

# COHIZON *Connect*



QUARTERLY NEWSLETTER - Q2 FY25

Quarter 2

# Table of Contents



<b>Message from the MD &amp; CEO's Desk</b>	<b>1</b>
<b>Leadership Speak</b>	<b>2</b>
<b>Our Business</b>	<b>3-5</b>
<b>Sustainability</b>	<b>6-8</b>
<b>Life at Cohizon</b>	<b>9-15</b>
<b>From Your Desk to Our Pages</b>	<b>16-17</b>



# Message from the MD & CEO



**Dear Valued Stakeholders, Partners, and Employees,**

As we reflect on our progress this quarter, I am reminded of the values that guide every aspect of our journey at Cohizon. Safety and Sustainability are not just priorities for us- they are the core of who we are.

Safety is the foundation of operational excellence, and every process, decision, and action must begin and end with it. A strong safety culture means empowering every individual- from leadership to the shopfloor, to act responsibly and proactively to prevent risks.



Equally important is our commitment to sustainability. As responsible stewards of the environment, we must continually strive to reduce our carbon footprint, conserve resources, and adopt green and circular practices that support long-term growth. Our pursuit of excellence must always align with ethical, responsible, and sustainable operations.

Together, let's continue to make safety our everyday mindset and sustainability our shared mission-building a future defined by trust, integrity, and innovation.

Sincerely,  
Rajesh Srivastava  
Managing Director & CEO  
Cohizon Life Sciences Ltd.

# Leadership Speak



## Elevating Safety: The Next Level of Commitment

I'm pleased to share the Q2 newsletter, celebrating our achievements and the teamwork that continues to drive Cohizon forward.

At Cohizon, safety is non-negotiable. No deadline or production goal outweighs the well-being of our people. When we prioritize safety, we protect lives, strengthen our future, and build a culture of care and accountability.



Our recent safety data reflects strong progress, with increased reporting and a 70% closure rate on safety observations. Let's continue this positive momentum and work toward achieving a 90% closure rate for all identified actions. Thanks to the dedication of our safety committees - BHM, IM, SISO, SRP, and the Apex Committee- we're moving confidently toward an even safer workplace.

Handling chemicals demands vigilance. Preventing leaks, ensuring waste segregation, and adhering to SOPs are essential to achieving our zero-harm and sustainability goals.

Remember, PPE is your last line of defense - use it consistently. And if you ever find a task unsafe or unclear, you have the right to stop work until it's safe to proceed.

Let's continue reinforcing good practices, keeping equipment ready, and encouraging one another to stay alert and responsible. Together, we make Cohizon a safer, stronger organization.

CB Bhardwaj  
Chief of Operations & Executive Director

# Our Business Growth & Horizons



## Driving Excellence through Customer Collaboration

Cohizon Life Sciences Ltd. reaffirmed its commitment to fostering strong and enduring customer partnerships by hosting five customer visits at its world-class manufacturing facilities at Ankleshwar during the last quarter.

The visits provided a valuable platform for collaboration and knowledge exchange, with customers appreciating our manufacturing and R&D capabilities, advanced chemistry platforms, and robust infrastructure. They also commended our EHS practices, operational excellence, and the professionalism of our teams.

These visits strengthened mutual trust and alignment while opening new avenues for collaboration and deeper understanding of evolving customer needs.

Our customers appreciated the Cohizon team's warm hospitality and collaborative professionalism, which made every interaction a truly distinguished experience.





## Cohizon Hosts NHRDN South Gujarat Chapter Meet at Ankleshwar Facility

Cohizon Life Sciences Ltd. had the privilege of hosting the NHRDN – South Gujarat Chapter Meet at our Ankleshwar facility on 21st August 2025.

The event brought together 100+ HR leaders and aspiring professionals for an evening of insightful discussions, collaboration, and learning on the evolving HR landscape.

