

BC | Business Connect

Vol-3 | Special Edition | December 2020 | 499/-

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Business Connect
**20 Most Promising
CHEMICAL**
Companies in India 2020

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for Healthcare Industry
is Rapid Innovation
-A WAY TO FIGHT BACK

Soil Connect Raises Seed
Funding of \$3.25
Million to Boost Marketplace for
SOIL & AGGREGATES

Dr. Deepak Birewar
Chairman & Managing Director
Inventys Research Company Pvt Ltd

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Editor's Note

Committed to quality and innovation with value-added products

At Business Connect, we always strive to devote our space to promote the philosophies and endeavours of the leaders and visionaries, who are committed to making a difference to the world. With their dedication to shaping the world in a better space to live in, they have come up with some exemplary offerings that can positively impact the future of mankind. We take immense pride to bring forth this brand- new edition that features the enthralling stories of some exemplary enterprises from the chemical industry that have become the leading light to the world with their value-added solutions.

Chemicals have become the essentiality of human life. From food to goods or heat to power- our dependence on chemicals cannot be overlooked. Once considered the building blocks of life, now chemicals have become an indispensable part of our daily routine. While transforming our lives from multiple aspects, the chemical industry majorly contributes to the growth of economies as well. From batteries to painkillers, this industry offers a diverse range of products that are proved live-saving in desperate need of times.

The COVID-19 crisis has spurred the demand for developing the solutions, that can help us combat this fatal virus. Many enterprises have turned their faces towards this industry to manufacture and distribute salvaging products to bring a change to the current scenario of crisis.

Our special edition- '20 Most Promising Chemical Companies in India 2020', will make our adored readers introspect and innovate with some unique insights proposed by outstanding leaders featured here. This time, our committed team has come up with a brand-new issue that can serve as a major inspiration to fire-up your entrepreneurial spirits. We cannot reach anywhere in life without a steadfast graft and same goes for the business as well. This edition will be a dose to enforce the conception mentioned in the above premise. The matchless competencies of these leading enterprises have grabbed the sheer attention of our editorial team and thereby, we have decided to bring forth an exclusive edition highlighting the rising stars from the chemical industry.

This edition is about to serve as a platform to promote top twenty hand-picked success stories that reveal prowess, expertise, decisiveness and exclusive leadership mantras of some phenomenal magnates. Making a mark in the respective industry, these leaders have become an epitome of reliability, innovation and excellence.

Being substantive in the pharmaceutical industry with its custom manufacturing processes, Inventys Research Company has made a name in the game. Commending its exclusivity in the domain, we have decided to feature its success story on the cover page. As a leading pharmaceutical manufacturer, it is offering credible and affordable pharma products to the masses and staying ahead of the curve. And under the aegis of Deepak Birewar, the company is scaling up greater heights.

At last, I would like to take this opportunity to thank all our readers, for they are the driving force that allows us to push our boundaries and come up with more sophisticated editions every time. I hope our Magazine keeps you serving as a gateway to the latest innovations while elevating your spirits with enthusing inspiration

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Printed and Published By Abhishek Kumar Dubey on Behalf of FanzineIndia and Printed at Tanuj Process, A 21/27 Naraina Industrial Area, Phase-II, New Delhi - 110028 and Published at RZC 4, A/2, Street No. 21B, Sadh Nagar - II, Palam Colony, New Delhi-110045

Publisher & Editor : Abhishek Kumar Dubey
RNI No.: DELENG/2018/76695

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Dr. DEEPAK BIREWAR
Chairman & Managing Director

INVENTYS RESEARCH COMPANY

Reliable business partner for global Supply Chains in Life Sciences Sector key Intermediates,
Registered starting Materials, Active ingredients

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THE PHARMA MARKET

The Pharma market consisting of pharmaceutical supply chains is a complex network of companies in various fields from drug discovery, drug development, administrative processes, up to manufacturing, processing of drugs, and finally distribution.

There are substantial changes in the international pharmaceutical industry as well as significant movements in the global pharma market. Growth in manufacturing, processing of drugs is expected slowdown in developed markets, as emerging markets will become increasingly relevant over the next decade. Together with the growing demand linked with population growth and welfare the Indian pharmaceutical industry will be seen spearheading growth in these markets.



Dr. DEEPAK BIREWAR
Chairman & Managing Director



The world is on its knees in the present scenario, with the Coronavirus pandemic disastrously hitting the world. There is now a pressing need to shift the global dependencies in Chemical Products away from China. There is a shortage of trustworthy, reliable chemical manufacturing companies in this vocation.

To be part of the solution it is essential to have world-class business processes, technological skills, and the capacity to create reliable supply chains for multinational customers.

A McKinsey & Company report indicates that by 2020, the Indian pharmaceutical market will rise to USD 55 billion, powered by a steady increase in affordability and a step up in market access. This market would be equivalent to all established markets other than the US, Japan, and China on the estimated scale. The level of penetration would be even more remarkable. India will be at the top in terms of volumes, a close second only to the United States' market. This combination of importance and work presents exciting possibilities for enhancing the standards of therapy and care in India.

Pharmaceutical industry is now seen to be not only critical for the well-being of a human being, but also for the economy as a whole.

INDIAN INDUSTRY AS A PART OF GLOBAL PHARMACEUTICAL SUPPLY CHAINS

Luckily, India is anchoring its role to capitalize on this wave by developing a reasonable ability to create the needed state of the art chemical manufacturing capacities in companies such as Inventys. These Companies will allow take advantage

of the global wave of moving chemical manufacturing from China to India.

Also, the growing Indian market for pharmaceuticals has features that make it unique. Branded generics are dominant, representing 70-80% of the retail market. Second, local players have enjoyed a dominant role powered by the capacity to establish formulations and early investments. Thirdly, price levels, powered by intense competition, are inadequate. Though India is ranked tenth in terms of global value, it is ranked third in volumes. These features raise opportunities and challenges of their own.

INVENTYS RESEARCH -THE COMPANY

Inventys is an Indian research-driven chemical manufacturing company with over four decades of proven expertise in Research, Process development scale-up and manufacturing of fine chemicals as well as Active ingredients for pharmaceutical, agrochemical or specialty chemical applications. The Company is certified by WHO-GMP, ISO 9001, ISO 14001, and OHSAS 18001.

Inventys Management is committed to be a valuable contributor in the supply chain of high value pharmaceutical and other life science intermediates. More than 75% of sales are currently being generated from mature markets such as Western Europe, the United States of America, and Japan. It includes a significant amount from assignments in Custom Manufacturing. Inventys has an established excellent track record of providing its clients with world class results based on the emphasis that advanced technology assures innovative, cost-effective, and secure solutions.

Inventys was formed from the ground up with minimal capital through innovative and entrepreneurial management across two generations of technocrats from the same family.

The Multi Group was the backbone of this development supporting the first steps. This experience has been rooted in it to use resources wisely and frugally and to follow good business practices. It has helped to grow Research Company Pvt. Ltd. to the level of a world class player in the fine chemical's world.

SIGNIFICANCE OF INVENTYS RESEARCH & DEVELOPMENT

Research is the cornerstone of Inventys business philosophy. Over the last four years - Inventys has invested in R&D - more than its yearly revenue! Inventys is now recognized as an innovation driver for chemical manufacturing of specialty chemicals, advanced intermediates, KSMs (Registered Starting Materials), and actives for the pharmaceutical, agro, and electronic chemical industry sector.

Acetonitrile technology of Inventys is an example of cutting-edge research. Inventys uses a completely green route of synthesis for Acetonitrile - an important molecule in pharmaceutical processes as well as in analytical chemistry. The only byproduct in this process is water - making this technology a more sustainable way of synthesizing Acetonitrile. Inventys' Acetonitrile has been approved in India by more than 50 pharmaceutical companies as well as other companies.

Over the last two years, more than 15 new products have been developed from the lab bench up to commercial production for the market. Today almost 30 products are now in development stage laboratory scale and are expected to commercialize in next few years.

Growing a product from the laboratory up to a thousand MTs level is a complex challenge. It is one of Inventys' key strengths.





Inventys can start from the name of the molecule (and CAS number), devise a safe and efficient laboratory process for the first few grams, scale it up to the next level the kilo scale, and finally to the MTs scale production using a process that will be easier to manufacture with, will be inherently safer to operate, and also reduce effluents and waste. Based on the requirements for particularly complex processes Inventys may also build a dedicated Pilot Plant facility. Such a facility is used to further optimize and perfect the manufacturing process as well as to develop detail engineering design for the commercial production with better accuracy.

Inventys has successfully executed multiple such CDMO assignments for European, Japanese, and American MNCs. Companies including Sanofi Aventis (France), Pfizer (USA), and Merck (Germany) have approved various Advanced Intermediates or RSMs (Registered Starting Materials) manufactured by Inventys.

FROM R&D TO COMMERCIAL PRODUCTION

The backbone for commercial production is Butibori site where Inventys has designed, built, and currently operates five automated multipurpose plants with 15 independent production lines.

Inventys production blocks are mainly flexible multipurpose plants. They are designed to handle a wide range of technologies including continuous gas or liquid phase reactions, fixed bed continuous reactions, high-temperature catalytic reactions, high-pressure hydrogenation, and the whole bunch of chemical reactions like: cyanation, hydrogenation, esterification, cyclisation, bromination, and chlorination, nitrile synthesis, hydrolysis, oxidation, as well as organometallic reactions. Fluorination is expected to be introduced over soon.

In the path forward expanding capacities of three additional new state-of-the-art sites for APIs, AIs, and advanced intermediaries totaling around 20 acres has been started by Inventys. The development of these three neighboring sites is scheduled to be commissioned in early 2022.

STRATEGY & PATH FORWARD - CHANGING THE INDIAN PHARMA SCENARIO

Inventys focuses on products of high technology requirements that are not usually manufactured by any other Indian company or have an extremely limited supplier portfolio on a global base. Inventys competes for its market mainly with Chinese and European companies. There were no customers in India until 2019 with

Inventys. The total revenue of Inventys was received from exports to advanced countries like Europe, Japan, and the United States of America.

Inventys' goal is to support Indian and global supply chains minimize their dependency on China by offering a cheaper, more accountable alternative and generating sufficient job opportunities in India.

Inventys' customer base includes some of the top global agrochemical, pharmaceutical and specialty chemical players. They have been partnering with the world's leading innovators for over a decade. However, most of their Contract Development and Manufacturing Organization (CDMO) efforts are currently focused on mature products from innovators.



THE FOUNDER

Dr Deepak Birewar - the Chairman and Managing Director at Inventys - is a trained chemical engineer. He earned his B. Tech. degree in 1985 from IIT Mumbai, followed by his PhD from Carnegie Mellon University in the United States of America in 1989. Dr Deepak Birewar has one son and he lives with his family in Mumbai.

Dr Deepak Birewar has been setting standards for the Indian pharmaceutical industry by innovating and creating products and strategies through his company Inventys Research.

Dr Deepak Birewar started his career in Dupont Corporation, one of the largest chemical companies in the world, after receiving his doctorate. He worked at the Experimental Station near Wilmington in Delaware, USA, as a research scientist in the Central Research Department. To broaden his horizon moved to the software industry and became Vice President of the i2 Technologies, Dallas, the USA in the Semiconductors Division.

