Megh मल्हार

Volume 2
Issue 1

Where innovation meets excellence in the world of pharmaceuticals and pigments. Dive into the latest breakthroughs, company milestones, and industry insights that are shaping the future of health and color.

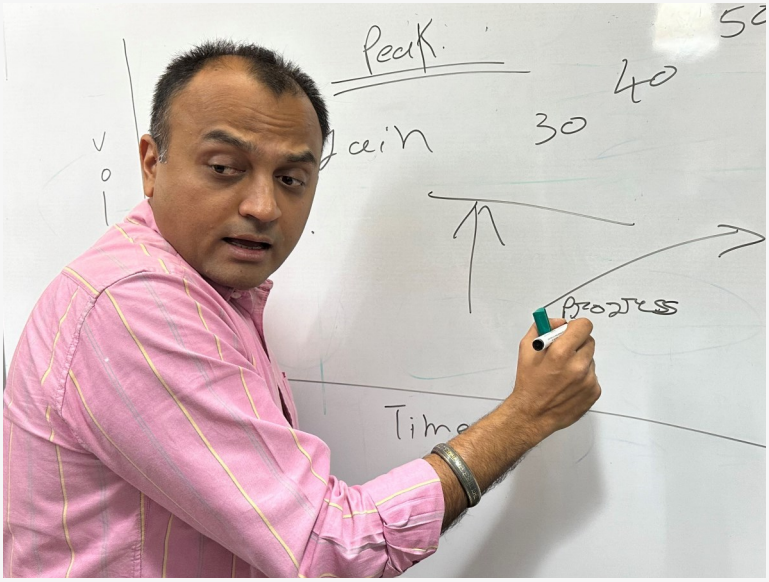
The pharmaceutical sector continues to innovate and thrive in API manufacturing, driving advancements in drug development and ensuring the availability of essential medications worldwide.

The pigment manufacturing sector remains at the forefront of delivering vibrant hues and sustainable solutions across industries, fueling creativity and functionality in countless products.

From the CHRO's Desk :

Dear Members of Meghmani Parivar,

In the vibrant tapestry of our workplace, where deadlines dance and innovation hums, there lies a sacred thread binding us all - the ethos of comradery, good behavior, humility, and a dash of humour. As we journey through the corridors of our professional odyssey, let us draw inspiration from the timeless tales of Indian mythology, sprinkled with wit and wisdom, to cultivate a workplace oasis where camaraderie blooms, and success thrives. I have endeavoured to list down a few points on the subject, to keep this focused and concise.

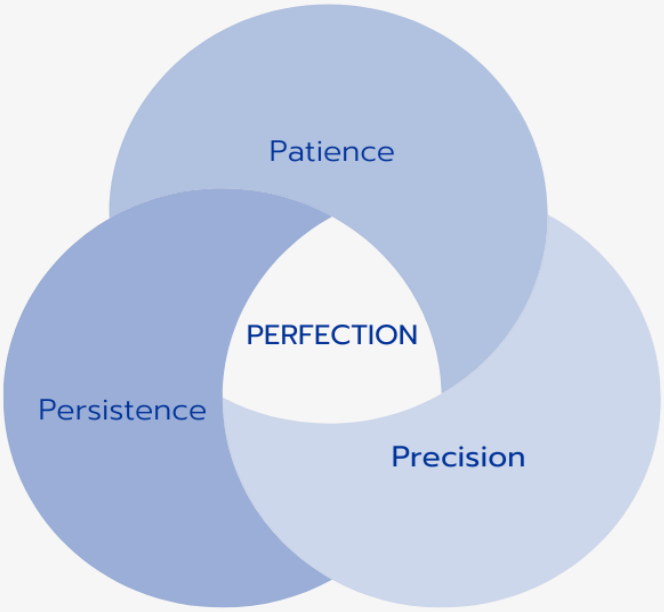


Enhanced Collaboration

In the grand epic of the Ramayana, amidst the chaos of Lanka, lies a tale that tickles the funny bone and warms the heart. When Hanuman, the mighty monkey god, leaps across the ocean to deliver Lord Rama's message, he encounters a peculiar obstacle - a giant fish who boasts of its vast oceanic conquests. With a twinkle in his eye and a jest on his lips, Hanuman humbly replies, "Friend fish, I'm merely a messenger, not a contestant in your aquatic Olympics!" This humorous exchange reminds us that even in the face of daunting challenges, a touch of humour can lighten the load and strengthen bonds of collaboration.

Increased Productivity

In the labyrinth of the Mahabharata, where alliances shift like sand dunes, lies a tale of sibling rivalry and divine diplomacy. When Arjuna, the valiant warrior, laments his predicament on the battlefield, Lord Krishna offers sage advice with a mischievous grin. "Arjuna, even the mightiest chariots need a pit stop for chai and gossip!" With a chuckle and a newfound perspective, Arjuna emerges rejuvenated, ready to conquer his foes with renewed Vigor. This witty anecdote reminds us that amidst the whirlwind of productivity, moments of levity can fuel our spirits and propel us towards excellence.



From the CHRO's Desk : (Contd..)

Improved Morale

In the enchanting fables of the Bhagavata Purana, where divine love intertwines with mortal folly, lies a tale of friendship forged in the crucible of poverty. When Sudama, a humble Brahmin, visits his childhood friend Lord Krishna with a meagre offering of beaten rice, he expects nothing in return. To his astonishment, Krishna greets him with open arms and a hearty laugh. "Sudama, my friend, you've brought me memories sweeter than any delicacy!" Through their laughter and shared memories, Sudama finds solace amidst life's trials, reminding us that humility and humour can transform even the humblest offerings into treasures of the heart.