Our Chief of Operations & Executive Director, Mr. CB Bhardwaj, shared some valuable perspectives on the strategic role of HR in shaping organizational growth.

A heartfelt thanks to our HR team for their exceptional planning and teamwork in making this event a success truly reflecting the spirit of Cohizon.



## R&D Advancements at Cohizon

At Cohizon, our R&D team continues to strengthen operational excellence through innovation, safety, and technology-driven process development. In Q2 FY25, several lab-scale successes were effectively scaled up into commercially viable solutions, reflecting our focus on efficiency and continuous improvement.

Our state-of-the-art Kilo-Lab bridges the gap between research and manufacturing. Equipped with automated reactors, CSTRs, distillation systems, SPDU, VLE apparatus, and advanced filtration units, it enables safe and reproducible scale-ups with first-time success at commercial scale.

The Process Safety Laboratory further ensures reliable technology transfer through advanced tools such as DSC, Reaction Calorimetry, and Adiabatic Calorimetry, helping assess hazards and optimize safe operating conditions.

Cohizon's R&D excellence is also strengthened by collaborations with IIT Bombay, ICT Mumbai, and leading industry experts, as well as benchmarking against global peers, ensuring our processes meet the highest standards of quality, safety, and innovation.



# Sustainability: Our Enduring Commitment



## Cohizon joins hands with GPCB for “Plastic Free Ankleshwar” Cleanliness Drive

Cohizon Life Sciences Ltd. in collaboration with the Gujarat Pollution Control Board (GPCB), Ankleshwar, organized a cleanliness initiative under the banner “Plastic Free Ankleshwar” on 18th September 2025.

The event witnessed active participation from Dr. Jigna Oza, RO-GPCB, Ankleshwar, along with Bhavesh Gosai, SSA and Rakesh Kothari, AEE, who led the Cleanliness Drive across the Ankleshwar Industrial Zone.

Addressing the gathering, Dr. Oza emphasized on the importance of maintaining cleanliness not only within the industrial premises but also in the surrounding residential and rural areas. She urged everyone to be agents of awareness and to adopt sustainable practices in their daily lives.

Dr. Dharmendra Mehra, Vice President - EHS & Sustainability and Mr. Praveen Joshi, Vice President - HR & Admin participated in taking a collective oath to uphold cleanliness and sustain the initiative throughout the year. The drive was marked by enthusiasm, collaboration, and a shared commitment towards a cleaner, greener Ankleshwar.





## Partnership with Aga Khan Rural Support Programme: Fostering Sustainable Rural Development

Cohizon Life Sciences Ltd., in collaboration with Aga Khan Rural Support Program, implemented initiatives promoting community-led development across 25 villages.

The program included training on organic farming, mango orchard and micro-forest development, and awareness sessions on government schemes and subsidies.



This partnership strengthened water infrastructure to ensure long-term water security and agricultural resilience.

## Building Safety Awareness: Emergency Preparedness Drive in Ankleswar Villages



In collaboration with the Ankleswar Environmental Preservation Society, Cohizon organized an Emergency Preparedness Programme in August for nearby village communities.

The session focused on building awareness and readiness for emergency situations through interactive discussions and demonstrations.

The initiative benefitted around 100 school children and villagers, enhancing their understanding of safety measures and community-level preparedness.



Under our CSR partnership with the Agastya Foundation, conducted 186 interactive science sessions across government schools, combining digital tools, experiments, and model demonstrations to make learning engaging and practical.

Our community initiatives included a science fair, teacher training, and the "Ek Ped Maa Ke Naam" tree plantation drive. At Nobadiya Primary School, Ankleshwar, students planted over 50 trees with great enthusiasm and pledged to protect them.

The initiative continues to inspire young minds and nurture a culture of curiosity and sustainability.



## Collaboration with Agastya Foundation: Inspiring Young Minds through Science



# Life at Cohizon: Our People, Our Strength



## Strengthening Workplace Safety through Continuous Learning and Development

Cohizon strengthened its safety culture and operational excellence through multiple training programs held in July 2025.

