



उर्वरा

Urvara

Issue No. 3
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From Fertility to Food Security.



Transforming Agriculture, Empowering the Nation



Every edition of **Urvara** captures not just the achievements of HURL, but the ideas, innovations, and collective efforts that drive our journey forward.

This edition celebrates the changemakers- our employees, farmers, partners, and stakeholders, whose commitment continues to transform agriculture and strengthen the nation's progress. From technological advancements and sustainable farming initiatives to operational excellence and community engagement, these stories reflect HURL's unwavering pursuit of innovation, resilience, and inclusive growth.

We hope this issue inspires meaningful conversations, fosters knowledge sharing, and reinforces our shared vision of building a sustainable, self-reliant, and prosperous agricultural future.

Happy Reading!

- Editorial Team

Urvara | HURL e-House Journal



From the MD's Desk

"The future of agriculture will not be shaped merely by the resources we possess, but by the vision we pursue and the innovation we embrace."

Dear Colleagues,

India's agricultural landscape is undergoing a profound transformation. The convergence of technology, sustainability, scientific innovation, and farmer-centric policies is redefining the way we produce food, nurture our natural resources, and secure the future of generations to come. At the heart of this transformation lies a shared responsibility, to empower every farmer, enrich every field, and strengthen the nation's food security.

At HURL, we see ourselves not merely as manufacturers of fertilizers, but as partners in India's agricultural progress. Every bag of fertilizer we produce, every field demonstration we conduct, every technological intervention we introduce, and every community initiative we undertake is driven by a singular purpose, to create lasting value for farmers and contribute meaningfully to national development.

The theme of this edition, "Catalysts of Change – Transforming Agriculture. Empowering the Nation," perfectly captures the spirit of our journey. Change is not an event; it is a continuous process powered by ideas, innovation, collaboration, and unwavering commitment. It is reflected in our pursuit of operational excellence, our focus on balanced crop nutrition, our efforts towards soil health restoration, our adoption of digital and precision agriculture, and our expanding outreach to farming communities across the country.

As India advances towards the vision of Viksit Bharat 2047, the fertilizer sector carries a responsibility that extends far beyond production. We must lead the transition towards climate-resilient agriculture, efficient resource utilisation, sustainable farming practices, and responsible industrial growth. This calls for bold thinking, collaborative partnerships, and an unwavering commitment to innovation.

None of these achievements would be possible without the dedication of the HURL family. Our employees, business associates, channel partners, research institutions, government stakeholders, and above all, the millions of farmers who place their trust in us, are the true architects of our success. Their commitment inspires us every day to push boundaries, embrace change, and strive for excellence.

This edition of Urvara is a celebration of those transformative journeys, stories of innovation, resilience, leadership, and impact that reflect the values we uphold as an organisation. I hope these pages encourage each one of us to think beyond conventional boundaries, challenge the status quo, and become catalysts for meaningful change in our respective spheres.

As we move forward, let us remain united by a common purpose, to transform agriculture through innovation, empower farmers through knowledge, and contribute to building a stronger, greener, and self-reliant India.

Warm Regards,
Dr. Siba Prasad Mohanty
Managing Director, HURL



11th Foundation Day Celebrations
at HURL Sindri



A frame where strategy met spirit @Annual
Marketing Meet 2026



Address by Dr. S.P. Mohanty, MD,
HURL at MD Club 3.0



Address by the Managing Director during the
11th Foundation Day Celebrations at HURL Barauni



Arrival of the first rake of PDM Sri at the
Fatuha Rake Point, Patna, Bihar



Awareness session on the New Labour
Codes at HURL Gorakhpur



Blood Donation Camp at HURL
Corporate Office, New Delhi



Celebrating the Champions of
HURL Marketing



Celebration of 11th Foundation Day
at HURL, Gorakhpur



Ceremonial Inauguration of HURL Barauni's
11th Foundation Day Celebrations



Shri Virendra Malik, Chairman, HURL - Address at the 11th Foundation Day Celebration, HURL Barauni



Closing Ceremony of 55th National Safety Month at HURL Gorakhpur



Closing Ceremony of 55th National Safety Month Campaign at HURL Barauni



Commemorating 11 Years of Growth, Innovation and Nation Building at HURL Barauni



Committee Members Felicited by MD, HURL, for Successfully Finalising the Mega Insurance Policy for FY 2026-27



Comprehensive Health Check-up Camp at the Health Centre, Gorakhpur



Dr. S.P. Mohanty, MD, HURL and Co-Chairman, FAI, Addresses the FAI Northern Region Training Programme at Fagu



Dr. Siba Prasad Mohanty, Managing Director, HURL, at the NSDC Roundtable on the Skills Outcomes Fund



Enhancing Capabilities - Turning Capability into Meaningful Impact Programme at Jim Corbett National Park



Enhancing Emergency Preparedness HURL Gorakhpur Signs Mutual Aid Agreement with GAIL (India) Limited



Er. Ghulam Ali Khatana, Hon'ble Member of Parliament, Jammu & Kashmir, Visits the HURL Stall at Srinagar



First Aid Training Programme at HURL Gorakhpur in Association with St. John Ambulance, Indian Red Cross Society



Health Awareness session for Bagging Loading & Unloading workmen at HURL Gorakhpur



Health Talk Session at HURL Sindri



Highlights from the 11th Foundation Day Celebrations at HURL Barauni



HURL at Argus Agri Vikas 2026 Conclave Vice President (Marketing) Joins Expert Panel in Bhubaneswar



HURL Felicitated by Er. Ghulam Ali Khatana, Hon'ble Member of Parliament, Jammu & Kashmir, in Recognition of its Participation and Contribution to the Rise in Kashmir Event



HURL Gorakhpur Hosts Shramik Arogya Mela in Collaboration with the District Administration



HURL Signs Agreement with IOCL for Procurement of Additional RLNG under GSTA



HURL Team at the Parliamentary Standing Committee on Chemicals & Fertilizers (2025-26) Study Visit, Gulmarg



Inaugural Session of the Enhancing Capabilities - Turning Capability into Meaningful Impact Programme at Jim Corbett National Park



Inauguration of a Modern Outdoor Gym at HURL Sindri by BUH



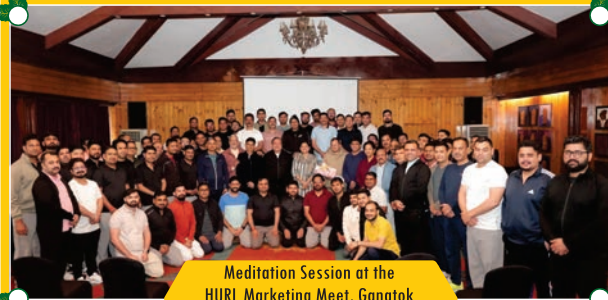
Inauguration of the Tejaswani Ladies Club at HURL Barauni During the 11th Foundation Day Celebrations



Interactive Session at the HURL Marketing Meet, Gangtok



Leadership in Action Dr. Siba Prasad Mohanty, Managing Director, HURL, Reviewed Ongoing Operational and Developmental Initiatives During His Visit to the Sindri Plant.