Conflict Resolution

In the timeless verses of the Bhagavad Gita, where duty clashes with destiny, lies a dialogue that transcends the boundaries of time and space. When Arjuna falters in the face of moral ambiguity, Lord Krishna offers pearls of wisdom with a playful wink. "Arjuna, even the mightiest warriors need a timeout for chai and philosophical debates!" With a grin and a newfound clarity, Arjuna embraces his duty with humility and resolve. This whimsical exchange reminds us that amidst the storm of conflict, a dose of humour can bridge divides and pave the path to reconciliation.
As we imbibe these humorous anecdotes from Indian mythology, let us infuse our workplace with laughter, camaraderie, and humility, knowing that together, we can conquer any challenge and scale new heights of success.

With laughter and warm regards,

Mr. Archit Patel
Head—Human Resource and Management Systems

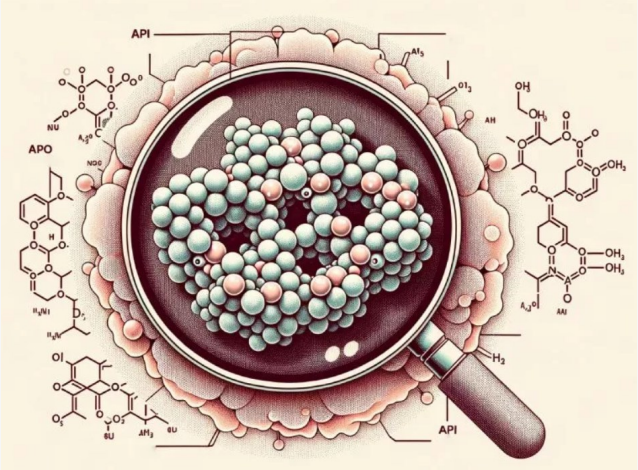
"Employees Transform Waste into Innovation: A Unique Creation Emerges!"

Kudos to Mr. Pinakin Patel & Team

At Meghmani, we believe that creativity and sustainability go hand in hand. We are proud to celebrate the ingenuity of Mr. Pinakin Patel and his dedicated team for their remarkable achievement in creating an innovative item entirely out of waste materials. We extend our heartfelt congratulations to team for their outstanding work.

"Blog-o-Mania" - The Particle Size of APIS Why it is important ?

Introduction



In the realm of pharmaceutical manufacturing, the adage "size matters" takes on a profound significance, especially when it comes to the particle size of Active Pharmaceutical Ingredients (APIs).

The microscopic dimensions of these crucial components are more than just a technical detail; they are a cornerstone that impacts drug effectiveness, stability, and even the ease of production.

This article unravels the critical role of particle size in the pharma industry, shedding light on its domino effect on drug development and manufacturing processes. Whether you're a veteran in the field or someone new navigating through, understanding the importance of particle size is fundamental.

So, how does the size of a particle make a significant ripple in the vast ocean of pharmaceutical manufacturing? Let's delve into the microscopic world of APIs and unfold the big impact of small dimensions.

Understanding Particle Size

Definition and Measurement

Particle size, as the term suggests, refers to the dimensions of individual particles that comprise a substance. In pharmaceuticals, these particles are often measured using techniques like laser diffraction or dynamic light scattering. The result is often expressed as a Particle Size Distribution (PSD), which gives insight into the size range and the frequency of different size particles in a sample.

Particle Size Distribution (PSD)

PSD is a pivotal parameter in pharmaceuticals. It doesn't just tell us about the size of particles but also the range of sizes within a sample. This distribution can significantly influence the physical and chemical properties of a drug, its stability, appearance, and performance.

Impact on Drug Development

Solubility and Bioavailability

The journey from a mere chemical entity to a life-saving drug is a meticulous one. A pivotal aspect of this journey is ensuring the drug is soluble and bioavailable. Here's where particle size steps in. Smaller particles have a larger surface area, which can enhance the solubility and hence, the bioavailability of the drug, making it more effective in its therapeutic action.

Drug Stability and Efficacy

The stability and efficacy of a drug are akin to the two pillars holding the therapeutic promise of a drug. Particle size can influence how a drug interacts within the body and with other substances, thus playing a crucial role in ensuring the drug remains stable and efficacious from production till consumption.

"Blog-o-Mania" - The Particle Size of APIS Why it is important ?

Role in Manufacturing Processes

Compression, Coating, and Granulation

The harmony between particles is not just a microscopic event; it orchestrates the larger dance of drug manufacturing. Particle size affects how materials behave during crucial processes like compression, coating, and granulation, ultimately influencing the quality and characteristics of the final product.

Filtration and Drying

In the labyrinth of pharmaceutical manufacturing, processes like filtration and drying are the unsung heroes ensuring product purity and consistency. The particle size dictates the efficiency and effectiveness of these processes, serving as a critical parameter in achieving the desired product quality.

Techniques for Particle Size Control

Crystallization

Crystallization is a quintessential method employed to reign in particle size. By meticulously controlling parameters like temperature and agitation rates during crystallization, pharmaceutical manufacturers can influence the size of the crystals formed, ensuring they meet the desired specifications.

Milling/Micronization

Milling and micronization are mechanical methods to achieve the desired particle size. By applying force to break down particles into finer sizes, these techniques offer a way to control particle size post-synthesis, adapting the API to meet the stringent requirements of drug formulation.

Challenges and Solutions

Mechanical Size Reduction

Mechanical methods like milling present challenges due to the hardness of crystals or potential damage to the crystal structure, yet they remain indispensable for achieving desired particle sizes.