The Emergency Response Team (ERT) Training, conducted from 5th to 23rd July by Mr. Ismail Mandaviya and Mr. Mosin Pathan (LCS India), trained 52 new members, participants or employees and refreshed 112 existing members, participants or employees, enhancing emergency readiness.



A three-day Process Hazard Analysis (PHA) Workshop by Mr. Vishal Sali (DSS+) from 28th to 30th July engaged 24 participants, with a focus on improving process safety and risk management.





## Fostering Excellence through Continuous Learning



Under Project LAKSHYA, a training on Lean Six Sigma Yellow Belt Training was conducted by Mr. Sandeep Shelar, Vice President - Head Transformation & Business Excellence enabling 35 members, participants or employees to strengthen their process improvement skills.



Additionally, a First Aid Training Program by Ms. Richa Sanyal (Lifeline Foundation) trained 60 employees across sites, promoting preparedness for medical emergencies.



Together, these initiatives reflect Cohizon's commitment to developing a skilled, safety-conscious, and resilient workforce.

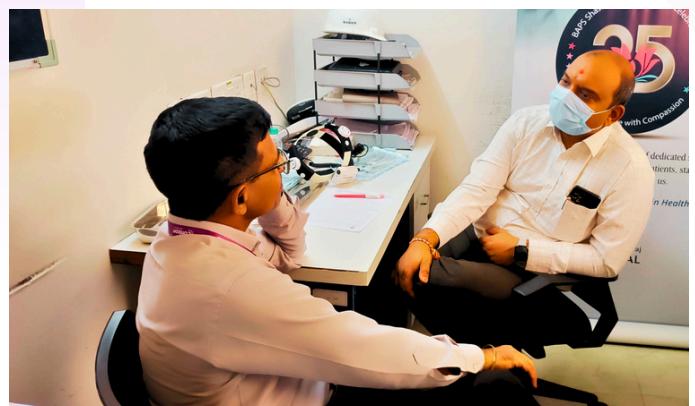


## Promoting Employee Well-being through Health Camps

Cohizon Life Sciences Ltd. organized a series of health initiatives to promote employee wellness and preventive care. An Eye Check-up Camp was held at OHC Site-1, in association with Eye-Q Hospital, benefiting over 100+ employees.

Similarly, a Dental Check-up and Consultation Camp was conducted at OHC Site-2, in collaboration with BAPS Hospital, Vadodara, extending care to more than 100 employees.

These initiatives reflect Cohizon's continued commitment to fostering a healthy and supportive workplace environment.



## Together Towards Tomorrow: Cohizon Leadership Engages with Employees

An organization-wide meet was conducted in August 2025, led by Mr. Rajesh Srivastava, Managing Director & CEO, along with the Leadership Team. The session served as a platform to share key business updates, and outline the company's strategic priorities for the upcoming quarters. It also reinforced the leadership's commitment to transparency, collaboration, and a shared vision for sustainable growth.



Additionally, a townhall was organized at the R&D Centre, addressed by Mr. Gelebith Modi, Chief of R&D, and Mr. Kartik Iyer, Chief Human Resources Officer. The interactive session encouraged open dialogues, which recognized the teams' contributions in driving innovation, and emphasized the importance of people, culture, and teamwork in Cohizon's continued success.

## United in Pride: Independence Day Celebration at Cohizon

Cohizon Life Sciences Ltd. proudly celebrated Independence Day on 15th August with enthusiastic participation from employees and honorable guests. The celebration began with the flag hoisting ceremony led by Mr. CB Bhardwaj, Chief of Operations & Executive Director, followed by the National Anthem and inspiring messages from senior leaders.

As part of the Recognition and Appreciation initiative, the security staff were felicitated with prizes and mementos in acknowledgment of their continued service and dedication.



