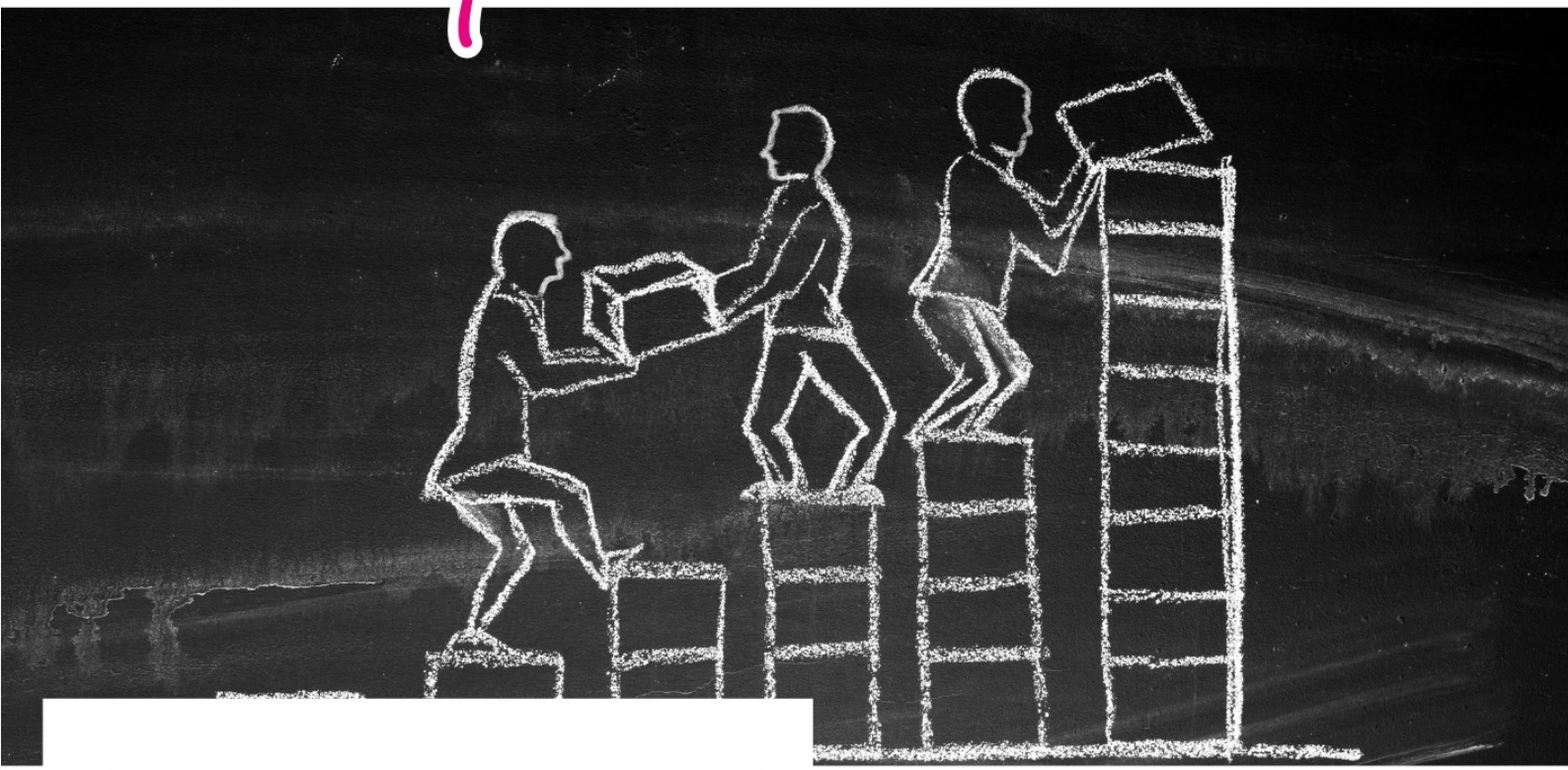
Volume 2 | Issue 3

Megh मल्हार



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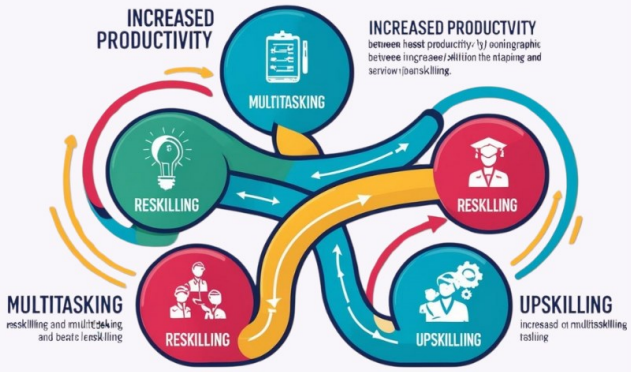
"Unity in Diversity: Our Strength, Our Pride."

From the CHRO's Desk: Strengthening Our Foundations: Achievements, Challenges, and the Road Ahead



As we step into a new quarter, it is essential to reflect on the remarkable journey we have had over the past few months. In a constantly evolving industry landscape, our resilience, adaptability, and commitment have driven us to newer heights. We take pride in the milestones we have achieved, and I would like to take this opportunity to acknowledge the relentless efforts of our teams across all departments who have played an instrumental role in these successes.