Real-time Monitoring Technologies

"Blog-o-Mania" - The Particle Size of APIS Why it is important ?

Employing real-time monitoring technologies can significantly mitigate the challenges, providing crucial insights during the manufacturing process and enabling timely adjustments to ensure the desired particle size distribution.

Advancements in Particle Size Analysis

Innovative Technologies

Emerging technologies are propelling the capabilities of particle size analysis, providing deeper insights and enhanced precision, thus aiding in better control over particle size during manufacturing.

Future Trends

The trajectory of technological advancements hints at even more sophisticated tools on the horizon, which would further demystify the microscopic realm of particles, paving the way for enhanced drug development and manufacturing.

Benefits of Optimal Particle Size Control

Improved Drug Delivery

Optimal particle size control translates to improved drug delivery, ensuring that the therapeutic benefits of the drug are fully realized by the body.

Cost Efficiency

Efficient control over particle size not only enhances drug quality but also drives cost-efficiency in the manufacturing process, making it a win-win scenario for both manufacturers and consumers.

Real-world Implications

Case Examples

Enhanced Drug Delivery: A pharmaceutical company managed to significantly improve the bioavailability of a crucial medication by fine-tuning the particle size of its active ingredient, thereby ensuring more effective treatment for patients.

Cost Reduction: By optimizing particle size, another company was able to streamline its manufacturing process, resulting in notable cost savings without compromising the quality of the final product.

Lessons Learned

Investment in Technology: Companies that have invested in advanced particle size analysis and control technologies are reaping benefits in terms of product quality and operational efficiency.

Collaboration: Cross-industry collaborations have led to innovative solutions in particle size control, showcasing the importance of collective efforts in overcoming technical challenges and advancing the field.

Conclusion

Recapitulating the core insights, we've unearthed the critical role of particle size in the pharmaceutical arena. Its meticulous control is not just a technical requisite but a linchpin for drug efficacy, safety, and manufacturing efficiency.

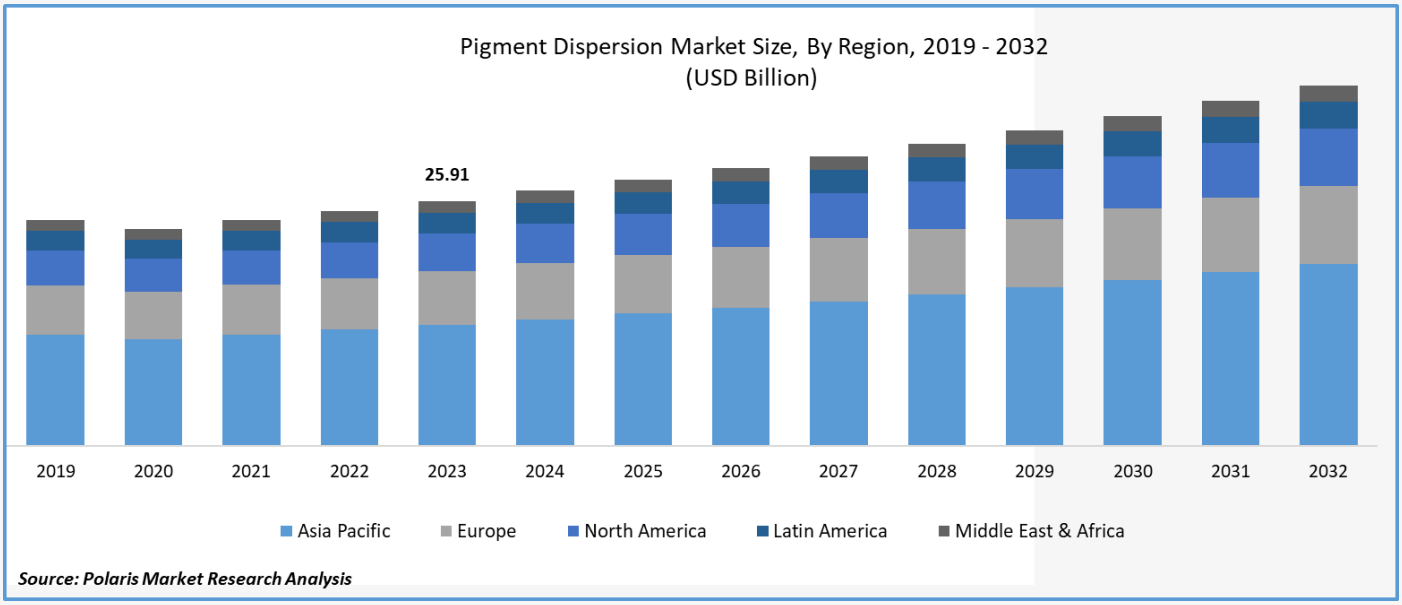
(source: https://pharmaoffer.com/blog/why-is-the-particle-size-of-apis-important-in-pharma-industry/)

"Blog-o-Mania" - Pigment Dispersion

(Market Share, Size, Trends, By Product (Inorganic Pigment, Organic Pigment), By Application (Plastics, Inks, Coatings, Others), By Region, And Segment Forecasts, 2024 - 2032)

The global pigment dispersion market was valued at USD 25.91 billion in 2023 and is expected to grow at a CAGR of 4.4% during the forecast period.

