

EMPOWERING PEOPLE DRIVING SUCCESS



Company Overview

Founding Father

Mr. Punam Chand Sethi (1929–2012), the Founding Father of SPML Infra Limited, was a visionary leader whose courage and entrepreneurial spirit laid the foundation of one of India's pioneering infrastructure companies. Deeply committed to nation-building, particularly in the water and power sectors, his work continues to inspire generations.

A dynamic leader with a compassionate heart, he touched countless lives through his kindness and generosity. His remarkable journey stands as a lasting source of inspiration, leaving behind an enduring legacy in business, society, and national development.



Leadership



Subhash Sethi
Chairman

He is the Chairman of SPML Infra Limited and group companies, has passionately driven his mission to create lasting value for the nation. Under his leadership, SPML Infra has executed around 700 projects, emerging as a leading engineering and infrastructure organization. Recognized as an industry leader, he has served on expert committees of associations like CII and the Indian Chamber of Commerce. His contributions have earned him several prestigious honours, including the Economic Times Asian Business Leadership Award and Construction Week Lifetime Achievement Award.



Sushil Sethi Jain
Vice Chairman

He is the Vice Chairman of the company, has been instrumental in leading SPML Infra in water & wastewater, municipal sewerage network, pipeline rehabilitation, municipal solid waste management and other verticals. He holds honorary & prestigious offices in various social, economic and community development organizations. For his valuable contributions in infrastructure development, he has been conferred with several prestigious awards including Infrastructure Person of the Year Award.

Company Overview

About Us

SPML Infra Limited, a leading infrastructure development company is dedicated to enhancing the quality of life for millions of people in India through sustainable projects. Since its inception in 1981, SPML has built a strong foundation based on dedication and hard work. The strong commitment to quality, sustainability, and technological innovation has enabled it to overcome diverse challenges, establishing SPML Infra as the most trusted partner for government departments and water utilities.

Mission

Profitable growth through superior project management, innovation, quality and commitment.

Vision

Creating with passion and innovation, world class infrastructure to make human life comfortable.

People First

Pursuing Excellence in People Management

At SPML Infra, **we see our people as the true architect of our success.** We understand their challenges as our own and work to create the best pathways for them to grow, perform, and succeed. Our people-centric approach ensures that employees are supported, motivated, and empowered to deliver their best in every project.



We engage with a diverse workforce spread across the country, bringing together talent with varied experiences and expertise. **By fostering collaboration, inclusivity, and continuous learning, we build strong teams that contribute to SPML Infra's leadership in infrastructure development.** At the same time, we actively nurture relationships with stakeholders, including industry associations, government bodies, and regulators, ensuring that our people and practices remain aligned with the highest standards of governance and compliance.

Pursuing excellence in people management, **we remain committed to building a culture of trust, innovation, and resilience**—where every individual feels valued and every effort contributes to the larger vision of nation building.

Abhinandan Sethi

Managing Director



Dr. Sumit Bhattacharya
Chief Human Resource
Officer

At SPML Infra Limited, **we don't just build infrastructure, we build the foundation for a better tomorrow.** We see our people as partners in progress, when our people grow, our nation moves forward. At SPML Infra, **your expertise builds not only projects, but progress for the nation and for your own professional journey.**



Aditi Nandy Dixit
DGM-Human Resource

We **empower our people to think strategically, innovate, and lead with confidence** in a rapidly evolving infrastructure landscape. With the right skills, mindset, and support, every employee at **SPML Infra is prepared to shape stronger, smarter solutions** and is fully confident to excel in their professional journey.



The 5 Pillars of SPML Infra Limited

Learning & Leadership

Shared Success

Belonging & Recognition

Inclusive Growth

Impact & Sustainability



Learning & Leadership

SPML Infra foster continuous **Upskilling and Training** to empower employees with new skills and leadership qualities. Every member of SPML Infra is a learner, mentor, and future leader. Our 'SPML Learn & Lead' framework blends classroom, digital, and field-based learning with mentoring from leadership.



