

**PRAKASH**

Chemicals Agencies



# ILLUMINATION

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world of chemistry*





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Since the pandemic, chemical companies are continuing to respond to a consistently turbulent market. Although the U.S. economy is looking more favorable going into 2025 and demand for chemicals is projected to improve, the only thing chemical companies can really be sure of is the continued need to navigate an unpredictable market.

Every company in the chemical industry will likely be affected by issues related to macroeconomic and geopolitical uncertainties, changing markets, advanced technologies, and new ecosystems. It's clear companies need strategies that will allow them to both weather this uncertainty but also position themselves for long-term competitiveness and growth in a high-tech, low carbon future.

Global industrial production grew moderately in the last year with a 1.3% increase and is expected to continue growing in 2025 with a projected 2.6% increase.

While there is decline projected across most chemical segment output globally, the projected output of U.S. chemical production volumes is expected to increase in most segments, with an estimated 1.9% gain in overall chemical volumes.

With the uncertainty in the market and a turbulent macroeconomic environment over the last few years, more and more companies have adopted cost efficiency programs, a trend expected to continue in 2025. Overcapacity issues are affecting different production and regional sectors, driving companies to rethink cost efficiency. Inflation and high feedstock and energy prices are putting pressure on European companies; low demand from China and a volatile liquified natural gas (LNG) market are impacting Asia-Pacific companies; and even in the U.S. and Middle East, where energy and feedstock prices are lower, companies are still adopting cost-cutting measures to make up for lacking margins.

“In the petrochemical sector specifically, excess production capacity in combination with lower-than-expected demand has contributed to lower operating rates.”

Mergers and acquisitions have been an opportunity to facilitate cost efficiency for companies in recent years, and that will likely continue, particularly if interest rates continue to rise. Additionally, an increase in operations consolidation and closures, specifically in Europe, is trending as a cost-efficiency measure and is expected to continue in 2025.



**Mr. Dhaval Desai**  
AVP (Marketing)  
*Editor for the Month*



**Our MD, Mr. Dilip Shah, attended the 'JITO Chem Pharma Conclave' on Thursday, 24th July 2025, at Ahmedabad**



**Our MD, Mr. Dilip Shah, was the Guest of Honour at the 10th VNM Environmental Excellence Award 2025, held at Hotel Surya Palace, Vadodara, where he honoured photographer Mr. Dimple Pancholi**



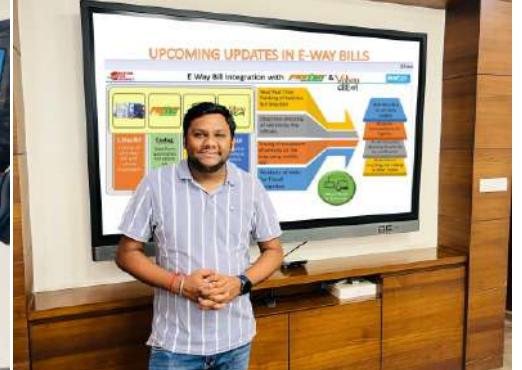
**Reliving Childhood Joy by Playing Old-School Games Together at PCAPL**



**A memorable Movie day with Team PCAPL filled with inspiration, laughter, and meaningful takeaways**



**Strengthening Team Awareness with an Insightful E-Way Bill Session Led by Mr. Vivek Patel**



**Mr. Vivekkumar Patel**





## Inspiring Children on World Doctors' Day Through Role Play at our Adopted Anganwadi Centers



## Eye Check-Up Camp conducted for our Adopted Anganwadi Children in Coordination with Rotary Club of Cosmopolitan Baroda



## Nutrition Kits Distributed to Pregnant Women of our Anganwadi Areas in Coordination with Rotary Club of Cosmopolitan Baroda



## Healthy Product Distribution to Widowed Women in Coordination with Dabur India in and around our Adopted Anganwadi Centers



