

## INSIGHTS AND ACHIEVEMENTS

"Welcome to this quarter's edition of the Meghmalhar!

Stay updated with our latest achievements, insights, and initiatives as we strive to drive innovation and grow together."

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## SUCCESS STORIES AND STRATEGIES

Together, we're not just reaching our goals; we're setting new standards for excellence and innovation in our business."



"Together, let's embrace a positive spirit and stay united in our journey towards achieving our goals, especially in challenging times.

Your dedication makes all the difference!"



# THE ROAD LESS TAKEN: A JOURNEY OF GRIT, FOCUS, AND TRIUMPH



As an avid motorcyclist, riding to Leh had always been more than a dream; it was a call to adventure, a challenge to test my limits. The rugged landscapes of Ladakh, with its unpredictable roads and high-altitude passes, beckoned to me for years. But it wasn't just the destination I longed for—it was the journey. I saw this trip as an opportunity to grow, to look within, and to become a better version of myself. Pursuing a passionate hobby like motorcycling doesn't just provide a thrill; it sharpens the mind, builds resilience, and teaches discipline—qualities that enrich every aspect of life, including work.

Just like on the open road, life's journey is filled with challenges, twists, and turns. We set out from Ahmedabad, Gujarat, on the 14th of August 2024, with dreams of reaching Leh, Ladakh—a true motorcycling pilgrimage. The terrain tested us, the weather kept us on edge, but the lessons learned along the way were invaluable and applicable far beyond the trip. The ups and downs we faced reminded me of the journey we all take in our professional lives—the road to success is never easy, but it's always worth it.

## DAY 1-4: FINDING RHYTHM AMIDST CHAOS

The early days of the trip were filled with excitement, but also with challenges. Riding my Royal Enfield Super Meteor 650, affectionately named \*Prometheus\*, and my companion on his Suzuki V-Strom 650, \*Wolverine\*, we battled heavy traffic and relentless rains on our way to Jaipur and Chandigarh. It was a reminder that, much like in business, the beginning is often chaotic. Whether it's market volatility or fierce competition, the early stages require constant adaptation. Traffic jams mirrored those slow-moving phases in business, where growth seems stifled by external circumstances. Yet, just as we maneuvered through gridlock with focus and patience, businesses too must persist through stagnation, keeping their eyes on the goal.



## DAY 5-8: FROM COMFORT TO DISCOMFORT – THE ART OF RESOURCEFULNESS

As we rode into the treacherous landscapes between Manali and Sarchu, the smooth highways gave way to bumpy, winding roads. The harsh conditions forced us to be resourceful, mindful of every item we carried. Just like in business, where resources—whether financial, human, or technological—are often limited, we had to make the most of what we had. This section of the journey paralleled the challenges of running a lean operation. Every ounce of fuel, every piece of gear had to be carefully considered, just as businesses need to prioritize investments and optimize resources.

Smooth roads are like periods of business success, where everything flows effortlessly. But the rough, unpaved roads of the Himalayas? They symbolize market downturns or unforeseen crises that test an organization's creativity and endurance. In both scenarios, survival depends on the ability to adapt, innovate, and push forward, making the best use of whatever is available.



## DAY 9-12: ENDURANCE AND PERSISTENCE – CLIMBING THE SUMMIT

As we ascended the famous Gata Loops and braved the Tanglang La Pass, the journey reached its peak in difficulty. The lack of oxygen, extreme fatigue, and the unforgiving terrain tested our physical and mental endurance. In business, this mirrors the struggles companies face when venturing into uncharted territory or dealing with massive hurdles, such as entering a new market or launching a high-stakes project. Just as we needed mental tenacity to push through the thin air and grueling miles, businesses need persistence to overcome roadblocks.