The consistent expansion of the packaging industry, encompassing both food and non-food packaging and the printing of labels, is anticipated to be a key driver for the demand for pigment dispersions in the foreseeable future. The evolving consumer purchasing patterns, particularly the preference for appealing packaging colors, are expected to contribute to the increased demand for pigment dispersions during the forecast period. The growing utilization of plastics, papers, and paperboards in packaging applications presents favorable prospects for the growth of pigments in the packaging industry.



Source: Polaris Market Research Analysis

A notable trend in the global food industry has been the escalating use of plastic & paper board materials for the food packaging. This shift has concurrently driven the demand for the pigment dispersions, as these materials necessitate diverse colorants to enhance their appearance. The adoption of these materials in food packaging brings numerous benefits, including prolonged shelf life, heightened food safety, and enhanced convenience. Nonetheless, the extensive utilization of these materials has given rise to environmental concerns, particularly in relation to the disposal of plastic waste.

The research report offers a quantitative and qualitative analysis of the Pigment Dispersion Market to enable effective decision-making. It covers the key trends and growth opportunities anticipated to have a favorable impact on the market. Besides, the study covers segment and regional revenue forecasts for market assessment.

The rising utilization of plastics across diverse applications, including packaging, consumer goods, and construction, has triggered a surge in the demand for pigment dispersion. The flexibility of plastics has broadened their scope in various applications for pigment dispersion. Notably, color-stable pigments are employed to create colored plastic products, such as toys, household items, and automotive components. The application of pigment dispersion plays a pivotal role in enhancing the performance of plastic products, providing attributes like UV stability, weather resistance, and flame resistance. Furthermore, the increasing demand for innovative and high-quality plastic products is steering the development of new pigment dispersion, thereby creating expanded opportunities for the pigment dispersion market.

"Blog-o-Mania" - Pigment Dispersion

(Market Share, Size, Trends, By Product (Inorganic Pigment, Organic Pigment), By Application (Plastics, Inks, Coatings, Others), By Region, And Segment Forecasts, 2024 - 2032)

Growth Drivers

Rising Demand for eco-friendly pigments for disposable food packaging

Polyethylene terephthalate (PET), polypropylene (PP), & polystyrene (PS) stand out as the most favored polymers in the single-service food packaging segment. The increasing utilization of plastic, paper, and paperboard materials, coupled with the application of various colorants to create visually appealing packaging, is expected to be a driving force for the overall demand for pigments. In the quest for alternatives to some toxic inorganic pigments, organic pigments have emerged, albeit at a higher cost. However, the availability of certain pigments with superior properties remains limited. In response, manufacturers are actively engaging in research and development endeavors aimed at replacing metals in the production of red and yellow synthetic pigments, with the goal of creating environmentally friendly synthetic pigments.

Titanium dioxide stands as the most extensively utilized inorganic pigment due to its non-toxic nature, chemical stability, and versatile properties, making it suitable for application in plastic, paper, and paperboard food packaging. Zinc oxide, also a synthetically produced pigment, is regarded as having a lower toxic impact on humans. Presently, titanium dioxide, iron oxide, and zinc oxide collectively constitute the majority share of the global pigment demand for applications in plastic, paper, and paperboard used in food packaging.

By Product Analysis

Inorganic pigments segment held the largest share of the market in 2023

The inorganic pigments segment held the largest share. It is produced from the inorganic compounds employed in chemical formulations. This type of pigment dispersion finds application in diverse sectors. Notably, inorganic pigment dispersion tends to be lighter than its organic counterpart. However, in scenarios that demand heightened durability, in-organic pigment dispersion is favored over organic dispersion. A notable distinction is that continuous exposure to sunlight may cause fading in organic pigment dispersion, unlike its inorganic counterpart.

Present in the form of a white powder, calcium carbonate exhibits three polymorphs: aragonite, calcite, and vaterite. Naturally occurring in sources like limestone, chalk, seashells, and marble, it comes in a spectrum of colors, ranging from gray to yellow, contingent on the extent of impurities present. Notably, inorganic pigment dispersion proves to be a more cost-effective option than its organic counterpart. Its smaller particle size facilitates easier dispersion on various substrates. Titanium dioxide and iron oxide emerge as prominent examples among the inorganic pigment dispersions widely utilized.

Constructed from carbon chains and carbon rings, organic pigments are characterized by transparency due to their larger particle size. Among the commonly encountered types are azo pigments, phthalocyanine pigments, lake pigments, and quinacridone pigments. Organic pigments boast a significantly greater color strength compared to their inorganic counterparts; nevertheless, their growth is impeded by elevated costs and limited dispersion capabilities. Applications for organic pigments span diverse industries, including printing inks, paints & coatings, rubber, and plastics.

By Application Analysis

Coatings segment registered the largest market share in 2023

Coatings segment accounted for the largest share. The expansion of the building and construction industry, driven by infrastructure development in several economies, is anticipated to fuel the demand for coatings throughout the forecast period. This, in turn, is expected to contribute to the

overall growth. Additionally, the increasing preference for green building construction is projected to significantly boost the demand for organic pigments used in coatings.

Pigment dispersion has become a prevalent substitute for dyes in printing ink applications, as it offers superior coloring, delivering the desired outcomes for printing ink manufacturers. Inks derived from dyes typically feature a colorant completely dissolved in a carrier fluid. In contrast, printing inks based on pigment dispersion comprise fine solid particles suspended in a carrier liquid. Both organic and inorganic pigment dispersions are utilized in these inks, but the higher percentage usage of the latter is attributed to its lower cost and superior dispersion capabilities.