As a next step he founded his own software consulting company Rushi International in Dallas, the USA in 1998. He also formed another software company in Dallas named Econet's Inc.



In late 2002 he decided to return to India and joined his father's chemical manufacturing business in Chandrapur, Maharashtra, called Multi Organics.

Following his path as founder and entrepreneur he founded Inventys Research Company in 2005 to concentrate on the Business of custom manufacturing.

Dr Deepak Birewar with vast experience across domains, industries and markets is a proud leader of this global chemical player

As a catalytic agent driving innovation, Dr Deepak Birewar has always addressed transformation. In reality, he says that "before the change reaches us, we want to change. Instead of waiting for the change through our initiative, we like to innovate, strengthen, and change for the better".

In Dr Deepak Birewar's view applying new technology is the most crucial aspect of being a scientist and an entrepreneur to create benefits for the society and the environment through economy and ecology. It is most exciting to develop products for the world on a commercial scale so you can see innovations coming to life.

The most challenging lesson Dr. Birewar said he learned was when he shut down his former software company in the USA in 2002. "Shutting down the company you started is like losing your loved one," he said. The lesson learned is to build sufficient reserves of protection and not overleverage. The world around you can change in a blink!

He further adds, "The journey with Inventys, to say the least, is satisfying." There were ups and downs, struggles, milestones and, of course, failures. Yet, he is thankful that he has been able to live and have remained steadfast!

Great leaders encourage greatness in others as well. A fair and ethical setting - the corporate culture is a key success factor for such a fast-growing team to make sure inspiration comes from loving your job to become the best you can be.

We at Inventys are grateful for every day we are moving forward to make the world a little bit better!

THE MULTI GROUP

Inventys is integrated part of the MULTI Group a leading Intermediates & Specialty Chemicals producer in India. It has a rich history of four decades of excellence in providing the chemical industry with quality goods in India and around the world. The Multi Group. is recognized for its process engineering, frugal project engineering, and excellence in development.

The MULTI Group consists of:

- Multi Organics Pvt. Ltd.
- Abhideep Chemicals Pvt. Ltd.
- Inventys Research Company Pvt. Ltd.

The MULTI Group, headquartered in Mumbai, India, maintains in total more than 13 acres with R&D laboratories, development units and production facilities in Maharashtra's Nagpur and Chandrapur. Its asset base, consistent growth and a history of stable financial performance is the result of their capabilities.

Maximizing efficiency at every stage is the core strength of the MULTI Group and the solid base for further growth!

INVENTYS AWARDS & RECOGNITION

- Winner of "ET NOW (The Economic Times)" for the prestigious Tomorrow Leaders award in the category of Chemicals and Petrochemicals.
- Named as the Business of The Year in 2018 by "The CEO Magazine".
- Recently selected by the Nagpur First organization to be the number 1 manufacturing company in eastern Maharashtra for the manufacturing sector.
- Chosen as one of the Top 10 Fastest Growing Pharma Solution Providers in an upcoming issue of the "Business Connect Magazine".

Inventys has embarked on a journey to deliver customized manufacturing services as sustainable value adding solutions for innovative, established, and emerging life science companies. With research and development as cornerstones, we envision firmly establishing ourselves as a partner of choice for our customers in both overseas and Indian markets.

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The Extravagant Life of Diesel's Founder & Sensational Billionaire
Renzo Rosso

"I am a rock & roll man, and therefore, a denim man. Musicians of any era - whether it be The Beatles, the Rolling Stones, Rage Against the Machine, or, of course, Madonna - will inspire fashion. And we, in turn, will inspire them."

~Renzo Rosso

The builder of the clothing empire and the ingenious billionaire, Renzo Rosso was born on 15th September 1955 to a northern Italian farmer. Rosso is famous for his proactive advertising, savvy retail insight, and smart business sense in developing one of the most fantastic denim and retail brands of all time - "Diesel".

Renzo Rosso's net worth stands at \$3.5 billion, making him the 19th richest man in Italy. Interestingly, Rosso in 2012 for the first time got featured in the Forbes billionaires list.

RISING TO THE FAME

It was in the 1970s when he made his first pair of jeans, and they had a leg opening of 42 centimetres, and his buddies liked the jeans so much that they began requesting them.

In 1975, Rosso dropped out of the University of Venice to work at a small garment factory as a production manager. His mentor, Adriano Goldschmied, encouraged him to remain in the business, and together they established a new venture, thereby creating Diesel. The brand name Diesel was selected because 'diesel' was deemed the 'alternative fuel'.

By 1985, his business associate, denim legend Adriano Goldschmied, had been bought out by Rosso. Here, Rosso introduced the concept of high-quality luxury-premium denim that looked faded and worn, which achieved massive success in the '80s and 90s, with complete ownership of the market. Also, Diesel famously ran one of the first gay-themed commercials in 1995.

Rosso took a step back in 2002 to manage a new investment firm, the OTB Group,



Renzo Rosso
 Italian fashion entrepreneur

putting together all the labels he created with those he purchased. He included French fashion brand Maison Margiela in 2002, the Italian brand Marni in 2012, and Viktor & Rolf in 2008, all of them were headquartered in Amsterdam. In Breganze, Italy, in the countryside north of Venice, Rosso established a glittering new headquarters.

Recently, Diesel has managed to win back some of the cultural cachets it enjoyed in the past. It appointed its first creative director in 2013, Nicola Formichetti, who acquired a reputation as a stylist for pop star Lady Gaga.

INTERESTS

Rosso maintains a house in the village of Bassano del Grappa in northern Italy, a 30-minute drive from Venice. It is home to 50,000 people, where Rosso has provided with free Wi-Fi in the area named after the business he founded.

Rizzoli published the book by Renzo Rosso in 2011, which outlines his theory, it is entitled "Be Stupid: For Successful Living".

An avid art collector, Rosso collects and displays paintings of famous Italian artists. Apart from work, Rosso loves snowboarding, skiing, wake-boarding, and cycling.

Rosso even enjoys soccer and owns Bassano Virtus 55 S.T., his home team. When he took it over in 1996, Rosso added his birth year, '55, to the end of the name of the club. Rosso also operates a winery called Diesel Farm, which sources grapes from a tract of land he acquired in 1994. It produces wines such as "Rosso di Rosso." that is a play on his family name. Rosso considers it a boutique dealer and only sells the wine to selected restaurants around the world.

SOCIAL INITIATIVES

In 2012, the iconic Bridge Rialto, one of the four bridges over the Grand Canal of Venice, was promised to be repaired for 5.5 million Euro by Rosso. He has also funded restoration efforts to preserve the heritage of the mediaeval-era town.

Rosso is now operating an OTB charity fund, known as the OTB Foundation. It spent EUR 12 million to 'combat socioeconomic injustice and of less-favoured areas and persons worldwide.' About 90% of the foundation's activities concentrate on Sub-Saharan Africa, with the remaining 10% focusing on Italy.

While the reigns of the organisation he founded have since been relinquished, the 65-year-old still serves as president of his holding company, OTB (which stands for Only The Brave, a corporate motto). It does not seem like he will slow down in the immediate future.





Ador welding

Continuing the rich legacy in welding industry

Indranil Roy | Business Connect



Satish Bhat
MD, Ador welding

India has always been well-known for its age old agricultural practices. It was even termed a “golden bird” by many eminent historians. But hardly has it been acknowledged for its manufacturing capabilities. The iron pillar at Mehrauli, which is many centuries old, is still a subject of discussion among the circles of metallurgy experts and global manufacturers. But after being a subject of British Empire for two centuries, we were robbed of our craftsmanship. We kept struggling with our manufacturing industry because of our complete dependence on foreign exporters. Before independence, we were tied to apron strings for even the small nuts and bolts. Things did not become hunky dory even after independence too. We were still compelled to rely on imported manufacturing products for many years. But when it came to welding products, Ador Welding came as a sigh of relief for many Indian industrialists and became a ray of hope for Indian craftsmen.

The company is running a legacy that dates back to more than six and half decades. It was established three days prior to the first ever general election of independent India on the red letter day of 22nd October 1951. Since its inception, it has traversed a long journey which has served as prime source of employment for hundreds of employees all these years. This Mumbai-based company is nothing short of a national heritage due to its premier welding and associated service. It would not be an exaggeration to call it one of the main architects to lay the foundation stone for the post-independence industrialization in our country. Since its establishment, it has been the foremost choice for finest Welding Consumables & Equipments, Welding Automation Products and Systems, CNC cutting systems, PPE & Gas cutting products and accessories.

CATERING TO NUMEROUS SECTORS AND PEOPLE

The company is not limited to any particular industry. It serves across varied domains that include Automobile, Wind Energy, Thermal & Nuclear Power, Heavy Engineering, Mining, Chemical & Fertilizer, Oil & Gas, Project Engineering Business, Railways, Defense, Infrastructure and many others. It makes sure to deliver the optimum level of welding & fabrication excellence. The company believes in working as per its philosophy of sharing. This makes the company pass-on its excellence and scholarly know-how of the domain to the burgeoning manufacturers, industrialists and students. It came up with a separate skill development institute “Ador Welding Academy” to polish the skill set of Students, Professionals and Trainers.

The company is prominent for being the only professionally run Indian welding company. You name a problem pertaining to welding and it will hardly take any time to come up with the solution. Ador has been working very closely with the industry to meet its welding needs be it making consumables to meet sub-zero or high temperature service conditions, developing low power consuming high weld quality welding inverters or customized automated solutions and many more. Its PEB business has done a first ever with an innovative design of a Mobile Flare system. Apart from this, it is the only company in this field to have a “Clean room” for the manufacture of inverter welding equipment in India. Moreover, it is the only company to have an NABL accredited testing laboratory for a welding company. Its Pulse-Mig welder Champ Pulse 500 is India’s first indigenously manufactured welding inverter at par with the best in the world. The company has a unique customer-centric behavior inculcated in its ethos and consciously works towards developing solutions.

The company manufactures welding products at four strategically located manufacturing plants across the country. It sells them to direct customers through a wide network of distributors and channel partners by means of a team of sales and service engineers. The company has been exporting since 1968 to its distributors and end users located in more than forty countries. It also has a project engineering business that undertakes EPC contracts and fabricates process equipment for various industries in India and abroad.

TECHNOLOGY IS THE DRIVING FORCE

The technology development center located in Pune has the latest and state of the art equipment like XRF analyzers, Creep testing equipment, Carbon, Sulphur & Oxygen Nitrogen Analyzers, Optical spectrometer, Strip cladding equipment and many more. Digitalization of its systems and processes has led to a discernible

improvement in time to delivery and product life cycle management. The exclusively designed apps for business intelligence, customer order processing & sales management have enhanced efficiencies greatly. The only clean room for manufacturing of inverter welding equipment in the welding industry ensures that we make the most trouble-free inverters available and are able to offer three-year warranties. It has a team of more than 50 research engineers working tirelessly towards updating existing products and adding new ones in our product portfolio to meet the customer’s ever-changing needs.

The company is working with top government establishments to develop special welding consumables for highly critical welding applications as import substitutes. Its welding academy AWAPL is working closely with NSDC for Skill India towards imparting Knowledge and skill in the welding field, more so as we as a country look to become a manufacturing hub for the world.