Meditation Session at the HURL Marketing Meet, Gangtok



Meeting with Prospective Suppliers of SSP & Urea SSP Chaired by Dr. Siba Prasad Mohanty, Managing Director, HURL



Mega Health Check-up & Awareness Camp at HURL Sindri



Mega Women Farmers Meeting at Simri Bakhtiyarpur, Bihar



Modern Outdoor Gym at HURL, Sindri



Multiskilling Centre Inaugurated at Chakballi by the BUH, HURL Barauni



Observation of National Panchayati Raj Day



Outstanding Employees Felicited During HURL Barauni's 11th Foundation Day Celebrations



Plant visit of Dr. Siba Prasad Mohanty MD, HURL to Gorakhpur



Strengthening Bonds, Inspiring Excellence MD Club 3.0, Goa



Study Visit of the Parliamentary Standing Committee on Chemicals & Fertilizers (2025-26) at Gulmarg, Kashmir



Training Session on Corporate Etiquette at HURL Corporate Office



Tree Plantation by Dr. S.P. Mohanty, MD, HURL on World Environment Day



Vice President (HR) visits CIPET Lucknow to Review Project SAKSHAM 2.0



Vice President (P&TO), HURL at the FAI Group Discussion, West Bengal



Welcome Ceremony at the Annual Marketing Meet 2026, Gangtok



Women Farmer Training Programme at Sadisapur, Patna

Skill Development Initiatives under Project “SAKSHAM”

Project “SAKSHAM” has been designed to create meaningful opportunities for youth, especially those from underserved and economically weaker sections of society. Through this initiative, HURL is extending its support to ensure access to quality skill development training, with a strong emphasis on inclusion—particularly encouraging participation of women and marginalized communities.

Under this Project, HURL is supporting the skill development training for a total of



2,265 underprivileged & unemployed youths of Gorakhpur, Barauni and Sindri through NSDC.

HURL graced the inauguration of Project “SAKSHAM” at Gorakhpur, under this

initiative, 400 youths from Gorakhpur will be trained in job-oriented courses.

Importantly, this initiative carries a strong commitment—at least 70% of the trained candidates will be facilitated with placement opportunities, thereby enabling sustainable livelihoods and long-term economic independence.

Through Project “SAKSHAM”, HURL aims to create a lasting social impact by enhancing employability, supporting livelihoods, and contributing to economic development at the grassroots level. As an organization, our role here is to support and enable such transformative initiatives that empower youth to become self-reliant and active contributors to the nation’s progress.



Food Habit Awareness & Distribution of Nutritious Food Packets in Patia Slum, Bhubaneswar under Project "POSHAN"

Under HURL's CSR initiative, Project "POSHAN", Hindustan Urvarak & Rasayan Limited, in collaboration with Parichay Foundation, organized a nutrition awareness and food distribution programme for 190 underprivileged women from rural and urban slum communities of Raghunathpur, Patia in Bhubaneswar, Odisha.

As part of the initiative, nutritious food packets were distributed to the

beneficiaries. The programme also emphasized the importance of healthy dietary practices and balanced nutrition, encouraging women to adopt habits that contribute to the well-being of their families and communities.

Through Project "POSHAN", HURL continues to reaffirm its commitment to improving community health, empowering women, and promoting inclusive and sustainable development.



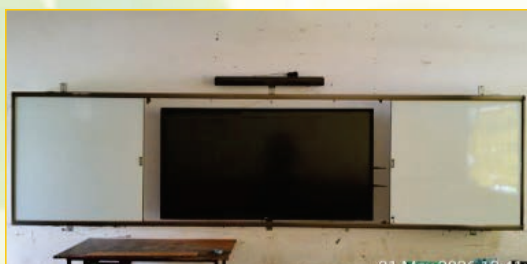
Establishment of Atal Tinkering Lab (ATL), Virtual Reality (VR) Labs & Solar Powered Smart Classrooms under Project "PRAYAS"

The project "PRAYAS" is designed to establish ATAL Tinkering Labs, Virtual Reality Labs, and Solar Powered Smart Classrooms across 9 government schools in Gorakhpur, Sindri (Dhanbad), and Barauni (Begusarai). These technology-enabled learning spaces will foster STEM education, creativity, critical thinking, and experiential learning, while ensuring inclusive access to innovation for students and teachers.

The project having VR Lab equipped with Virtual Reality Headsets Pre-loaded content, ATAL Tinkering Lab equipped with

robotics kits, AI-based tools, 3D printers, & coding platforms and Solar Powered Smart Classroom equipped with Interactive flat panel loaded with multimedia content along with Rooftop Solar Projects per school. EdCIL has installed Smart Classroom in schools of Sindri and ATL Labs in schools of Gorakhpur & Barauni.

Through the project PRAYAS, HURL reaffirms its commitment to education-led empowerment, sustainability, and nation-building, nurturing future-ready learners and responsible citizens.



Installation of CT Scanner at Sri Sri College of Ayurvedic Science and Research Hospital, Cuttack under Project "SWASTHYA KIRAN"

Under Project "SWASTHYA KIRAN", HURL has undertaken the installation of a state-of-the-art CT Scanner at Sri Sri College of Ayurvedic Science and Research Hospital, Cuttack with the objective of strengthening advanced diagnostic healthcare facilities and ensuring accessible medical services for the community.

The CT Scanner is an advanced imaging system equipped to provide high-resolution diagnostic scans across multiple medical specialties including neurology, cardiology, oncology, trauma, and emergency care. The facility is expected to cater to thousands of patients annually and significantly reduce the turnaround time for diagnosis and treatment of critical conditions such as trauma, stroke, cancer, cardiac ailments, and other life-threatening diseases.

The initiative is aimed at enhancing the availability of timely, accurate, and affordable diagnostic services, particularly benefiting economically weaker and underserved sections of society in and around the region.

Project "SWASTHYA KIRAN" stands as a testament to HURL's commitment towards accessible, sustainable, and inclusive healthcare, thereby contributing meaningfully to improved public health outcomes and community well-being.



Distribution of Assistive Devices through ALIMCO

Under HURL's disability inclusion and community welfare initiatives, assistive devices were distributed to persons with disabilities at Sindri and Barauni in collaboration with ALIMCO. The distribution programme covered a range of mobility and support aids designed to enhance independence and improve the quality of life of beneficiaries. The initiative is expected to facilitate greater social inclusion, mobility, and accessibility for differently-abled individuals in the project areas.



Installation of Health ATM Machines at Sindri and Barauni

To strengthen access to primary healthcare services, Health ATM machines were installed and operationalized at Sindri and Barauni through MVS. These machines enable users to undergo basic health screening and diagnostic tests, including measurement of vital health parameters. The facilities are expected to improve community access to preventive healthcare services and support early detection of health issues, particularly for residents living in nearby areas.