**TANGLANG LA FELT LIKE ONE OF THOSE MAKE-OR-BREAK MOMENTS IN BUSINESS. REACHING THE SUMMIT WASN'T JUST A PHYSICAL VICTORY; IT WAS A REMINDER THAT, IN BOTH LIFE AND WORK, TRUE TRIUMPH COMES NOT FROM AVOIDING HARDSHIP, BUT FROM PUSHING THROUGH IT. THE SATISFACTION OF CONQUERING THAT MOUNTAIN WAS IMMENSE—JUST AS A BUSINESS BREAKTHROUGH FEELS AFTER NAVIGATING THROUGH DIFFICULT COMPETITION, BUDGET CONSTRAINTS, OR SHIFTING CUSTOMER DEMANDS.**



## DAY 13-17: REFLECTING ON TRIUMPHS AND LESSONS LEARNED

The return journey, through Srinagar, Amritsar, and back to Ahmedabad, was a time for reflection. Just like in business, after every phase of intense work or project completion, it's crucial to pause and reflect. We took stock of our journey, celebrating our victories while learning from the challenges we faced. Businesses must do the same, continuously reviewing strategies, refining approaches, and preparing for the next chapter.

On the road back, the traffic jams, sudden road closures, and unanticipated rain were constant reminders of how external factors—whether regulatory changes, economic shifts, or unexpected market conditions—can derail even the best-laid plans. Yet, as we kept riding, we realized that just as in business, those who adapt, pivot, and remain focused on their goal will always find a way through.



### THE ROAD TO SUCCESS

A motorcycle journey to Leh is a lot like navigating the complex world of business. It's not just about the destination; it's about how you handle the journey. The smooth stretches and rough patches, the ups and downs, the traffic jams, and the open roads—all represent the various phases of business. Success demands grit, focus, resourcefulness, and the ability to adapt when things don't go as planned.



**WHETHER CROSSING TREACHEROUS MOUNTAIN PASSES OR STEERING A COMPANY THROUGH MARKET COMPETITION, THE LESSONS ARE THE SAME. PERSISTENCE, WISE RESOURCE MANAGEMENT, AND THE COURAGE TO FACE CHALLENGES HEAD-ON ARE WHAT ULTIMATELY LEAD TO TRIUMPH. AND WHEN YOU FINALLY ARRIVE—WHETHER AT THE BREATHTAKING LANDSCAPES OF LEH OR THE PINNACLE OF BUSINESS SUCCESS—THE SATISFACTION IS UNPARALLELED. EVERY BUMP IN THE ROAD BECOMES PART OF THE VICTORY, MAKING THE ENTIRE JOURNEY, NOT JUST THE DESTINATION, TRULY WORTHWHILE.**

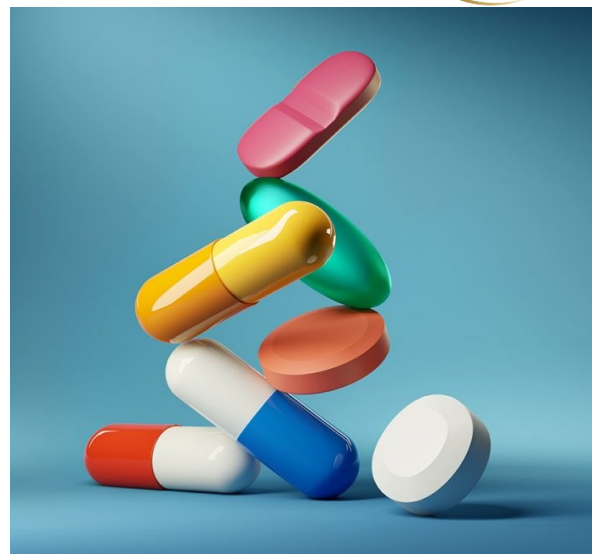


# "Blog-o-Mania" - What is API ?



Active Pharmaceutical Ingredients are the active ingredients contained in a medicine.

- It is that part of the medicine that produces the intended therapeutic effects.
- For example, in a painkiller, the active ingredient relieves pain. In the OTC drug Crocin, the API is paracetamol.
- Only a small amount of the API is required to produce the effect and so the medicine contains only the required amount of the API.
- Some drugs contain multiple APIs to treat varied symptoms.
- API is the most important raw material in the production of medicines.



## Components of Drugs

All drugs contain two parts:

1. API
2. Excipient – These are chemically inactive substances that help deliver the API to the system. E.g. lactose, mineral oil, etc.

Intermediate is the chemical substance that is in the process of becoming an API from a raw material. Sometimes, many intermediates are produced before the final API is manufactured.

