



ULTRAMARINE & PIGMENTS LTD

Familiarization Program: [2022 -2023]

Sl. No.	Date	Program details	Duration
1.	08.08.2022	<u>H R Practices</u> <ul style="list-style-type: none">• Talent Ladder• Employee Training• Building HR team across all the divisions• Gender Parity and POSH training• Town Hall meeting – Employee views / suggestions• Special person excelling every day.• Employee participation in Corporate Social Responsibility• Employee engagement activity• Labour code implications• Occupational, Safety, Health, and working condition code 2020• Code on industrial relations	1.10 Hrs.
2.	07.11.2022	<u>Safety</u> <ul style="list-style-type: none">• Safety initiatives• Safety trainings• Hazard and operability study• Reviewing of operational risks• Safety pyramid	0.55 Hrs.
3.	14.11.2022	<u>R& D Activities</u> <ul style="list-style-type: none">• Brief outline – R&D• Last five years' journey• Infrastructure - R &D• Present activities: New product development, Technical and applications, improving the existing process.• Projects in the pipeline• R & D contribution in pigments, specialty surfactants• Expected new products.	1.00 Hr.
4.	28.03.2023	<u>Regulatory update on Product certifications</u> <ul style="list-style-type: none">• REACH Regulations• Country wise and product wise registrations• Food contact regulations• Compliances and declarations• Status of certification and registration• Emerging registrations / certifications	0.45 Hrs.