Pigment dispersion plays a crucial role in plastics, particularly with polyolefins, utilized in various applications such as plastic food packaging, non-food packaging, building & construction products, coverings, gutters, sheets, films, and more. In plastic applications exposed to direct sunlight, pigment dispersions are anticipated to protect from ultraviolet (UV) radiations, preventing any adverse effects on the properties of the pigment dispersion. Within the realm of packaging, the use of pigment dispersion contributes to an enhanced branding experience by improving visual design, a factor that often captures the attention of consumers.

Regional Insights

Asia Pacific region held the largest share of the global market in 2023

Asia Pacific dominated the market. This substantial share is credited to the abundant availability of raw materials & low labor costs, making the region an attractive destination for manufacturers across various industries to establish their production facilities and reap enhanced benefits. Specifically, in South Korea, the coatings are anticipated to make the most significant contribution to the overall market growth throughout the forecast period.

North America region is projected to grow at a rapid pace. The demand for pigment dispersion in the U.S. is primarily fueled by the rising prevalence of quick-serving restaurants that incorporate pigment dispersion in food packaging. Strict regulations set by the U.S. government dictate the certain type of pigment permitted in food packaging, as few inorganic pigments can pose toxicity concerns upon contact with food products.

For instance, as per the FDA guidelines, substances approved for use as food colorants are permissible for utilization as coloring agents in food packaging and printing inks. Nevertheless, the application of pigments containing poly-nuclear aromatic hydro-carbons & benzopyrene is restricted, with levels exceeding 0.5 parts/million & 5.0 parts/million, respectively, prohibited in the food packaging. (Source: https://www.polarismarketresearch.com/industry-analysis/pigment-dispersion-market)

Academic Achievements

Mr. Abhishek Mishra and Mr. Kaushik Patel from our Corporate HR Team have completed a certification course on "Laws Relating to Employee Relations / Industrial Relations" in April 2024 from MSME – Technology Centre, Chennai (CFTI) partnered with Government of India Society, Ministry of Micro Small and Medium Enterprises. This certification course was designed to provide participants with an in-depth understanding of the legal frameworks that govern employee and industrial relations, ensuring that our team is well-equipped to navigate the complexities of workplace dynamics. The course consisted of many practical and situational based case-studies coupled with multiple quizzes and a final test which required at least 80% passing criteria.


STP/12581/IR/414/2023-24

GOVERNMENT OF INDIA

MSME - TECHNOLOGY DEVELOPMENT CENTRE, CHENNAI (CFTI)

GOVERNMENT OF INDIA SOCIETY, MINISTRY OF MICRO SMALL AND MEDIUM ENTERPRISES

Certificate

This is to certify that

ABHISHEK MISHRA

has successfully completed training on

LAWS RELATING TO EMPLOYEE RELATIONS/INDUSTRIAL RELATIONS

Conducted on 27th,28th,29th February & 1st March 2024

A.KOLANJIVEL
DEPUTY DIRECTOR

K.MURALI
DIRECTOR

STP/12582/IR/414/2023-24

GOVERNMENT OF INDIA

MSME - TECHNOLOGY DEVELOPMENT CENTRE, CHENNAI (CFTI)

GOVERNMENT OF INDIA SOCIETY, MINISTRY OF MICRO SMALL AND MEDIUM ENTERPRISES

Certificate

This is to certify that

KAUSHIKKUMAR KANTILAL PATEL

has successfully completed training on

LAWS RELATING TO EMPLOYEE RELATIONS/INDUSTRIAL RELATIONS

Conducted on 27th,28th,29th February & 1st March 2024

A.KOLANJIVEL
DEPUTY DIRECTOR

K.MURALI
DIRECTOR

Inauguration of Greenfield Projects marks India's Stride towards Self-Reliance in Pharmaceuticals

On 22nd March 2024, India achieved a significant milestone in its journey towards self-reliance in pharmaceuticals and medical devices with the inauguration of Greenfield projects under the Production Linked Incentive (PLI) scheme. The event was graced by the esteemed presence of Dr. Mansukh Mandaviya, Hon'ble Union Minister of Chemicals & Fertilisers and Health & Family Welfare, Government of India, and Shri. Bhagwanth Khuba, Hon'ble Union Minister of State for Chemicals & Fertilisers and New & Renewable Energy, Government of India, showcasing the government's commitment to fostering indigenous production in critical sectors.

Among the distinguished participants, Meghmani LLP emerged as a trailblazer in the pharmaceutical industry. The inauguration of Meghmani LLP's Para Aminophenol facility, located at Dahej, stands as a beacon of innovation and progress. This inauguration, as part of the PLI scheme, signifies a strategic step towards realizing the goals outlined in the Aatma Nirbhar Bharat initiative.

The Para Aminophenol facility at Dahej, Gujarat, not only showcases remarkable manufacturing capabilities but also symbolizes India's determination to reduce dependency on imports and strengthen domestic production. This initiative perfectly aligns with the government's vision of creating a self-sufficient India capable of meeting its pharmaceutical and medical device requirements independently.

As we embark on this transformative journey, Meghmani LLP pledges unwavering dedication to uphold the highest standards of quality, innovation, and sustainability. Through collaborative efforts with the government and industry stakeholders, we are poised to play a pivotal role in shaping the future of India's healthcare ecosystem.

EU GMP
APPROVED
COMPANY

We are thrilled to announce that **Meghmani Unit 3** has successfully achieved the prestigious EUGMP (European Union Good Manufacturing Practice) certification. This significant milestone underscores our unwavering commitment to excellence, quality, and compliance in pharmaceutical manufacturing. The EUGMP certification is a testament to our rigorous adherence to international standards in the production of these essential medications. This certification ensures that our manufacturing processes meet the highest quality, safety, and efficacy standards set by the European Union. We are now certified for manufacturing Paracetamol Granules, Paracetamol 500 mg & 1000 mg tablets, and Paracetamol Sachets related products.