Key Achievements of the Last Quarter

The past quarter has been a testament to our operational excellence, innovative mindset, and unwavering dedication. Some of our significant achievements include:

1. **Achieved New Heights in Production:** Our MLLP Unit - 2 has recorded an impressive **Red - 122 productions in the last quarter**. This achievement highlights our ability to meet high demands with efficiency while maintaining the quality that our customers expect from us.

2. **Unprecedented Success in ODB2 Production:** At Unit 2, we reached the highest **ODB2 production levels** and consistently maintained this high mark throughout the quarter. This consistency reflects our enhanced processes, optimized resources, and the expertise of our workforce.

3. **Successfully Navigated Key Pharma Audits:** The pharmaceutical industry is highly regulated, requiring strict adherence to compliance and quality standards. We successfully handled crucial audits from **Rephine and Sopharma**, further reinforcing our credibility and commitment to delivering world-class pharmaceutical products.

4. **Customer and Compliance Audits in Pigments:** Our pigment division has also been in the spotlight, successfully completing customer audits from Toyo India and Flint Group at Unit 2, as well as a critical audit from TUV India at our Vatva facility. These audits reaffirm our commitment to operational excellence, sustainability, and customer satisfaction.

Showcasing Our Strengths on Global Platforms: November 2024 saw our participation in **CPHI**, a premier pharmaceutical event, where we showcased our pharma business to a global audience. In December 2024, our pigment products were on display at **Chinacoat**, further strengthening our presence in the global pigment market. These events are crucial for our business, allowing us to connect with key stakeholders, explore new opportunities, and reinforce our global footprint.

Overcoming Industry Challenges

While these achievements are commendable, we must also acknowledge the tough realities that both the **API business** and the **Pigment industry** both face in India and across the world. The pharmaceutical industry is navigating through **stringent regulations, fluctuating raw material costs, and intense global competition**. Similarly, the pigment sector is grappling with **rising environmental compliance costs, evolving customer preferences, and supply chain constraints**.

From the CHRO's Desk: Strengthening Our Foundations: Achievements, Challenges, and the Road Ahead

Despite these challenges, our commitment remains unwavering. Through **strategic process optimization, innovative solutions, and a strong focus on quality**, we continue to push forward. The key to overcoming these hurdles lies in our ability to **adapt, innovate, and maximize efficiencies** while maintaining our competitive edge in the market.

Optimizing Processes and Cost Savings

A crucial aspect of our success has been our **focus on optimizing processes and saving costs without compromising on quality**. Every department has contributed to making our operations leaner and more efficient. Whether it is **enhancing production planning, reducing wastage, streamlining workflow efficiencies, or leveraging automation**, these small but significant measures have had a transformative impact on our overall performance.

We must continue this momentum, ensuring that every resource, every skill, and every effort is utilized to its maximum potential. This is not just about cost-cutting; it is about building a culture of continuous improvement, sustainability, and excellence that allows us to remain agile and competitive in the global market.

The Need for Multitasking and Re-Skilling

In today's dynamic business environment, the need for **multitasking and continuous learning** has never been more critical. With shifting market demands and evolving technologies, **reskilling and upskilling** our workforce is no longer an option but a necessity. By expanding our skill sets and embracing new challenges, we can ensure that we utilize our manpower to its fullest potential.

Employees who can handle multiple roles not only add value to the organization but also open new avenues for their personal and professional growth. We encourage everyone to actively seek opportunities for learning, be it through **training programs, cross-functional assignments, exposure to digital tools, or hands-on project responsibilities**. An adaptable workforce is a resilient workforce, and investing in **skill development** is investing in our future success.

Moving Forward with Strength and Commitment

As we look ahead, we reaffirm our **commitment to keeping our business strong, innovative, and future-ready**. Our management remains dedicated to providing the necessary **support, resources, and strategic direction** to navigate the ever-changing market conditions. However, our greatest strength lies in our people – **our collective passion, dedication, and determination will be the driving force behind our continued success**.

I extend my heartfelt gratitude to every member of our Meghmani Pariwar for their contributions, hard work, and unwavering commitment. Let us continue to move forward with confidence, embracing challenges as opportunities and striving for excellence in everything we do.

Together, we are building a **stronger, smarter, and more resilient future** for our company. Let us make every day count.

Here's to achieving new heights together!

Warm regards,

Mr. Archit Patel

Head—Human Resource & Management Systems

"Blog-o-Mania" - The Story of Manganese Violet

Manganese Violet is a reddish-purple inorganic pigment that has been in use since the 19th century. It is an enigmatic colour with a low tinting strength and a muted, smoky character. This article explores the history of Manganese Violet, the ways it was used by the Impressionist Claude Monet, and how to get the most out of the colour in mixtures.