HAVING TOP-RATED CLIENTS

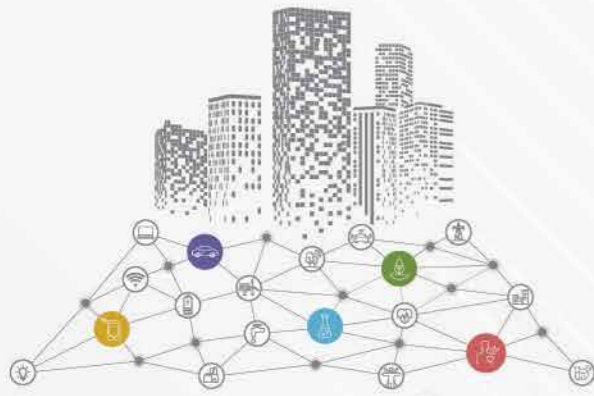
The company has delivered its services to clients who are considered elites in the industry. Companies like L&T, Reliance, Maruti- Suzuki, BEML, TATA, Godrej, Yamaha, Ford, Hyundai, Alfa laval, Royal Enfield, Bajaj, ONGC, HMEL, BPCL, SKF, FLSmith, SAIL, Aditya Birla Group, Coal India, MRPL, Cochin Shipyard, BHEL, Railways, Defense are few of the many names on the domestic scene. In the International markets, it has ASRY, NPCC, Dangote, Petrofac, KOC, KNPC, QP, and Eversendai to name a few.

BAG FULL OF ACHIEVEMENTS

In 1962, the company founded new electrode plant at Raipur. The very next year, it set up a welding equipment plant at Chinchwad, Pune. From 1967, it started exporting products to Middle East, Africa and South-East Asian countries. In 1986, the company went public. This is just a tip of the iceberg. There is an ever-expanding list of milestones that company has successfully achieved.

MEET THE SEASONED MD

Mr Satish Bhat is a veteran with long services with market leaders like Ador Welding, Schuler Group, Mahindra Group in a career spanning over 32 years. He has proven skills in managing medium and large companies in the capacity as a MD / CEO. He has led business teams in areas like business strategy, sales & marketing, product technology and development, financing and operations. Moreover, he has got sound experience of the intricacies of Global markets - the US, Middle East, Europe and Africa both in short and long cycle.



FLAGSHIP PRODUCTS AT A GLANCE

We reinforce our Corporate Values under tenets of Joy and Fun



OBS-ONE
Measures concentrations of emissions (CO, CO₂, THC, NOx, NO₂), particulate matter, calculates Mass Emissions and much more



STACK GAS ANALYZER
Exclusively Designed for Simultaneous Measurement of 5 Different Gases (NOx, SO₂, CO, CO₂ And O₂)



HELO
HORIBA Evolutive Laboratory Organismator
End to End solution for Hematology



Mass Flow Controller
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Precise Measurement and Reliable Control



ViewSizer 3000
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-  Automotive Test Systems
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-  Semiconductor
-  Scientific

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246, Okhla Industrial Estate Phase III, New Delhi - 110020, India, Tel: +91 (11) 4646 5000 / 4669 5001 Fax: +91 (11) 4646 5020 / 4669 5010

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COMPANY	PERSON	DESIGNATION
Ador Welding	Satish Bhat	Managing Director
The Anthea Group	Paul Vincent Menacherry	Managing Director
Ardex Endura (India) Private Limited	Gopinath Krishnan	Managing Director
Asha Chemicals	Arun Kumar	Founder
CareClean India	Ashwin Suresh	Managing Director
Dadia Chemical Industries	Haresh Dadia	CEO
Deepak Fertilisers & Petrochemicals Corporation Ltd	Sailesh Mehta	Chairman & MD
Deepak Group Co	D. C. Mehta	Chairman & Managing Director
DIC India Limited	Manish Bhatia	MD & CEO
EMCO Dyestuff P. Ltd	Ruchir Shah	Director
Finar Limited	Amit Maheshwari	Managing Director
Grand Chemical Works	Akash Arora	Managing Director
Inventys Research Company Pvt Ltd	Dr. Deepak Birewar	Chairman & Managing Director
Kiran Global Chems Limited	M S Jain	Chairman
Maas Pharma Chemicals	sandeep Tayal	Business Head
Mosil Lubricants Pvt. Ltd.	Shail Mavani	Director
Piyanshu Chemicals Pvt. Ltd.	Piyush Kejriwal	Director
Roha Dyechem Pvt. Ltd	Mahesh Tibrewala	Managing Director
Rolex Lanolin Products Limited	Hasit Zaveri	Managing Director
Tina Organics (P) Ltd.	Lalit Jain	CEO



THE ANTHEA GROUP

Paving the Way Through Collaborations

Ashwathy Nair | Business Connect

The third Group company Catàsynth Speciality Chemicals Private Limited is located in Mangalore Special Economic Zone, Karnataka. It is a green field facility manufacturing Catechol based products using patented, eco-friendly and sustainable processes. Solvay, a global leader in diphenol chemistry, completed an equity investment to take a significant minority shareholding in Catàsynth Speciality Chemicals, in February 2020.

THE BEGINNING OF A GREAT ENTERPRISE

Anthea was founded by Dr. Vincent Paul, who was Head of the Organic Chemistry division at the erstwhile Hindustan Lever (now Unilever) Research Centre in Mumbai. Dr. Paul obtained his PhD in Organic Chemistry from the Indian Institute of Science (IISc), Bangalore, following which he did post-doctoral stints at Columbia and Johns Hopkins, the USA as a Fulbright scholar. He returned to India and joined HLL as a research scientist. He resigned from Hindustan Unilever in 1983 and incorporated Anthea Aromatics in 1985. The intervening years, until the setting up of the first manufacturing facility of the Group in Navi Mumbai in 1991, was filled with many struggles. Through capital pooled from personal savings and family members and friends, he set up Anthea to manufacture F&F chemicals. An equity investment in 1996-97 from the Calcuttawala and Khanderia families, helped expand production capacities and set the Company on its growth path.

With the confidence gained from the success of the Navi Mumbai plant, production was expanded to a second facility located in Roha, Maharashtra in 2002. In 2008, DRT, a significant player in the terpenes space, decided to partner with Anthea in a Joint Venture to manufacture a range of terpene chemicals in India. The result was the setting up of DRT-Anthea Aroma Chemicals Private Limited, a 50:50 joint venture between Anthea and DRT, which now has two manufacturing facilities located in Roha.

Anthea had, through its in-house R&D, also developed and patented a process for manufacturing synthetic Piperonal from Catechol. This process, being eco-friendly and sustainable, helped to offer an alternative product to natural Piperonal, the production of which involved the wide spread destruction of Sassafras forests. To set up a manufacturing facility for Synthetic Piperonal, Anthea acquired Crown Chemicals in 2007. The facility

in Tarapur MIDC started manufacturing Synthetic Piperonal in 2009. In 2011, DRT, France invested in Crown Chemicals to purchase a minority stake and subsequently increased its stake to 50% in 2013.

In 2016, ICICI Venture Funds Management Company Limited invested in Anthea to fund the future growth of the Group, and Anthea established Catàsynth Speciality Chemicals Private Limited as a 100% subsidiary, in the Mangalore SEZ to manufacture a range of down stream products from pyro-Catechol, based on patented manufacturing processes developed by Anthea in its in-house R&D facility. In January 2020, Anthea acquired the DRT share holding in Crown Chemicals, to transfer the manufacturing of synthetic Piperonal to Catàsynth, following which, in February 2020, Solvay Chemicals and Plastics Holding B. V. invested in Catàsynth to acquire a significant minority stake in Catàsynth.

Dr. Paul Vincent Menacherry is the current Managing Director at Anthea and has been leading the Group since 2001.

The prevailing COVID crisis and the geopolitical situation with China have provided several opportunities for the Anthea Group of Companies to expand its business further to supply a range of Speciality Chemicals for F&F, Pharmaceutical and Agro chemical applications to the global marketplace.

MANAGING RISKS – THE ANTHEA WAY

As it is evident from the inception story, Anthea has grown through partnerships. Whether it is through forming partnerships with suppliers or major stakeholders, partnerships strengthen the fundamentals of the Group, bringing in shared expertise and increased access to markets.

A highly ethical and responsible approach and the adoption of industry best practices in manufacturing the business processes have enabled The Anthea Group to create significant value for their customers and stakeholders.

Moreover, R&D plays a crucial role in developing novel processes for synthesis by optimizing process technologies and expanding product range. The Anthea Group's in-house research has resulted in several new products being introduced in the market over the years. Here, the patent portfolio is a testament to the R&D practices, adding significant value to this Company's product offerings.

Demand for The Anthea Group's products was high even during the current Covid-19 crisis as these go into soaps, detergents, sanitizers etc., and their primary manufacturing plants were restarted in early April under essential services. As per the mandate by local authorities, the Company have put in place work from home for individual employees and also ensured under 30% staff strength in the corporate office. In the production facilities, employees work in shifts. Also, they are required to follow social distancing norms, wearing PPEs at all times and avoid groups or everyday gatherings during lunch hour or breaks. Daily temperature checks and updating of 'Aarogya Setu' app is mandatory. Besides, employees are encouraged not to turn up for work in case they are not feeling well. The office space is regularly sanitized, especially surfaces which come in contact frequently.

THE MANAGEMENT OF RESOURCES

The Anthea Group manufactures speciality synthetic chemicals using a range of catalytic and non-catalytic reactions, in continuous and batch manufacturing processes. The products are made to exacting specifications which are typically at par or better than the competing products.

Furthermore, The Anthea Group have effluent treatment plants to treat waste water generated in the manufacturing process. As they are located in industrial zones, the treated effluent is sent to the common effluent plant for further processing. The hazardous waste is sent to common hazardous waste treatment storage and disposal facilities.

All employees are considered as being part of the Anthea Family, who have come together to make an extraordinary impact on Customers and other stakeholders in the field of speciality chemicals. The Anthea Group and all its members value Innovation, Integrity, Excellence and Teamwork (to our Customers, to the nation and to each other) and strive to live by these values.

Anthea is committed to supporting socially responsible initiatives and actions which contribute to society and improve the living conditions of communities.

Anthea participated in a study with the National Association for the Blind, to determine whether visually impaired people had a superior sense of smell, which could qualify them for job opportunities in the fragrance industry. The results were overwhelmingly positive, leading to setting up of a course (COFVI) in odour discrimination, in a college in Mumbai.

The milestones and achievements of The Anthea Group include Establishment of Anthea Aromatics in 1991, Joint venture with DRT, France, establishing DRT-Anthea Aroma Chemicals in 2008, Developing a patented process for the manufacture of synthetic Piperonal (Heliotropin), Developing a patented process for the manufacture of Piperonyl Butoxide (PBO), Investment by ICICI Venture, the asset management arm and a wholly-owned subsidiary of ICICI Bank in 2016, Investment in Catàsynth Speciality Chemicals by Solvay Chemicals and Plastics Holding B. V. in 2020.

The Anthea Group further plans to launch new product offerings in the F&F, Pharmaceutical Intermediate and Agro chemical space. They even plan to set up a new manufacturing facility for Anthea in Mangalore Special Economic Zone, for which the environment clearance is currently being obtained.