Exploring the Pigment Markets

"Trade shows & Expos attended"

Middle East Coatings Show – 16th to 18th April 2024:

Mr. Amit Naikwade from our Pigment Marketing team attended the Middle East Coatings Show, a premier event held in Dubai that gathers industry leaders and professionals from across the globe. The exhibition provided a comprehensive platform to explore the latest advancements in coatings technology, sustainable solutions, and innovative raw materials. Our team engaged with a diverse array of exhibitors and participated in networking events that facilitated valuable connections and potential collaborations. Below we can see Mr. Amit Naikwade meeting the team from REDA Chemicals.

Paint India 2024 – 22nd to 24th February 2024:

From February 22 to 24, 2024, Mrs. Sandhya Patel & Mr. Kaushal Soparkar along with our Marketing, R&D & Purchase teams attended the Paint India 2024 exhibition in Mumbai, a significant event for the coatings and paint industry. The exhibition covers the fields of paints, coatings, and represents the interests of the Printing Inks, Construction Chemicals and Adhesives-Sealants segments from a sourcing and manufacturing viewpoint. Mirroring the latest developments within the coatings industry, it is fortified with the technical Coatings Congress, along with one to one customer meetings.

American Coating Show 2024 – 30th April to 2nd May 2024:

Mr. Amit Naikwade recently represented Meghmani at the prestigious American Coating Show. This significant event, held annually, brings together industry leaders, innovators, and professionals from around the globe to showcase the latest advancements and trends in the coatings industry. Mr. Naikwade's participation in the American Coating Show exemplifies Meghmani's dedication to staying ahead in the industry through continuous learning and engagement with global platforms. His experience at the show will undoubtedly translate into enhanced strategies and innovations that will benefit our products and services.

Cricket fever at Meghmani

“Employees swung their way to victory in a thrilling tournament!"

What a blast we had with our recent cricket showdown!

Corporate folks battling it out in intense box cricket matches, while our plant employees took the game to the company grounds. It was all about teamwork, sweat, and a whole lot of fun!

From nail-biting finishes to epic catches, the tournament was a rollercoaster of excitement. Cheers and laughter filled the air as colleagues turned teammates put their skills to the test. Whether you were on the field or cheering from the sidelines, it was an unforgettable day for all of us.

Beyond the boundaries, the tournament was a perfect excuse for some well-deserved bonding time. It was awesome seeing everyone come together, cheering on their colleagues and creating memories that'll last way beyond the final score.

Kudos to all the players and organizers for making it happen! And big congratulation to winners team i.e. ***Corporate Tigers*** (Corporate Tournament) and ***Atvantic Team*** (Dahej Tournament) Let's keep the momentum going and look forward to more fun-filled events ahead.


















Employee Engagement and Celebrations at Meghmani

We marked Republic Day with a profound sense of pride and patriotism, celebrating the values and principles that define our great nation. The festivities began with the unfurling of the national flag, accompanied by the singing of the national anthem, instilling a deep sense of unity and respect among all attendees. Republic Day at Meghmani was a heartfelt tribute to the spirit of India, reinforcing our commitment to excellence, unity, and national pride. Thank you to everyone who participated and made this celebration memorable.

Celebrating *HOLI* at Meghmani: A festival of Colors, Unity & Joy

At Meghmani, we believe in celebrating the rich cultural heritage that binds us all together. The festival began with a lively color splash, where employees enthusiastically participated in throwing colors, symbolizing the victory of good over evil and the arrival of spring. We also organized fun activities and games, creating a playful and joyous atmosphere that encouraged teamwork and allowed everyone to enjoy the moment. Holi at Meghmani was not just about colors and festivities; it was also a celebration of inclusivity and togetherness, reinforcing our commitment to fostering a work environment where every individual feels valued and celebrated. The Holi celebration was a beautiful reminder of the vibrant culture and traditions that make Meghmani a unique and inclusive workplace.

Employee Engagement and Celebrations at Meghmani (Contd...)

The vibrant festival of ***Uttrayan*** brought a wave of joy and unity to Meghmani as employees from offices and manufacturing sites joined together in celebration. Against the backdrop of colorful skies, our team embraced the spirit of festivity with enthusiasm and camaraderie.

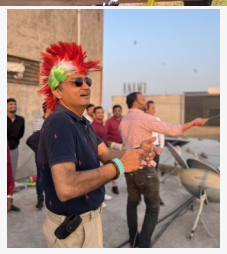
Kite flying took center stage, with employees showcasing their skills and creativity by flying kites of various shapes and sizes. The skies were adorned with a kaleidoscope of colors, echoing with the cheerful shouts of ***"Kaipo che!"*** and laughter.

The joyful atmosphere of Uttrayan permeated throughout Meghmani, serving as a reminder of the importance of celebrating traditions and coming together as a community. It reinvigorated our spirits and inspired us to continue working together towards shared success and prosperity.







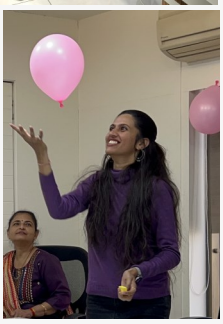




Celebrating Women's Day at Meghmani: Empowerment, Appreciation and Unity

On March 8th, Meghmani embraced the spirit of International Women's Day with a vibrant celebration dedicated to honouring the incredible women who drive our success and inspire our community. This year's theme was purple, and we celebrated by distributing useful presents to all of our ladies across the site. On this important day, our plant women carried out planting.

