

- Adopted new technologies which use continuous manufacturing processes as against the current batch mode of manufacturing reactions. This not just reduces the footprint and consequent capex spends of the plant but also results in significant reduction in the quantity of effluent generated.
- Commercialised the volute technology for efficient dewatering of sludge. This will help us in efficient management of sludge generated from our wastewater treatment plants.
- Implemented metering, monitoring & targeting (MMT) to ensure the efficient performance of system.
- Dedicated technology group worked to enhance the environmental compliances and management standards thereby resulting in reduction of the utility and environmental footprint.

RESEARCH AND DEVELOPMENT

In order to fulfil the vision and the mission, Company has created multiple Research and Development Centres which are located in different countries spread across the Globe to provide services to the farmers at a pace which is required to overcome the problems faced by them. These Research and Development Centres are very effective in providing solutions to the regional as well as Global pest management issues.

The Research and Development Centres are equipped with state-of art facilities and highly qualified scientists. Company is engaged in developing technical products in a highly cost effective way and in providing pre-mix formulations which are more effective and economical to the farmer, safe to handle and environment friendly.

Every year Company introduces many new products in the market which are the result of the tireless work by the skilled scientists who develop these products. The products are designed following Green Chemistry Principles and desired safety considerations.

Company is very innovative in introducing pre-mix combinations of two or more active ingredients as effective pest-management and resistance management solutions. Scientists working on the projects develop these products at a fast pace to make the projects successful and quick market introduction of the products.

The formulations are tested extensively for bio-efficacy at the development stage before going to the market launch. Care is taken to develop safe, easy to handle and environmentally friendly formulations keeping in the mind "The Farmer First" motto of Company.

The Research and Development Centres also work on the existing products and processes been commercialized to make them more cost-effective or to improve the quality.

Company respects Intellectual Property of others and creates its own Intellectual property for the products and processes developed

by the Research and Development Centres. Patents are obtained in the countries of interest and appropriate measures are taken to safeguard the IP.

Technical and formulation registration requires data generation like chemical composition, physico-chemical properties, toxicity and impurity profile, bio-efficacy, residue and packaging and so on. The required data is generated at Research and Development Centres and then gets the products tested at GLP laboratory to generate the data for submission to the regulatory authority in various countries.

Company is also giving importance to for Speciality and Industrial Chemicals for which the industrial processes are developed in the Research and Development Centres. R&D scientists are able to provide safe and economical processes which are successfully implemented for commercial production.

CORPORATE SOCIAL RESPONSIBILITY

'Doing Things Better' is core to the Company's DNA. Three simple words, which lie at the heart of the Company's philosophy have been the guiding force in all community interventions. All of the Company's CSR programs are driven by the belief that humankind is one community, where each member is responsible for the wellbeing of the other. Hence the Company's interventions are not restricted to the development of the neighboring communities alone, but the Company works on programs that cater to the wider national interest too! Though the Company's CSR efforts are focused in Gujarat, they have also touched lives in many other states including but not restricted to Maharashtra, West Bengal, Kashmir, Tamil Nadu and Himachal Pradesh.

In neighborhoods the Company's focus is to work on the needs, strengths and growth priorities of the community. Hence in Dang district which is primarily an agricultural economy, the main focus is on providing sustainable livelihood from improved agricultural practices. Multiple interventions have been designed and implemented with the support of farmers groups at the village level. UPL Centre for Agricultural Excellence provides the much needed training support to the farmers. AKRSP SRI, Dang Paddy Development Program, BoriBagicha, use of mini drip irrigation, animal husbandry, providing water harvesting structure like dams and wells etc. have improved the productivity of the land thereby making agriculture more sustainable and profitable for more than 15,000 farmers.

The need assessment survey of the Company had brought out the fact that the per capita availability of land was small which led to disguised unemployment. Many youth and women in the region were not productively employed. The Company's employment and entrepreneurship initiatives are focused on providing this segment with knowledge, skills and the motivation to take up