

The logo for 'samarth' is written in a bold, blue, lowercase sans-serif font. It is enclosed within a white circular border that has a red double-line outline. The logo is positioned on the left side of the page, partially overlapping a large photograph of a group of people in a hall.The title 'Samarth Setu' is written in a large, bold, red, sans-serif font. It is centered on the page and is enclosed within a white rectangular border with a red double-line outline. The title is positioned in the upper right quadrant of the page, overlapping the photograph of the group of people.

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For spreading happiness

Life Science... The wisdom and science of living happily!

We have discussed earlier that all human beings in the world have a basic need for happiness, peace, satisfaction and joy which is achieved through reconciliation at the individual level, through prosperity at the family level, through fearlessness at the societal level and through balance in nature as a whole.

In the fourth part of this series, we will try to learn about how reconciliation is achieved at the individual level.

If there is a dispute or quarrel between two people about something, the two of them agree on one thing, this is not a matter of reconciliation. It happens only occasionally! Here we are talking about solving the questions that have been puzzling the entire human being for centuries.

These questions are: Who am I? What is this world? What is the purpose of my life? What are relationships? How to remove pain in relationships? What should I do? What is God? Why do all the events that are happening happen? How to bring stability to the feelings and thoughts that are constantly going on in my mind? What is death? Is there life after death? Etc...

Reconciliation means... living with inherent wisdom in coexistence. That is, understanding existence as it is, accepting it and behaving accordingly.

Here coexistence means that we all humans, all animals and birds, all plants and all objects are

interdependently connected with each other or are in a relationship with each other in a useful way. Therefore, when we know, believe, recognise, and live... these four successive things become clear in us, then reconciliation is achieved. When this becomes clear, we live wisely, use our understanding and skills honestly, accept responsibility for whatever work and transactions we have to do in the entire system and participate in maintaining the system.

We are all connected to each other through relationships. If these relationships are recognised, the values corresponding to them are lived and there is mutual satisfaction, then it is understood that reconciliation has been achieved.

The aim of reconciliation is always to find a permanent solution to the problem. Only when we live justly and regularly can we find a solution.

The root of all our problems is lack of understanding and its solution is understanding. In other words, understanding is the solution. Understanding is needed - of ourselves, of our family, of society and of the entire nature. We will try to understand this in the next issue.

Finally, an important point.

We at Samarth Diamond work with a mission to spread happiness among all employees and their families. That is why we have been organising Jeevanvidya Shibirs for the last few years. Some of

(Continue reading on the next page...)

the readers of this article must have participated in the Jeevanvidya Parichay Shibir in Hindi by Shri Som Tyagiji and Shri Shravan Shuklaji or in Gujarati by Shri Suresh Patel.

For those who or whose family members have not participated in this camp, there is good news: A Jeevanvidya Parichay Shibir will be organised in Gujarati under the guidance of Shri Janak Savaliyaji at Samarth House from May 3 to 10, 2026.

Also, for those who have already attended the introductory camp, a study camp on Anubhav Darshan will be organised under the guidance of Shri Sadhan Bhattacharyaji from Chhattisgarh.

Let us all come together and make our home, society, country and world a paradise.

See you next time, thank you.

- Suresh Patel
and Samarth Management

Various news of Samarth Group

Fire Safety Mock Drill Organised

Fire Safety Mock Drill was organised on January 27, 2026 at Samarth House in various shifts to learn how employees should react quickly in an emergency and to identify Exit Route, Assembly Point and Fire Alarm. The purpose of this training is not only to survive in case of fire, but also to prepare in advance to reduce

accidents. For which, leaving the workplace immediately when the Fire Alarm sounds is the most important rule. So that people get used to exiting safely without panic. By doing this training regularly, the workplace becomes safer so that decisions can be taken quickly in situations like fire or other disasters.



Kaizen Mela-2 organised

Kaizen Mela-2026, which explained that even the smallest suggestion for doing better, faster, cheaper can lead to big changes and beneficial work, was organised for more than 1800 employees of each

shift at Samarth House on February 16 and 17, 2026.

The service department team explained to each employee in a very simple and beautiful way how the company and everyone



can benefit from Kaizen suggestions.