PAUL VINCENT MENACHERY
Managing Director

The Anthea Group consists of three Group companies engaged in the manufacturing of various speciality Chemicals for Flavors & Fragrance Industry (F&F), Pharmaceutical intermediates and Agro chemical applications.

Anthea Aromatics Private Limited was established in 1991 in Navi Mumbai. The company manufactures speciality chemicals for the Flavours and Fragrance industry in two facilities located in Navi Mumbai and Tarapur. The in-house Research & Development facilities are located in the Navi Mumbai facility.

The second Group company, DRT-Anthea Aroma Chemicals Private Limited, was established in 2008, with manufacturing facilities in Roha, Maharashtra. This company is a 50:50 joint venture of Anthea with French multinational, les Dérivés Résiniques et Terpéniques (DRT), a global leader in rosin and gum turpentine derivatives. In 2020, DRT was acquired by Swiss F&F major, Firmenich SA. DRT-Anthea manufactures terpene chemicals like Anthamber®, Dihydromyrcenol, Methyl Pentenone, Geraniol, Nerol and Linalool.

The Next Phase for Healthcare Industry is Rapid Innovation – A WAY TO FIGHT BACK

The Coronavirus pandemic has hit a lot of industry and one of them is the Healthcare industry. Everything in the world is trying to rise in order to shine and get back to normal with innovations that could result in better outcomes.

Now it's time to fight back! The convergence of Artificial Intelligence, Internet of Things, Wearables, Blockchain and point-of-care testing are innovations that are resulting to be more effective. The pandemic has shaken the foundations of healthcare and all that is needed during this time is a rapid innovation to get back the stability.



The post-pandemic world needs to have a healthcare system that is totally transformed.

Let's go through the Rapid Innovations, which is the next phase for the Healthcare Industry to fight back:

Wearables, Internet of Things, and Point-of-care testing Monitoring health with the help of internet-connected devices have been used by many but the past is left back to draw our own conclusions from the generated data.

The new trend is Modern Wearables like smart watches, fitness tracker, etc., which are very different and unique. A few decades back, have we ever thought about something that can detect and alert the wearers about cardiac emergencies? Of course not! But now it has become so common that most people are seen wearing one.

Wearable has somewhat become like a measuring device that is getting so accurate that even doctors have started to rely on them as it provides deep insights into health.

IoT (Internet of Things) is one of the most vigorous as well as sensational developments counted in information and communication technology that has the capability to connect many devices into common platforms.

The same way, POC (point-of-care) or with-patient testing is something that allows staffs to make treatment decisions and speedy order of treatment when the condition of a patient is diagnosed. It simplifies the process of testing that the

doctors can focus directly towards what the matter is and can provide effective as well as quality care to the patient.

BLOCKCHAIN

An innovation that is ideal for delivering immediate and transparent information. With Blockchain, it provides more accessibility to patients, doctors, laboratories, pharmacists, etc. and helps in prevention of data leakage and misuse.

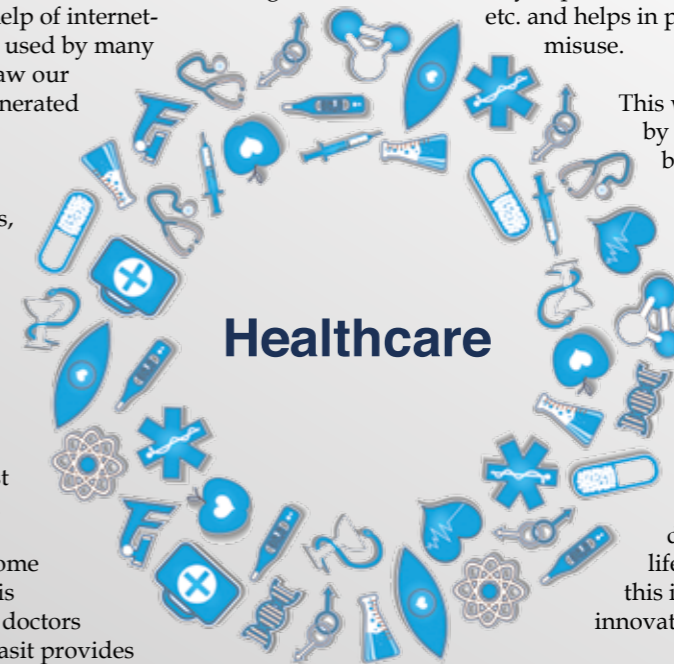
This will transform the healthcare sector by letting the evolution of new business models. Blockchain stores information by making it easy for people to access data and by keeping it safe and secure.

PERSONALIZED MEDICINE

It is common that patients are different and most of the times, the same treatments are not suitable for every patient and they respond differently. There are so many reasons behind patients reacting to treatments differently; immunologic and lifestyle-related, genetic, etc. to solve this issue, the most efficient way is innovation.

One of the most sensational innovation occurred in medicine is 'personalized medicine'. This provides deep insights into individual patients as well as machine learning that helps doctors to understand patterns allowing to personalize medicines as per individual patients.

Artificial intelligence is a key component of personalized medicine, soon the future will witness the prescription of medicines after examining about how well that medicine will respond to a particular patient and what medicine would cause side effect.





ASHA CHEMICALS

MANUFACTURING PRODUCTS FOR EVERY CLEANING NEED SINCE 1992

Dr. Amit Mishra | Business Connect



ASHA | Founder

Arun Kumar | Founder

Founded in early 1992, Asha Chemicals have emerged as one of the preferred partners in Cleaning Products. Asha chemicals are a 27-year-old company that is into the manufacturing and marketing of Home hygiene Cleaning Products based in Bangalore, Karnataka.

The products range from Floor cleaners, Toilet Cleaners, Bathroom Cleaners, Kitchen Cleaners, disinfectants, and all kinds of household chemicals. The brand name FLOROMA is a household popular name in the retail market

in South India. Competitive pricing, fastest turn-around time, monitored processes and quality products have made it a preferred choice

"We have products catering to every cleaning need of not only homes but hospitals & institutions. Products are manufactured under the strict supervision of quality standards from procurement to delivery. Formulations are developed in-house R&D Lab by Chemists with clear knowledge of the subjects. We have automated our complete process of manufacturing, filling, capping, sealing, labeling & packing

using machines" says Mrs. Asha, the founder of the company.

The team follows a strict and meticulous multi-step Quality Control Procedure. At each step of production, the company runs a Quality Check Procedure to make sure the end product is of impeccable quality. The product goes through a final detailed QC procedure before being dispatched.

Speaking on the quality front, Mrs. Asha believes, *"We are able to sustain and grow in the market only because of the constant quality of*



the product. Quality of the products is made better consistently by our R&D chemists, who try to incorporate eco-friendly materials so that the final products are achieved with less stress on the environment. Marketing is the strength of our organization. We have a wide network of super stockists and distributors supported by the sales team."

It all started with a modest capital of 4 lakhs, borrowed from Karnataka State Financial Corporation and State Bank of India. She was only 24 years and her husband was 29 then. It was a big risk to take at that age as they had yet to start their family & also had to support 3 siblings to educate. However, they decided it was now or never.

"We rented a small shed of 2000sqft, set up the machinery to manufacture black disinfectant Phenol, which was widely used then in households, hospitals & everywhere. We hired just two people, a father, and a daughter. I came from a technical background and I had a thorough knowledge of the product and machinery. My husband is experienced in the marketing field and believed we could make the venture successful."

recalls Asha

Although it was started with a modest amount of capital, Asha chemicals are growing fast in every aspect to meet the demand of the fast-growing Industry. Supported by a strong team comprising people with relevant technical, quality, marketing experience, Asha Chemicals believes that a clean and hygienic environment is a major contributor to good health which brings in higher productivity.

"We strive to provide excellent cleaning products to satisfy the challenging needs of our customers. Our customers are evidence for our achievement"

believes the founder.

She had worked as a chemist & microbiologist in manufacturing & quality control in the chemical and food industry. This has helped her a lot in bringing out new product development and also improving the existing product.

The founder opines that *"R&D is the core of any industry. Today in this fast-changing marketing conditions and technology. Change is the only mantra for success. We need to be ahead in understanding the customer requirements and present our product in the market in the best possible quality at the least price."*

Ensuring safety during the COVID pandemic, the company has protected all its employees under the ESI scheme for their health issues/hospitalization, which also covers their family members. In these times, the company has introduced several products such as Hand Sanitizer for the consumer market, disinfectants,

antiseptics solutions for hospitals & health care at a very reasonable rate.

Going forward the company aims to establish brand FLOROMA in the PAN India market and export its products to other countries along with the new Pharma Division products such as Hand sanitizers, Disinfectants, and Antiseptics.

As a social responsibility Asha Chemicals donates chemical products free of cost to various charitable organizations like old age homes, orphanages, schools, and hostels for the handicapped to name a few. The company has also created a fund to support children of our workers to pay fees for schools & colleges during the beginning of the year.

In its journey of twenty-seven years, the company has a brand value and has been accoladed with multiple awards. To name a few are:

- Woman entrepreneur of the year" for the state of Karnataka BY KASSIA(Karnataka Small Scale Industries Association)
- Best vendor for the year" 2017 By Metro Cash & Carry
- One of the fastest-growing industry in Karnataka for the

year 2020 By FKCCI(Federation of Karnataka Chambers of Commerce and industries)

- Being the only company in this segment with 6 automatic lines for production in South India.

Completing successfully 27 years in this business and still growing is itself an achievement because it's quite a task to compete with Multinational brands and their huge marketing campaign because of the huge capital & funding they have.

Here's a thought of wisdom from the founder advising young people aspiring to build on their dreams

"Business is like a cross country race for an entrepreneur. You won't see any results for a long time but still, you have to keep doing what you got to do and keep yourself ahead in the game. It might look very difficult, you might feel it's impossible but at the end of the day, it's all worth it. If you keep running without looking back, the journey will be an amazing one and you will never regret anything. So in business, we have to survive to fight another day to emerge as a winner"



EMPRADA MINES AND MINERALS
MINING EXPORTS

RECREATING QUALITY EMPRADA MINES AND MINERALS

"I believe that, The new age entrepreneurs should be 'Capitalist in mind and Communist at heart'. An Inclusive mindset would always fetch positive results."

Vikram Akepati, President & CEO



Sugandh Bahl | Business Connect

Bringing in technology to revolutionize the existing state of Barite Sourcing has made Emprada Mines and Minerals the Startup of The Year 2019. Through their innovative model of production and purification in their field of expertise, Emprada is creating a lasting legacy in the Barite industry.

Within just a few years of its inception in 2015, the company serves the global majors in this field in over 20 countries across 5 continents.

COMPANY OVERVIEW

Emprada Mines And Minerals is an American Petroleum Institute (API) Certified Company (License No : 13A-0094), directly sourcing from the world's single largest barite mine extended over 225 hectares with more than 50 million tons of reserves, they are specialized in providing high quality Barite Powder (up to 96% BaSO₄) without any toxic materials to their clients. It is of premium quality and purity, which makes it all the more appreciable. They conduct strict quality tests in their state-of-the-art laboratory to ensure the delivery of high quality Barite Powder as per the API 13A and other industrial standards. Incorporated in 2015 with Headquarters in Austin, TX and Production Plant in Andhra Pradesh, India with over 50 full time resources, they have made exponential development in the exports of Barite starting with 7000 MTS in 2015 to 250000 MTS in 2019.

