

A Newsletter of



Divisions of Universal Medicap Limited



UNIVoice

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October - December 2025

MESSAGE FROM THE CMD



Dear Team,

Warm greetings to all.

The last quarter of 2025 was marked by meaningful progress, disciplined learning, and a strong focus on safety and capability building. From strengthening our manufacturing infrastructure to investing time in people development and workplace well-being, every initiative reflects our long-term commitment to quality, responsibility, and sustainable growth.

The installation of the new VMC machine marks an important step in strengthening our precision manufacturing capabilities. Alongside this, multiple safety training, audits, and awareness sessions reinforced our belief that operational excellence and employee safety must always go hand in hand.

I am particularly encouraged by the active participation across plants and departments in trainings, workshops, industry events, and community initiatives. These collective efforts define who we are as an organization.

Let us continue to build with discipline, care, and a shared sense of purpose.

Warm regards,

Jagdish Patel

Chairman and Managing Director
Universal Medicap Ltd.

VMC Machine Installation Strengthening Manufacturing Excellence

Date: 9th October 2025

Universal Medicap successfully installed a new VMC (Vertical Machining Centre) machine as part of its ongoing infrastructure upgrade. This addition enhances precision, efficiency, and consistency in manufacturing, supporting our commitment to high-quality and reliable pharmaceutical packaging solutions.



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Awareness & Sensitisation Session

Participants: 15 (Employees, including Gamma Plant & Community Members)

The session reinforced awareness on prevention of sexual harassment, respectful workplace behavior, and grievance redressal mechanisms.



Diwali Trip - Kashmir

Employees enjoyed a memorable Diwali trip to Kashmir, strengthening team bonding and creating lasting memories beyond the workplace.



Secret Santa Celebration

Date: 25th December 2025

The Secret Santa celebration brought festive cheer across the organization. Thoughtful gifts, smiles, and shared laughter marked a joyful end to the year.



Together We Grow

This quarter highlighted our continued focus on **safety, learning, compliance, leadership, and people-first values**. Each initiative, training, and celebration reflects our shared responsibility to build a stronger, safer, and more inclusive Universal Medicap.

Let us carry this momentum into the new year with renewed energy and commitment.

Together Towards Excellence.



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Safety, Training & Operational Readiness

Fire Drill - Emergency Preparedness in Action

Date: 17th October 2025

Participants: 27 (Staff & Workmen)

A structured fire drill was conducted to enhance emergency preparedness and response awareness. The session focused on evacuation procedures, fire extinguisher handling, and coordinated response during emergencies.



Machine Safety Training

Date: 28th October 2025

Participants: 23 (Staff & Workmen)

This training emphasized machine safety protocols, hazard identification, and preventive practices to reduce workplace risks and improve operational discipline.



Material Handling Training - Stacker & Forklift

Date: 30th October 2025

Participants: 9 (Operators & Workmen)

The session covered correct operating practices, load handling techniques, and safety precautions while using stackers and forklifts, ensuring safe and efficient material movement.



Compliance, Learning & Industry Engagement

Electrical LOTO (Lockout/Tagout) Training

Date: 1st November 2025

Participants: 9 (Staff & Workmen)

The training reinforced the importance of Lockout/Tagout procedures to prevent electrical hazards during maintenance and repair activities.



CPHI India – Greater Noida



Dates: 25th, 26th & 27th November 2025

Universal Medicap participated in CPHI India, engaging with industry peers, customers, and partners. The event provided valuable insights into global pharma trends, regulatory expectations, and emerging technologies. The event was driven by the GLP-1 portfolio and attracted strong interest from multiple customers regarding plunger requirements for PFS and cartridges. Productive and outcome-oriented discussions were conducted with key stakeholders.



Senior Management Value Workshop

Date: 3rd December 2025

A focused values workshop was conducted for the senior management team, providing a platform for thoughtful reflection on leadership principles, core organizational values, and strategic alignment. The session encouraged open dialogue on how values influence decision-making, leadership behaviour, and long-term sustainability. The workshop highlighted the importance of clearly defined core values, explored key elements that shape a strong value-driven culture, and emphasized the benefits of formalizing organizational values. These include stronger leadership alignment, consistent decision-making, enhanced employee engagement, and a shared vision that supports sustainable growth and organizational excellence.



Student Visit - Rania Plant

Date: 17th December 2025 (Wednesday)

School: M. P. Patel High School, Dashrath

Students: 33 | **Teachers:** 2

Purpose: Vocational Training

Students visited the Rania Plant to gain practical exposure to industrial operations as part of their vocational training program. The visit aimed to bridge academic learning with real-world manufacturing practices.



Workplace Culture, POSH & Celebrations

POSH Quarter Four Activities

Committee Meeting

Date: 22nd December 2025

Participants: 7 (Committee Members)

The POSH committee meeting focused on case reviews, compliance updates, and capacity building for Internal Committee members.