5S – Kaizen training program organised

Based on the principle of doing better, faster, cheaper along with the journey from self-improvement to excellence, an awareness and training program on 5S and Kaizen was

organised on February 23, 2026 by Trainer Shri Kiranbhai Patel and on March 3, 2026 under the guidance of Trainer Shri Bhavikbhai Goswami.

Approximately more than 70 employees participated in it.



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Share your complaint and suggestions regarding any company work on 1108.

POSH-ICC Meeting

Samarth Diamond always respects women power with dignity and security. For this, a meeting was organised on February 16, 2026 to provide necessary information regarding safety, sexual harassment complaints and prevention of employees working in Samarth Diamond



under the Prevention of Sexual Harassment at the Workplace Act. In which Varshaben Patel - Women's Safety Committee Member and Kaminiben Patel were present along with the committee members.

Women's Day Celebration with Tejgyan Foundation



On March 8, 2026, at Samarth House, Visnagar, in the presence of more than 130 employees of the company along with more than 250 other citizens from the society, International Women's Day was celebrated with great enthusiasm as a collaborative



program with Shri Jitubhai and Maheshbhai of Tejgyan Foundation. In which each woman tied a ribbon on each other's hands and wished each other on Women's Day.

Awareness programme for various benefits of ESI

With the auspicious intention of making the benefits available to the employee, eligibility, and various necessary information for the same easily accessible to every



employee as per the applicable ESIC i.e. Employees State Insurance Act, as amended in the law, an ESI information and awareness programme was organised on April 7, 2026 at Samarth House for approximately 50+ managerial staff under the guidance of Shri Manish Dhakad and Shri Ramesh Solanki of Mehsana Department.

77th Republic Day Celebration



On January 26, 2026, the 77th Republic Day was celebrated with national spirit at Samarth House. In which Shri Mahendrabhai Patel hoisted the tricolor and gave information about our duty to become true citizens for the country and the life lessons that give an understanding of true happiness in life.

Attendance at Rotary Shakti-2026



In order to honour the women who have high talents or specialties from the society and to provide positive inspiration to other women, the Rotary Club at Gandhinagar organised a "Rotary Shakti 2026" programme for approximately 930 sisters at the Town Hall on February 28, 2026. Samarth Jewellery contributed as the main sponsor.

03

Organising an information program for the journey towards excellence



In the company, various questions, problems related to cleanliness, security, parking, kitchen, canteen, production, service, H.R., account, I.T. etc., which are not resolved despite telling the supervisor of that department or causing damage to the company, can

be drawn to the attention of the responsible person by sending information, photos or videos. They can quickly resolve the problem. Along with this, by reducing the supervision cost, progress can be made towards excellence in every aspect. With such

an aim, on the successful completion of 1242 days of the Telegram group of the journey towards excellence, an information program was organised on March 17, 2026 in the presence of more than 150 employee friends at Samarth House.

Param Sankalp-4 Training Programme Planning

How to get to the root of the problem by asking “Why” five times in your work and to understand the values and vision of the company with your right behavior, passion for continuous learning, accuracy

and priority of work and to truly contribute to the development of the company, Module-4 of Param Sankalp Training was organised by Shri Dineshbhai Prajapati for more than 70 employee friends of the service



and level team on March 18 and 25, 2026 at Samarth House.

HR Saksham-3 Training Program Planning



The HR department plays a very important role in ensuring that everyone associated with the company is happy with their work and stays connected with the company for a long time. That is why HR works continuously with the approach of Happy Relationship instead of Human Resources.

It is very important that every work of ours is linked to the values of the company and is result-oriented, based on the priority of the work. For this, HR Saksham Training Module-3 was organised by the respected management trainer Shri Sureshbhai Patel on March 26, 2026 for an HR team of more than 30 members.

Blood Donation

A blood donation camp was successfully organised at Samarth House, Visnagar on



December 10, 2025 with 66 bottles in Palanpur in collaboration with Samarth Diamond, Bhoomi Voluntary Blood Center and on March 24, 2026 with 47 bottles under the joint organisation of Voluntary Blood Bank and Rotary Club Visnagar.