Emprada, an expert in Barite supply, has the most sophisticated manufacturing facilities to produce the purest form of Barite with in-house production capacity of 15,000 MT per month. They use a combination of processes to manufacture different specification of barite powder used in oil drilling mud chemicals as defined by "American Petroleum Institute". Their mission is to provide best in class, drilling fluid chemicals for the clients' drilling needs. Emprada always adheres to the market

trend and expands its product range in response to changes in customer demand. They maintain strict compliance for the packing policies of their customers.

Vikram Akepati, CEO has completed his Master of Engineering in Manufacturing and Management from University Of New South Wales, Australia and worked in Fortune 50 companies in the USA for over 15 years in decision making roles. Vikram has the expertise to handle the clients effectively.

Archana Reddy Akepati, Director of Finance has completed her MBA in Finance from Institute of Public Enterprise. She has worked in various domains like stock broking, OTC derivatives market and Mortgage department in companies like UBS, London and Wellsfargo, India.

Dr. Prasada Reddy Akepati, Director of Innovation Strategy is an expert in globalization, trade, foreign direct investment (FDI), economics of technological change, corporate strategies and management of technology. He worked in various positions at United Nations Conference on Trade and Development (UNCTAD), Geneva and Lund University, Sweden before joining the Emprada group.

Sreevatsava Dantharaju, General Manager is a Techno-Managerial Professional with over 15 years of experience in People and Operations Management. He had worked with IT Product Development and Services companies prior to joining Team Emprada.

ACHIEVEMENTS SO FAR

Emprada has been a live example of the transformation taking place over the years in their field, being the last one to enter into this business which had been in a downtrend when they incorporated. There have been quite a few established

companies which had a market share over 90% and had been in business for over 40 years. But with the new age practices, effective client engagement, strategic initiatives focusing on quality and delivery they were able to penetrate and capture about 20% of the market share in just three years, and opened new avenues as well.

In an established business with cutthroat competition, the only edge they have over others is innovation and doing things differently. They have set up a state of the art API Certified (Best in the industry) Quality Analysis Lab with qualified analysts to perform rigorous testing on the material to qualify for exports.

- Financially, they have crossed 15M USD in sales in 3 years with 100% increment Year-Over-Year for the last 3 years.
- Their exports crossed 150000 MTS in FY 2018-19. they were recently recognized with "Star Export House Certification" by Government of India.
- They have built Five manufacturing units and employed 50+ full time employees, one of the highest in this business.
- They have been awarded API Monogram - Spec 13A (License No: 13A-0094) certification by American Petroleum Institute, USA (Highest recognized certifying agency for Barite in the world) for having the best quality process.
- They have achieved ISO 9001- 2015, ISO 14001-2015, OHASAS 18001-2015 for their quality standards.

Emprada Mines and Minerals was incorporated with the objective of catering high quality barite minerals to industries which require them. They are a manufacturer, exporter and supplier of Grey Barites Powder in national and international market having vast experience and knowledge in this field. They have won the trust and confidence of their customers by consistently offering premium grade products at market leading prices. They have made it a practice to check the product on different parameters before delivering it to the customers. Their team of professionals makes sure that each of the products that they offer are of the highest standard and can serve the purpose of the clients efficiently.

They also strive to fulfill their corporate social responsibility by providing employment opportunities to those in need. A 100% of the employees that they have are local to the area. Emprada has helped them by securing their employment and uplifting their living standards. They have also been generously contributing to the local schools.



INFRASTRUCTURE AND LOGISTICS

- Barite Factory with five high speed 5 roller pulverizing mills.
- In-house production capacity of 15,000 MT/ Month.
- Covered warehouse & open storage area of 270,000 sq.ft for stocking.
- State of the art laboratory techniques for quality control.
- Laboratory with full testing facilities as per API 13A.
- Material Handling Equipments like Forklifts, Pay loader, Excavator, Fleet of Trucks, Hydraulic & EOT Cranes.
- Manufacturing facilities are equipped with a variety of Customized Packaging solutions.
- Closer to the Port for easy transportation of jumbo bags.
- Tie-up with transporter companies for shipping of material to the sea port.
- They offer FOB or CIF terms from major Indian Sea Ports (Chennai and Krishnapattnam) depending on the requirement.

THE VISION

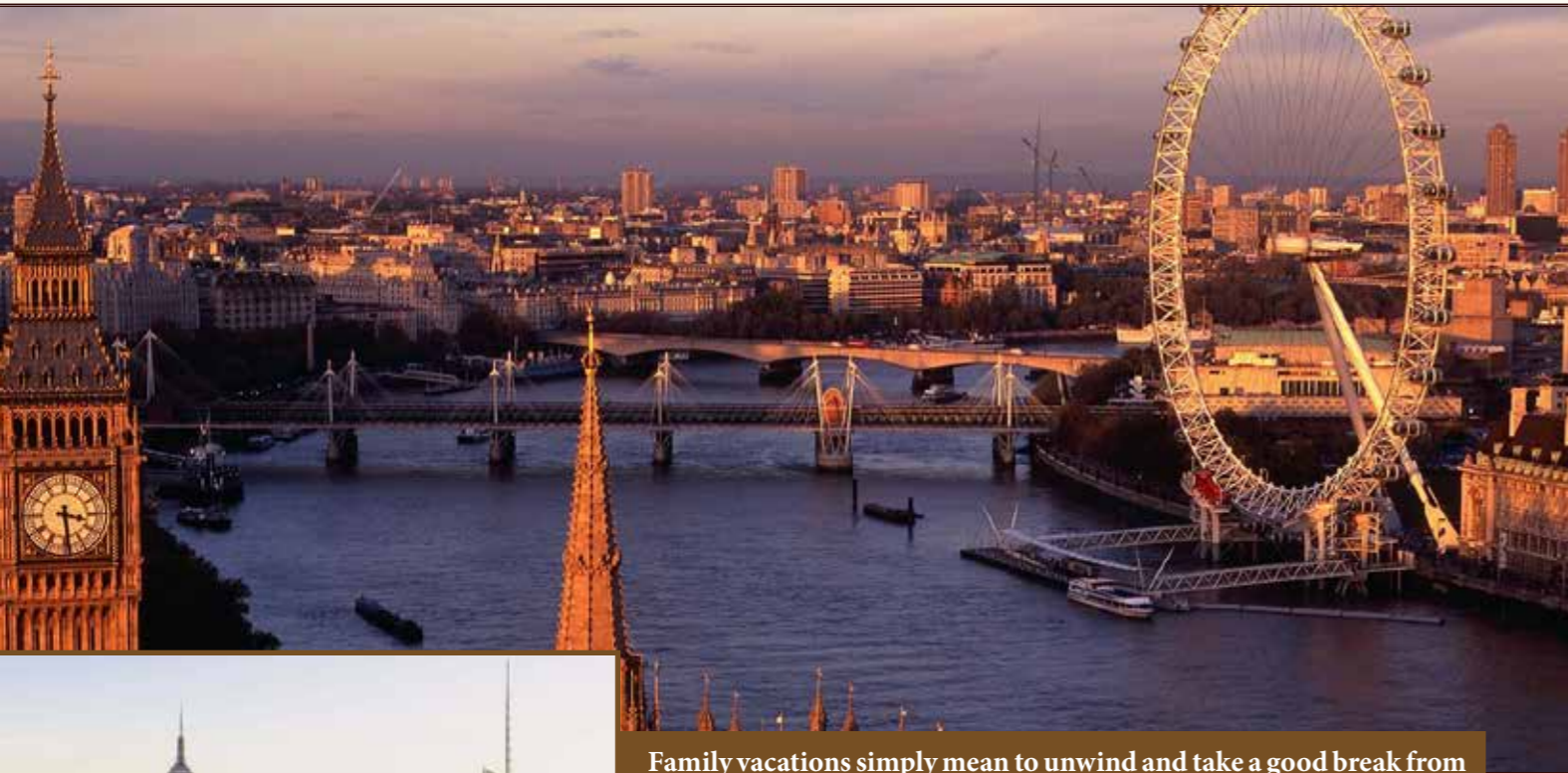
At Emprada, they strongly believe in the philosophy that the relationship with the clients can only be built based on the quality and standard of the product delivered.

Emprada has developed its own testing and quality control for delivering the high standard end product. The company has fully equipped state of the art laboratories, staffed by highly qualified and well experienced technicians for barite sampling, testing and analysis. Their R&D teams along with the technicians always work hard to improve the quality of their end product. The lab is equipped for sampling and sample preparation, chemical analysis, flame photometer tests, sieve test, determination of specific gravity and bulk density and high temperature fusion tests. Random sampling of the powder is done throughout the production cycle to maintain the standards.

Their vision is to become a market leader and provide exceptional quality barite mineral to current and prospective customers by capitalizing on their mutual commitment, loyalty, integrity and respect for each other. The focus is firmly upon business development, innovation and providing support for each new emerging international opportunity. They believe in working with their suppliers and customers on an open, honest and transparent basis which helps to build mutual trust and long term relationships.

BEST TRAVELLING

Destinations For Family Vacation



Family vacations simply mean to unwind and take a good break from the monotony of daily based routine. Traveling with the family is also a very good means of reconnecting with your kids as well as your family loved ones.

If you ever think about spending some quality time with your loved ones, then this is just the article you need. We have nicely compiled a list of the best family vacation destinations around the world. Changing

weather in your city and the much-awaited end of school examinations always excites everyone for a family vacation. Ultimately, the alarming holidays are deciding parameters and marking the holiday season in India for traveling. There are two seasonal vacations in India that are usually meant for school holidays – Winters and Summers are it is the time of the year when most Indians are out in trains, planes, and even on buses to ready to enjoy a holiday and forget about the busy daily life. If you one of them and also thinking of the best travel destinations to take your family this year, then this article will lend a helping hand in finding you that destination.

Here is a full packed hand-picked assortment of places to visit around the world with family. There is nothing matters when you decide to travel, whether you want a relaxing backpack break or something a little more adventurous, there's always somewhere for everyone in this list of 5 destinations worldwide. So spread yourself across the sub-continent and here are the top 5 destinations for a promising summer holiday worldwide.

LONDON, ENGLAND

London is perhaps the obvious destination for a family holiday in the UK, and the region has tons of great places to go with kids. You can just go see a big game at the West Midlands Safari Park, or you can visit the Black Country Living Museum in Dudley. Then there is Birmingham city, which has an excellent center for Sea Life and Derby has a pleasant gateway to the Peak District. These major attractions in UK make your kids to experience a major European city on a family vacation to London. The children are also going to be fascinated by the world they have only seen in movies like Harry Potter. The colorful market around London, telephone booths and legendary pop culture just like movies.



TOP THINGS TO DO

- Explore 1000 years of history and Listen to the grisly tales about the Tower of London.
- Get to know interesting facts and Explore galleries at the Natural History and Science Museum.
- Have a fun-filled evening at a popular children's theatre - The Soapbox Children's Theatre.
- Get amused and scared at the London Dungeon.
- Feel the vibe at Madame Tussaud's famous Wax Museum.
- Explore Sherlock's home at 221b at the Baker Street
- Savor the view from the London Eye Millennium Wheel.

