A Newsletter of

Universal Medicap Ltd.
Solutions for Pharma Parenteral Packaging

Divisions of Universal Medicap Limited

Universal ISO - MED

UML Biomedis

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MESSAGE FROM CMD

LEADERSHIP, COLLABORATION & PROGRESS



Dear Team,

Greetings.

Quarter three has been a quarter of connection, capability building, recognition and progress.

We welcomed international partners, strengthened customer engagement, invested in technical and professional development and continued building a workplace where safety, learning and collaboration remain an integral part to everyday operations.

This quarter also marked a significant achievement. Our **Gamma Plant successfully completed an audit by the Russian Ministry of Health.** We are also proud to announce the launch of **HRIS, a new initiative in our digital journey.**

We also introduced a **Manufacturing Excellence Cell** at our plant to drive continuous improvement, strengthen operational efficiency, enhance process control, and develop customer-centric solutions.

From strategic selling and rubber technology to financial literacy and AI awareness, our people continued to expand their capabilities. We came together to celebrate individual contributions, cultural occasions and important milestones, reinforcing the spirit of our collective commitment to growth and progress.

As we move towards the next quarter of the year, let us continue to learn, improve and raise the standard together.
Warm regards,

Jagdish Patel
Chairman and Managing Director.
Universal Medicap Ltd.

UML OFFSITE: ALIGNING FOR FUTURE GROWTH

Venue: Champaner

Date: 13th & 14th August'26

A two-day offsite meeting brought together the team and plant colleagues to review quarterly performance, align on key priorities and establish a clear strategic direction for the months ahead. **Led by our Joint Managing Director and CEO, Dr. Pramod Kabra, the meeting provided focused leadership and a forward-looking perspective, paving the way for strategic planning and future growth.** The presence of our Chairman and Managing Director **Shri Jagdish Patel** added valuable insights and inspiration, further strengthening the discussions. The training session by **Mr. S. K. Raijada** enriched the experience with valuable learning, reinforcing the team's capabilities and commitment to organizational excellence.



CONNECTING, LEARNING & EXPLORING OPPORTUNITIES

INNOPACK PHARMA SOUTH CONFEX 2026



Place: Hyderabad

Date: 20-21st August 2026

Our participation at **Innopack Pharma South Confex in Hyderabad** provided a platform to connect with industry professionals, engage with customers, understand emerging market needs and explore new opportunities for collaboration and growth.

HRIS LAUNCH – ADVANCING DIGITAL HR TRANSFORMATION

Date: 14th September 2026

The launch of **HRIS (Human Resource Information System)** marked an important step towards digitalizing and streamlining our HR processes, enabling greater efficiency, accessibility, transparency and a more seamless employee experience.



EXCELLENCE IN ACTION- A MILESTONE IN QUALITY

Gamma Plant Successfully Completes Russian Ministry of Health Audit

Date: 7th August 2026

A proud milestone for Universal Medicap as the Gamma Plant successfully completed its audit by the **Russian Ministry of Health.** The achievement reflected the plant's strong systems, regulatory preparedness and collective team effort.

CORE VALUES TRAINING – FROM UNDERSTANDING TO IMPLEMENTATION

A dedicated training session on our core values helped strengthen understanding of what they mean in practice and how they can be translated into everyday actions. The focus was on embedding these values across every department, ensuring they become an integral part of how we work, collaborate and make decisions.





Dr. Pramod Kabra Inducted into BMA Managing Committee

Date: 22nd July 2026

Universal Medicap congratulates Dr. Pramod Kabra on his induction as a **member of the Managing Committee** of the Baroda Management Association (BMA). This milestone further strengthens UML's engagement with the business **fraternity** in Baroda, fostering greater opportunities for collaboration, knowledge exchange, and collective growth.

EMPOWERING THE SALES TEAM THROUGH LEARNING & TRAINING

Plant Visit and Strategic Selling Workshop: SPIN and Blue Sheet

Date: 6th July 2026, **Venue:** Rania Plant

Date: 7th & 8th July 2026 | **Venue:** Dashrath Office

The plant visit and session led by our CMD, Shri Jagdish Patel, provided valuable insights into our products, strengthened technical **understanding** and was followed by an engaging workshop focused on **developing** strategic selling skills.

Financial Literacy Training

Date: 1st August 2026 | **Venue:** Dashrath Office

Trained by: Dr. Pramod Kabra

The session helped employees build greater awareness of financial concepts and make more informed financial decisions.





WORKSHOPS & EXTERNAL TRAININGS

Ai-Visioning to Adoption

Date: 4th September 2026
Venue: Grand Mercure Surya Palace, Vadodara

Employees from Rania Plant and Dashrath Office participated in the Federation of Gujarat Industries' workshop, gaining insights into the evolving role of AI and practical pathways towards adoption.