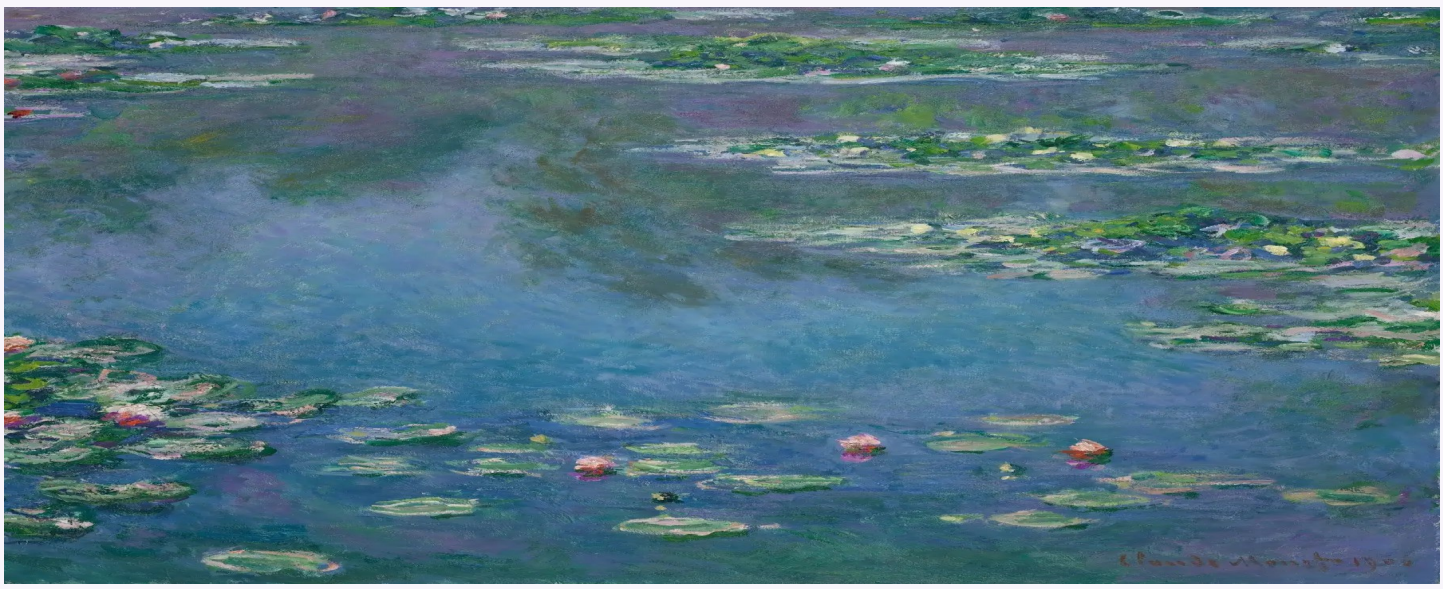
Manganese Violet (PV16) is often called Mineral Violet, although it isn't made from a mineral- it is made by combining manganese chloride, phosphoric acid, and ammonium carbonate. Throughout history, purple and violet colourants have been extremely rare. Tyrian Purple, an ancient dye made from the mucus of sea-snails, was so valuable during the Roman period that it was reserved only for the robes of the elite. Even today, the associations between the colour purple and royalty remain. From around 800 BC, a synthetic inorganic pigment now referred to as Han Purple, was used in China. Its use, however, had stopped by 220 BC. Before the 19th century, purples and violets needed to be mixed using red and blue pigments. This changed in 1859 when Cobalt Violet was invented, and it was shortly followed by Manganese Violet in 1866.

Jackson's Manganese Violet Deep Artist Pigment

Jackson's Professional Oil Paint, Manganese Violet

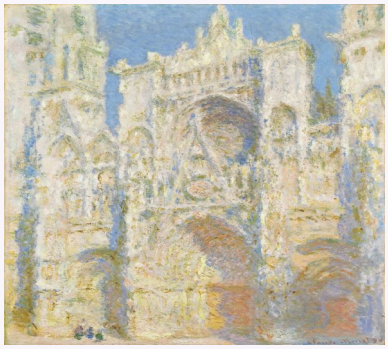
There is disagreement over whether it is a true violet. Traditionally, violet is closest to blue on the colour wheel, whereas purple is closer to red. Despite it's strong red-bias, the pigment is almost always referred to as violet.

Manganese Violet was enthusiastically embraced by the Impressionists, but perhaps the artist that was most enamored with the colour was Claude Monet. The luminous quality of violet is often harnessed in his famous *Water Lilies* series.



"Blog-o-Mania" - The Story of Manganese Violet

Manganese Violet plays a more subtle, yet no less enigmatic, role in his *Rouen Cathedral* series, where it is used masterfully in his chromatic shadows:

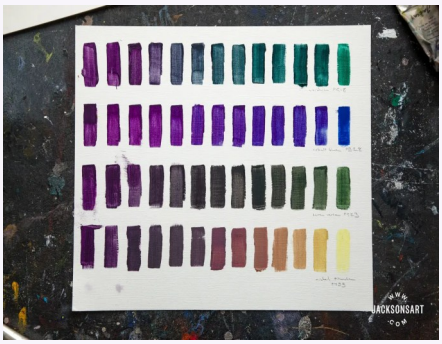


His love of the colour contributed to accusations by critics of his suffering from 'violetomania', but he seemed to lean into the criticism when he proclaimed that "I have finally discovered the true color of the atmosphere. It is violet. Fresh air is violet. Three years from now, everyone will work in violet."

Despite Monet's enthusiasm for the colour, Manganese Violet never became an extremely popular artist pigment in comparison with Cobalt Blue, Viridian, and other iconic pigments of the Impressionist movement. It is a rather unsaturated, maybe even slightly dull, purple with a low to average tinting strength and poor covering-power. However, it does have characteristics that many artists value- it is extremely lightfast and permanent, granulates beautifully in watercolour, and in oil it dries quickly due to its manganese content. It is included in many professional oil and watercolour ranges, but is found in very few acrylic ranges. This could be because more vibrant purple and violet pigments (like Dioxazine and Quinacridone Violet) are more popular with acrylic painters.