Reviving India's Living Soils



Sanjay Kumar

Chief Manager, Marketing, New Delhi

The Next Green Revolution HURL's Commitment to Soil Health

India's first Green Revolution fed a hungry nation. Five decades later, it has left behind a quieter crisis: soils that are exhausted, imbalanced, and increasingly less alive. Decades of intensive cropping and skewed fertiliser use have depleted organic carbon, disturbed microbial life, and pushed many of our fields toward diminishing returns. The next agricultural transformation India needs will not be measured only in tonnes per hectare, but in the health of the soil that produces them. This is the idea behind what agronomists now call the "Next Green Revolution" — one rooted not in more inputs, but in living, resilient soils.



A farmer inspects a thriving, healthy field - the visible result of balanced soil nutrition

"A handful of healthy soil holds more living organisms than there are people on Earth. Reviving that life is the foundation of food security."

Soil is not an inert growing medium; it is a living ecosystem. A single gram of fertile soil can contain billions of bacteria, fungi, and other microorganisms that cycle nutrients, build structure, and protect plants from disease. When this

biological engine is neglected, even heavy doses of chemical fertiliser fail to deliver the yields farmers expect. Restoring this balance — between organic matter, soil biology, and precise nutrition — is now recognised as central to sustainable productivity and to India's long-term food and environmental security.



HURL's Commitment to Soil Health

As one of India's leading fertiliser producers, Hindustan Urvarak & Rasayan Limited recognises that its responsibility extends beyond manufacturing nutrients — it extends to nurturing the soil that sustains the nation. HURL has aligned its operations and outreach with the Government of India's vision for balanced and sustainable fertilisation, promoting the judicious combination of Neem-coated Urea with organic and bio-fertilisers to rebuild soil organic carbon over time.

Through farmer awareness camps, Kisan Melas, and its network of agri-input dealers, HURL actively promotes soil health card-based nutrient application, encouraging farmers to apply fertiliser based on actual soil test data rather than habit. The company has also been a strong advocate of integrated nutrient management, encouraging the complementary use of compost, green manure, and bio-fertilisers alongside conventional fertilisers to enhance microbial activity and long-term soil fertility.

HURL's plants at Gorakhpur, Sindri, and Barauni — revived after years of dormancy — themselves stand as a symbol of restoration, echoing the very philosophy of renewal that the company now carries to India's farmlands. Investments in nano-fertiliser technology, efficient Neem-coated Urea, and continued research into soil-friendly formulations reflect HURL's understanding that the future of fertilisers lies in precision, not excess.

HURL's "Apna Nitro Power" & "Apna DAP Power" – Empowering Indian Agriculture

Under its customer-centric "Apna" brand philosophy, Hindustan Urvarak & Rasayan Limited has introduced Apna Nitro Power and Apna DAP Power—two high-quality fertilizer solutions designed to meet the evolving nutritional needs of Indian crops while enhancing productivity, profitability, and soil health.

Apna Nitro Power – The Power of Nitrogen

Apna Nitro Power is HURL's premium nitrogen fertilizer that delivers an adequate and balanced supply of nitrogen, the most essential nutrient for vigorous crop growth. It promotes lush green foliage, stronger stems, enhanced photosynthesis, and optimum vegetative development. By ensuring efficient nitrogen availability, it helps farmers achieve higher yields with better grain quality while supporting sustainable nutrient management practices.

✓ **Key Benefits:**

- ✓ Promotes healthy and vigorous crop growth
- ✓ Enhances chlorophyll formation and photosynthetic efficiency



- increases yield and crop quality
- supports balanced nutrient management

DAP Power – The Power of Balanced Nutrition

AP Power provides the ideal combination of nitrogen and phosphorus, promoting robust root development and strong early crop establishment. Phosphorus plays a vital role in energy transfer, flowering, seed formation, and overall plant vigor. AP Power enables crops to utilize nutrients efficiently, resulting in healthier plants and improved productivity.

Benefits:

- Promotes strong root growth and early plant establishment
- Improves flowering, fruiting, and seed development
- Enhances nutrient-use efficiency
- Supports higher crop productivity and quality
- Contributes to long-term soil fertility

ng with Farmers, Growing for India

na Nitro Power and Apna DAP Power, HURL reinforces its commitment to providing reliable, high-quality plant nutrition solutions that empower Indian farmers. Backed by modern manufacturing technology, stringent quality standards, and an extensive distribution network, these products reflect HURL's vision of Prosperous Farmers, Productive Agriculture, and a Self-Reliant India."

pna Series is not just about fertilizers—it is about delivering trust, technology, transformation to every field, every season, and every farmer.

Charting the Road Ahead

g India's living soils is a collective endeavour — one that calls for coordinated
among farmers, scientists, policymakers, and industry. For HURL, this is not a
ral initiative but a core commitment woven into its purpose: to feed the
while healing the ground it depends on. As the company looks ahead, its
belief remains simple and enduring — that a truly green revolution must
quite literally, from the soil up.





Catalysts of Change – Transforming Agriculture, Empowering the Nation

Mohammed Juned
Assistant Manager
E & QC, Barauni



A Technical Perspective on the Future of Sustainable and Smart Agriculture

Agriculture remains the backbone of many developing economies, particularly India, where it supports livelihoods, ensures food security, and contributes significantly to GDP and rural development. However, traditional farming systems are increasingly challenged by climate change, soil degradation, water scarcity, and rising input costs. In this context, the theme “Catalysts of Change – Transforming Agriculture. Empowering the Nation.” highlights the critical role of innovation, technology, and scientific interventions in reshaping agriculture into a resilient, productive, and sustainable sector.

Catalysts of Change in Modern Agriculture

The vision of “Catalysts of Change – Transforming Agriculture. Empowering the Nation.” is not merely aspirational but achievable through integrated efforts. A scientifically managed, digitally enabled, and sustainably driven agricultural system will ensure higher productivity, environmental balance, and national prosperity.

Key-catalysts that are transforming agriculture and empowering farmers and the nation at large.

1. Precision Agriculture and Digital Technologies

Precision agriculture is revolutionizing traditional farming by enabling data-driven decision-making.

Key technologies include:

- GPS-enabled farm equipment
- Remote sensing using satellites and drones
- Soil health mapping and digital soil cards
- AI-based crop advisory systems
- IoT-based smart irrigation systems

These tools help optimize input use (water, fertilizers, pesticides), reduce waste, and increase yield efficiency.

Impact:

Improved productivity, reduced input cost, and environmentally responsible farming practices.

2. Soil Health Management and Balanced Nutrition

Soil is the foundation of agriculture. Continuous monocropping and imbalanced fertilizer use have led to nutrient depletion.

Modern soil management focuses on:

- Integrated Nutrient Management (INM)
- Use of biofertilizers and organic amendments
- Site-specific nutrient application
- Micronutrient supplementation (Zn, B, Fe, etc.)
- Regular soil testing and monitoring

Balanced fertilization ensures that crops receive nutrients in required proportions, improving both yield and soil sustainability.

Technical Insight:

Efficient nutrient uptake is directly linked to soil pH, organic carbon content, and microbial activity. Maintaining these parameters is essential for long-term productivity.