## National Flag Day Celebration at our Adopted Anganwadi Centers with Painting, Drawing, and Rangoli Activities



## Healthy Product Distribution to ITI Students and SSG Hospital Medical Staff in Coordination with Dabur India







- Dow Chemical International (Dow India) has been recognized as one of India's Best Companies To Work For, among the top 100 and has earned the distinction of Best Workplaces in Chemicals in India 2025
- BASF is further strengthening its position as an innovation leader and provider of essential ingredients for the home care and I&I industry by expanding its product portfolio for liquid enzymes.
- India's Chemical Industry is the sixth largest in the world and 3rd in Asia. While this seems prima facie impressive, the fact is that the industry purchases far below its weight given its population, with a piffling 3-3.5% share of global chemical consumption.
- Maharashtra was for many years the leading hub for chemicals production in India, but over the last two decades it has ceded this position to Gujarat. Nevertheless, Maharashtra still ranks above other centres including Andhra Pradesh/Telangana, Tamilnadu, Karnataka, Odisha and West Bengal – all coastal states well suited for chemicals production.
- India needs to urgently take steps to reduce its growing dependence on Chinese imports, according to a recent report by the Global Trade Research Initiative (GTRI).
- The government has extended the Minimum Import Price (MIP) of Rs. 20,108 per tonne on the import of soda ash up to December 31 this year. Soda ash is used in various industries, including glass manufacturing, detergents and chemicals.
- The Government of Maharashtra can and must take steps to revitalize the chemical industry in the State, and regain its status as a leading producer of chemicals and allied products.
- Thyssenkrupp Nucera, the German provider of technologies for electrolysis plants, will expand chlor-alkali firm, TGV SRAAC Ltd.'s (formerly Sree Rayalaseema Alkalies and Allied Chemicals Ltd.) caustic soda facilities in Kurnool, Andhra Pradesh.
- Manali Petrochemicals Limited (MPL), a leading petrochemical manufacturing company and part of AM International, Singapore, has marked a significant milestone by expanding its propylene glycol (PG) Plant. The newly established, state-of-the-art facility will commence operations upon receipt of the Consent to Operate (CTO) from the Tamil Nadu State Pollution Control Board.
- Gujarat Alkalies and Chemicals Ltd. (GACL) flagged off the first consignments of benzyl alcohol and benzaldehyde from its newly commissioned chlorotoluenes plant at Dahej (Gujarat) on July 5, 2025.
- Univation Technologies, LLC has announced that Nayara Energy Ltd. has selected Univation's Unipol PE process technology for a world-scale production line in Vadinar, Gujarat.
- NITI Aayog has proposed several fiscal and non-fiscal interventions for the chemical sector, including the opex scheme, fast-tracking environmental clearances, targeted negotiations for the sector in all free-trade agreements and focus on talent and skill upgradation to enhance India's global competitiveness in the chemical sector.
- Nectar Lifesciences said it will sell its active pharmaceutical ingredients (APIs) and formulations along with menthol business assets to Ceph Lifesciences Pvt. Ltd., for Rs. 1,290-crore.
- Silox India, the inorganic chemicals JV between Transpek Industry and Belgium's Silox, has broken ground for building a new manufacturing facility at Payal Industrial Parks
- The Adani Group has announced the successful commissioning of India's first off-grid 5-megawatt green hydrogen pilot plant in Kutch, Gujarat. The plant has been developed by Adani New Industries Ltd. (ANIL), the clean energy arm of Adani Enterprises Ltd.

Luna was a young girl who loved making maps. She had always dreamed of exploring new places. One day, she went deep into the Whispering Woods, a mysterious forest full of old trees and thick mist, to find and map a special waterfall that was said to have healing powers.

Luna always planned carefully and carried a special Compass given to her by her grandmother. It had never failed her. But one stormy afternoon, as the mist became so thick she couldn't even see her own hand, Luna suddenly realized that her Compass was missing.

Panic filled her heart. She quickly turned back to look for it, but the forest was dense, and nothing looked familiar. Without her Compass, every tree looked the same, and every path seemed to go in circles. A voice in her head whispered, "You're lost, Luna. Completely lost."