NEW YORK CITY, NEW YORK

A trip to New York is the best way to teach the kids more about US culture and their history that they only read in school textbooks. In New York, you can visit the legendary Statue of Liberty, the most recognized symbol of the nation's freedom and liberty. Apart from that, make the children see Ground Zero so that they will be able to relate everything that they have heard about the horrifying 9/11 attack on the US.

Additionally, New York is known as "the city that never sleeps" and often called the greatest city in the world. New York is always a great holiday destination for children and adults alike if they plan their vacations to the USA. Some of New York's best attractions include the Empire State Building, Central Park, and Rockefeller Center.

TOP THINGS TO DO

- Walkthrough the Times Square
- Go for Ellis Island tour
- Witness the Statue of Liberty
- Let the kids feel the thrill at SeaGlass Carousel
- Take the children to the Imagination Playground
- Relish the city view from One World Observatory
- For kids centered activities, visit the Children's Museum of the Arts

PUGLIA, ITALY

Puglia, which is forming the heel of Italy's boot, is a great choice for a full packaged family holiday in the sun if you want to feel warm. With never-ending immaculate beaches and the Salento peninsula's highlights make it very playful for kids. The countryside of Puglia has its charms too, not less like the fairytale. Trulli houses are the best thing that kids will love and spotting these pint-sized limestone dwellings with conical roofs makes them wonder the place more. Apart from that, you can head towards UNESCO protected heritage Alberobello for a town full of Trulli and you can even spend a night in one of these houses for adding the fun.

TOP THINGS TO DO

- See the city from above: CN Tower the tallest building in Toronto.
- Royal Ontario Museum, the best museum in North America.
- elegant Casa Loma, The Gothic Revival castle.
- Go to an island, there are a few small islands in Lake Ontario.
- The downtown Ripley's Aquarium of Canada
- Hockey Hall of Fame, a museum dedicated to the history of hockey.
- The Toronto Zoo is a world-class zoo for kids and their families.
- Canada's largest Art Gallery of Ontario (AGO)
- Look at shoes in The Bata Shoe Museum



TOP THINGS TO DO

- Visit Castel del Monte: an inhumanly exact geometric shape on the hilltop
- Otranto's cathedral
- Grotte di Castellana, limestone caves
- Museo Faggiano-rich historical AND fascinating home-turned-museum
- Al Trabucco da Mimì - a traditional Pugliese wooden fishing platform
- well-preserved 16th-century excellent museum - Museo Archeologico di Santa Scolastica
- Cortefiore: seafood restaurant

TOKYO, JAPAN

If you are planning to visit Tokyo with the children, think no more and book your tickets. Tokyo is one of the most fabulous cities in Japan that seamlessly blend with the Japanese traditions with the cosmopolitan aura. The kids will be spoilt for choice in food when in Tokyo because Japan loves noodles and so do the kids love. It is easy for your family to find fun and unique experiences here. There are many gorgeous play centers and interactive museums which are the key attractions for the little ones. Also, a good walk through the Akihabara will charm your kids with most of the shops are either a toy store or a video game parlor.

TOP THINGS TO DO

- Day trip to Tokyo Disneyland
- Try Purikura and cosplay at Sega Game Centre
- Experience incredible live shows at Puroland, an indoor theme park
- Experience swan boat ride at Inokashira Park
- Scream in delight at Japan's oldest amusement park
- Enjoy futuristic boat rides along the Sumida River
- Let the little ones get bombarded with colorful toys at Asobono

TORONTO, CANADA

Canada is the best breathtaking country to visit with your family and kids. If you're looking for an adventure then Toronto is the finest place to buzz with child-friendly activities. Kids activities like Marvel at the city's slick skyline are very famous among tourists, so get a ticket to ascend the world-famous CN Tower. Apart from that, check out the dinosaur bones on display at the Royal Ontario Museum on the North American side. The Kensington Market can be great to address the multiculturalism of Canada and Chinatown are great for wandering and browsing. When you feel like getting away busy city's hustle and bustle, take a ferry ride to the Toronto islands as there are many lakes in Ontario.

India will generate upto

5.2 million tonnes of E-Waste by 2020



Electronic waste (e-waste) typically includes discarded computer monitors, motherboards, mobile phones and chargers and compact discs, headphones, television sets, air conditioners and refrigerators. India generates about 2 million tonnes (MT) of e-waste annually and ranks 5th among e-waste producing countries.

Lowering the total quantity of e-waste entering the waste stream & improving end-of-life handling are essential for building a more circular economy, where waste is reduced and resources are conserved and are fed back into the supply chain for new products.

Hulladek
Hungry for Waste

To arrange for an e-waste pick up, learn more about e-waste related hazards and for business opportunities.

Get in touch with us:

1800-212-7880

help@hulladek.re

www.hulladek.in

Hulladek Recycling is an e-waste management business, operating in eastern India. Headquartered in Kolkata, we have assisted over 1000+ corporates with e-waste management and related services.



GRAND CHEMICAL WORKS

Disinfectant Floor Cleaners & Home Care Products Manufacturers

LEADING MARKETS ACROSS INDIA

Avishek Singh | Business Connect



AKASH ARORA | Managing Director

ABOUT GRAND CHEMICAL WORKS

Grand Chemical Works, is one of the leading and well-established companies of India. It is reputed for manufacturing the finest quality of Disinfectant Floor Cleaners & Home Care Products for over 80 years. The company's brand, i.e, Gainda Brand Phenyl is the most popular brand name among the customers for its quality, reliability and light on the wallet price since 1950. The company maintains its high standards of quality for all its products manufactured. The manufacturing and release of products take place through well-defined and documented Quality Assurance Systems and procedures. Products are validated to demonstrate that they meet requirements of quality including ingenuity, authenticity, strength and all other parameters of production. The products are distributed through a steady and effective supply chain network in more than 14 states of India with a widespread network of over a thousand distributors, and dominate in almost all the modern trade & e-commerce chains.

Grand Chemical Works was established in the early 1940's by Late Sh. O. P. Sabharwal, and is now managed by his grandson and second generation entrepreneur Mr. Akash Arora. Late Sh. O. P. Sabharwal was a first generation entrepreneur with a vision to develop quality disinfectants at an affordable price. Late Sh. Sabharwal was a refugee from Pakistan where he first learned to manufacture disinfectant floor cleaners popularly

known as "Phenyl". After migrating to India, the product was sold via traditional distribution channels. Late Sh. Sabharwal's vision led to the company developing unparalleled mastery in the sector. Mr. Akash Arora, by overcoming challenge after challenge & completing diverse necessities of the customers without compromising the quality of the products, has today reached a broader perspective of pan India recognition and distribution, modern trading and exports. Mr. Akash Arora took the company to greater heights with the launch of new products & brands increasing their Home Care range, expanding the distribution network including presence in modern trade chains as well as exports which led to a vast market to influence and dominate. This in turn helped the turnover to grow almost 10 times in a span of just seven years & the brand getting bigger day by day. Grand Chemical Works recently received the award from India 5000 as best MSME of the year 2020.

GRAND CHEMICAL WORKS HAS THREE DIVISIONS OF SALES:

GENERAL TRADE: The company has a network of more than a thousand distributors in more than 14 states with a motivated, dedicated and ready to serve sales team working in almost level. The company's relations & goodwill with the distributors can be measured by the fact that more than 40% of the distributors have been working with Grand Chemical Works for the past 20 years and GCW hopes and works towards ensuring that this relationship only blooms further.

MODERN DAY TRADE & E-COMMERCE:

Grand Chemical Works has made its presence in almost every modern trade retail, wholesale chains & e-commerce platforms. The major retail & wholesale clients include Walmart, Metro Cash & Carry, D-Mart, More Mega Store, Spencer's Retail, Future Group, Reliance Retail etc. The e-commerce clients are Amazon, Flipkart, Grofers, Big Basket etc. The strong and reliable brand name & fair pricing helps the company to attain maximum shelf space which has resulted in some of the clients/chains keeping only the products of Grand Chemical Works in their category replacing top MNC players & their private labels.

INSTITUTIONAL:

HORECA & Exports: Grand Chemical Works has a very strong presence in many government as well as public-sector undertakings, for instance, institutions like Central Police Canteens, Kendriya Bhandars, Rational Handloom, State Municipal Corporations etc, along with a strong and faithful associate network in major hospitals & hotels around the country. Due to its high quality & reliability, Grand Chemical Works has also made a mark in exports as well. Currently the company's product range is very well accepted and GCW is receiving positive feedback in some African countries like Tanzania, Congo, Nigeria, Nepal, Bangladesh, Sri Lanka etc.

The main USP of Grand Chemical Works is the quality of products it offers at a very affordable price range with the mixture of advanced packaging, which has led to attain a very high rate of consumer satisfaction and almost non existing customer problems.

POST COVID CHALLENGES

Products manufactured by Grand Chemical Works come under essential supplies, hence the manufacturing plant was running under the lockdown period with strict measures in place to meet the high market demand of disinfectants & sanitizers. The company ensured to follow all the government guidelines & took all the precautions to ensure the safety of working staff. Every protocol was followed to the letter with zero exceptions. The employees were made to follow physical distance protocol and made to take every necessary form of protection from wearing masks within the factory to using hand sanitizers.

The company has an open communication model which helps in development, approval & implementation of new ideas quickly.

Further, the company has a very dynamic & experienced team in every department which helps to keep the policies updated in accordance with the upcoming trends. The whole company runs on a cloud based ERP system which helps to track the implementation of various processes easily. The team understands the need to learn and develop better and efficient ways to work in order to keep up to the speed of this ever changing modern world of e-commerce and business.

Grand Chemical Works believes that its goal cannot be achieved without its main strength, the Employees. Grand Chemical Works has a very open, healthy and accommodative environment for communication which starts right from its hard working workers to top line management employees. The management team always ensures that no suggestion or



feedback from the employees is left unheard. All these policies have played a very critical role in the growth of the company.

CONCLUSION:

THE GRAND COURAGEOUS WORK STORY

As a leader, GCW believes that both ethics and vision are equally important in every business but the core values come first. As a business king GCW has not taken any decision which affects the company's core values negatively. Vision is important to determine & achieve goals but it's impossible to build a successful company without sticking to its core values.

GCW's mentor has always been their founding father Late Sh. O. P. Sabharwal from whom they have learned to face challenges with confidence, to build a long relationship with clients as well as vendors & to treat & respect every employee equally. Even now the teaching and values of O.P. Sabharwal is followed by everyone at GCW and the best example is his grandson.

In today's time, the main resources to become a leader is the integrity with which you run your business, the commitment & passion towards the profession & the team work with the employees. O. P. Sabharwal strongly believed that the above things should be right in order to build a successful organization. There is no substitute to hardwork and dedication.



HOW DIGITAL EDUCATION RESPONDING TO NEW REALITY



For years, we were being taught why do we need a digital transformation in the education sector. Since the shifting towards virtual learning is troublesome, nobody was ready for it until the Covid-19 knocked the earth. The COVID-19 has crashed not just the global economy, but student's lives as well. **As per the UNESCO Institute for Statistics, this post-pandemic has closed schools in 188 countries, affecting over 1.5 billion students and 63 million primary and secondary teachers globally.**

Digital transformation in the 21st century has changed our work tasks as well as the way we access/deliver information and share skills. The threat of the covid-19 pandemic has raised the need to adopt online education services.