3. Advanced Fertilizer Technologies

Fertilizer innovation plays a central role in modern agricultural transformation.

Emerging technologies include:

- Controlled-release fertilizers (CRFs)
- Nano-fertilizers for targeted nutrient delivery
- Water-soluble fertilizers for fertigation systems
- Coated urea formulations to reduce nitrogen loss

These technologies improve nutrient use efficiency (NUE) and minimize environmental impact such as leaching and greenhouse gas emissions.

Impact:

Higher crop yield per unit of fertilizer and reduced ecological footprint.

4. Climate-Smart Agriculture

Climate change demands adaptive agricultural practices that ensure resilience.

- These methods help stabilize production under climate stress and contribute to sustainability goals.

5. Biotechnology and Crop Improvement

Biotechnological advancements are accelerating crop development and resilience.

- Genetically improved high-yield varieties
- Pest and disease-resistant crops
- Tissue culture for rapid plant propagation
- Molecular breeding techniques

These innovations reduce dependency on chemical pesticides and increase yield stability.

6. Mechanization and Smart Farming Equipment

Farm mechanization reduces labour dependency and improves operational efficiency.

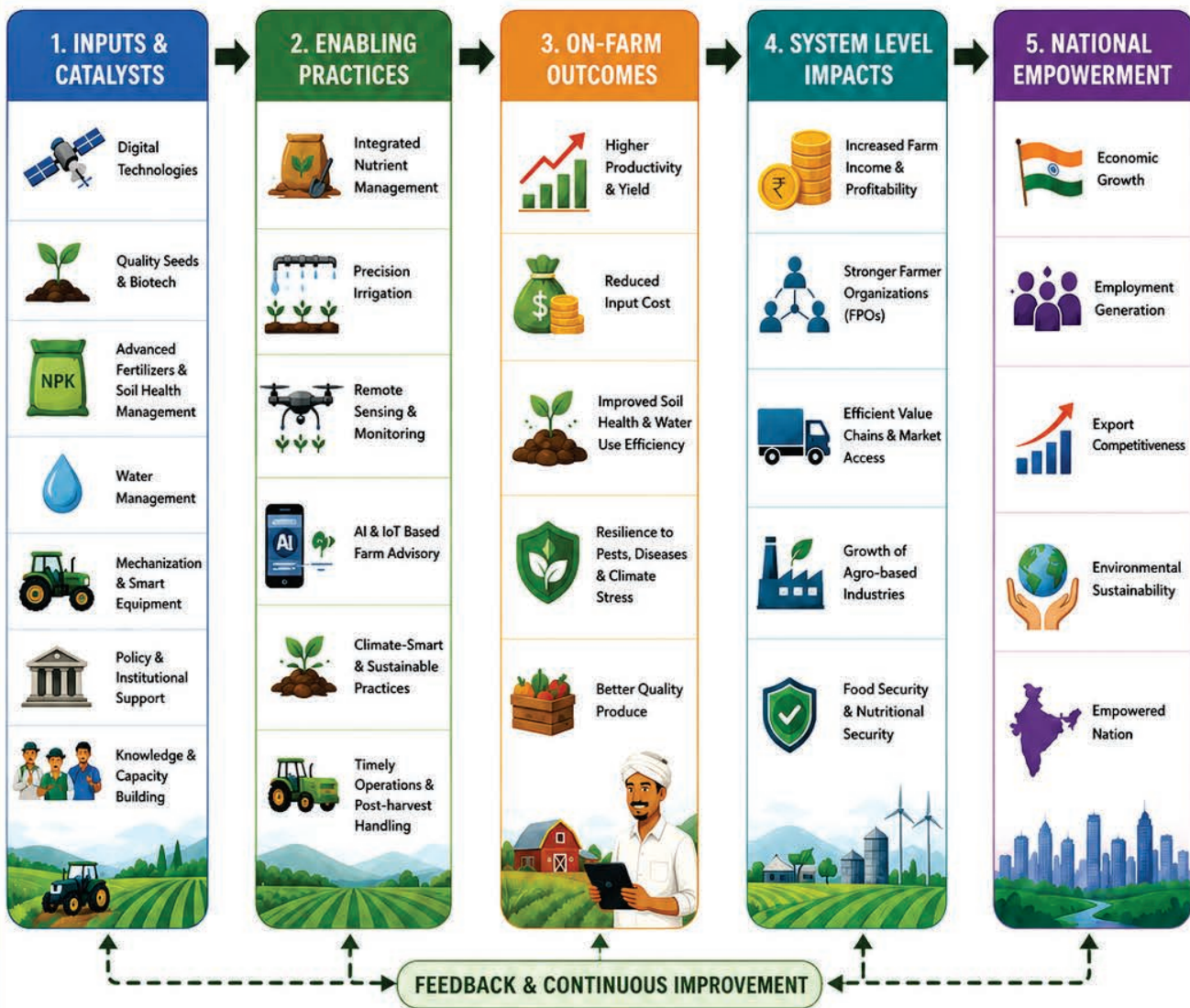
- Automated seeders and harvesters
- Precision sprayers
- Smart tractors with GPS guidance
- Post-harvest processing machines

Mechanization ensures timely agricultural operations, which is critical for maximizing productivity.

"The transformation of agriculture is being driven by a convergence of science, technology, policy, and farmer participation. From precision farming to advanced fertilizers, from biotechnology to climate-smart practices, each innovation acts as a catalyst of change."

CATALYSTS OF CHANGE – TRANSFORMING AGRICULTURE. EMPOWERING THE NATION.

Innovation • Sustainability • Prosperity



SUSTAINABLE AGRICULTURE – A CONTINUOUS CYCLE OF GROWTH & PROGRESS



Conserve Resources



Protect Environment



Enhance Biodiversity



Ensure Future Generations





Innovation & Sustainability Initiatives

Abhay Mehrotra
Chief Manager
IT, New Delhi



Innovation and sustainability initiatives within an IT department play a crucial role in shaping an organization's long-term resilience, operational efficiency, and environmental responsibility. As technology becomes more central to business operations, forward-thinking IT teams are adopting strategies that not only enhance performance but also reduce ecological impact and promote sustainable growth.

A key area of innovation is the modernization of infrastructure. Many IT departments are transitioning from traditional on-premises data centers to cloud-based or hybrid environments. Cloud platforms allow for dynamic scaling of resources, ensuring that computing power is used efficiently and only as needed. This significantly reduces energy consumption and lowers the carbon footprint associated with maintaining physical servers. Additionally, virtualization technologies consolidate workloads onto fewer machines, maximizing hardware utilization and minimizing waste.

Sustainability initiatives also include adopting energy-efficient hardware and promoting responsible asset lifecycle management. IT teams are increasingly investing in equipment designed for lower power usage and longer operational life. End-of-life devices are recycled or repurposed through certified e-waste programs, reducing landfill contributions and supporting circular economy principles.

On the innovation front, IT departments are implementing automation, artificial intelligence, and analytics to improve efficiency and reduce manual effort. Automation not only speeds up workflows but also minimizes resource-intensive errors, leading to more sustainable operations. AI-driven monitoring tools help optimize energy usage by analyzing patterns and automatically adjusting system performance.