Mixing with Manganese Violet

Manganese Violet's relatively muted character needs to be taken into consideration when mixing with it. In comparison to more modern violet pigments with a similar hue, like Perylene and Quinacridone violets, its gentleness becomes clear:



Another consideration is its tinting strength- mix Manganese Violet with a highly tinting colour and it will struggle to hold its own. Complimentary colours are a good place to start when mixing with a new pigment- in Manganese Violet's case, complementary colours would be those in the yellow-spectrum. As a strong pigment like Cadmium Yellow could overwhelm- gentler colours like Raw Sienna, Yellow Ochre, and Lemon Yellow felt like a better match:

"Blog-o-Mania" - The Story of Manganese Violet

These mixtures with yellow make some very interesting shades of brown that are more chromatic than those produced by brown earth pigments. The redness of the Yellow Ochre Deep allows the Manganese Violet to hold on to its own red bias, making some particularly pinkish browns, while Raw Sienna neutralises it a little more. Manganese Violet's low tinting strength comes into play here, as even the Yellow Ochre overwhelmed the violet extremely quickly. The mixtures with Lemon Yellow are particularly fascinating, making some glowing gold shades. While Manganese Violet isn't an obvious choice for a portrait painting palette, it seems like it could be a useful addition in combination with a yellow.

The next colour mixtures have been made with oil paint. Manganese Violet appears slightly deeper and cleaner in oil paint, while it is more 'milky' in watercolour. As a result these mixtures are more jewel-like than if they had been in watercolour (it is quite common for pigments to appear different in different binders- Cerulean Blue also has a slight milky quality in watercolour). In the following colour mixtures, it was mixed with more relatively low tinting colours- Viridian, Cobalt Blue, Terre Verte, and Nickel Titanate Yellow:

Manganese Violet proves to be an atmospheric mixing partner with Viridian green, making a spectrum of stormy blues and then dark teals. With Cobalt Blue it tips the balance between blue and purples, making some glowing shades that are similar to Ultramarine Violet. Terre Verte brrings down the saturation of Manganese Violet, making some beautiful greys that are almost black. It is interesting to compare the mixtures with Nickel Titanate Yellow with the mixtures with other yellows above– Nickel Titanate Yellow lends an opacity that the other yellows don't, but it makes similar warm browns to the mixtures with Lemon Yellow which would be interesting to use in a portrait palette.

In conclusion, Manganese Violet makes some rather mysterious colour mixtures, as long as it is paired with low-tinting colours that allow it to shine. The atmospheric nature of some of the mixtures brings to mind Monet's declaration about violet being the colour of the atmosphere– it is not surprising that Monet enjoyed using it.

Heroic Effort in Fire Emergency: A Special Appreciation for Mr. Yatish Patel(U2)

We proudly recognize Mr. Yatish Patel for his bravery and quick thinking during a fire emergency at Meghmani Unit 2 DPP Plant. His immediate response ensured the safety of the plant and its personnel.

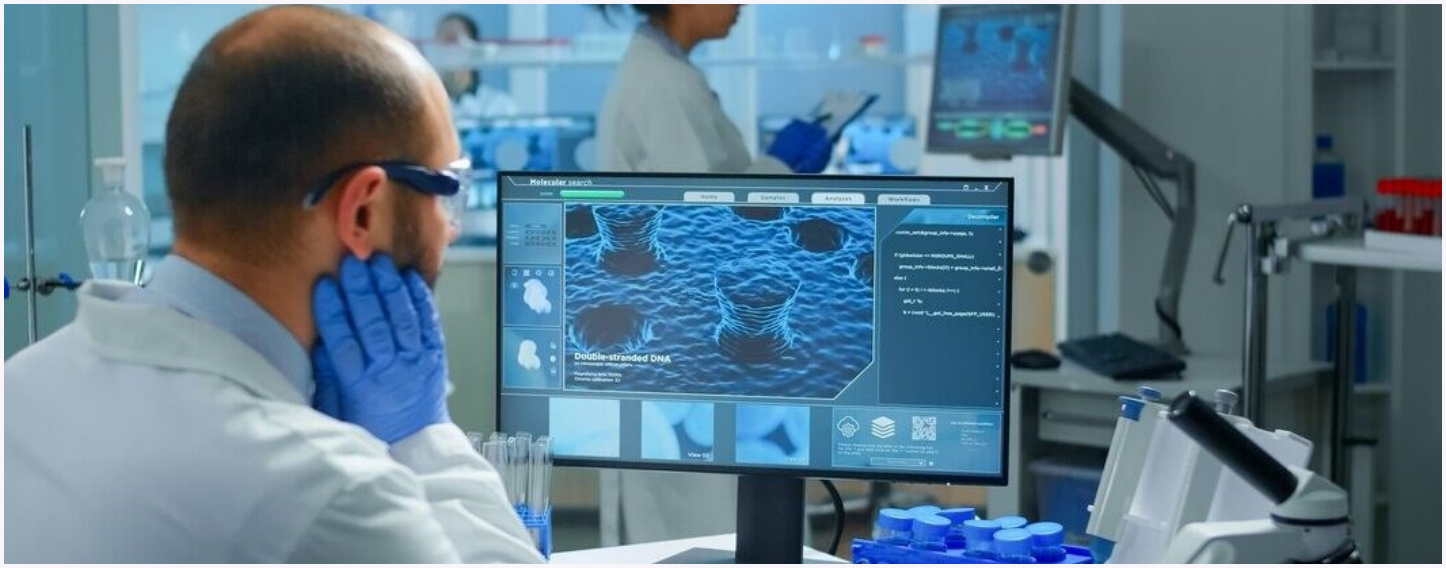
Mr. Patel acted swiftly and efficiently, containing the situation before it escalated. His professionalism and dedication to workplace safety were truly commendable.

