

December 3, 2018

Vanakkam,

It's the last month of the year. It's also the time of festivals and holidays. True, we need holidays and time off to be with our loved ones, but we also need to work to keep the business going. I face this challenge every year and want to share my thoughts with you and hear from you.

Some of the department supervisors reported that there is a shortage of labor from time to time.

Shortage of Labourers is an issue that crops up from time to time. Labourers take leave during festive time. So sometimes we really do not have anyone to do the work. Don't all of you want to be part of a growing company? Well, in that case we all need to make adjustments and make sure that our holidays and leaves don't overlap.

I am putting together a team who will conduct a root cause analysis of why people take time off together. To add to this confusion, some just leave without informing the management. We are a small company, and therefore like a large family. The new process we set up with comprise of entry and exit interviews.

Mechanization will be slowly incorporated to overcome laborers issue, and this will become a permanent solution. I am bringing this to your attention that we have already invested in new packaging machines. These customized machines are being developed as we speak - this should help us with the labor shortage soon. I am hoping that this will empower us to be less dependent on labor in the future.

We are planning a small library in our campus. The library will have books on fiction, history, geography, healthcare and simple arithmetic. Membership is free, but a small fee will be charged for every book you borrow to read. When the book is returned, your fee also is returned. Nothing like reading and expanding your knowledge.

Have you heard of Albert Einstein? He is credited to having said that if the bee disappears from the surface of the earth, man would have no more than four years to live. Bees are critical pollinators: they pollinate 70 of the around 100 crop species that feed 90% of the world. Honey bees are responsible for \$30 billion a year in crops. That's only the start. We may lose all the plants that bees pollinate, all of the animals that eat those plants and so on up the food chain.

As you know, we are maintaining around 15 Honey Bee colonies on site as biological indicators of a

clean environment maintained at the chemical site. You said you liked the honey we distributed. We will be giving you more honey in the coming months for you and your families to enjoy - we plan on increasing the number of honey bee colonies to 30. Can you imagine a grove of busy bees happily humming and buzzing around the cool and salubrious vines and creepers. We have a lot to learn from the bees. They work together every working hour. I encourage you to take time off and spend some time



watching the bees from a safe distance. I shall share books on the ways of the bees and the communities they build with you.

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.