savoury sauces, spicy spices, adaptable condiments, and cool drinks, is carefully crafted to satisfy every palate.

WEEKS HIGHLIGHT

NON-TECHNICAL CONTENT



29 MARCH

GOOD FRIDAY

Good Friday commemorates the crucifixion of Jesus Christ and is observed by Christians worldwide as a day of solemn reflection and remembrance.



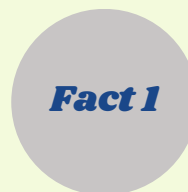
1-7 APRIL

PREVENTION OF BLINDNESS WEEK

The 1st to the 7th of April marks Prevention of Blindness Week, dedicated to raising awareness within society about the diverse factors contributing to blindness and prompting vigilance.

APRIL

DID YOU KNOW?



Other cocoa and chocolate products offer a diverse range of indulgent treats and culinary ingredients beyond traditional bars and confections. This category includes cocoa powder, cocoa butter, chocolate chips, cocoa nibs, baking chocolate, chocolate spreads, and chocolate-flavored beverages. From enhancing desserts to enriching savory dishes, these products cater to various tastes and culinary creations, adding richness and depth to a wide array of recipes.

SUGAR CONFECTIONERY



1/3

Sugar confectionery refers to a broad category of food products that are made primarily from sugar and other sweeteners. These products are typically high in sugar content and are designed to provide a sweet, indulgent treat.



Commercial Production

- 1. Ingredient preparation:**
Involved measuring and mixing the sugar, corn syrup, or other sweeteners, water, and other ingredients such as flavors, colors, and additives.
- 2. Mixing:**
Mixed in a large mixing kettle or machine.
- 3. Cooking:**
Cooked to a specific temperature and for a specific period, depending on the type of confectionery being produced.
- 4. Shaping:**
Poured onto a flat surface or into molds to give it the desired shape.

2/3

- 5. Cooling:**
Involved placing the confectionery in a cool room or refrigerator or passing it through a cooling tunnel.

The major players in the Market for Sugar confectionery are as follows:

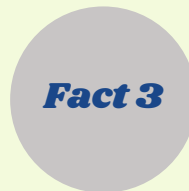
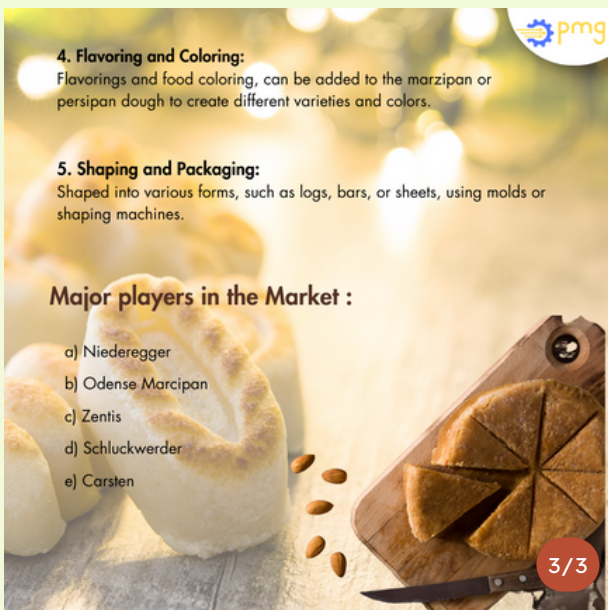
- a) Mars, Incorporated
- b) Mondelez International
- c) Nestle S.A.
- d) Ferrero Group
- e) The Hershey Company
- f) Perfetti Van Melle Group
- g) Haribo GmbH & Co. KG
- h) Lindt & Sprungli AG
- i) Lotte Confectionery Co. Ltd.
- j) Wm. Wrigley Company (a subsidiary of Mars, Incorporated)



3/3

Fact 2

Indulge in the sweet delight of sugar confectionery, where every bite is a moment of pure bliss. From chewy candies to melt-in-your-mouth treats, our selection tantalizes taste buds with an array of flavors and textures. Whether it's a nostalgic childhood favorite or a daring new creation, our sugar confectionery promises to satisfy cravings and spark moments of joy for all ages.



Marzipan and persipan are delectable almond-based confections, celebrated for their rich flavor and versatile applications in baking and confectionery. Marzipan, crafted from almonds, sugar, and sometimes egg whites, offers a sweet and slightly nutty taste, while persipan, made predominantly from apricot kernels, presents a similar texture and taste profile, with a hint of fruity undertones. Both are cherished ingredients in desserts worldwide.