Furthermore, many IT departments are championing sustainable practices across the organization. This includes promoting paperless workflows, encouraging remote work, and integrating collaboration tools that reduce travel-related emissions. Cybersecurity innovations—such as zero-trust architectures—also contribute to sustainability by ensuring system reliability and reducing downtime, which in turn conserves resources.

Ultimately, innovation and sustainability in the IT department are closely linked. By embracing modern technologies, efficient resource management, and eco-conscious practices, IT teams help organizations achieve both operational excellence and environmental stewardship.

In conclusion, innovation and sustainability initiatives in the IT department drive operational efficiency while reducing environmental impact. By modernizing infrastructure, embracing automation, optimizing energy use, and promoting responsible asset management, IT teams create a more resilient and eco-friendly technology ecosystem. These efforts not only support organizational goals but also contribute meaningfully to long-term sustainability and responsible digital transformation.

Snippets

Innovation and sustainability in the IT department focus on modernizing infrastructure, optimizing energy use, and adopting efficient technologies like cloud computing and automation. These initiatives reduce environmental impact, improve resource management, and support long-term operational resilience, helping organizations achieve both technological advancement and sustainable growth.



The Five Rights of Farming for Nutrients Management

Rahul Singh
Senior Officer
Marketing, Madhepura



In fields so green where crops do grow, The Five R's teach us what to know. To keep our soil healthy and bright, Let's follow the nutrient path that's right.

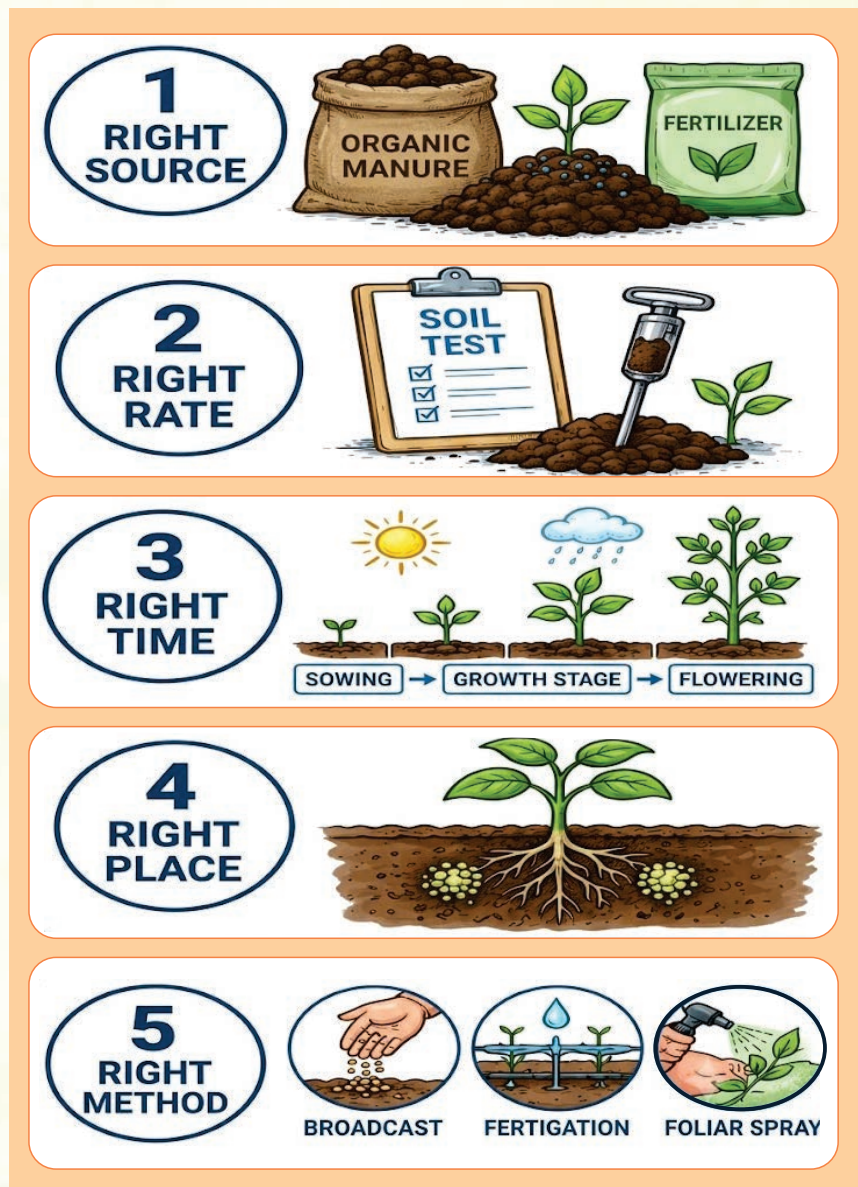
Right Source- is the farmer's guide, Choose the nutrients with wisdom and pride. Organic manure and fertilizers too, Select the best source for the crop in view.

Right Rate- says don't use more than need, Too much fertilizer wastes money indeed. A soil test first will show the way, Saving nutrients for another day.

Right Time- helps crops when they need food, at sowing or growth stage, as understood. Not before heavy rain or scorching heat, Proper timing makes nutrition complete.

Right Place- puts nutrients near the root, Where plants can absorb and bear more fruit. Band placement or deep in the soil, Reduces losses from farmer's toil.

Right Method- is the final key, For efficient use and productivity. Broadcast, fertigation, or foliar spray, Choose the best method for the crop each day.



Chandra Prakash Chaurasia
Junior Engineer Assistant 2
Electrical, Barauni



From precision farming and drone-based crop management to artificial intelligence, satellite monitoring, and smart irrigation systems, technology is revolutionizing every stage of agricultural production. Farmers can now make informed decisions using real-time data on soil health, weather patterns, and crop conditions. These advancements not only enhance productivity but also optimize the use of vital resources such as water, fertilizers, and energy, ensuring a more sustainable future for generations to come.

Yet, the true power of this transformation lies beyond technology. It lies in empowering farmers—the custodians of our food security—with knowledge, connectivity, and access to opportunities. Digital platforms are bridging gaps between farms and markets, enabling transparent transactions, better price discovery, and financial inclusion. Climate-resilient crop varieties and innovative farming techniques are helping agricultural communities adapt to the challenges of a changing world.

As India advances toward becoming a global economic powerhouse, a modern and resilient agricultural sector remains central to its success. Every innovation adopted, every resource conserved, and every farmer empowered contributes to a stronger, self-reliant nation.

The catalysts of change in agriculture are not merely transforming how food is grown; they are redefining possibilities, strengthening rural prosperity, and cultivating a future where technology and human determination work together to nourish the nation and inspire the world.



MECHANICAL QA&I: A CATALYST FOR RELIABLE FERTILIZER PRODUCTION

Kumar Shantanu
Deputy Manager QA&I Mechanical
Sindri



"Quality is not an act, it is a habit; It is the foundation of reliability and excellence."

