

September 27, 2018

Vanakkam!

It's with a lot of gratitude and happiness that I talk about this season. The beauty of life at Fytocare Chemicals Pvt. Ltd. lies in the small and not so small initiatives and programs we do. Through our Corporate Social Responsibility (CSR) programs we continue to augment value and champion social sustainability, and social well-being of the people around us. For us nothing is status quo. Life has to move on, and it is our commitment to take those around us on this journey. It's true that continued economic growth cannot be realized without the social development and the welfare of local communities. We have taken it upon ourselves to take care of those residing in the region of our company's premises.

Life around our environment needs to be kept free of garbage and waste. But, as this is a perennial problem, we had to do something about it. It is not enough to wait and watch. We believe that a



healthy environment is much required for the well-being of the citizens. We believe that community awareness is needed for building a clean and healthy environment. Keeping this in mind, we recently initiated waste management efforts to prevent dumping of wastage on the road side by educating the neighbouring residential areas and proactively working with the village panchayats and educating the residents about cleanliness. As you can see, our

endeavour to clean up our neighbourhood is progressing rather nicely.

You know about these efforts, because you see them all around you. We need cleaner air, cleaner water, cleaner atmosphere and cleaner footprints. It is not just enough to participate and practice. Whenever you see people dumping garbage, you should make it your responsibility to educate them about the perils of keep the environment dangerously unclean. You must also advice and follow zero dumping of waste on roadsides of your houses. Advice the labour staff too. You are change agents, spearheading cleanliness and waste management in your communities.

Fytocarians are Fyto Ninjas, who will work to bring about a change in their neighbourhood footprints.

Based on one of your drop box suggestions we have prepared a series of educational modules to guide Fytocarians in the professional behaviour. How you conduct yourself in your professional life is very important. As you are aware that we uphold strong values around our business ethics and

policies. In this relation, we are firm in our policy around taking and receiving gifts. No gift or benefit of any kind shall be given or received by Fytocarian conducting business on behalf of Fytocare Chemicals Pvt. Ltd. wherein it might be perceived that an obligation now exists, or a favour expected of the recipient. I have communicated to you on several occasions the importance of adhering to this policy. Should you have any queries around this policy please approach me for clarifications.

I hope you will think and reflect on these thoughts shared. I encourage each one of you to enhance your personal and professional conduct and be change makers. Nothing gives me greater joy than seeing Fyto Ninjas in action!

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.*