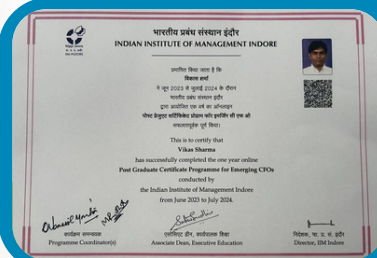
Malay Kanti Chakraborti, Executive Vice President

He has been associated with **SPML Infra for more than 28 years**. He joined the company as a **Deputy Manager** and has built an immensely rewarding career, rising through diverse leadership roles across multiple departments to become the **Executive Vice President**. He has completed the **Chief Executive Officer (CEO)** Programme from **Indian Institute of Management (IIM), Kozhikode**.



Partha Roy, Head Legal

He has completed the **Executive Programme in Business and Corporate Laws** from **Indian Institute of Management (IIM), Calcutta**, sharpening focus in corporate law and strategic business decision making. This learning also enhanced his capacity to navigate complex legal and regulatory frameworks and support sound governance practices.



Vikas Sharma, Vice President-Accounts & Finance

He has completed the **PG Certificate for Emerging CFO** from **Indian Institute of Management (IIM), Indore**, helping him bring new ideas and energy to our financial operations. This programme further strengthened his strategic financial planning skills and future-ready leadership in a dynamic business environment.



Amit Samui, Deputy General Manager-Accounts & Finance

He has completed **Business Strategy Programme** from **Indian School of Business (ISB), Hyderabad**, which not only strengthened his strategic thinking but also renewed his drive to inspire innovation across teams. This learning further supports his ability to implement forward-looking, growth-oriented financial strategies for SPML Infra Limited.



Agnibesh Chakraborty, Deputy General Manager-Accounts & Finance

He has completed **Business Strategy Programme** from **Indian School of Business (ISB), Hyderabad**, that sharpened his problem-solving and strategic thinking abilities for better financial planning and implementation and renewed his determination to take on future challenges. It also equipped him with broader perspective to align business strategies with long-term organizational goals.



Arijit Ghosh, Deputy General Manager-Contracts & Planning

He has completed the **Certificate in the Qualifying Assessment Program (QAP)** from the **Indian Institute of Arbitration & Mediation (IIAM)** to conduct arbitration proceedings under IIAM rules and the professional code of conduct. It strengthens his expertise in dispute resolution and supports the effective implementation of fair, transparent, and compliant arbitration practices.



Faiyaz Gaiban, Deputy General Manager-Projects

He has completed the **Project Management Professional (PMP)** course from the **Project Management Institute (PMI)**, enabling him to bring greater efficiency, structure, and strategic focus to project planning and execution. This expertise further strengthens SPML's commitment to delivering projects on time, within budget, and with enhanced operational excellence.



Sayon Ghosh, Assistant General Manager-MD Secretariat

He has completed the **Executive Certificate Program in Senior Leadership** from the **Indian Institute of Management (IIM), Visakhapatnam**, adding fresh perspectives and renewed leadership approach and strategic decision-making. This advanced learning further equips him to drive high-impact initiatives under the leadership of Managing Director of SPML Infra Limited.



Srimanta Roy, Assistant Manager-Planning

He has completed the **Project Management Professional (PMP)** course from the **Project Management Institute (PMI)**, empowering him to apply best practices, improve coordination, and ensure strategic alignment in project planning and execution. This expertise enables him to drive operational efficiency and strengthen project delivery standards.



Shared Success

SPML Infra's **Employee Stock Ownership Plan (ESOP)** is not just a financial benefit, it's a statement of trust and shared success, empowering employees to become owners in the company's growth story, turning aspirations into achievements. From paying for children's higher education to celebrating life's important milestones, ESOPs program has touched lives meaningfully, reflecting our motto "success shared is success multiplied."

With gratitude and pride, I share that the ESOPs provided by the company enabled me to **pay the education loan taken for my son's higher studies**. This milestone is not just about the financial support, but about the fulfillment of a dream, an investment in his professional journey and future.

Sujit Jhunjhunwala, Vice President-Banking



The greatest blessing that ESOPs gave me was the **opportunity to fulfill my dream of owning a new car**. It was not just about the financial support, it was about the confidence and means to achieve something I once thought would take years. ESOPs helped turn a personal aspiration into a real milestone in my life, making me feel valued, motivated, and more committed towards my organization.