Snack products are food items that are typically consumed between meals or as a quick and convenient source of energy. Snacks can come in many different forms and flavours, and maybe sweet, savoury, or a combination of both.

Types

1. Chips and Crackers:

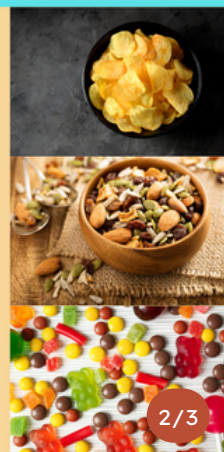
Potato chips, tortilla chips, and crackers are popular choices for their crunchy texture and wide variety of flavours.

2. Nuts and Seeds:

Peanuts, almonds, cashews, sunflower seeds, and other types of nuts and seeds are a good source of protein and healthy fats, making them a popular snack choice.

3. Candy and Chocolate:

Sweet snacks such as candy bars, gummies, and chocolate products are popular among those with a sweet tooth.



4. Popcorn:

Popular snack food that can be seasoned with a variety of flavours and toppings.

5. Jerky:

Meat jerky, such as beef jerky or turkey jerky, is a popular high-protein snack that is often used by hikers and athletes.

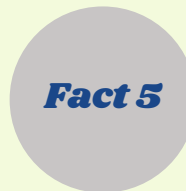
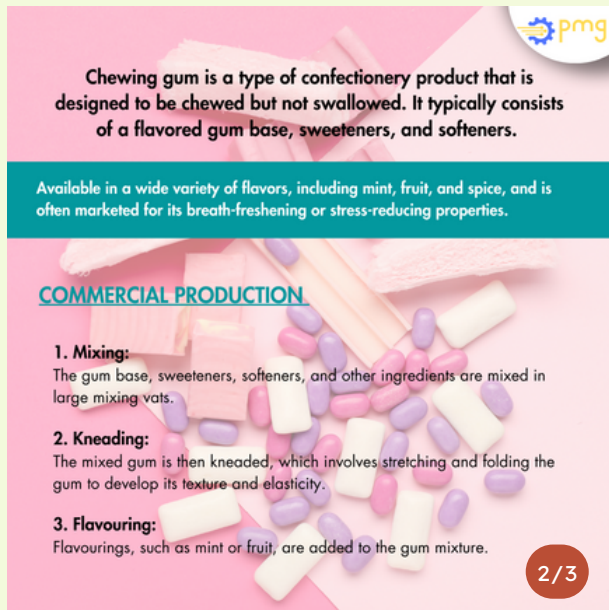
Major players in the Market

1. PepsiCo
2. Nestle
3. Mondelez International
4. Kellogg Company
5. The Hershey Company



Fact 4

Indulge in deliciousness with our irresistible snack products, crafted to satisfy your cravings anytime, anywhere. From savory to sweet, our diverse range offers something for every taste bud. Made with premium ingredients and perfected recipes, each bite promises a burst of flavor and satisfaction. Elevate your snacking experience with our quality snacks that are convenient, tasty, and guaranteed to leave you craving for more.



Fact 5

Chewing gum, a popular confectionery product, offers a delightful blend of flavor and texture for consumers of all ages. Composed primarily of gum base, sweeteners, and flavorings, it provides a satisfying chewy experience. With a wide variety of flavors and forms available, chewing gum serves as a convenient and enjoyable way to freshen breath, relieve stress, and simply indulge in a moment of sensory delight.



PMG ENGINEERING

About PMG

Delivering End-to-End Engineering
Design & Construction Management in
Food & Beverage Industry



Meeting Global Benchmarks

In ENGINEERING DESIGN and PROJECT MANAGEMENT
for FOOD and BEVERAGE Industry with SINGLE POINT ACCOUNTABILITY

Process Engineering | Project Management | Mechanical | Electrical | Automation | Food Safety

PEOPLE DELIVERING RESULTS

Safe-by-choice. First Time Quality. Maximize Value. Objectivity.
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- MAKING CUSTOMERS THE INDUSTRY LEADERS
- ENGINEERING MUST CREATE BUSINESS VALUE
- MEET THE EXPECTATIONS OF ALL STAKEHOLDERS
- OPTIMAL ENGINEERING

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