However, it's very heartbreaking that around 826 million (half billion) students excluded from the classroom by the pandemic, don't have computers at their home, which is likely to cause an educational gap. 43% have are not able to access internet services, reported by UNESCO.

The concern has raised questions about equity and quality? For those you may or might not familiar with equity in education, it is the cornerstone of an educational system to ensure all students get supports and resources as they needed to perform at an acceptable level. Currently, we have all those advanced technologies for creating a dynamic educational system, where institutions can focus on developing the best education content.

The education institutes respond to new reality! In that situation, it is ineluctable to involve digital tools for producing content for learners or students. Since technology is seen as an indispensable resource for education sectors, many education institutes implement second thought (digitization in education) on their traditional education to stay strong.

LET'S TAKE LOOK AT HOW THE EDUCATION SECTOR IS RESPONDING TO NEW REALITY THESE DAYS.

1). USE OF VIDEO BROADCASTING.

During this post-COVID-19, several online learning platforms like Udemy, Coursera, Skillshare, Udacity, and many other platforms are getting shaped by different user vertical. As far as the concern about school and universities they are also democratizing the learning by making courses accessible via technologies like Zoom, Google Hangout, and WebEX. Most prestigious universities like Harvard and Stanford have given access to the online course under the categories of computer science, mathematics, arts, and personal development.

A demand from people to learn online has surged over the past few years, the reason for this demand and fast growth rate of the market with numerous online options for everyone may be rapid change the world.

Video broadcasting includes online learning like - Live video stream, live Q&A chat via electronic devices.

2). USE OF ASYNCHRONOUS LEARNING PROGRAMS.

During this pandemic, many educational service providers have started using Asynchronous learning program, it is known as a core feature of the successful online learning program. Asynchronous combine the Greek-based prefix meaning is "not keeping time together",

It refers to students and non-traditional learners' ability to access all pieces of information, demonstrating what they have learned, having virtual commutation with a classmate, and time and place flexibility. It seems interesting, isn't it? Asynchronous Learning Programs have some disadvantages like lack of motivation, no live collaboration, and real-time activities, students may wait for a while to get responses, and many more.

These disadvantages must be sorted out as much as possible by educational institutes.

3). USE OF REAL-TIME SOCIAL MEDIA CHANNELS.

In order to make remote learning possible, many university's faculty members have been encouraged to use real-time messaging, a free social medial channel like Facebook, WhatsApp, and YouTube, and so on to have commutation with students. This idea is aiding to create online learning opportunities to guarantee educations reaches all learner's doors.



PRODUCTS OF MISTPOFFER PERFUMETICS MAGNETIZES YOU WITH A SPELLBOUND FRAGRANCE

Avishek Singh | Business Connect

Since ages people are using products that produce fabulous scent for feeling refreshed and magnetic. Erstwhile, 'Itr' was so frequently used to give a scintillating effect whereas in contemporary times perfumes and deodorants are preferred by young and old. On the same notion, catering to a variety of needs of the present generation, Mistpoffer Perfumetics LLP produces products that bind your senses with a fascinating fragrance, taking care of your hygiene. Located in Mumbai, the Company is innovation-driven, which offers a unique range of products that persuade the customers to retrace and purchase more.

Nazarali Sheliya is the CEO and MD of the Company. Under his aegis, the Company has ascended to greater heights.

KEEPING ABREAST OF THE MARKET

The modern customer is quite intelligent and being aware of his or her choices and preferences, consciously paying attention to quality at the same time. As e-commerce is gaining popularity, the shopping mannerism and ways of Indians is changing rapidly. Big brands are becoming irrelevant unless they understand this scenario. Young consumers need choices, innovation, and uniqueness along with quality. It doesn't matter to them if the brand name is an established MNC or a small niche or upcoming one. What we have discovered during the initial phase of the market research is that customers are extremely fond of premium European fragrances, but are skeptical about the originality and quality of such products in terms of long lastingness of fragrance in the Indian climatic conditions. Also, the duplicate product is a huge showstopper in Indian markets where the consumer is never 100% sure about the products he or she is buying. At Mistpoffer@, they have tried to address these issues by assuring the consumers that their products are of high quality and manufactured using genuinely imported European fragrances because Mistpoffer Perfumetics manufactures its products in India, the customers can rest assured that they will take care about duplicates in the market.



The other aspect is about the cost and affordability of high quality fragrances, most of whom are manufactured or imported from Europe. Such products are often beyond the purchasing capacity of an average Indian, although these are aspirational fragrances for most of them available in price range of Rs. 1500 to 10000 for a glass bottle of 100 ml. They have synchronized with the market and manufacture products to cater to such consumers by making them available in the price range of Rs. 70 to 400. Their deodorants and perfumes offer a more long-lasting fragrance that distinguishes the products from other brands. One of the biggest disappointments consumers face after purchasing such products is the lasting of the fragrance - something which Mistpoffer has tried to address. I

They are the only player in India, offering Eau De Parfum in pocket size. Eau De Parfum (EDP) is a French term that is commonly used to classify European perfumes based on fragrance concentration that is directly linked to its lasting effects. The other such terms commonly used are Cologne and Eau De Toilette. Also the 25 ml package which they have developed for pocket sized perfumes for men, is one of its kind in India, which offers customers upto 400 sprays - enough to last for an entire month.

Apart from this, the fragrances have been selected and classified based on the personality of the individual, thus making it easier for consumers to identify and select a product based on their own personality. European fragrances consist of different notes and the perception keeps changing with time till they fade away completely. Therefore, it's important to understand the finer aspects before buying, otherwise the results are often counter-productive.

THE VISION AND MISSION

The company's vision is to be recognized as a premium European fragrance brand offering best in class consumer products, which are completely safe, skin & environment friendly without any harmful chemicals such as Triclosan.

Their incredible mission aims at giving consumers the power to express themselves. They will cater to the modern consumer to whom personal hygiene is the single most important factor in grooming. They are launching their startup with products such as Deodorants, Pocket Perfumes, Perfumed Wet Wipes, Perfumed Hand Sanitizer and Liquid Hand-wash.

There is a huge gap in the market, which they want to fill in. Customers are looking for variety and innovation in fragrances, whereas bigger and established brands are very few. Others are low quality products where fragrance does not last long or is of very poor quality. Also, there are cheaper and duplicate versions of big foreign brands. Therefore, they want to become a one-stop shop for customers who are looking for variety, innovation, high quality and reliability for buying fragrance based products.



IMRAN AHMED JAFRI
 Marketing Consultant



ZAHIR ABBAS
 CA & Financial Consultant

ACHIEVEMENTS TO BOAST OF

With a sense of exhilaration, Nazarali Sheliya states, "The journey so far has been filled with a lot of excitement. There have been road blocks, disappointments, failures and successes all in one short journey so far. Right from our first order on our first e-commerce portal where we launched to cross the figure of Rs. 1 lac revenue in a month, we have come a long way. But this is just a beginning and our milestones are still far away." They aim to touch Rs. 50 lacs turnover by end of this financial year. Their key achievements include developing two innovative products for the first time in India - pocket size EDP in 25 ml pack for men and Twin Pack Wet Wipes pack, which consists of 2 wipes packed inside one small pack for ease and convenience of use. Both of them have been well received by their consumers. Crossing 100 online orders in the first month and 500 orders in the first 3 months are their significant achievements for keeping them motivated to go for higher benchmarks. More importantly, some of the best and most celebrated moments they have had during this journey include positive customer feedback and reviews both online and offline, demand for bigger sized perfume packs and repeat orders. This has encouraged them to start tapping offline channels by appointing channel partners for launch in general trade.

AMAZING FUTURE PROSPECTS

They envision a bright future for the company as well as the overall industry in India. Deodorants, Wipes and Pocket Sized perfumes are growing at a compounded average annual rate between 12 to 16%, whereas other personal care products are also growing at more than 15%. And this trend is going to continue for quite some time. They will expand their product portfolio into other high growth products in the future and cater to the ever changing tastes and demands of the modern Indian consumer - improving themselves and learning as they progress along the way. Some of the products at which they are already looking positively to include in their portfolio are After-shaves, Colognes, Deodorant Sticks and Roll-ons, Body Wash, Indigenous Oil-based Perfumes, Car Fresheners, Air Fresheners etc. They will roll out new products based on consumer and trade feedback as they get ready for the trade launch.

ROHA DYECHEM PVT. LTD.

Incredible Manufacturers of Food Colors and Ingredients

Kriti Anand | Business Connect

Coloration is in great demand in a multitude of industries; be it clothes or food and beverages, the presence of colors makes the appearance more attractive and distinctive. ROHA DYECHEM PVT. LTD. is a giant manufacturer of Food Colors and Ingredients. Founded in 1972, for over 45 years, Roha has been bringing changes to the color industry; first in synthetic colors, next in the space of natural colors and today in the space of high quality ingredients. The Company walks on the pedestal of innovation that has helped Roha to grow into the global behemoth that it is today. Roha is an essential part of every industry that uses color - from food to pharmaceuticals, nutraceuticals to heavy industry and cosmetics to home products. Roha is a culmination of all the experiences and dreams of those associated with it. Headquartered in India, Roha currently has 22 offices across the globe, 14 application labs and 14 manufacturing units.



MAHESH TIBREWALA
Managing Director

Roha Dyechem is a pioneer in the production of natural food colours and completely clean label products. Their experienced scientists, with the help of a state-of-the-art research facility, design and formulate the natural pigments in such a way that it caters to the large spectrum of customers with different needs. Natural pigments have generally faced usage challenges due to stability issues against light or heat. To solve this, Roha has developed many new and specialized products based on carotenes, anthocyanins and curcumin for example, which overcome these stability issues in food colour applications.

Roha firmly believes in the values of partnership and relationship-building. Whether it is a customer, partner or collaborator, they always support all those associated with them. Their customer base is segmented; no single customer segment contributes greater than the other segment to their revenue. They adapt to all their customer segment needs by investing in new technology and focusing on market trends.

INNOVATION KEEPS THEM ROLLING

Brijesh Tibrewala says "The innovations are signs of hard work and research which are essential to meet the demands of time and consumers." Roha has several R&D teams across the globe to meet particular market requirements. In terms of innovations, over the past 12 months they have launched a heat stable red beet product capable of matching the long demanded carmine shade whilst maintaining a vegetarian or vegan claim. Red beet is known to degrade under heat treatment, however, Natracol Cerise has increased stability and works even in bakery applications. Furthermore, the need for Natural colours, which can be used in high fat based applications, is something that has been sought after. To answer this, Roha developed the Infusion Range of natural food colours which are clean labels and give bright vibrant shades in applications such as chocolate coatings or cookie cremes. The technology that is used allows water soluble pigments to become oil dispersible, and therefore opens the door to multiple new applications while maintaining the natural claim.