## Manufacturing APIs

India has a thriving pharmaceutical industry and is the world's leading supplier of generic medicines. What worked for Indian companies is their ability to reverse engineer drug formulations and produce cheaper medications, thus creating a market both globally and domestically. India also has one of the lowest manufacturing costs in the world.

- Indian companies are known for their manufacture of generic drugs and APIs. Dr. Reddy's Laboratories is one of the leading producers of APIs globally.
- India's pharmaceutical exports stood at \$19.14 billion in 2019.
- Despite being a major provider of drugs globally, Indian companies today are increasingly reliant on Chinese imports for APIs.
- In the early 90s, the country was self-reliant on APIs, but the Chinese have been able to capture the API market in the country owing to their cheaper products.
- Indian manufacturers have gradually stopped manufacturing APIs because of this.
- China's Hubei province is the hub of the API manufacturing industry.
- Currently, around 68% of the Indian API demand is met by Chinese imports.

During the COVID-19 pandemic, India's ability to meet the global demand for medicines was affected because of the inability to import APIs from China. The government has come up with new schemes to promote bulk drug manufacturing in India, so that the import of APIs can be reduced. The schemes are discussed in the next section.



# "Blog-o-Mania" - What is API ? (Contd..)



## Bulk Drug Parks Scheme

With an active partnership with states, the government aims to develop three bulk drug parks in the country.

- Funding to states will be in the form of grants-in-aid with a maximum limit of Rs. 1000 Crore per Bulk Drug Park.
- The parks will offer common facilities to manufacturers such as distillation plants, solvent recovery plants, power and steam units, effluent treatment plants and so on.
- The scheme aims to reduce the manufacturing cost of bulk drugs in India and bring down the dependency on other countries for bulk drugs.
- It is expected to help in the continuous and uninterrupted supply of drugs in the country meeting the huge healthcare needs.

The state governments will set up State Implementing Agencies (SIA) to implement the scheme.

## Production Linked Incentive (PLI) Scheme

The second scheme expected to give a fillip to the domestic drug manufacturing industry is the PLI Scheme.

- This scheme aims to promote the domestic manufacturing of, apart from APIs, drug intermediates and key starting materials (KSMs).
- In this scheme, financial incentives will be provided to eligible manufacturers of identified 53 critical bulk drugs on their incremental sales over the base year (2019-20) for a period of 6 years.
- The scheme will be implemented through a Project Management Agency (PMA) to be nominated by the Department of Pharmaceuticals.

## ACHIEVEMENTS OF OUR EMPLOYEES



"We are proud to announce that Archit Patel, Head, HR and Management Systems has been awarded a Certificate of Association by Parul University, recognizing his nomination as an esteemed industry advisor for the Industry Advisory Board at the Faculty of Social Work and Faculty of Management Studies for the Academic year 2024-25.

His expertise and insights will undoubtedly contribute to shaping the future of education and bridging the gap between academia and industry. Congratulations to Mr. Archit Patel, on this well-deserved honour!"

"Congratulations to Mrs. Dharmishtha Dave from our Pharma Sales and Marketing department for being awarded Best Singer by the ALL Music Artists Foundation! Her exceptional talent and dedication to her craft continue to inspire us all.

We celebrate this remarkable achievement and look forward to her future performances!"





# "Blog-o-Mania" - A Colorful History of Paints and Pigments



**A**s we plod along in the 21st century, we often take for granted our ability to go into a shop and choose from an infinite array of colors of paint. If you're an artist, or you're just changing the color of your bedroom walls, the endless choice of colors gives everyone the freedom to express their creativity in myriad ways.

For a long time, paint colors were only made from natural materials like minerals – some as expensive as gold – and ground up insects, so options were limited. So what happened since then? Below you'll discover when paint was actually invented, how we got to a point where paints were freely available, and see some examples of when the quest to create new colors goes a little too far.

## When was paint invented?

Tens of thousands of years ago, clever humans discovered that combining colored earth with a sticky liquid resulted in something that could be used to make a mark.

These primitive paints were often made from colored rocks, earth, bone, and minerals, which could be ground into powders, and mixed with egg or animal byproducts to bind the solution and make paint. Through this process patterns and stories could be painted onto rocks and inside caves in earthy tones, of black, white, yellow, and red.

With paint available, early people could express themselves and we gained an unparalleled insight into what life might have been like over 20,000 years ago from these cave-created works.