Hours passed, and Luna felt tired and hopeless. The bright green forest now looked dull and gray. Finally, she sat down under a large oak tree, feeling defeated. She closed her eyes, trying to calm her thoughts and remember her training. Then, she heard a soft sound – the quiet rush of flowing water. It wasn't loud, but it was steady. How could she hear the waterfall from here? She hadn't noticed it before.

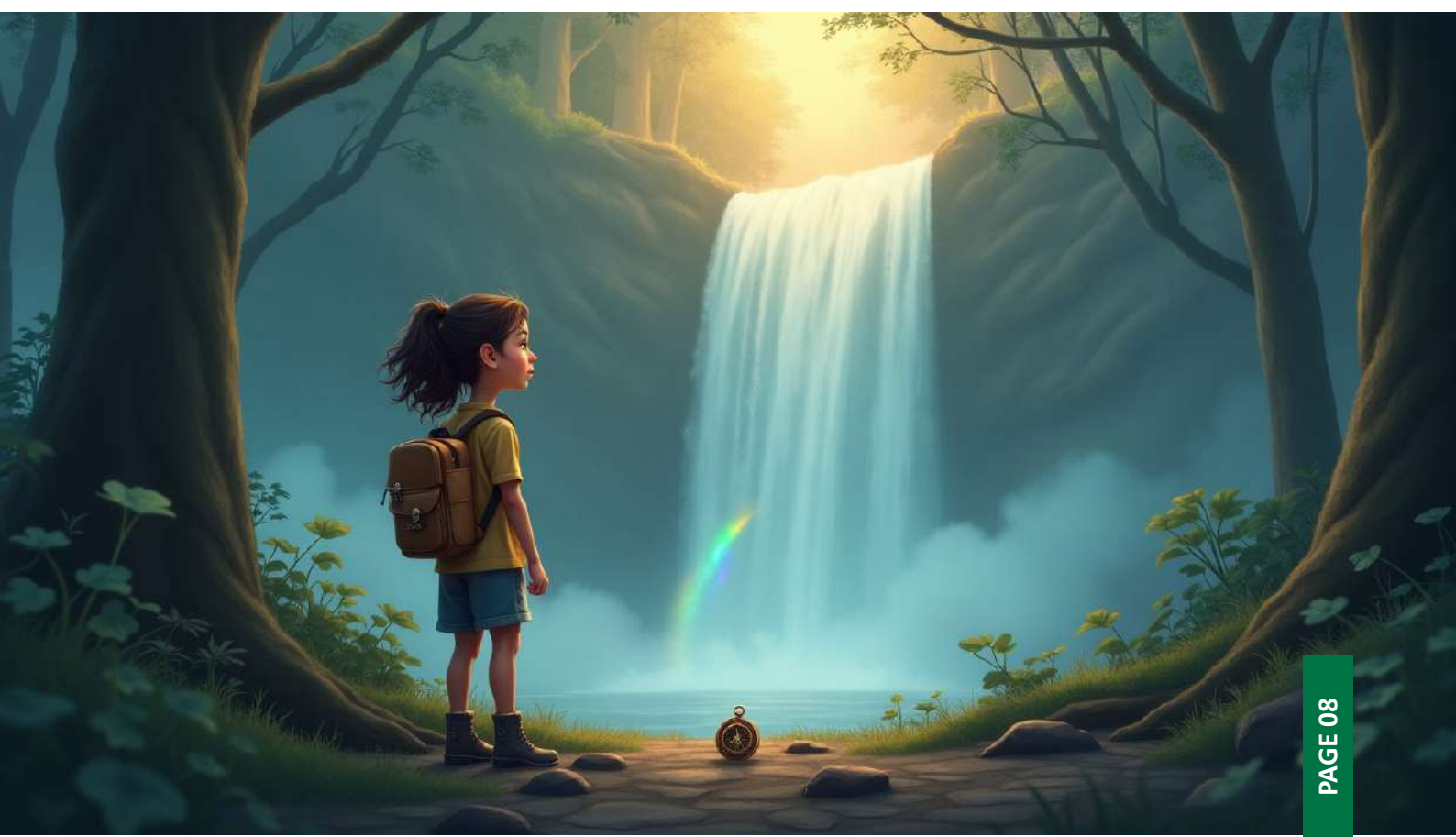
Luna took a deep breath, stood up, and started walking slowly. This time, instead of rushing, she listened carefully. When she moved a little to the left, the sound grew louder. When she moved right, it faded. She followed the sound, step by step, letting it guide her.