As a token of our gratitude, we presented him with a special Thank You card. His actions inspire us all, highlighting the importance of vigilance and teamwork in maintaining safety.

We extend our heartfelt thanks to Mr. Patel for his dedication. Let's continue to uphold the highest safety standards across all our units.

"Blog-o-Mania" - Future of Pharma API Manufacturing: Key Trends Shaping the Industry in 2025

Do you know that pharmaceutical manufacturing is about to undergo a massive transformation in the next few years? With growing demands, new regulations, and technological advancements, the pharmaceutical industry is evolving faster than ever. One area that is seeing significant changes is the production of Active Pharmaceutical Ingredients (APIs). By 2025, API manufacturing is expected to be fundamentally different, with new technologies, processes, and strategies making the production of medications more efficient, sustainable, and safer.



What Are Active Pharmaceutical Ingredients (APIs)?

Before diving into the trends, it's important to understand what APIs are. **Active Pharmaceutical Ingredients (APIs)** are the main components in a drug that have the intended therapeutic effect. For instance, in a painkiller, the API is the chemical compound that relieves pain. The rest of the pill, often referred to as the excipients, helps deliver the API in the right form, whether it's a tablet, liquid, or injection.

API manufacturing is a complex and highly regulated process. It involves multiple steps including chemical synthesis, fermentation, extraction, and purification. This process must meet stringent quality and safety standards to ensure that the final product is both effective and safe for patients.

Key Trends Shaping API Manufacturing in 2025

The world of pharmaceutical manufacturing is rapidly evolving. Here are some of the most important trends that will shape the industry in 2025:

1. Automation and AI-Driven Processes

One of the most transformative trends in API manufacturing is the integration of automation and artificial intelligence (AI) into the production process. Automation can help streamline operations, reduce human error, and improve efficiency. With AI, manufacturers can predict potential issues, optimize production lines, and even perform quality control checks in real time.

Why It Matters: Automation will allow companies to produce APIs faster and at lower costs. AI can also help predict which batches might fail quality tests, which saves time and resources.

Example: Automated systems can monitor temperature, pressure, and pH levels in real time, adjusting them to ensure optimal conditions for API production.

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2. Continuous Manufacturing

Traditional API manufacturing typically follows a batch process, where ingredients are processed in large batches and then tested for quality. Continuous manufacturing, on the other hand, involves the constant production of API, with ingredients being processed continuously through the system.

Why It Matters: Continuous manufacturing offers several advantages, including increased efficiency, reduced production costs, and the ability to scale production more easily.

Example: Instead of producing a batch of APIs over several weeks, continuous systems produce APIs on a steady, uninterrupted basis, allowing for faster time-to-market.

3. Green Chemistry and Sustainability

Sustainability is no longer a buzzword; it's a necessity. The pharmaceutical industry, including API manufacturing, is increasingly focusing on **green chemistry** practices to minimize waste, reduce harmful emissions, and use renewable resources. This trend will only intensify as global regulations tighten around sustainability.

Why It Matters: The adoption of green chemistry will help reduce the environmental impact of API production, lower costs related to waste disposal, and help companies meet regulatory standards.

Example: Solvent recovery systems and the use of renewable energy sources will help make the API manufacturing process more sustainable.

4. Advanced Manufacturing Technologies

In 2025, manufacturers will increasingly rely on advanced technologies like **3D printing**, **nanotechnology**, and **biotechnology** to improve the efficiency and precision of API manufacturing.

Why It Matters: These technologies will allow for more precise control over the manufacturing process, improve the bioavailability of drugs, and potentially open up new ways to deliver personalized medicines.

Example: 3D printing could allow for the creation of more complex drug delivery systems, while nanotechnology might enable better targeting of active ingredients within the body.

5. Regulatory and Compliance Changes

Regulations surrounding API manufacturing are becoming more stringent, with an increased focus on quality assurance, safety, and environmental sustainability. Regulatory bodies like the **FDA** (Food and Drug Administration) and **EMA** (European Medicines Agency) will continue to tighten their oversight of API production processes.

Why It Matters: Manufacturers will need to adapt to stricter guidelines in order to stay competitive and ensure their products meet the necessary quality standards.

Example: The FDA may introduce new guidelines for API manufacturing that require real-time monitoring of critical process parameters, pushing companies to adopt more advanced systems.

"Blog-o-Mania" - Future of Pharma API Manufacturing: Key Trends Shaping the Industry in 2025

How API Manufacturers Are Adapting to These Trends

API manufacturers are already investing in new technologies and strategies to keep up with these trends. Companies like **Valence Labs** are playing a critical role in driving innovation in this space. By focusing on cutting-edge technologies, sustainability, and automation, they're positioning themselves to meet the challenges of 2025 and beyond.

Sustainability Initiatives: Companies are moving towards energy-efficient systems and greener manufacturing processes to reduce their carbon footprint.

AI Integration: Many API manufacturers are adopting AI-based platforms for predictive maintenance, real-time monitoring, and supply chain optimization.

Partnerships and Collaborations: The future of API manufacturing will also see more partnerships between pharma companies and tech firms. This will allow for more seamless integration of new technologies, such as automation and AI, into existing processes.