At Meghmani, we believe that every day is an opportunity to support and uplift the women in our lives. International Women's Day was a reminder of the progress we've made and the work still ahead to achieve true gender parity. We are committed to creating an environment where everyone can thrive, regardless of gender.




THE GOOD LEADER CHARACTER

L = LOOK TO FIRST OWN LIABILITY
E = EAGERNESS TO WORK
A = ABANDONMENT TO HIS POST QUALITY
D = DEMAND TO PROFIT
E = ENTERTAINMENT DO EVERY MOMENT
R = RESPECT TO SAFETY

-Mr. Suresh Mohanty
Unit 2

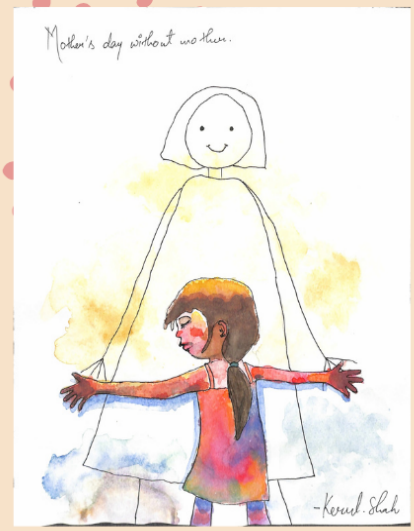
સૂકા ઝાડને

સૂકા ઝાડ ને લીલું થવાની આશ છે
જેમ કોઈ પ્યાસાને પાણી ની પ્યાસ છે
બીજા ફળદ્રુપ વૃક્ષ ને જોઈ એ પણ થોડું ઉદાસ છે
હું પણ બીજાને છાયો આપો સૂરજને એવો પ્રકાશ છે
સૂકા ઝાડને લીલું થવાની આશ છે
ખાતર બિયારણ પાણીની જરૂરિયાત તેને ખાસ છે
પછી ફૂલ આવે કે ફર આવે તેનામાં પણ એ મીઠસ છે
સૂકા ઝાડને લીલું થવાની આશ છે
જીવ છે તેનામાં માવજતની એને તલાસ છે
આપશે ઑક્સીજન તે તેને પણ વિશ્વાસ છે
સૂકા ઝાડને લીલું થવાની આશ છે
તો ના કરીએ તેનું પતન કરો તેનું જતન તેનામાં શ્વાસ છે
છે એ ધરતીનું અણમોલ રતન કુદરતનો તેમાં વાસ છે
સૂકા ઝાડને લીલું થવાની આશ છે

-Mr. Rinesh Bhatt
Unit 2

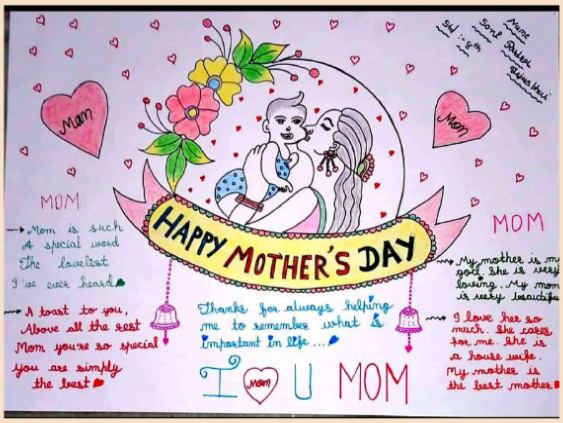
Mother's Day Paintings

By employees and thier family



Mr. Kerul Shah
Son of Mr. Nilesh Shah (Unit 3)

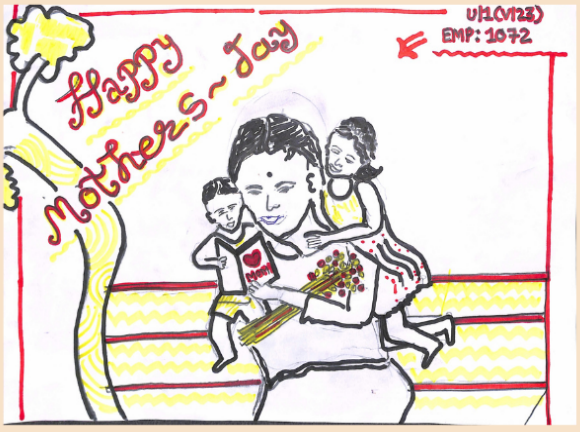
Ms. Margisha Shah
Daughter of Mr. Nilesh Shah (Unit 3)



Mr. Rudra Tejasbhai Soni
Son of Tejasbhai (Vatva)

Mr. Hetal R Patel
Vatva

Ms. Mita Shah
Wife of Mr. Nilesh Shah (Unit 3)



Safety Week Celebrations at Meghmani

At Meghmani, ***Safety Week*** Celebration was a dynamic affair, embodying the company's unwavering commitment to safety. The week commenced with intensive safety training sessions, covering hazard identification, emergency protocols, Fire drills and SCABA usage. These sessions equipped employees with essential skills to prioritize safety in their daily tasks.

Competitions infused excitement, fostering camaraderie while reinforcing safety knowledge. From quizzes testing protocol comprehension to scenario-based challenges, employees engaged in friendly rivalry, enhancing their understanding and application of safety practices.







As a token of appreciation, a special gift distribution ceremony was held, acknowledging employees' dedication. This gesture not only recognized their efforts but also reinforced the company's gratitude for their contributions to maintaining a safe workplace.