Management Development Program – Production

Subject: Talk, Trust, Lead- Transactional Analysis (TA)

Date: 5th September 2026
Venue: Baroda Management Association

Mr. Jitendra Patel, GM – Production, attended the Management Development Program, gaining valuable insights into management practices, leadership capabilities, and operational effectiveness.

Subject: Predictive Maintenance & Fault Diagnosis

Date: 8th September 2026 | **Venue:** FGI Business Centre

The workshop focused on strengthening the Production Team's technical understanding of predictive maintenance, the early identification of potential equipment issues, and effective fault diagnosis.



Interactive Session on Rubber Technology & Compounding

Date: 15th July 2026 | **Venue:** Rania Plant

The interactive session strengthened employees' technical understanding of rubber technology and compounding, helping them to connect technical concepts with practical manufacturing requirements and applications.

Management Development Program – Sales & Marketing
Subject: Sell without Selling
Date: 19th September 2026
Venue: Baroda Management Association

The Management Development Program focused on sales and marketing, with an emphasis on customer engagement, market orientation and effective business development practices.

PEOPLE, SAFETY & DEVELOPMENT

SAFETY INDUCTION FOR NEW EMPLOYEES

Date: 20th August 2026 | **Venue:** Training Hall
Participants: 38 Workmen

The induction reinforced essential workplace safety practices, hazard awareness, and the importance of following safety procedures from day one, helping new employees begin their journey with a strong safety mindset.





POSH QUARTER THREE – AWARENESS & ACCOUNTABILITY

Date: 2nd September 2026

The Quarter Three POSH initiative included an Internal Committee meeting to review committee-related updates and strengthen the implementation of the Prevention of Sexual Harassment (POSH) framework. Awareness sessions reinforced employees' understanding of workplace safety, respectful conduct and the importance of maintaining an inclusive and harassment-free work environment.



HONOURING EXCELLENCE & DEDICATION

Date: 3rd September 2026 | **Venue:** Training Centre, Rania Plant

Universal Medicap recognized the valuable contributions of Mr. Prakash Parekh and Mr. Sanjay Parmar through an appreciation and reward ceremony, celebrating their dedication and commitment.



"SAFETY BEYOND THE WORKPLACE" TRAINING ON ROAD & DRIVER SAFETY

Date: 25th August 2026 | **Venue:** Training Hall

The session focused on responsible driving practices, road awareness, and everyday safety habits, reinforcing that safety extends beyond the workplace.



HONOURING THE CONTRIBUTIONS OF OUR PEOPLE

Retirement Farewells

Date: 31st July 2026 | **Venue:** Rania Plant

UML bid farewell to **Mr. Vikramsinh J. Vaghela** on 31st July and **Mr. Rajendra S. Chavda** on 31st August, recognizing their valuable contributions and wishing them success and fulfilment in the next chapter of their journeys.



STRENGTHENING HEALTH & SAFETY AWARENESS

Date: 29th September 2026 | **Venue:** Training Centre, Rania Plant
Participants: 34 | **Faculty:** Mr. Nilesh Munshi, G&G EHS Consultant

A full-day training session on General Health and Safety under Section 111A reinforced workplace health and safety responsibilities, preventive practices and the importance of maintaining a safe working environment.



CELEBRATING TRADITION, FAITH & TOGETHERNESS

CELEBRATING SPECIAL MOMENTS TOGETHER

Date: 1st August 2026 | **Venue:** Dashrath Office

The UML team came together to celebrate Dr. Pramod Kabra's birthday, extending warm wishes and celebrating the occasion with joy and togetherness.



Janmashtami Celebration: 5th September 2026 | **Dashrath Office**

Satyanarayan Katha: 7th September 2026 | **Biomedia & IsoMed Plant**

Employees came together to celebrate Janmashtami, creating an atmosphere of tradition, participation, and togetherness. The Satyanarayan Katha was also held, bringing employees together to seek blessings for peace, prosperity and continued progress.







ANNUAL GENERAL MEETING

Date: 29th September 2026
Venue: Dashrath Office

The AGM provided an opportunity to review organizational progress, discuss key developments and align on priorities and opportunities for the year ahead.

Q3. FROM PROGRESS TO POSSIBILITIES

Quarter Three was a journey of learning, collaboration, recognition, and progress. From strengthening capabilities and global partnerships to celebrating achievements and nurturing a culture of safety and togetherness, every milestone reflected the collective spirit of UML.

As we step into the next quarter, let us carry this momentum forward; continuing to learn, innovate, collaborate, and raise the bar together.

Together Towards Excellence.

'UML House', Parag Park, Dashrath, Dist.: Vadodara - 391 740, Gujarat, India.
Tel.: +91-265-2243055, 2240004, 2240230, 99789 51002 | www.universalmedicap.com I E-mail: marketing@umlindia.com

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