Challenges in API Manufacturing

While the future of API manufacturing looks promising, there are still significant challenges to overcome:

1. **High Initial Investment:** Advanced technologies such as automation, AI, and continuous manufacturing require substantial upfront investment. Smaller companies might struggle to adopt these innovations without adequate funding.
2. **Supply Chain Complexity:** With global supply chains becoming more interconnected, manufacturers need to be prepared for potential disruptions due to geopolitical factors, natural disasters, or even pandemics.
3. **Regulatory Hurdles:** As regulations around API manufacturing become more stringent, companies will need to stay ahead of compliance requirements, which can be both time-consuming and costly.

What Does This Mean for the Pharma Industry in 2025?

By 2025, the pharma industry will likely see a complete overhaul in how APIs are manufactured. Increased automation, sustainable practices, and advanced technologies will enable companies to produce drugs more efficiently and cost-effectively. The push for higher quality and regulatory compliance will drive innovation.

Ultimately, these changes will benefit everyone — from pharmaceutical manufacturers to healthcare providers, and most importantly, the patients who rely on these medications for their health and well-being.

FAQs about the Future of API Manufacturing

1. What is continuous manufacturing in the pharmaceutical industry?

Continuous manufacturing refers to a process where APIs are produced without interruption, unlike traditional batch production. This method allows for more efficient and cost-effective production and a faster time to market for new drugs.

"Blog-o-Mania" - Future of Pharma API Manufacturing: Key Trends Shaping the Industry in 2025

2. How is AI being used in pharmaceutical manufacturing?

AI is used to optimize production processes, predict equipment failure, and improve product quality by monitoring and adjusting variables in real time. It also helps with supply chain management by predicting demand and ensuring the timely delivery of raw materials.

3. What is green chemistry in API manufacturing?

Green chemistry involves using environmentally friendly methods to produce APIs, such as using renewable energy sources, minimizing waste, and using less harmful chemicals in the production process.

4. How does 3D printing impact pharmaceutical manufacturing?

3D printing allows for the creation of complex drug delivery systems and personalized medicine. It can also make the manufacturing process more flexible and cost-efficient.

5. What are the biggest challenges facing the API manufacturing industry?

The biggest challenges include high initial investments for new technologies, complexity in global supply chains, and navigating increasingly stringent regulatory requirements.

Conclusion

The future of API manufacturing is full of promise, driven by technological advancements and a commitment to sustainability. By 2025, the pharma industry will be leveraging automation, continuous manufacturing, and AI to deliver high-quality drugs more efficiently than ever before. While challenges remain, these innovations will ultimately lead to safer, more effective medications and a stronger, more resilient pharmaceutical industry.

Mr. Suresh Mohanty's Creative Brilliance Shines in Odiya Bhajan

Mr. Suresh Mohanty from MLLP Unit 2 has showcased his creative flair as a lyricist in the recently released Odiya Bhajan, *Kahin Karu Ete Abhimana*. Launched in October 2024, this devotional song resonates with deep spiritual emotions, touching the hearts of listeners with its soulful lyrics and melodious composition.

His contribution to the song reflects his passion for music and devotion, making it a must-listen for all Bhajan enthusiasts.

Celebrating Festivals at Meghmani

Diwali

गणेश चतुर्थी

शुभ नवरात्रि

"ECHOES OF INSPIRATION: POEMS CRAFTED BY OUR TEAM"

સૂરજને સલામ

પ્રકાશ નો તું સ્રોત છે.
અજવાળું આપવું એ તારું કામ છે
તારા સૂરજને સલામ છે
સવાર થી સાંજ પૃથ્વીની પ્રદક્ષિણા કરે છે તું
તારી આ દિનચર્યા ને પ્રણામ છે.
તારા સૂરજને સલામ છે
રાતને દિવસ કરી અંધારાને અજવળામાં લઈ જાય છે
તારું આ તેજ ચારોધામ છે
તારા સૂરજને સલામ છે
તું છે વંદનીય આકાશ ભલે તારું મુકામ છે
લોકો પુંજે છે તને ભગવાનમાં તારું નામ છે
તારા સૂરજને સલામ છે

-રીનેશ ભટ્ટ (યુનિટ 2)

Family Achievement

Ms. Pari Parmar (4 years old), daughter of Mrs. Pinkal Parmar (QA dept. Unit 1), was awarded first place in Singing Ganpati Stotram, which is about 85 Sanskrit words in 3 minutes.

ખુદના જ સાંભળી ધબકારા થયો ફાયદો એક,રહ્યો જ નહી ડર કશો આ દુનિયાના શોરબકોર નો.
ખુદના જ સાંભળી ડૂસકાં થયો ફાયદો એક, અન્યો નું દુઃખ મને લાગવા લાગ્યું પોતાના જ પંડ નું.
ખુદના જોઈ આંસુઓ થયો ફાયદો એક, અન્યો નાં આંસુઓ લૂછી શકું કરું હવે કરવી મારે એટલી એકઠિ તાકાત.
ખુદના જોઈ દુઃખ થયો ફાયદો એક, નથી રેતો તડકો ને છાંયડો એકધારો, એ તો આવે ને જાય.જે આવે પ્રારબ્ધમાં ઝીલી લેવાય થોડી પાની ને પાછી ભરાય!
ખુદને જોઈ ફસાયેલી એકલી ને દુનિયાની ભીડ માં થયો ફાયદો એક, કે વગર સથવારે પણ પહોંચી જવાય છે મંઝિલે હોય જો હોય ભીતરમાં હામ.
ખુદને જાણવું પણ એક અઘરો વિષય! નહી તો થતાં હોત વળી જગતમાં ક્યારેય આપઘાત કે પશ્ચાતાપ ?