The transportation of materials and minerals widened as societies grew more sophisticated and this progress can be seen in ancient Greece and Egypt. With advances in technology, materials could now be imported from all over Europe and Asia to make paint and decorate temples. While a painter's palette was still limited, the advanced processes that were beginning to be used to create paint widened the choice of colors. For instance sand, lime, and copper ore could be mixed together and heated to make a greenish blue pigment called Egyptian blue; a vibrant red was produced by mixing dangerous mercury with sulphur and roasting them together; and white was made by sealing strips of lead in earthenware pots with vinegar and covering with manure.

## The oil paint revolution

Coming into the 15th century, egg as a binding agent for paints was replaced by oils, which completely transformed painting. Their invention is credited to Flemish painter Jan van Eyck, though it's thought oils were already in use before his time. His real achievement? The painted techniques he developed, which saw him building up oil paint layers from fast-drying to slow-drying and combining opaque with transparent pigments. These innovations enabled painters to create more detailed and realistic works as oil paint could be mixed more easily and applied in big strokes.

## Travelling hues

As European exploration continued, trade routes opened up across the world therefore making the discovery of new colors possible. Suddenly traders could transport new pigments and dyes. In the 16th century this really took off and many pigments were soon used extensively in European painting.





## "Blog-o-Mania" - A Colorful History of Paints and Pigments (Contd..)



A great example of this is with the Spanish bringing cochineal to Europe – a red dye which had been used by the Aztecs and was made in Oaxaca (which at the time was called New Spain, and now Mexico). The dye was extracted from female cochineal insects living on cacti and was used to create a rich crimson color.

### The price of color

Want to treat a loved one? Well how about getting them a pot of naturally made ultramarine paint. Coming into existence during the 900s, this intense blue was created using the mineral lapis lazuli and the color quickly infiltrated European palettes. Originating in Afghanistan, where lapis lazuli was and still is mined, the color was achieved by separating the brilliant blue powder from the semi-precious stone. The name ultramarine means “from beyond the seas” and it was as expensive as gold leaf. Even today, the natural version remains one of the most costly pigments around.

In the early Renaissance, the main binding medium was egg yolk, which created a quick drying matt paint. This meant the pigment had to be applied with distinctive brush strokes. Many famous artists around that time found themselves painting beyond their means with the color as the vibrant hue was admired by all. For instance Johannes Vermeer used the pigment a lot in his works, so much so that it left his family in debt. And for poor Michelangelo, his painting The Entombment was supposedly left unfinished because he wasn't able to afford the ultramarine tint he was after.

### A chemistry lab of color

For all those cerulean lovers out there, a synthetic version of ultramarine was created in 1826. Before this, research into the creation of synthetic paint colors had been going on for decades as our understanding of chemistry advanced.

The first modern synthetic pigment is an old favorite, Prussian blue, which was discovered in the early 1700s by accident when a chemist was trying to make red. It was long-lasting but darker than ultramarine – again it offered new possibilities for artists. By August 1709, the pigment had been termed Preussisch blau. The Entombment of Christ, dated 1709 by Pieter van der Werff is said to be the oldest known painting where Prussian blue was used.

Over the next 100 years many more artificial colors were introduced, along with the aforementioned ultramarine. Apart from the range of new colors available, another benefit of the new chemical processes was that it started to drive prices down. By the end of the 19th century almost any color could be purchased for a relatively low price.

### The creation of industrially manufactured paints

The use of paint continued to increase and manufacturers of industrial paints began to make emulsions, glossy enamel, and house paints. Artists like Pablo Picasso liked to use industrial paints alongside the more traditional oil brands, as they allowed him to create unique colors and different textures – he particularly liked a type of enamel paint made by a firm called Ripolin.

American abstract expressionist painter Jackson Pollock also favoured industrial paints. For his drip technique the artist needed a paint that would pour smoothly and so he turned to the new synthetic resin-based paints on the market known as “gloss enamel”. These paints were intended for spray painting cars or household decorating but the artist used this type of paint until his death in 1956. Pollock described his use of modern household and industrial paints, rather than artists' paints, as “a natural growth out of a need.”

Acrylic paint was invented in the 1940s and again transformed painting, quickly replacing oil in everyday paint. Acrylic paint is water-based, cheap, holds color well and dries quickly, so it became a no brainer for many artists.