India's agricultural growth and food security depend on the timely availability of quality fertilizers. Behind every tonne of fertilizer produced at HURL, there is a strong commitment to safety, reliability and quality of our plant assets.

Mechanical QA&I ensures the integrity of critical equipment through systematic inspections, condition monitoring, corrosion monitoring, vibration analysis, NDT examinations, quality surveillance and compliance with statutory and engineering standards.

In a fertilizer manufacturing facility, equipment such as pressure vessels, pipelines, storage tanks, heat exchangers, columns and rotating machinery operate under severe and corrosive conditions. Regular inspections and assessment of equipment health help in early detection of potential issues and prevention of failures.

Our proactive approach supports safe operations, reduces unplanned shutdowns, extends equipment life, and contributes to improved plant availability and cost effectiveness.

Mechanical QA&I also promotes a culture of quality and continuous improvement by supporting maintenance excellence, root cause analysis, and sharing of lessons learned.

Every inspection completed, every risk identified and every preventive action implemented is a step towards reliable fertilizer production. Our efforts directly contribute to timely supply of nutrients to farmers, higher crop productivity and strengthening the nation.

As HURL continues to grow and embrace new technologies, Mechanical QA&I remains committed to safeguarding asset integrity, driving innovation and supporting HURL's mission of transforming agriculture and empowering the nation.



No News is Bad News: The Power of the 3PA Strategy

Amit Kumar
Deputy Manager
Safety, New Delhi



In safety, silence is not success. While we often say, "No news is good news," the opposite is true in workplace safety.

- **Good News is No News:** Hazards are identified and addressed before incidents occur.
- **No News is Bad News:** Unsafe conditions go unreported, increasing hidden risks.
- **Bad News Is Good News:** Reported incidents and near misses provide valuable lessons that help prevent future accidents.



Every report is an opportunity to improve.

An accident is like an iceberg—we only see the visible injury or damage. Hidden beneath the surface are production losses, equipment damage, investigation costs, reduced morale, and business impact. Reporting hazards early helps prevent these unseen costs.

Building Safety Through the 3PA Strategy

A strong safety culture is built on three pillars:

- **Plant:** Safe infrastructure, reliable equipment, and technology.
- **Procedure:** Practical procedures developed with cross-functional consultation.
- **People:** The most important pillar. Engaged employees for speak up, report hazards, and participate in safety initiatives make the biggest difference.

When these three elements work together, **Accidents** reduce and safety performance improves.

Lagging indicators tell us **what happened**. Leading indicators help prevent **what could happen**.

The strongest leading indicator is **employee participation**—reporting hazards, sharing ideas, conducting safety observations, and participating in safety programs.

How we Makes the Difference

Safety starts at the top. Leaders must lead by example, be visible on the shop floor, listen to employees, and encourage open communication. A simple appreciation, recognition, or "pat on the shoulder" can motivate employees to continue speaking up.



No News is Bad News. Every voice matters. Every observation counts. Every report prevents tomorrow's accident.

Together, through the 3PA Strategy—Plant, Procedure, and People—we can build a proactive safety culture and reduce the accident. Safety culture is closely correlated with productivity and strategy. As the famous quote in industrial safety culture says: **"Culture eats strategy for breakfast."**



From Fields to Frameworks: An HR Roadmap for India's Agricultural Renaissance



Adrija Singh

Officer HR, New Delhi

Agriculture is the soul of India, yet as we reach the industry revolution 5.0 era and reshape every sector through Artificial Intelligence, data analytics, and cloud computing, the agri-sector stands at a defining inflection point with the key to doors of sustainability of our nation. What makes this moment uniquely significant for HR professionals is that technology alone cannot catalyse lasting transformation. People, processes, and purposefulness are the true drivers of change. Human Resource Management must therefore step out of its comfortable zone and assume its rightful place as a strategic partner in reimagining the agricultural landscape.

The first imperative is a rethinking of Talent Management for the agri-ecosystem. The war for talent has changed its rules — gig workers, contractual knowledge professionals, moonlighting professionals, STEM-skilled specialists etc. are all redefining the workforce landscape. Thus, encouraging the need for a redefining talent pipeline: agripreneurs, data agronomists, rural extension officers, precision farming technologists etc. who are the new change bearers. Furthermore, organisations must build competency frameworks that value not only technical skill but also align digital literacy and adaptability with the need for digital transformation. Conventional linear recruitment practices will soon fail to attract the non-traditional thinkers who drive breakthrough innovation. Talent sourcing must therefore be diverse, equitable, inclusive, and forward-looking.

Moving on to Performance Management which must drive growth as a key engine within the agricultural transformation agenda. AI-enabled analytics, real-time dashboards, and predictive modelling can shift the paradigm from periodic to continuous performance conversations for the employees and the organization. This opens the total gamut of opportunities for agri-linked organisations, extension workers, and Farmer Producer Organisations (FPOs) who can now measure performance not merely in output per hectare but by sustainable value which they

create across the entire value-chain. This is what transforms performance management from a genuine catalyst for growth to being an opportunity for change.

Last but not least, Career Management and Succession Planning is a key driver to broaden the scope to cover the agri-sector workforce. Critical roles in agricultural research, agri-tech companies, and rural advisory services are the focal points for the next step to sustainability. HR must steer this change by mapping key positions, identifying high-potential talent, and creating career pathways that make agriculture aspirational for the youth of our nation.

Thus, to conclude the transformation of Indian agriculture is, at its heart, a human transformation. Therefore, the final goal is to be perfect at the end by being better today for our nation.

परिवर्तन के संवाहक: कृषि का कायाकल्प राष्ट्र का सशक्तिकरण

मिट्टी की सोंधी खुशबू में, नव-विश्वास जगाएंगे,
परंपरा की इस धरती पर, आधुनिकता लाएंगे।

कल तक जो केवल श्रम था, अब वो विज्ञान बनेगा,
परिवर्तन के संवाहकों से, हर एक खेत सजेगा।

सटीक कृषि की नई सोच से, सूझ-बूझ की खाद मिली,
ड्रोन उड़ाकर देख रहे हैं, कहाँ फसल है खिली-खिली।

हिन्दुस्तान उर्वरक एंड रसायन लिमिटेड ने ठाना है,
हर उन्नत खेत से भारत को, समृद्ध और खुशहाल बनाना है।

सिंचाई की बूँद-बूँद से, अमृत रस अब टपकेगा,
'अपना यूरिया' के आते ही, हर एक चेहरा चमकेगा।

खेतों से मंडियों तक देखो, तकनीक का सेतु बना है,
मेहनत की पूरी कीमत पाना, अब किसानों का हक बना है।

कृषि का यह कायाकल्प, सिर्फ फसल उगाना नहीं,
यह स्वावलंबन की गाथा है, कोई कोरा फसाना नहीं।

जब अन्नदाता समृद्ध होगा, हर घर में खुशहाली आएगी,
गाँवों की आत्मनिर्भरता ही, देश की नींव बनाएगी।

यही प्रगति का नया सवेरा, गौरव नया दिलाएगा,
"हर एक काम, देश के नाम" का संकल्प, भारत को महाशक्ति बनाएगा।