- ચેતન પરમાર (વટવા)

COMPLIANCE & CUSTOMER AUDITS AT MEGHMANI MANUFACTURING UNITS

Meghmani Pharma and Pigment Units have conducted a vital customer audit to enhance product quality, operational efficiency, and customer satisfaction. The audit focused on understanding client needs, ensuring compliance with global standards, and identifying areas for improvement in production and delivery.

These audits helped Meghmani align its offerings with customer expectations, improve supply chain efficiency, and strengthen relationships through tailored solutions. By addressing gaps and fostering transparency, the company bolstered customer trust and maintained its competitive edge. The audit's outcomes positioned Meghmani to deliver superior value, reinforcing its reputation as a reliable leader in the pharma and pigment industries.

2024

Toyo India| Unit 2, Dahej

Mr. Uditpal Singh Chhatwal & Mr. Gaurav Singh Rathore

Rephine | Unit 1 & 3, Dahej

Mr. Ganesh Patil

Sopharma | Unit 1 & 3, Dahej

Mr. Yavor Spasov & Mr. Adrian Haristov

Flint Group | Unit 2, Dahej

Mr. Hemant Ahluwalia

TUV India | Vatva

Mr. Ravi Jangid

Ms. Ekta Dave from Meghmani Unit 1 HR Department has been highly appreciated for her excellent coordination skills during audits. Mr. Sanjay Nayak from Medgel and Dr. Rajesh Jadhav from Wockhardt specifically commended her prompt support and enthusiastic collaboration, showcasing Meghmani's commitment to excellence in audit management and customer satisfaction.

MEGHMANI SHINES AT CPHI & CHINACOAT 2024

MEGHMANI SHOWCASES PARACETAMOL API AT CPHI & PMEC 2024

Meghmani proudly participated in CPHI & PMEC 2024, held from November 26–28, 2024, at the India Expo Centre, Greater Noida.

The event provided an excellent platform to showcase our flagship product—Paracetamol API—and connect with industry leaders from around the globe.

Our high-quality Paracetamol API, produced with stringent quality standards and sustainable practices, garnered significant attention from visitors and partners. The booth attracted key stakeholders, fostering discussions around business opportunities and reinforcing Meghmani's position as a trusted player in the pharmaceutical space.

We extend heartfelt thanks to our team members **Dr. Dipak Magar** and **Mr. V.V. Ramesh Kumar** for making the event a success and to all visitors for their enthusiastic engagement. Meghmani's participation at CPHI & PMEC 2024 marks another milestone in our commitment to innovation and excellence.

MEGHMANI PIGMENTS IMPRESSES AT CHINACOAT 2024

Meghmani Pigments proudly participated in CHINACOAT 2024, held from December 3–5, 2024, at the Canton Fair Complex, Guangzhou, China. As a leading global event for the coatings, inks, and adhesives industries, it provided the perfect stage to showcase our flagship products—Pigment Red 122 and Pigment Violet 23.

Our booth attracted significant attention from industry professionals and partners, who appreciated the superior performance, vibrant shades, and sustainable attributes of our pigments. The event also served as an excellent platform to strengthen global partnerships and explore new opportunities in the pigments market.

A heartfelt thanks to our team member **Mr. Amit Naikwade** and all the visitors who contributed to this successful showcase. Meghmani Pigments continues to set benchmarks in quality and innovation, solidifying its position as a trusted name in the global pigment industry.

Congratulations
Long term service recognition

"We proudly recognize our employees for their dedication and commitment as they reach significant service milestones with our organization. Employees are honored upon completing 5, 10, 15, 20, and 25+ years of service. However, once an employee surpasses a milestone (e.g., completing 6/11/16/21 years respectively), they will be acknowledged in the next milestone category (e.g., an employee who has passed 5 years milestone but currently working at more than 6 years service will be recognised when they complete 10 years). This ensures that every employee is celebrated at meaningful intervals, reflecting their growing contributions and long-term commitment to our success."

25 YEARS ANNIVERSARY

HO

Mrs. Priti Mehta
(Receptionist - Administration)

Mr. Manish Kothari
(Sr. Executive - Accounts & Taxation)

Vatva

Mr. Vijay Mane
(Sr. Operator - Production)

Mr. Dhimant Raval
(Sr. Executive - Accounts & Taxation)

Mr. Talaji Thakor
(Sr. Supervisor - Packing & Dispatch)

Mr. Kirit Patel
(Chemist - Production)

15 YEARS ANNIVERSARY

Vatva

Mr. Ashok Makwana
(Executive - Excise)

Congratulations
Long term service recognition

10 YEARS ANNIVERSARY

Unit 1

Mr. Yogesh Makawana
(Operator - Recovery)

Mr. Narendra Dabhi
(Operator - Production-9A)

Mr. Narendra Yadav
(Jr. Engineer - Engineering)

Unit 2

Mr. Nileshbhai Gujjar
(Operator - Production-Red)

Mr. Tejasbhai Patel
(Sr. Operator - Production-Red)

Mr. Bhailalbhai Zala
(Operator - Production-Red)

Mr. Pratijit Patel
(Officer - Production-Red)

Mr. Balvantbhai Padhiyar
(Operator - Production-Finish)

Mr. Pramodsinh Solanki
(Supervisor - Production-Finish)

Mr. Manubhai Machhar
(Operator - Eng. & Maintenance)