## "Blog-o-Mania" - A Colorful History of Paints and Pigments (Contd..)



Painters such as pop artist Roy Lichtenstein used them in combination with oil paint, giving the artist more control over his stylized works. Others such as abstract expressionist Helen Frankenthaler and Morris Louis preferred synthetic acrylic paints for their richness of color, and the watercolor effects they could obtain by diluting them and letting them stain the raw canvas.

Even today the breadth of colors and finishes continue to grow due to developments in science, such as the creation of iridescent and fluorescent paints – a far cry from the earthy red and black formulations used on cave walls.

### Can you own a color?

There is a multitude of hues which have now become synonymous with certain figures or brands over the decades. Take the Tiffany blue associated with the luxe jewellery brand, a robin egg blue color that was first used by the company in 1845. Or the particular shade of purple (Pantone 2685C to be specific) associated with Cadbury since it wrapped its confections in the shade to honor Queen Victoria in the 1800s. While these colors might be trademarked in some roundabout way, they don't actually own the color of course. Though it hasn't stopped people from trying.

In 1960, the French artist Yves Klein took out a patent for International Klein Blue (IKB), a deep, matt shade of blue that he developed with a Paris paintmaker and used in a series of monochrome blue paintings. In recent years the shade has been adopted by the Blue Man Group and a sister shade can be seen at Marrakech's Majorelle Gardens. Here artist Jacques Majorelle also trademarked a bewitching blue hue, called Majorelle Blue, which has been painted over the walls, the fountains, and surroundings of his garden. more extreme case started in 2014, when Surrey NanoSystems developed Vantablack, the blackest black ever, absorbing up to 99.96% of visible light. Made up of a series of microscopic vertical tubes, when light strikes the pigment it becomes trapped instead of bouncing off, and is continually deflected between the tubes. The color was developed to use on stealth satellites, but in 2016 British artist Anish Kapoor seized the exclusive rights to the material. NanoSystems publicly confirmed that Kapoor alone could use the color when the artistic community went into a flurry.



In retaliation British artist Stuart Semple created a fluorescent pink pigment known as the "world's pinkest pink". The cerise hue is available to all artists except Kapoor, who is legally banned from purchasing it. Sold in 50g pots for £3.99 on the artist's website for no profit, customers must confirm when purchasing that the "paint will not make its way into the hands of Anish Kapoor".

Not one to be beaten, Kapoor has of course flouted the ban and somehow got his hands on Semple's fluoro pink. In December 2016, Kapoor posted a picture of his middle finger dipped in the paint to his Instagram account with the caption "Up yours #pink". While some criticized Kapoor for his childish reaction, Semple has continued to create pigments that are not allowed to be shared with Kapoor, including the "world's most glittery glitter", the "world's greenest green" and the "world's yellowest yellow".

For many artists color and the type of paint they use can be a defining characteristic in their work. Color can change the mood of a piece or conjure a particular meaning. The development of paint and the subsequent array of pigments now available has opened up the possibilities for artists and allowed them to directly translate what's going on in their imagination straight onto the canvas.



# AUDITS & CUSTOMER VISITS AT MEGHMANI MANUFACTURING UNITS



## Lubrizol | Vatva



Ms. Kelly Bell & Mr. Shubhkiran Yadav

## Sherwin - Williams | Unit 2, Dahej



Mr. Hubert Schmidt, Mr. Bijoy Kanatt &  
Mr. Indranil Mukharajee

# 2024

At Meghmani, regular audits and customer visits play a crucial role in ensuring quality and compliance. These audits assess operational efficiency, safety protocols, and adherence to industry standards, fostering continuous improvement. Customer visits provide valuable insights into client needs and expectations, reinforcing relationships and trust.

During these visits, clients can observe production processes, engage with teams, and discuss feedback, ensuring that products meet their specifications. Together, audits and customer interactions enhance transparency, drive innovation, and uphold Meghmani's commitment to delivering high-quality products while maintaining robust operational standards.