## Colors, Culture & Celebration: Navratri Week at Cohizon

Cohizon Life Sciences Ltd. celebrated the festive spirit of Navratri with great enthusiasm and participation throughout the week. Employees across locations embraced the vibrant tradition by dressing in the colors of Navratri each day, adding a joyful splash of color and energy to the workplace.



The celebrations culminated in a lively Garba evening at the R&D Centre, where employees came together to dance to rhythmic beats, celebrate togetherness, and cherish the spirit of culture and unity that defines Cohizon. The celebration brimmed with music, joy, and festive energy, beautifully embodying the essence of Navratri.

## Together We Celebrate Our People

At Cohizon Life Sciences Ltd. we believe in celebrating those who go the extra mile. The Cohizon Champion Award honors employees who demonstrate exceptional performance, dedication, and teamwork. Each quarter, we take great pride in honoring these exceptional contributors whose efforts propel our collective success and inspire others to pursue excellence.

Here's to our champions - for their hard work, commitment, and the positive impact they create every day!



At Cohizon, every month is made sweeter as we celebrate our colleagues' birthdays with laughter, warm wishes, and treats to share.

Here's to celebrating more milestones and making lasting memories together!



# From Your Desk to Our Pages



This article, authored by **Ajay Kumar, Director - Analytical**, offers thoughtful insights and perspectives drawn from his extensive experience in the analytical function. We commend his initiative in capturing and sharing this knowledge, which continues to inspire and foster a culture of continuous learning across the organization.



## Analytical Science: The Silent Backbone of Innovation

**About Analytical Science:** In the specialty chemical and agrochemical world, innovation usually makes us think about new molecules, new synthesis processes, and new product ideas. But behind every successful product, there is a strong support system i.e. the Analytical Development Laboratory (ADL). ADL works quietly, but its role is powerful. It turns scientific ideas into safe, reliable, and useful solutions for the world.

Chemistry gives us new possibilities. But analytical science validates reality. From research stage to commercial production, our analytical team studies molecules, finds hidden details, and checks every assumption to ensure perfection.

### Why ADL Is Critical to Quality, Compliance & Innovation

- **Ensuring Uncompromising Quality** - In specialty chemicals and agrochemicals, accuracy & Precision both are very important or non-negotiable. ADL develops strong analytical methods and checks key quality parameters. We ensure every batch is consistent. Each spectrum, each chromatography result, and every impurity study builds customer trust and product excellence.
- **Compliance & Responsibility** - Regulations are changing very fast across the world. ADL makes sure our products meet all safety and environmental rules. By studying impurity profiles, validating methods, and testing trace residues, we protect our organization from compliance issues and build high credibility in India and internationally.
- **Driving Innovation & R&D Acceleration** - Innovation needs deep understanding and confidence and ADL provide that clarity. We help R&D make quick decisions, support scale-up, solve process challenges, and reduce time to market. When chemistry imagines, ADL proves. When problems come, ADL solves. And when innovation succeeds, ADL stands silently behind it.

### Real Example: Impurity Mapping - Safety & Trust

- One of the most powerful examples of ADL's impact is impurity mapping. In complex chemical reactions, even very small impurities safety (Trace level impurity which have toxicological relevance e.g. Nitrosamine, Heavy metals, Dioxanes, PCBs, Phenols, toxic residual solvents, product metabolites etc.) can change product performance or safety.
- By using advanced techniques like chromatography, mass spectrometry, NMR, IR, ICP-MS, LC, and method development strategies to separate, identify and measure impurities. This ensures - Safe and stable products, Confidence during regulatory inspections, Reliable data for risk evaluation, Protection for farmers, consumers, and the environment.
- Impurity mapping not only prevents risk and Failures— it protects users, empowers the industries and ensures sustainable chemistry.