Mr. Kundan Kumar Mehra
(Operator - Production-Red)

Congratulations

Long term service recognition

10 YEARS ANNIVERSARY

Vatva

Mr. Mayank Patel
(Asst. Manager - R&D)

Mr. Palak Rathod
(Chemist - QC)

Mr. Bhavesh Panchal
(Asst. Manager - R&D)

Mr. Ramesh Bhoi
(Assistant - R&D)

Mr. Manish Patel
(Asst. Manager - Production)

5 YEARS ANNIVERSARY

Unit 1

Mr. Vasant Gohil
(Operator - Production 9B)

Mr. Rakesh Gohil
(Operator - Production 9B)

Ms. Vandna Maisurya
(Officer - Accounts)

Mr. Pinakin Patel
(Sr. Manager - Eng. & Maintenance)

Congratulations
Long term service recognition

5 YEARS ANNIVERSARY

Unit 2

Mr. Tulsi Sharma
(Manager - Production DPP)

Mr. Manoj Gohil
(Executive - Stores)

Mr. Hetal Shah
(Officer - Production DPP)

Mr. Kanu Modi
(Sr. Manager -Production DPP)

Mr. Sachin Gope
(Sr. Executive - EHS)

Vatva

Mr. Anilsing Kshatriya
(Sr.Manager - Eng. & Maintanance)

Mr. Akshay Patel
(Chemist - Production)

Mr. Urvesh Patel
(Chemist - Production)

Mr. Kevin Patel
(Chemist - R&D)

Mr. Chetan Parmar
(Chemist - R&D)

Congratulations
Highest Attendance in the year 2024

HO

Mr. Udesinh Soyada
(Office Boy - Administration)

Mr. Prakash Prajapati
(DM - Accounts & Taxation)

Mr. Girish Raivadera
(DGM - Purchase)

Unit 1

Mr. Anil Patel
(Officer - RM Stores)

Mr. Bharat Patil
(Officer - QC)

Mr. Mukesh Vasava
(Sr. Operator - Eng. & Maintenance)

Unit 2

Mr. Rinesh Bhatt
(Asst. Supervisor - Stores)

Mr. Tulsi Sharma
(Manager - Production)

Mr. Brijesh Patel
(Assistant - Stores)

Unit 3

Mr. Narendrakumar Parmar
(Officer - Eng. & Maintenance)

Mr. Ramakant Sharma
(Executive - IT)

Mrs. Krishna Patel
(Jr. Officer - HR & Administration)

Vatva

Mr. Ashok Makwana
(Executive - Excise)

Mr. Sanjay Panchal
(DGM - QC)

Mr. Anil Kanjariya
(Manager - QC)

Rewards & Recognition

Shining Stars (HO)

Mr. Sahil Rathod
(Officer - Finance & Banking)

Mr. Kamlesh Limbachiya
(Executive - Accounts & Taxation)

Mr. Kaushik Patel
(Asst. Manager - Human Resource)

Mrs. Dharmishtha Dave
(Assistant - Sales & Marketing)

Mr. Ripal Patel
(Asst. Manager - Export & Import)

Rewards & Recognition

Shining Stars (Unit 1 & 3)

Ms. Bhamini Patel
(Trainee - QC)

Mr. Abhishek Sidpara
(Sr. Officer - QA)

Mr. Manoj Prajapati
(Sr. Operator - Eng. & Maintenance)

Mr. Basit Patel
(Executive - Production)

Ms. Saloni Upadhyay
(Jr. Officer - QC)

Mr. Vijay Kumar
(Sr. Executive - QA)

Mr. Vikas Yogi
(Executive - Production)

Mr. Yogesh Padhiyar
(Electrician - Eng. & Maintenance)

Rewards & Recognition

Shining Stars (Unit 2)

Mr. Jaydeep Patel
(Technician - Eng. & Maintenance)

Mr. Biplaba Maharana
(Executive- Production-DPP)

Mr. Premkumar
(Sr. Chemist - QC)

Mr. Vivek Kumar
(Operator - Production-Crude)

Mr. Chandan Singh
(Supervisor - Production-Red)

Mr. Brijesh Patel
(Assistant - Stores)

Mr. Karan Thavani
(Jr. Assistant - Dispatch & Logistics)

Mr. Nirmal Solanki
(Fireman - Safety)

Mr. Sanjay Prajapati
(Supervisor - Production-V23)

Mr. Ajay Pawar
(Technician - Electrical)

Mr. Shivang Mistry
(Technician - Eng. & Maintenance)

Mr. Vivek Rana
(Operator - ETP)

Rewards & Recognition

Shining Stars (Vatva)

Mr. Sandip Soni
(Executive - QC)

Mr. Dixit Patel
(Executive - R&D)

Mr. Sanjay Patel
(Sr. Officer - Production, AC)

Mr. Manish Patel
(Executive - Production)

Mr. Chintan Patel
(Officer - Production)

Mr. Mehul Patel
(Fitter - Eng. & Maintenance)

Mr. Hitesh Patel
(Electrician- Electrical)

Mr. Tejas Soni
(Manager - Human Resource)

Congratulations

Super Stars

HO

Mr. Vipul Dhobi
(Manager - Accounts & Taxation)

Vatva

Mr. Maulik Patel
(Operator - Production)

Unit-1

Mr. Ganesh Mandal
(Technician - Eng. & Maintenance)

Unit-2

Mr. Mayur Barvaliya
(Executive - Production)

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