## RICOH (India) | Unit 2, Dahej



Mr. Vikram Kumar & Mr. Om Duduskar

## Indoco Remedies Ltd. | Unit 3, Dahej



Ms. Pooja Shirdoka & Ms. Jewelyn Luis

## Ahlcon Parenterals | Unit 3, Dahej



Mr. Pabitra Kumar



# MILESTONES FOR ODB 2 BUSINESS



*The past year has marked significant milestones for ODB 2 Business, underscoring our commitment to growth, customer satisfaction, and operational efficiency.*

## **Expanded Global Reach**

One of our most notable achievements has been the successful initiation of regular product supply to nearly all continents. This expansion has not only diversified our market presence but also allowed us to connect with customers in various regions, adapting our offerings to meet their unique needs. By establishing reliable new market strategies, we have enhanced our visibility and accessibility, positioning ODB 2 as a competitive player on the international stage.

## **Increased Production Volume**

In tandem with our global expansion, we have achieved a remarkable increase in production volume compared to the previous year. This growth reflects our strategic investments in technology and infrastructure, enabling us to scale operations efficiently. By optimizing our production processes and enhancing our supply chain management, we have not only met rising demand but also ensured that we maintain the quality standards our customers expect.

## **High Customer Retention**

Our focus on quality and customer service has translated into high customer retention rates. We have successfully secured repeat orders from a diverse customer base, a testament to the satisfaction derived from our products and services. This loyalty is critical for sustained business success and has been fostered through personalized customer engagement and responsive service. By listening to our customers and continuously improving based on their feedback, we have built strong relationships that contribute to long-term partnerships.

## **Streamlined Workflow**

Recognized for our efficient and effective workflow, we have implemented various process improvements that enhance productivity and reduce lead times. This streamlined approach not only benefits our operations but also contributes significantly to customer loyalty and satisfaction. By leveraging technology and fostering a culture of continuous improvement among our teams, we have created an agile business model that can swiftly adapt to market changes and customer demands.

The milestones achieved by ODB 2 Business reflect a year of strategic growth and operational excellence. As we move forward, our focus will remain on expanding our global presence, enhancing production capabilities, maintaining high customer satisfaction, and continuously improving our workflows to ensure sustained success in the competitive landscape.





# Environment Day celebration at Meghmani Manufacturing sites

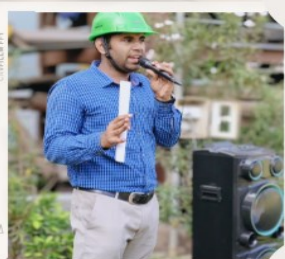


On June 5th, Meghmani proudly celebrated World Environment Day, a significant occasion dedicated to raising awareness about environmental protection and sustainable practices. This year, our units came together to engage in various activities that highlighted our commitment to preserving the planet.

The day began with a series of informative workshops and discussions led by environmental experts. Employees participated in sessions that covered topics such as waste management, renewable energy, and biodiversity conservation. These sessions aimed to equip our team with the knowledge and tools needed to make more environmentally conscious decisions in both their professional and personal lives.

In addition to the workshops, we organized a tree-planting drive across our units. Employees enthusiastically rolled up their sleeves to plant saplings, contributing to our ongoing commitment to reforestation and creating greener spaces. This initiative not only helps combat climate change but also fosters a sense of community as we work together towards a common goal.

At Meghmani, we recognize that protecting our environment is a shared responsibility. Celebrating World Environment Day reinforces our dedication to sustainability and encourages every employee to contribute to a healthier planet. Together, we can make a significant difference!





# Fire Mock drill at Vatva Plant



A fire mock drill was conducted at the Meghmani Vatva plant, aimed at enhancing safety preparedness among employees. The exercise simulated a fire emergency, allowing staff to practice evacuation procedures and the use of fire extinguishers.

Participants responded promptly to the alarm, demonstrating effective communication and adherence to safety protocols. Safety officers evaluated the drill, identifying strengths and areas for improvement. Feedback from employees emphasized the importance of such training in raising awareness about fire safety. Overall, the mock drill reinforced our commitment to maintaining a safe working environment and ensuring readiness for real emergencies.



## Independence Day Celebration at Meghmani Manufacturing Sites

**The Independence Day** celebration at the Meghmani plant was a vibrant and uplifting event, filled with pride and camaraderie. The day began with a flag-hoisting ceremony, where the national anthem resonated throughout the facility. Employees gathered, united in their respect for the nation and its values. Inspirational speeches from management emphasized the importance of unity, hard work, and dedication in driving the company forward.