**Our Purpose: Scientific Integrity with Human Impact-** As ADL professionals, we are not just generating the data, we do more than test samples; we build trust. Every sample we analyze represents a consumer's safety, and our company's reputation. "Accuracy is not just a technical job, it is our ethical duty".

**Looking Ahead-** The future will bring automation, digital tools, real-time monitoring, and greener chemistry. ADL will grow from a support function to a strategic partner in faster, innovative and green process development.

*"Analytical science is not just a lab function, it is the foundation of innovation, trust, and progress".*



The article "Evolving with Cohizon: A Journey of Growth and Confidence" by **Dinesh R. Patil, Senior Executive – Production**, offers an inspiring account of his professional evolution within the organization. His strengthened confidence, unwavering trust in Cohizon's vision, and growing desire to contribute further reflect his personal transformation and his alignment with the organization's long-term goals.

### “Evolving with Cohizon: A Journey of Growth and Confidence”

When I look back at my journey with Cohizon, it feels like a story of transformation, learning, adapting, and steadily growing each day. My association with the organization began in August 2021, when I joined as an Officer. Like any new beginning, it came with its own challenges. The culture, the processes, and the pace of work were different from what I was used to, and adjusting wasn't easy. But I have always believed in one principle: keep learning, keep moving. Each day brought new lessons, and I made it a point to absorb every bit of knowledge I could. My initial focus was on strengthening my skills in DCS and SAP operations, areas that demanded both precision and consistency. Slowly, I started to notice a change. My understanding deepened, my confidence grew, and I began to see progress in my work and processes.

A major turning point came with the arrival of a new management team. The environment began to evolve. "Safety First" became more than just a slogan. It became a core value embraced across the organization. Strong policies were introduced, and a culture of trust started to flourish. This renewed clarity and direction motivated me to push myself even further.

With time, dedication, and consistent effort, I advanced from an Officer to an Executive and eventually took on the responsibility of Shift In-charge. This transition was not just a change in designation but a reflection of my growth. I owe a lot to my manager, who guided me, believed in me, and provided opportunities to apply my learning. With his support and my determination, I developed the confidence to manage the function smoothly and responsibly.

Everyday continues to be a learning experience. Whether it is communication and reporting, manpower handling, production norms, safety culture development, or leadership skills. I strive to improve myself in every aspect. My confidence is stronger than ever, and I genuinely believe in Cohizon's management and its vision for the future.

I feel content with how far I have come. This journey has shaped me both professionally and personally. And with continuous learning, commitment, and enthusiasm, I look forward to contributing even more to Cohizon's success in the years ahead.

 The article *Connected by Culture: A Reflection on Teamwork at Cohizon* by **Rahul Dubey, Senior Executive - Production**, highlights the importance of meaningful interactions, shared values, and an environment where every voice matters, illustrating how culture fuels collaboration and progress.

### “Connected by Culture: A Reflection on Teamwork at Cohizon”

When I reflect on what truly enables a team to thrive, I realize it goes far beyond skill, experience, or even shared objectives. It's the CULTURE that binds everything together. It's the unseen thread that connects us, shaping how we show up for one another and the values we embody each day.

At Cohizon, I witness this culture in motion all the time. It appears in the way teammates celebrate even the smallest victories. It's present in our open conversations, where every voice is heard and every idea is valued. It lives in the trust that empowers us to challenge each other respectfully, understanding that genuine growth begins with honest dialogue.

Strong team culture isn't built in a moment; it's crafted over time through countless small interactions. It's in the colleague who goes the extra mile to help. The shared laughter that makes busy days lighter. The collective pride we feel when we look back and see how far we've come together.

What I've learned here is that a great team culture isn't about perfection; it's about connection. It's about showing up with authenticity and kindness, and believing that when we lift one another, we all rise.

Here's to the culture we are shaping each day through every meaningful conversation, every purposeful collaboration, and every thoughtful act that strengthens our collective spirit.



# COHIZON

## *Connect*

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