Employees State Insurance Act (ESIC)

- ESI registration and e-ID card for employees with monthly salary of Rs. 21,000 or less.
- Salary limit for disabled employees is Rs. 25,000.
- Contribution to ESIC is 0.75% of the employee's salary and 3.25% of the employer's contribution.
- Free medical treatment to the employee and dependent family members along with financial security against risks like illness, maternity, disability or death.
- It is mandatory to add the name of the wife after marriage. Family includes wife, children and dependent parents.
- Approximately 70% of the salary is provided to the employee for 91 days in a year for 'sickness benefit'.
- 26 weeks of paid leave for 'maternity benefit'.
- Payment of salary by ESIC for the period of pregnancy and post-partum period.
- 'Disability benefit' for disability during work.
- Monthly pension of 90% for temporary disability and lifetime for permanent disability.
- Monthly pension to the family in case of accidental death of an employee during work.
- Rs. 15,000 assistance for the last rites of the employee.
- Medical treatment continues even after retirement or permanent disability with a nominal annual premium.
- Treatment and financial assistance for 2 years for serious diseases like cancer, TB.
- Treatment in a major hospital through a referral form.
- Free medicines, injections and laboratory test facilities.
- It is necessary to carry your 'e-ID Card' and Aadhaar Card for treatment.
- Hospital and claim details can be found through the mobile app 'ESIC Ask Me'.
- The employee should keep the names, photos of family members updated in the ESIC record.

Ayushman Card (Pradhan Mantri Jan Arogya Yojana PM-JAY)

- A scheme to provide relief from expensive medical expenses to poor and middle class families.
- Completely 'cashless' medical coverage up to Rs. 5 lakh per year.
- Benefits for all family members in government and recognized private hospitals.
- Various medical procedures and operations including serious illnesses like cancer, heart disease, heart stenting or bypass surgery, kidney failure, neurosurgery, some serious dental surgeries etc.
- Relief in blood bank and laboratory expenses too.
- Free check-ups and medicines for 3 days before admission to the hospital and medicines and follow-up treatment up to 15 days after discharge from the hospital.
- Treatment for pre-existing illnesses is available from the first day itself.
- Documents like ration card, Aadhaar card and income proof are required to get a card.
- This card is 'portable', meaning a person with a Gujarat card can get treatment all over the country.
- Hospitalization is mandatory for treatment, this benefit is not available only for OPD.
- The card is very useful for long-term treatment like knee surgery, cataract surgery, dialysis, chemotherapy.
- There is no premium or fee for getting the card and citizens above 70 years of age can also get the card.
- Ambulance expenses are refundable for bringing and taking the patient.
- It is necessary to carry the original Aadhaar card and Ayushman card while going to the hospital.
- If a hospital asks for money despite having the card, a complaint can be made on the 14477 helpline number.

ASK Model of Success: An Analysis

Serving tea to a guest at home is part of the culture and a tradition of hospitality. For that...

- Being able to make tea is a skill. Knowing what, how much, why, and how to make tea is knowledge. No matter how high and excellent the skill and knowledge of making tea is, if...
- What if there is no desire to make tea and serve it?
- What if there is no right feeling in the mind while making tea and serving it?

Friends... The desire or feeling to make tea is the very approach or attitude. Without which any skill or knowledge is of no use. Let us understand it here...

Theodore Roosevelt's motivational quote is: "Believe that you can, and you are halfway there."

The author states that today's youth is constantly surrounded by the constant interference and advice of elders, due to which their self-confidence often weakens. In this situation, the ASK model can be a guide.

(1) A - Attitude

Attitude is the most basic pillar of success. Often, in the absence of a positive attitude, it constantly seems that "this cannot be done, that cannot be done".

- **Change:** When a person changes his attitude, the environment around him also changes

and the 'hunger for development' in him awakens.

- **Lesson:** Leaving negativity and adopting a new idea with confidence is the only right approach.

(2) S - Skill

Just thinking does not work, the necessary skills or abilities have to be developed to implement it.

- **Example:** When there is a need to live in another state or country, the language of that area can be learned by paying attention to the priority of that need.
- **Bohd:** Recognizing your weaknesses and turning them into skills is the second ladder to success.

(3) K - Knowledge

To survive in any field, it is essential to have deep knowledge.