Sujit Bhattacharya, Vice President-Contracts





The greatest blessings through ESOPs, which gave me the strength and financial support to **help my brother receive the necessary medical treatment he needed during a critical time**. This was not just the financial assistance, but a lifeline that brought hope and healing to my family.

Amit Samui, Deputy General Manager-Accounts & Finance

One of the most special moments through ESOPs, that enabled me to **secure my son's admission into a Computer Engineering course**. Watching him take this important step toward his bright future brings immense pride and joy to my family.

Koustav Mukhopadhyay, Deputy General Manager-Project



The ESOP was truly rewarding and fulfilling that provided me with the financial strength to **foreclose my home loan**, a major burden cleared, bringing peace of mind, relief, and a stronger sense of security for the future.

Satya Pal, Assistant General Manager-Contracts & Planning

One of the most life-changing moments was the introduction of ESOPs, which provided me with the support to **invest in my son and daughter's MBA courses**, paving the way for their bright and promising future.

Chandra Prakash, Assistant General Manager-Business Development



The ESOP benefits made it possible for me to **support my daughter's marriage and secure her future with pride and happiness**. For this, I remain deeply grateful to be part of an organization that truly cares for its people.

Arup Roy, Senior Manager-IT

The ESOP benefits have been a true blessing, empowering me to confidently **invest in my children's higher education and secure a brighter future for them**. It is an honour to be part of SPML Infra that values its people and shares success with them.

Prem Kumar, Senior Manager-Project



The ESOP gave me the confidence and financial support to **enroll my son in a higher professional course, a milestone that marks a proud chapter for our family**. Watching him move closer to his dreams fills me with immense joy.

Swarup Banerjee, Senior Manager-Project Accounts



The essential **renovation of my home** was not just about new walls or fresh paint; it was about creating a home filled with love, stability, and hope for the future. The support from the company's ESOP made this transformation possible, turning my aspiration into reality.

Subrata Madhu, Senior Manager-Project

The trust and support of the company extended through ESOPs enabled me to **fulfill my long-cherished dream of owning a car**, a milestone in my life that brought great joy and pride to my family.

Udisht Kumar, Manager- Accounts & Finance



Belonging & Recognition

At SPML Infra, **recognition is part of our everyday culture**, not just a one-time event. Through our SPML Awards Program, we appreciate individuals and teams who show outstanding effort, teamwork, and innovation. We also **believe in creating a warm and cheerful workplace**, where we celebrate festivals, birthdays, and team milestones together, building strong bonds across the organization.





Inclusive Growth

SPML Infra believes that true strength lies in our diversity. We are **committed to creating a workplace where every individual, regardless of gender, background, or ability, feels valued, respected, and empowered** to give their best.

Our strength comes from our **diversity**, with people from different regions, backgrounds, and experiences working toward a common goal. We ensure fairness by offering **equal opportunity** based on merit and performance, and we promote **inclusion** by making sure every voice is respected and heard.



Impact & Sustainability

Every SPML project **creates meaningful social impact**, from delivering clean drinking water, wastewater reuse and clean energy storage to building resilient infrastructure for people across India. **We align our people strategy with our sustainability mission**, ensuring every employee feels connected to the larger national vision of 'Viksit Bharat'.

At SPML Infra Limited, corporate social responsibility has been a core part of our identity, driving our efforts to improve quality of life and protect the environment through responsible action. Guided by **our core values — Care, Passion, Awareness, and Improvement** — we work as an active partner in the communities we serve, delivering meaningful initiatives that create long-term value for our clients, employees, and society.



Our strength is built on 45 years of experience across diverse projects, supported by a combination of expert engineering and advanced technology. The diversity of our teams, their skills, backgrounds, ideas, and experiences drives our ability to deliver comprehensive and innovative infrastructure solutions.

From providing clean drinking water to sustainable energy storage and powering homes, we remain committed to addressing the most critical needs of our time and contributing to the national vision of Viksit Bharat.



*Rebuilding on Strength.
Reshaping for Future.*



SPML Infra Limited

www.spml.co.in