

January 4, 2021

Dear Team,

As COVID - 19 continues well into 2021, we have had to recreate our entire shop floor experience to align with the new normal. As India entered a critical phase, we have decided to continue to demonstrate leadership and be role models on the frontlines in our commitment to our clients and employees and staff.

To turn the tide on the spiralling challenges dealing with the pandemic and environmental challenges, we must firmly affirm our commitments we have put together under the capable leadership of (Late) Dr Raghunath Thompson. As an organization committed to ethics and fair play, we will continue to play a leading role in accelerating awareness on business and personal integrity, environmental discourse and confronting the challenges that lie ahead for us as a team.

We remain grounded - Ethics. Fair play. Integrity.

Today, our Critical Conversation is a call for action - to bring together all our resources in placing the needs of our community, company, clients, and our environment. Even as the pandemic rages, we must continue our production. We are in the business of producing products that play a key role in keeping the environment safe and clean. Even as we do this, we need to ensure that we display the same attitude on our shop floors.

Each one of us is as safe only as the other is.

When you come to work, there's a new single use and throw mask ready for you. Every day your temperature is checked and recorded; your hands are sanitized before you begin your day's work. Every day, all our machines and other instruments in our operating environment are sanitized so that we maintain a safe workplace. This is the reason, that apart from other posters and sign boards related to our machines and production, we also have these posters that remind you of the precautions and actions



you need to keep yourselves, your family, co-workers, and the environment safe.

Zero tolerance for dishonesty and manipulation

We have re-iterated many times about our zero tolerance towards unfair plays. An anonymous note in the drop box named a person who was accepting bribes on a regular basis from a supplier intermediary. When this was probed into, we realized that it was true, and we also received proof for the same. We were unhappy but had to let go of the individual as we have stated many times that we have a zero tolerance for diluting our commitment and the principals we stand for.

I wish you all a wonderful year ahead.

Warm Regards,

Minoti Thompson
Director
Fytocare Chemicals Pvt. Ltd.

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