

June 28, 2018

Vanakkam,

At the threshold of a summer, the cool factor is the showers at the end of the June. The weather has cooled down and we are fortunate to be able to work for ourselves and our families. Our hard work is rewarded by what we earn. It is important to take care of our families and ensure that all children go to schools. Education is the one key factor that can provide an uplift and give us better opportunities.

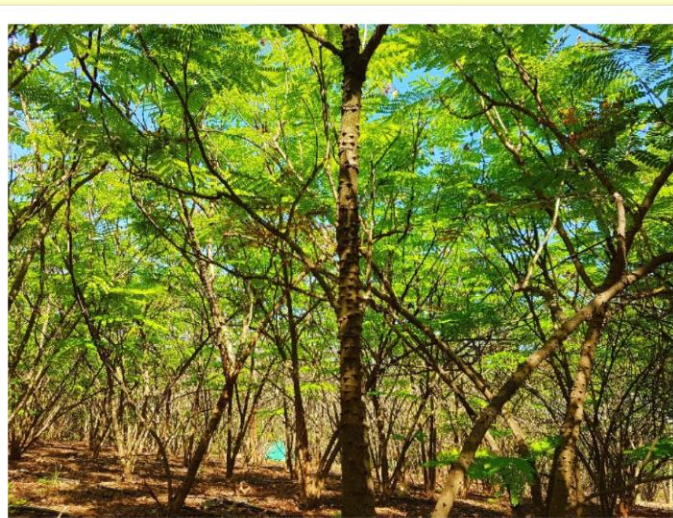
At Fytocare, we have a policy that we will not recruit children under the age of 18. But what has been disturbing is that many young children who definitely look younger than 18 years of age have been coming looking for work. The security personnel have clearly been instructed that none below the age of 18 shall be recruited for work.

- All prospective workers shall produce proof of age before joining work.
- Fytocare encourages current workers to recommend their friends and relatives. But proof of age through documented evidence shall be presented before joining.
- The department supervisors should cross verify in case they see discrepancies
- Timeframe - immediate verification

Fytocare Chemicals Pvt. Ltd. is stringent in the following of the Indian labour laws and has secured the rights and the responsibilities for all its employees. We will also most definitely not employ workers under the competent legal age.

In this regard, the Office of the Chairman has been diligent and vigilant in upholding these values. My office will be recollecting Name, Date of Birth, Address, Phone Number, Government documented proof of identity. Some of the workers have not applied for Aadhar number; others have corrections in their Aadhar card which has to be rectified and submitted ASAP. I call upon each department supervisor to collect the details and hand them over to the administrative department. Please ensure that all data is to be digitalized and will be subjected to follow up.

Renewable energy is a passion for me personally and for my management team. Unlike fossil fuels, various types of renewable energy resources - such as solar energy - are continually reloaded as they will never run out. Energy output is one of Fytocare Chemicals Pvt. Ltd. most significant manufacturing costs. Reducing its usage and using renewable energy improves business efficiency



and boosts our environmental performance by preserving natural resources and decreasing greenhouse gas emissions. Solar energy, for example, can be used right away for heating buildings & water, for generating electricity, for cooling, and a variety of other manufacturing uses.

From usage of solar energy right up to implementing sustainability through how the company operates its facilities, Fytocare Chemicals Pvt. Ltd. has always been a responsible manufacturer. Apart from adopting several Green initiatives, over the last several years - as you have witnessed,

we have also developed a thickly wooded greenbelt area. We now have around 10 acres under green cover with tropical hardwood tree species planted. The green belt is home to different species of birds and small animals like squirrels, snails, frogs etc.

I am happy to share that commissioned studies indicate that the flora and fauna of the area are visited by well diversified species. If you are fortunate, during a leisurely walk you will see several peacocks and peahens and their families dancing and preening around. Using other climate-appropriate plants in our garden, and by installing drip irrigation so that these plants (and trees) receive only what they need are some of the water-efficient choice we have made over the years concerning the greenbelt.

I am happy to add that there is no adverse impact of air, soil and water pollution on the surrounding ecology as all the necessary pollution control measures have been given and clearance certificates issued for the company. This noted green belt is now attracting several migrating birds and other creatures to proliferate.

Fytocare Chemicals Pvt. Ltd. has always combined environmental factors into business decisions. We believe that to be successful in the long-term we need to generate value for our company, our employees, the environment around us and for society as a whole.

I hope you will take time to stroll through our green belt and observe how nature exists in harmony. We have much to do and learn. Thank you for being part of this journey.

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.