BRIJESH TIBREWALA
Managing Director

Mahesh Tibrewala says, "The food and beverage industry is an ever changing landscape, and therefore, we need to ensure that we are at the forefront of consumer trends." In order to do this they utilize their good relationships with their customers who manufacture the finished products but also do consumer research by themselves using tools like Mintel to gather information on product trends, claims and even new flavor types. This information together gives them the data they need to ensure that they can keep up with the market and provide innovative, exciting solutions quickly to the market.

FOR ENSURING THE QUALITY

At Roha quality testing is not merely protocol but a determination to provide safe products. Several actions taken to reduce the quality risks, which include survey and factory audits to ensure high quality products, manufacturing process control systems, quality control methods and identifying non-conforming materials.

Finished products and raw material specifications are prepared to understand the starting material and finished goods, this helps to reduce batch to batch quality differences. The product specifications include relevant physiochemical properties and other instrumental analysis data.

Test methods are developed and validated with relevant standards. Raw materials and final products are tested to determine if the respective specifications being met. R&D labs are equipped with all desired analytical instruments as well as lab model machinery to develop new products.

Instruments are checked for optimum performance at notified intervals. Quality checks are performed during the production

cycle which reduces the risk and cost. Special care is taken while packaging the finished products.

COMMON SOCIAL RESPONSIBILITY

Roha believes in giving back to the community and works to make the world a better place. The JTT Foundation undertakes several initiatives to help society.

The foundation provides nutritious meals to several people every day for free, and provides subsidized or free healthcare across hospitals and tuberculosis centers. The foundation also runs ambulances to aid those in need.

The JTT foundation supports the education of physically challenged and under-privileged children. It also extends support to schools like Shri Jhabarmal Tibrewala Aadarsh Vidya Mandir and Asha Ka Jharna and JTT University in Rajasthan, India, overall helping to build several schools & education institutes.

There has been contribution to several other social initiatives like the Rajasthani Mandal office construction, Hare Rama temple donations, built the Khemi Sati Mandir, extended support to gaushalas, helped construct Agarwal Bhavan (Lonavala), the renovation of crematoriums, Puri temple and Neev Sanskriti Centre.

The trust has initiated rain water harvesting projects, afforestation activities, and farmer education programs to ensure the need of the hour is met by building a sustainable future.

FEATHERS IN THE CAP

Roha Dyechem has expanded to emerging markets such as Vietnam & Mexico, and will continue to help develop important new markets. A manufacturing unit at Dahej and a laboratory in Europe are the start of making Roha Dyechem even more relevant. Roha Dyechem will continue to develop emerging markets while making existing ones more sustainable. The Dahej plant will give Roha Dyechem a fillip in the synthetic colors market; both in the foods & non-foods category. In today's fast paced world, there is a growing demand for processed and preserved foods, which bring convenience to the life of the consumer. Roha Dyechem has expanded its product range to include dehydrated natural, savory and sweet ingredients without additives. Roha Dyechem has stepped into production and marketing of natural flavors and extracts, including organic and highly concentrated aromatic bases.

FUTURE PROSPECTS

With a strong position in the color market, the Company aims to build the same reputation in Natural color market. Food ingredients and Pigments will be the areas of focus in future. Acquisition and strengthening their position in EU and Africa, while in the Middle East synthetic colors will continue to remain on priority. The global food colour market estimated in 2016 was 1.8 Billion USD and its CAGR being 5-7 %. Roha dyechem is fully equipped to grab this market with its decade's experience in the food color industry and existing product portfolio. These products cover range of food applications like beverage, confectionary, bakery and dairy application to name a few.

Infosys & Rolls-Royce Shares One Umbrella to Empower Aerospace Engineering in India



Infosys, an Indian IT services company and Rolls-Royce, which is an aerospace and defence technology major are signing a strategic partnership for sourcing engineering and R&D services for the latter's Civil Aerospace business.

As part of the overall collaboration, Rolls-Royce will be evolving a substantial portion of its civil aerospace engineering centre proficiencies to Infosys in Bengaluru. However, it is not yet confirmed about how many people will be moving to Infosys.

The statement stated that "Infosys, being equipped with Rolls-Royce's digital amenities, it will be including a full range of high-end engineering and R&D services, leveraging its expertise in core engineering services, digital transformation capabilities, and Rolls-Royce product knowledge gained through collaboration."

The president of Rolls-Royce & South Asia, Kishore Jayaraman stated that India has evolved to become a key contributor to the global engineering ecosystem of Rolls-Royce, providing high levels of technological capacity to address a wide variety of diverse market requirements.

He added that "In association with Infosys, in India, the focus is towards the continuation of high-capacity engineering work. For many years, Infosys is considered as a valued partner

to Rolls-Royce, and, while ensuring future growth opportunities for our engineering talent in order to secure the full range of our engineering capabilities over here, we are now looking forward to building on this strategic partnership."

Jayaraman stated that the company's commitment towards India and the long-term prospects in this sector remains optimistic.

The Executive Vice President and Global Head of Manufacturing at Infosys, Jasmeet Singh stated that "it is considered important to integrate a product's physical knowledge with digital capabilities such as Industry 4.0, additive manufacturing, and predictive analytics. The team of Rolls-Royce engineering from Bengaluru has been at the forefront of these developments, and we are happy to welcome them to Infosys."

He stated that the firm has had a "long and fruitful relationship" with Rolls-Royce and has shared confidence that the "talent will be a powerful advantage to the deep turbomachinery experience of Infosys." "We look forward to being able to deliver industry-leading solutions to our clients in the aerospace and defence sectors and beyond while providing a great career path to new colleagues of ours within a rapidly growing ecosystem".

A statement stated that Rolls-Royce, over the past decades, has been successful in establishing a multidisciplinary engineering centre in Bengaluru, and for Rolls-Royce Engineering and R&D services, this has been an integral part. The centre comprises a combination of engineering skills that cover the full range of R&D sub-functions and specialisms. In the future, in collaboration with Infosys, Rolls-Royce will continue these complex engineering activities in India.

Over the last two decades, through robust investment, Infosys has been successful in establishing an industry-leading position in engineering services and it has been delivering end-to-end solutions to its customers in the turbomachinery, aerospace, propulsion (TMP), and defence industries. The desire to take over customer centres, integrate them seamlessly and leverage strong native engineering and digital capabilities have helped Infosys to deliver improved services while optimising its customers' operating costs.

The Civil Aerospace Engineering Center will enhance Infosys's existing Turbomachinery and Propulsion capabilities. These are currently offered through a network of engineering centres in Baden, Karlovac, and Mysore.

Soil Connect Raises Seed Funding of \$3.25 Million to Boost Marketplace for Soil & Aggregates



The first and only institutionally backed digital marketplace is Soil Connect that focuses on the multi-billion-dollar soil and aggregate industry. The organization has announced the closure of its \$3.25 million seed funding round led by a seed-stage fund based in New York City, TIA Ventures, which invests in outstanding companies led by high-execution teams.

Heartland Ventures are co-leading the round, which also includes the investments from a diverse mix of venture capital firms, real estate managers as well as construction companies that includes Great Oaks, CEMEX Ventures, Situs Real Estate, AB Investment Group, Bazella Contracting, Allmark Group and J.G. Pertucci Company.

Soil Connect launched an e-ticketing service in conjunction with the funding, advancing its goal to revolutionise the transport and management of soil and aggregates. The critical ticketing feature has traditionally been completed manually on paper, which facilitates the monitoring and invoicing of dirt-related transactions. Tickets are often illegible, unintentionally discarded or lost entirely under the antiquated paper system, resulting in a major loss of time and efficiency for contractors. The implementation of a digital version that is simple to use, takes the process into the 21st century, enabling smooth and straightforward transactions that can save time and money for consumers.

The Founder & CEO of Soil Connect, Cliff Fetner stated that "The focus towards launching Soil Connect is not just in creating a marketplace but also to establish the first pure-play one-stop-shop for the industry. The critical first step was to make it easier for an individual to find or dispose of the materials, along with that the e-ticketing function is something that takes it to the next level. Also, it is completely contactless, which is an important attribute at the time of COVID-19 pandemic".

Shortly after Soil Connect reported a series of strategic hires to further grow the capabilities of the marketplace,

including Jonathan Alvarado as Chief Growth Officer and Berkay Sebat as Head of Mobile, the seed round closes. The platform will use the proceeds to continue developing its team and to implement new updates and features, including a regulatory aspect that will allow users to keep track of goods from origin to destination.

The Co-founder and Advisor to Soil Connect and Principal at Alpaca VC, Daniel Fetner stated that "The diverse make-up of investors in the seed round clearly reflects the uniqueness of the value proposition of Soil Connect, as well as the compelling market opportunity for such a marketplace that addresses a significant industry need."

"Most of our investment approach seeks to identify companies that fix visceral discomfort in markets that have not changed in a very long time. We love business models in the marketplace, where SaaS resources bring incremental value to consumers. Cliff and the team have founder-market-fit in spades, and the marketplace of Soil Connect is unique in that its consumers sit on both the sides of supply and demand. This gives them the value of consumer acquisition and helps them to expand faster than a traditional marketplace."

The Head of CEMEX Ventures, Gonzalo Galindo commented that "With practically no public data available, the dirt ecosystem is incipient. We are delighted to work with the Soil Connect team, which offers market transparency and collects useful knowledge for the industry. We are also very delighted to announce a pilot in the Tampa and Orlando markets with Soil Connect."

Land in Orissa to be acquired by JSW Steel for ₹53,000 Crore



A 13.2 million tonnes per annum (MTPA) greenfield plant has been proposed to be set up by Steel major JSW Steel, for which land at Jagatsinghpur, Odisha will be acquired by the company.

Jayant Acharya, the Director of JSW Steel (Commercial Marketing and Corporate Strategy) stated that the land might be near Paradip port, and it would be near the same place where POSCO, which is a steel-making company in South Korea, was involved in setting up a steel plant with 12 MTPA.

An (MoU) Memorandum of Understanding was signed for POSCO's intended project between the Odisha government and the South Korean company in the year 2005. However, POSCO had to abandon the ₹52,000 crore project due to delays in environmental clearances and protests by residents, and in 2010, the pact eventually expired, without effective renewal.

Acharya stated that "if we are looking in terms of Odisha, we have plans to expand through both acquisitions and brownfield expansions and then followed by greenfield (project)".

An integrated steel plant of 13.2 million tonnes per annum (MTPA) capacity is planned to be set up by the company along with a 900 MW power plant with an investment amount of ₹53,700 crores for captive usage.

Replying to a question regarding the land acquisition, "We have already identified that (land) and the process of the acquisition of that land is going on. Together with the government of Odisha ... we're doing... the land acquisition part". Acharya added.

He stated that it is the same land where earlier, POSCO was looking to set a 12 MTPA steel plant. However, a timeline was not provided by Acharya for completion of the land acquisition process. He said that "the process is going on and for certain procedures, it takes some time."

After POSCO shelved its plan to set up the steel plant, JSW Group had approached the Odisha government for land. The hearing for the company's project was conducted last year in December.

The Managing Director of IPICOL, Nitin B Jawale stated that "The huge development is that, the hearing of JSW was conducted successfully and peacefully. The integrated project was passed unopposed with almost the same investment that was being looked for by POSCO... The work is expected to start soon on the ₹53,700 crore project."

For all industrial investments in the states, The Industrial Promotion and Investment Corporation of Odisha Limited (IPICOL) is the single point of contact.

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