Sandeep Kumar

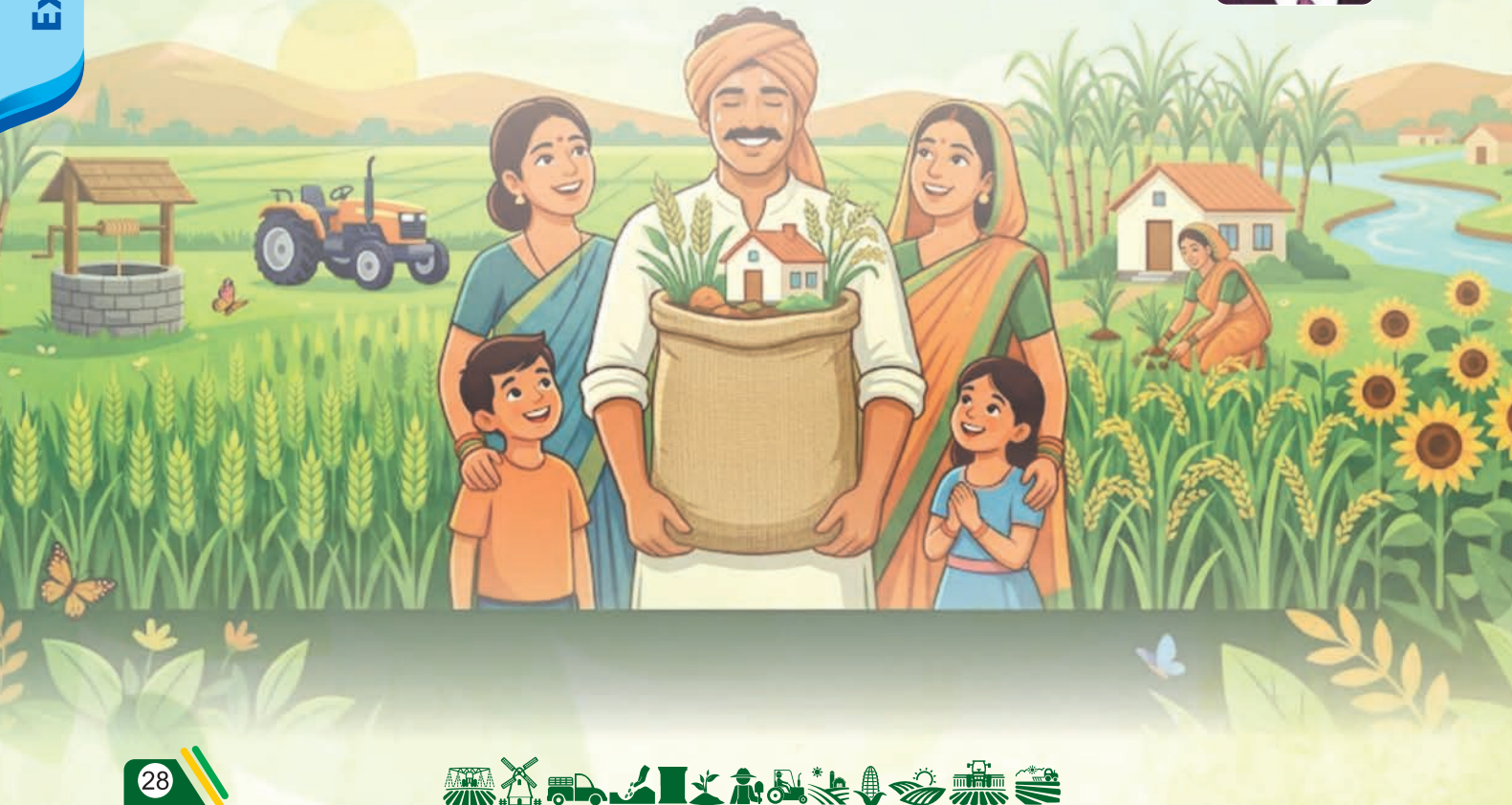
Junior Engineering Assistant-II
Mechanical, Barauni



"उर्वरता की नई पहचान"

मिट्टी की खुशबू, पसीने की धार, किसान के सपनों का सच्चा आधार।
हरियाली की चाह में बढ़ते कदम, उर्वरक से खिलता जीवन हर दम।
ऐसे में बनकर विश्वास की दीवार,
उभरा एक नाम-Hindustan Urvarak and Rasayan Limited अपार।
गोरखपुर, सिंदरी, बरौनी की शान, फिर से जगाए उर्वरता की पहचान।
बंद पड़ी राहों में भरी नई जान, कारखानों में गूँजा विकास का गान।
यूरिया की धारा बहती निरंतर, किसानों के चेहरे खिले प्रखर।
मिट्टी को दे संतुलन, फसल को बल, हर खेत में लाए समृद्धि का पल। देश की धरती का बड़ाए
मान, किसान के संग खड़ा हर इंसान।
हर दाना बने मेहनत की मिसाल, हरियाली में छिपा देश का कमाल।
HUURL का योगदान रहे यूँ महान, उर्वरक क्षेत्र का सशक्त अभियान।

Rayees Ahmad
Officer, Finance
Sindri



एक सच्चा किसान मित्त

घरती की हरियाली का है जो रखवाला, हर किसान के सपनों का शान निराला।
मेहनत की हर बूंद को देता जो सम्मान, वही तो है HURL किसान का अभिमान।

बीजों में आशा, खेतों में नई जान, उर्वरता से भरता हर सूखा मैदान।
ज्ञान और तकनीक का देता संग-साथ, किसान बड़े आगे, यही इसका विश्वास।

हर मौसम में बनकर सहारा खड़ा, कठिनाइयों में भी न छोड़े साथ जरा।
सपनों को सींचे, खुशहाली लाए, हर घर में समृद्धि की ज्योत जलाए।

HURL है साथी, हर पल हर दौर, किसान की प्रगति में इसका है जोर।
सच्चे मिल की तरह निभाए ये फर्ज, किसानों के दिल में बसता है ये अर्ज।

मिट्टी की खुशबू, किसान का मान, उर्वर सपनों का सच्चा सम्मान।
हर फसल में भरता नई ऊर्जा का रंग, HURL के संग, खुशियों के ढंग।

नीम कोटेड यूरिया का सतुलित साथ, मिट्टी को दे ताकत, बढ़ाए हरियाली की बात।
DAP और NPK से पोषण का आधार, हर फसल बने मजबूत, उपज हो अपार।

सूक्ष्म पोषक तत्वों की सही पहचान, खेतों को मिले पूरा पोषण और सम्मान।
नई तकनीक और उन्नत समाधान, HURL बनाता खेती की आसान।

हर मौसम में देता भरोसे का हाथ, किसान के संग चलता दिन और रात।
खेतों से लेकर मंडी तक का सफर, HURL है साथी, हर मुश्किल में बेहतर।