- **Example:** Once you have acquired knowledge in any field, it is necessary to continuously deepen it and it is also necessary to continuously learn new things in various fields related to it.
- **Example of Gandhiji:** When Mahatma Gandhi went to London to study, he was initially shy and lacked confidence. But through knowledge and continuous efforts, he developed himself and became a Mahatma.

Conclusion and Implementation

The essence of the article is to 'do this' and adopt a new approach.

- (1) **Action Plan:** Make a list of what you need to do in the areas of attitude, skills and knowledge.
- (2) **Small Step:** Take at least one small step in these three areas every day.
- (3) **Diary Writing:** Record your progress

in a daily diary.

- (4) **Self-Motivation:** Pat yourself on the back when you achieve a goal. If you can't get the job done one day, commit to working twice as hard the next day.

Right (Attitude + Skills + Knowledge) = True Success



Atomic Habits:

Small Changes, Extraordinary Results

- Author : James Clear

1. Atomic Habits The word 'atomic' has two meanings: first, extremely small and second, a source of enormous power. James Clear explains that our habits should also be like atoms—small enough to be easy to follow, but powerful enough over time to change our entire lives.

2. The importance of the method of achieving them over the goal The most revolutionary idea in this book is, "You don't reach the level of your goals, you fall down to the level of your system." Goal: It is the result you want to achieve. (e.g. losing weight). System: It is the process that takes you to the result (e.g. daily exercise and diet).



Shri Sagar Barot

3. Identity-based habits The main reason for failure to change habits is that we focus on 'what to achieve'. Instead, we should focus on 'who to become'. For example, if someone offers you a cigarette, instead of saying, "No, I'm trying to quit," say, "No, I'm not a smoker."

4. Four Rules of Habit Formation (1) Make it clear: Our environment determines our habits. **Habit stacking:** Associate a new habit with your old habit. "After I have my coffee in the morning (old habit), I will meditate for 1 minute (new habit)." **(2) Make it attractive:** Associate a task you enjoy doing with a task you have to do. **(3) Make it easy:** Reduce the barriers to

Book Review

Our small habits shape our lives - explaining this point by point, here is the essence of author **Mr. James Clear's** beautiful book '**Atomic Habits**', **Shri Sagar Barot** of the Store Department.

starting a new habit. Any new habit should not take more than 2 minutes to start. **(4) Make it rewarding:** Give yourself a small reward after completing the habit.

5. How to quit bad habits? All four of the previous rules can be reversed to quit bad habits.

(1) Make it invisible: Keep it out of sight. **(2) Make it unattractive:** Think about the disadvantages of that habit. **(3) Make it difficult:** Create obstacles. (e.g. unplug the TV if you don't want to watch it).

(4) Make it unsatisfying: Bet someone that you will pay a fine if you make this mistake.

6. Conclusion: Consistency is the key According to James Clear, success is the result of daily habits, not one big change in your life. Habits may not be visible at first, but like 'compound interest' they pay incredible returns over time. If you can change your habits, you can change your destiny.



Innovative approach to employee-oriented service

The valued employees of Samarth Diamond Group Company will now be able to register their various complaints through social media - WhatsApp messages in addition to the toll free number.

1

To submit their complaint or problem, the employee should...

First inform his supervisor.

2

If it is not resolved for 3 days, then...

Submit to the HOD of his department.

3

And if even then a suitable solution is not found, then... **A written or face-to-face presentation can be made to Mr. Govindbhai / Mr. Dineshbhai.**

Other means

- WhatsApp Happiness Number: 90990 59333
- Toll Free Number: 1108
- Suggestion Box
- Mobile App
- Whistle Blower

Employee Facilitation Centre

- 24-hour service
- Service-oriented approach
- Grievance resolution
- Efforts to satisfy employees through best service

Note: The suggestion box is opened every Tuesday. Your questions go directly to the management and are resolved by the management. This way, you can directly address any questions that are bothering you to the management.



Let's spread light in everyone's lives through diamonds!

आओ जिंदगी को भी चमकाएं, जैसे चमकते हैं रत्न!



For any contribution/ suggestion regarding 'Samarth Setu', please contact Ms. Chetanaben Patel (M. 99099 68737 Extn. No. 1153)

samarth

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