The celebration also included fun activities and Delicious traditional snacks were served, adding to the festive atmosphere. As the day concluded, a sense of togetherness and renewed motivation filled the air, reinforcing the commitment of everyone at Meghmani to contribute positively to the nation and the company.

Overall, the event was a memorable reminder of our shared values and the importance of working together towards a brighter future.



# Yoga Day Celebration at Meghmani



On June 21st, Meghmani proudly celebrated International Yoga Day, a global event dedicated to promoting the benefits of yoga for physical and mental well-being. This year, our team embraced the occasion with enthusiasm, engaging in a series of yoga sessions that emphasized mindfulness, relaxation, and community spirit.

The sessions attracted participants from various departments, creating a vibrant atmosphere filled with positivity and energy. Employees enjoyed the chance to unwind and connect with their colleagues while enhancing their health and wellness.

Meghmani recognized several outstanding employees who inspire others through their commitment to this practice. Mr. Hardik Patel, Mr. Minesh Patel, Mr. Dhimant Raval, Mr. Kishan Patel, Mr. Hitesh Thakor and Mr. Yogesh Parmar from Vatva unit received a certificate of appreciation and a gift package as a token of our gratitude. Their contributions not only enhance their own lives but also motivate others to embark on their wellness journeys.

At Meghmani, we believe in the power of yoga to transform lives and create a balanced work environment. We encourage all employees to continue exploring the benefits of yoga and to participate in future wellness activities. Together, let's cultivate a healthier, happier workplace!

*Celebration  
of International  
Yoga Day'24*





*"Coloring our world with creativity:  
Celebrating the incredible painting skills of our talented  
female team members!"*

At Meghmani, we're lucky to have some incredibly talented women who bring their artistic skills to the forefront. These amazing female employees aren't just about crunching numbers or managing projects—they're also passionate artists who excel in painting and other forms of art. Their creativity adds a vibrant touch to our workplace and really sets us apart.

We love celebrating their talent, whether it's through internal showcases or even community art events. These women remind us that creativity is not just a skill; it's a vital part of who we are at Meghmani. Their artistic spirit adds a splash of color to our company culture, and we're all better for it!



Ms. Priyanshi Chhayani



Ms. Vidhi Gajjar



Ms. Vidhi Gajjar



Ms. Vidhi Gajjar



Ms. Vidhisha Kanaya



Ms. Kumudi Sukhadiya



Ms. Kumudi Sukhadiya



Ms. Kumudi Sukhadiya



Ms. Kumudi Sukhadiya



**"FROM DESK TO PAGE, OUR EMPLOYEE'S POETRY BRINGS  
INSPIRATION TO LIFE."**



આંખ ભીની છે છતાં, સૌ કોઈને હસાવી જાઉં છું.  
ભીડ વચ્ચે રહી મારી, એકલતા સંતાડી લઉં છું.  
કોઈ આવશે નહીં મનાવવા મને, માટે હવે રીસાતો પણ નથી.  
ખુદથી જ નારાજ થઈ, ખુદને જ મનાવી જાઉં છું.  
મારા ખોટા સ્મિતને પણ લોકો, સાચું જ માની બેઠા છે.  
હું ખુશ છું, એ હું પોતાને પણ, સમજાવી જાઉં છું.  
હું કાયો છું, થોડી લાગણીઓનો વેપાર કરવામાં.  
બીજાઓને ખુશીઓ આપી, દર્દને ખુદમાં સમાવતો જાઉં છું.  
ખબર જ છે કે, પડદો પડશે, ને, ભૂલી જશે આ દુનિયા મને.  
છતાં, જીવન રંગમંચ પર, મારું પાત્ર નિભાવતો જાઉં છું

હું ને મારી ભાષા વળી ગુજરાતી, એથી વિશેષ શું હોય મારી ઓળખ?  
સંસ્કૃત છે મારી ભાષા ની માત, એથી મોટી બીજી હોય કઈ મારી  
ગુજરાતી ભાષા ની વાત!  
છે વળી દર બાર ગાઉએ એનો અલગ જ એક લહેકો, મળશે જોવા?  
અન્ય ભાષા નો આવો ઠાઠ ને ઠઠારો!  
પૃથ્વી નાં ખૂણે ખૂણે વસતા ગુજરાતી પહોંચ્યા છે, લઈ ને ભાષા મારી  
ગુજરાતી અને અનેરું સ્થાન.  
ભાષા મારી ગુજરાતીનો શબ્દ હોય ભલે ને એક, પણ એના અર્થ  
નીકળે અનેક.  
ભાષા તો વિશ્વમાં હશે અનેક, પણ મારી ભાષા ગુજરાતી નો છે અનેરો  
વૈભવ ને ઝાકમઝોળ.