Overall, Meghmani Plant's Safety Week Celebration underscored the importance of vigilance and collaboration in upholding safety standards, ensuring the well-being of its workforce, and fostering a culture where safety is paramount.






Quick Glance of Audits and Customer visits

Torrent Pharma | Unit 1, Dahej

Mr. Shailendra Rao & Mr. Bhavesh Parghi

IFCI | Unit 1, Dahej

Mr. Harshit Khamshera & Mr. Ankush Bajaj

Tarbis Pharma S.L. Spain | Unit 1 & 3, Dahej

Mr. Arpit Pateliya

Perrigo Global UK & Ireland| Unit 1 & 3, Dahej

Mr. Anmol Velankar & Mr. Rajesh

Sakata Inx | Unit 2, Dahej

Mr. Michiharu Tanaka

Bristol lab | Unit 1 , Dahej

Mr. Jitendra Patra

Sylder Remedies | Unit 1, Dahej

Mr. Toufik

Perrigo Global UK & Ireland | Unit 1 & 3, Dahej

Mr. Adam Haigh & Mr. Phil Millward

National Health Care, Nepal | Unit 3

Mr. Vivek Yadav

M/s Pharma chemi-cals | Unit 3, Dahej

Mr. Sarafidis Avraam & Mrs. Sarafidis

Siegwerk for Human Rights | Unit 2, Dahej

Ms. Alina Marm, Ms. Maddie Wolberg, Ms. Cathleen and Ms. Anna

M/S Biopharma Pvt. Ltd. | Unit 3, Dahej

Mr. Bhavesh Patel & Niraj Kansara

Berger Paints| Vatva

Mr. Tapan Dhar, Mr. A Chander & Mr. Santanu Roy

Reward & Recognition

Shining stars (HO)

Ms. Rutu Shukla
(Officer, Sales Coordinator- API)

Mr. Mitul Shah
(Executive, Purchase)

Mrs. Devanshi Maniyar
(Executive, Sales Coordinator - Pigment)

Mrs. Komal Gami
(Assistant Manager, Sales & Marketing - ODB2)

Mr. Rathin Hingu
(Officer, Export Logistics)

Mrs. Vidhi Gajjar
(Senior Executive, HR)

Reward & Recognition

Shining stars (unit 1)

Mr. Mahendra Rana
(Executive, Production-9A)

Mr. Nirav Mistry
(Trainee, Production-9B)

Mr. Tejas Patel
(Executive, Production-9D)

Mr. Akash Chavda
(Engineer, Eng. & Maintenance)

Mr. Poonam Rama
(Operator, RM Stores)

Mr. Mihir Mistry
(Assistant, FG Store)

Mr. Suraj Jadhav
(Sr. Office, QA)

Mr. Sanket Lohar
(Trainee, QC)

Reward & Recognition

Shining stars (unit 2)

Mr. Pintu Gohil
(Fitter, Maintenance & Eng.)

Mr. Harish Parmar
(Operator, Production-DPP)

Mr. Balvant Padhiyar
(Operator, Production-V23)

Mr. Ratan Singh
(Operator, Production- Crude)

Mr. Sagar Patel
(Operator, Production-Red)

Mr. Anuj Singh
(Officer , QC)

Mr. Priyank Vanza
(Assistant, Logistics & Dispatch)

Mr. Nirmal Solanki
(Fireman, Safety)

Mr. Rinesh Bhatt
(Assistant, Stores)

Mr. Rahul Khedkar
(Technician, Electrical)

Mr. Ajay Jadav
(Technician, Instrumentation)

Mr. Chirag Parmar
(ETP Operator, EHS)

Mr. Gaurav Thakur
(Assistant Manager, HR)

Reward & Recognition

Shining stars (unit 3)

Mr. Ashish Desai
(Shift Incharge, Production-API)

Mr. Yuvraj Solanki
(Trainee, Production - Recovery)

Mr. Rajesh Gohil
(Operator, ETP)

Mr. Rahul Rabari
(Officer, Warehouse)

Mr. Apurva Dave
(Sr. Officer, Eng. & Maintenance-API)

Mr. Narendra Parmar
(Officer, Eng. & Maintenance-DC)

Mr. Kelash Jatav
(Jr. Officer, Production-DC)

Mr. Rakesh Ahir
(Asst. Manager, QA-DC)

Mr. Kaushik Gohil
(Trainee, QA-API)

Mr. Mayur Pawar
(Sr. Officer, QC-DC)

Reward & Recognition

Shining stars (Vatva)

Mr. Jatin Patel
(Chemist, Production)

Mr. Jigar Patel
(Sr. Officer, Production)

Mr. Hardik Patel
(Executive, Production-AC)

Mr. Avinash Sharma
(Fitter, Eng. & Maintenance)

Mr. Hiren Bhavsar
(Jr. Officer, Stores)

Mr. Himmat Parmar
(Electrician, Electrical)

Mr. Utpal Patel
(Officer, QC)

Mr. Jasmin Patel
(Jr. Officer, R&D)

Mr. Kishan Patel
(Executive, R&D)

Congratulations

Super Stars

Unit-1

Mr. Jayesh Patel
(Assistant Manager, Production-9A)

Unit-2

Mr. Suresh Mohanty
(Manager, Production)

Unit-3

Mr. Abhishek Rajput
(Executive, Production-API)

Vatva

Mr. Prakash Patel
(Electrician, Electrical)

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Plot No. Z-34, SEZ, Dahej, Part-1, Taluka-Vagra, Dist.– Bharuch-392130

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