Soon, the mist began to clear, and she saw a soft glow ahead. Then, through an opening in the trees, she saw it – the beautiful, shimmering waterfall. The sunlight hit the falling water and created a rainbow of colors in the air. Luna felt happy and proud. She had reached her Goal, not by using her Compass, but by trusting her senses and the quiet clues around her. As she knelt by the water, she saw something shiny between two stones. It was her compass – still safe and working.

She smiled. The Compass was helpful, but she had learned something important : sometimes, when tools fail, the best guide is the one inside you – your own calm mind, senses, and trust in yourself.

### MORAL OF THE STORY

***"Tools and Resources are useful, but in tough times, our Inner Strength, Calm Thinking, and Awareness of our Surroundings can help to find the Right Path."***



## Better Performance Management - A New Era of Growth

## MANAGEMENT TIPS

Performance Management in 2025 has evolved beyond Annual Reviews and Rigid Evaluation Metrics. Modern Organizations are embracing continuous Performance Development, where the focus is on Real-time Feedback, Employee Empowerment, and Personalized Growth Journeys.

Today's high-performing Workplaces prioritize Clarity, Communication, and Collaboration. Clear Goal-setting is now aligned with Company Purpose and Individual Career Aspirations. Regular check-ins between managers and employees foster mutual trust, identify challenges early, and encourage two-way dialogue. Instead of waiting for year-end reviews, managers are now trained to provide constructive feedback weekly or monthly, using digital tools and data dashboards.

A key trend in 2025 is the use of AI and analytics in performance tracking. These tools help identify Skill Gaps, Suggest Upskilling Opportunities, and reduce bias in Evaluation. Personalized learning paths, driven by performance data, ensure that employees grow in the right direction while staying engaged and motivated.

Another shift is the greater emphasis on mental well-being and inclusion. Companies now assess performance not only by output but also by collaboration, emotional intelligence, and adaptability. Recognition programs have also become more dynamic—peer-to-peer appreciation and instant rewards systems boost Morale and Teamwork.

In essence, better performance management today means treating employees as partners in growth, not just resources to be evaluated. It's about inspiring people to perform at their best—through Support, Purpose, and ongoing Development.

In a fast-changing world, Better Performance Management is no longer about controlling people—it's about unlocking their full potential. Organizations that invest in real-time feedback, empathetic leadership, and personalized development are building cultures where people thrive, not just survive. The future belongs to those who measure performance not by numbers alone, but by impact, growth, and human connection. When we manage with purpose, we don't just get better results—we build better workplaces.







## PUZZLE YOUR MIND

Q1-  $6 \times 6 \times 6 = 9$   
 $7 \times 7 \times 7 = 13$   
 $8 \times 8 \times 8 = 14$   
 $9 \times 9 \times 9 = ?$

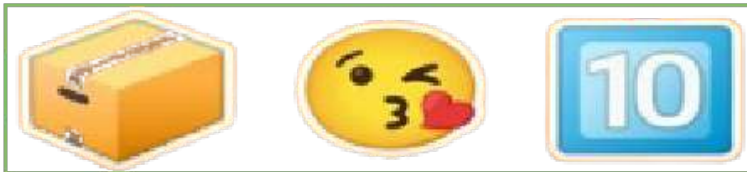
Q2- Name the word in English having 3 consecutive letters in double.

Q3- Balboa discovered The Pacific in 1513. Which was the largest Ocean before that ?



Q4- What is the internet country domain code of India?

Q5- Identify the country :



**Answer to  
the Puzzles of  
June 2025**

Q. 1) POPCORN

Q. 2) 36

Q. 3) SPEED

Q. 4) FRANCE

Q. 5) For IDENTITY

“*Rain teaches flowers how to bloom,  
just like struggle teaches us how to rise.*”



# Our Network



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