

January 2, 2019

My dear team,

Wish you a very happy and wonderful new year! I hope you got to spend some quality time with your family. And now, it's back to work.

We try to make work at Fytocare as interesting as possible. It means so much to me personally when I see all of you working day in and day out on production and packing.

Our emphasis on Quality is very strong and non-negotiable. I am very happy that you are trying your very best in making sure that we as an organization adhere to this.

We are looking at more opportunities and business development. My plan for 2019 is to get more work, improve our development and production cycle and provide a safe and clean environment to our employees, and also take care of the neighbourhood in small but impactful ways.

During our first meeting for the year, I discussed the years agenda with you. Yes! We are going all out to improve and increase production, with no dilution in quality. As we have export orders, Supervisors - gear up. You need to get cracking about the arrangement of raw and packing materials. There would be regular quality checks in the RM and PM.

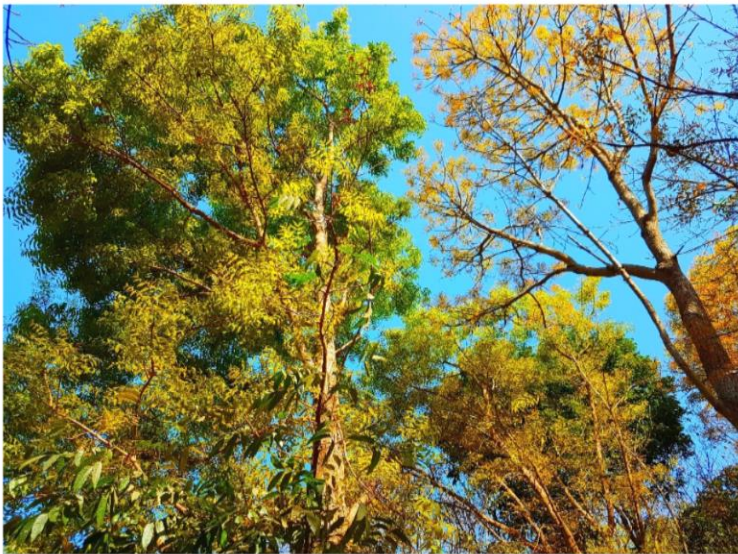
Let's plan to be more diligent about taking time off. Yes, who doesn't love a holiday. But as a growing organization, we cannot afford to have half the employees go on leave at the same time. Staggered and advance planning will definitely help.

I can talk whole day on the importance of adhering to environmental safety and green practices. Orientation programs will be held every three months as we have a constant inflow in labor. In keeping with the GOI requirements, we are aiming to complete digitalizing personal data by the Quarter

All employees should cooperate to achieve their targets. Extreme care should be taken to ensure that quarrels and squabbles among the laborers is avoided. As for the supervisors, you need to be role models. Please ensure that you stick to moral values inside the company. Let's continue to use drop boxes for suggestions. Who knows what great ideas will come out from these drop boxes.

I want you to do five things this new year -

- 1) In continuation of our policy of greening the environment around us, let's practice waste segregation in our households and strictly in our factory and office premises. We will look for agents to collect wet and dry waste. Let's install composting units in our campus.
- 2) Let's buy recycled products in our efforts to reduce the carbon footprint.
- 3) Let's reduce water wastage. Each drop is precious, and we need to be cognizant of this fact.
- 4) Let's plant a sapling for every birthday and important holiday of the year.
- 5) Let's buy less and reuse more.



Let's continue these conversations! I look towards you to make Fytocare a happy place to work.

Warm Regards,

Raghunath Thompson
Chairman
Fytocare Chemicals Pvt. Ltd.

Disclaimer: This is part of the chairman's quarterly message to the employees. This has been translated into the local language, Tamil, and read out (in the quarterly employee meeting), discussed and feedback has been noted for future planning.