Mr. Chetan Parmar  
Vatva (1238)

# Rewards & Recognition

## Shining Stars (HO)



Mr. Maulik Patel  
(Executive - Finance & Banking)



Mr. Dharmendra Patel  
(Manager - Purchase)



Mr. Abhay Rajput  
(Executive - Sales & Marketing)



Ms. Krupa Thakkar  
(Senior Executive - Sales & Marketing)



Mr. Yogesh Jagtap  
(Senior Executive - Accounts & Taxation)



Ms. Dharmishtha Dave  
(Assistant - Sales & Marketing)



Mr. Abhishek Mishra  
(Manager - Human Resource)



# Rewards & Recognition

## Shining Stars (Vatva)



Mr. Darshan Panchal  
(Executive - Stores)



Mr. Brijesh Patel  
(Assistant Manager - R&D-1)



Mr. Hetal Patel  
(Executive - Production)



Mr. Chetan Parmar  
(Chemist - R&D-2)



Mr. Chetak Patel  
(Tr. Chemist - QC)



Mr. Saroj Gautam  
(Sr. Fitter - Eng. & Maintenance)



Mr. Harish Patel  
(Executive - Production)



Mr. Minesh Patel  
(Officer - Electric)



Mr. Jaswant Patel  
(Sr. Supervisor - Dispatch & Packing)

# Rewards & Recognition

## Shining Stars (Unit 1 & 3)



Mr. Vikas Yogi  
(Executive - Production, DC)



Mr. Tushar Patil  
(Jr. Officer - Quality, DC)



Mr. Amit Shahani  
(Officer - Operations)



Mr. Yogesh Gohil  
(Sr. Officer - MEE)



Ms. Pinkal Parmar  
(Executive - QA)



Mr. Rajkumar Yadav  
(Manager - Human Resource)



# Rewards & Recognition

## Shining Stars (Unit 2)



Mr. Jayesh Rohit  
(Technician - Eng. & Maintenance)



Mr. Harish Parmar  
(Supervisor - Production-DPP)



Mr. Vipul Patel  
(Sr. Operator - Production-V23)



Mr. Deepak Thakur  
(Operator - Production, Crude)



Mr. Pratijit Patel  
(Supervisor - Production, Red)



Mr. Santosh Padhiyar  
(Chemist - QC)



Mr. Jayesh Patel  
(Executive - Dispatch & Logistics)



Mr. Smit Mawadi  
(Officer - Safety)



Mr. Manoj Gohil  
(Executive - Stores)



Mr. Mayank Raval  
(Technician - Electrical)



Mr. Sunil Vasava  
(Technician - Instruments)



Mr. Pushpendra Nakum  
(Operator - ETP)



# Congratulations Super Stars



## Unit-1



Mr. Akib Patel  
(Jr. Officer, Operations)



## Unit-2



Mr. Tulsi Sharma  
(Manager, Production)



## Vatva



Mr. Akshay Patel  
(Chemist, Production)

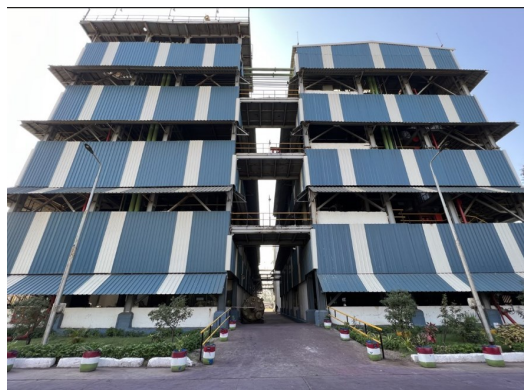




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