

1. Description: Industrial Manufacturing Professional , specialising in supporting European companies in establishing and scaling up operations in India with comprehensive support from Legal Company formation – Establishing manufacturing unit – to commencing manufacturing activity in the Capital Equipment and Automobile Components (tier I & II) domains

2. Short description: Business leader with 25+ years of proven record of driving and establishing successful manufacturing technology and setting up business transformations. and accomplished in executing Brown field and Green field projects from conceptualization to operational leadership.

3. Full Description: Accomplished and Proven track record of setting up manufacturing operations in the Industrial manufacturing domains and scaling up operations vertically. Adept at setting up of Manufacturing activity, Supply Chain Management, QMS, QA, Finance, HR, CSR, Planning, Project Management, Engineering, Design, Strategy, Business Development, Sales, Service, Customer Care . Additional capabilities include building technical & functional capability & developing relationship with International client CXOs. Harry (Haarneet Singh) has led many teams across India, Middle East and Africa. Harry is an IIM Rohtak alumni in Operations & Project Management

4. Professional Summary

- Harry (Haarneet Singh) is an experienced and proven business leader with over 25+ years of track record of strategic leadership and execution excellence. He has completed 4 Brown Field Projects in India for European clients and also has led the new start ups to 150 Crore revenue earnings in record time, setting up lean manufacturing operations with revenue growth, market expansion and customer centric strategies across both domestic and international markets.

- Harry (Haarneet Singh) has been able to provide end to end solutions (Site Selection, Merger & Acquisitions, Legal Compliance Management, Statutory licensing, Company formation, Building Companies in line with legal and statutory requirements, Strategizing and setting up complete IT infrastructure with implementation of ERP / CRM , Policy making on HR and Finance matters, Hiring, training employees, setting up plant and machinery, Ensuring Safety for the environment and employees .

- Harry (Haarneet Singh) has also 25+ years of vast experience in strategizing and leading business development, sales, marketing, service teams across Pan India and

International markets. Having travelled to 30+ countries across the globe, Harry has hands on expert knowledge in various industrial domains, naming a few – Energy, Power, Water, Oil & Gas, Steel, Fertilisers, Chemicals, Pharmaceuticals, EPC-Infrastructure, Automotive Ancillary, Capital Equipment's, Robotic Equipment's, Automation.

- He has experience working with Industrial and manufacturing start-ups in India as well as across many International countries. In his career, he has been part of organizations which has scaled from 1 employee to 500. As a part of this journey, he has been instrumental in driving growth, revenue and transformation in people, processes, culture, structure of the organization. His vast experience in building strategically driven processes has witnessed how the organisation can grow vertically or scale up operations without investing substantially in the process and infrastructure thereby building long term sustainable business.

5. Key Achievements

- Setting up a Robotic Welding systems manufacturing company in Pune. It was an Brown Field Project conceptualised, finalised and implemented in the middle of COVID-19 Situation. It was for an German MNC.
- Setting up state of art Metal Working Machine manufacturing plant in Mumbai, which involved an takeover of an Indian Company. Amalgamation of the new takeover unit in Mumbai with existing another unit in Bangalore. Setting up one centralised company in India, huge task of HR activity in which the new company and old company resources were brought on board under one flagship company and this was also a Brown field project, involving Civil work, Interior designing, IT Network infrastructure, ERP implementation, setting up manufacturing activities, Power, Licenses, Statutory compliances, Banking, Finance, accounts.....everything organised to the minutest of details.
- Implementation of uniform HR Systems and Policies across various entities.
- Implementation of Lean manufacturing, 6 Sigma, Kaizen, 5S, TPM, TQM, TOC. Gemba processes in various companies.
- International Business Development in Oil & Gas, Mining, Chemical, Power, Energy domain for various industrial product lines like tube, pipes and valves was an great achievement.
- Achieved 1st time growth profitability in 10 years in an Central African manufacturing company with 400+ Employees & 80 Million \$ turnover using strategy.

6. Areas of Specialization

Company formation, Help you establish at the optimised location, Company Administration, Restructuring, legal-Finance compliance, Tax Compliance and consulting, auditing, Executive Search, Interim management, Statutory licenses, Strategy workshops , Strategy consulting, Market Exploration, Market Mapping, market Entry and Concept, HR Recruitment, Finance and legal compliance, Merger, Acquisitions and joint venture partnership selection, Hosting, EOR – Employer of Record services, Project management – Civil - Interior - IT – Fitouts - Power – etc, Brown Field, Green Field, Supply Chain management, Localisation and outsourcing,

7. Education & Qualifications

Harry(Haarneet Singh) has done his BSc (Electronics) and BE (Mechanical Engineering) from Pune University.

MBA from IGNOU.

Lean Operations Management and Project Management from IIM – Rohtak.

Six Sigma Green Belt from TUV SUD.

Post Graduate in Export Management from IEM-Bangalore.

Independent Director duly certified by the MCA (Ministry of Corporate Affairs – Government of India).

Harry is also member of The Institute of Management Consultants of India.

He also has various certifications in

- ISO9001:2015 / ISO14001:2015 / ISO41001:2018 /
- ISO45001:2018
- IATF16949:2016 / EN9100:2016 Revd