मेहनत का फल जब सोना बन जाए, किसान के चेहरे पर मुस्कान छा जाए।
उत्पादों की शक्ति, विश्वास की डोर, HURL से जुड़कर बढ़े हर जोर।

कठिन राहों में भी न छोड़े साथ, हर मौसम में दिखाए सही राह।
खेली में खशहाली घर में उजाला HURI ने हर दिल को है संभाला।



Sanjay Kumar
Chief Manager
Marketing, New Delhi



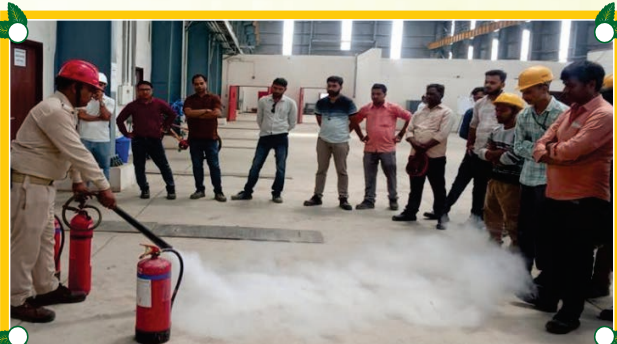


Gaurav Gangwal
S/o of Akshay Gangwal
Senior Manager
Finance, New Delhi

FIRE SERVICE WEEK 2026



Towards Zero Harm



SAFETY AWARENESS & FIRST AID TRAINING



Towards Zero Harm

HEIGHT RESCUE & PPE'S TRAINING CUM PRACTICAL DEMO



Awareness Programme on Electrical ARC Flash Boundary during Observance of National Electrical Safety Week-2026



MOCK DRILL AT BAGGING PLANT



FIRE MOCK DRILL



ADMINISTRATIVE BUILDING MOCK DRILL



HURL wins the Best Enterprise Application Award at the PSE Excellence Awards!





★ *A Moment of Pride* ★

HURL has been honoured with the
BEST ENTERPRISE APPLICATION AWARD
 at the **PSE Excellence Awards**





GRATITUDE



INNOVATION



TEAMWORK

Celebrating Excellence

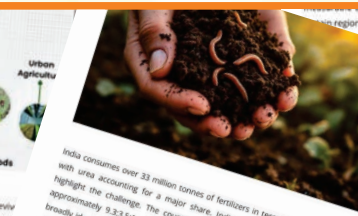


The guiding principle of PM-PRANAM is simple yet transformative: Revive and Rebalance. It incentivizes states to reduce excessive use of mineral fertilizers, promote alternative, sustainable inputs such as biofertilizers, and integrated nutrient management practices. Sustainable agriculture advocates planting 16 diverse crops, including heirloom plants, well-suited to a region's particular climate. Rather than relying on a single crop, sustainable agriculture advocates polyculture, where crops are grown together. Although polyculture is frequently associated with industrial monoculture, polyculture can reduce the need for fertilizers and generally improves quality. Similarly, integrated pest control. The use of nitrogen fixing cover crops and other green manures can help restore soil fertility and conserve a major facet of soil health. Conserving water is another key aspect of sustainable agriculture. Using water wisely is a major facet of sustainable agriculture.

Self-Reliance in Fertilizers is a Strategic Necessity: Dr. S.P. Mohanty



India consumes over 33 million tonnes of fertilizers in terms of nutrients annually. With urea accounting for a major share, India's fertilizer consumption patterns highlight the challenge. The country's average N:P:K:O:SO₂ use ratio stands at approximately 9.3:3.5:1, significantly skewed towards nitrogen compared to the broadly ideal ratio of 4:2:1. This imbalance has led to declining soil organic carbon, and reduced nutrient-use efficiency. This imbalance not only affects soil fertility but also leads to environmental concerns such as groundwater contamination and greenhouse gas emissions.



PM-PRANAM seeks to correct this trajectory through an innovative incentive-based approach. The scheme rewards states with 50% of the subsidy savings to be achieved by reducing mineral fertilizer consumption relative to previous benchmarks. These funds are reinvested in promoting alternative fertilizers, awareness campaigns, and sustainable agricultural infrastructure—creating a self-sustaining cycle of ecological and economic gains.

The Rise of HURL as a Modern Agri-Giant



Hindustan Urvarak & Rasayan Limited (HURL) has emerged as a modern agri-giant, leading the way in sustainable agriculture. The company's commitment to environmental stewardship and sustainable development is reflected in its world-class infrastructure, advanced technologies, and robust safety practices. Addressing the gathering during the Foundation Day celebrations in the evening, Dr. Siba Prasad Mohanty, Managing Director, HURL, reflected on the organization's remarkable journey and achievements over the past eleven years. He lauded the dedication, resilience, and unwavering commitment of the HURL family, emphasizing that every milestone achieved by HURL is the result of collective effort, shared vision, and a relentless pursuit of excellence.

India's agricultural future hinges on the health of its soil. Over the past decades, the excessive use of mineral fertilizers, particularly urea, has led to soil degradation, declining soil organic carbon, and reduced productivity. Addressing this challenge, the Government of India launched the PM-PRANAM scheme, marking a paradigm shift towards sustainable agriculture, where the focus is on restoring soil fertility and ensuring a sustainable future for generations to come.



Soil health is not merely an agricultural necessity—it is a balanced soil today ensures a sustainable tomorrow.

Ministry of Fertilizers, Government of India - PM-PRANAM
In Council of Agricultural Research (ICAR) Reports on INM
Indian Association of India (IAI) Statistics 2024-25

स्वनिर्मित उर्वरक उद्योग के लिए एक रणनीतिक आवश्यकता है: डॉ. एस.पी. मोहंती



India consumes over 33 million tonnes of fertilizers in terms of nutrients annually. With urea accounting for a major share, India's fertilizer consumption patterns highlight the challenge. The country's average N:P:K:O:SO₂ use ratio stands at approximately 9.3:3.5:1, significantly skewed towards nitrogen compared to the broadly ideal ratio of 4:2:1. This imbalance has led to declining soil organic carbon, and reduced nutrient-use efficiency. This imbalance not only affects soil fertility but also leads to environmental concerns such as groundwater contamination and greenhouse gas emissions.



What is Integrated Nutrient Management (INM)?
Integrated Nutrient Management refers to the management and conservation of natural resources based on the integration of technological and institutional agencies to ensure the sustainability of agriculture. It is a holistic approach that considers the entire agricultural system, from soil health to crop production, and aims to optimize nutrient use while minimizing environmental impact.

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Project Saksham 2.0

As part of its Corporate Social Responsibility (CSR) initiatives, HURL Barauni organised a valedictory ceremony of Project Saksham in association with CIPET, Hajipur, aimed at enhancing employability and empower local youth through skill development. During the programme, Course Completion Certificates and Job Offer Letters were distributed to 50 trainees who successfully completed training in Machine Operator Injection Moulding trades. The ceremony was attended by Business Unit Head, HURL Barauni; Vice President (HR), HURL; and other senior officials of HURL. Addressing the trainees, the dignitaries congratulated them on their successful completion of the programme and encouraged them to pursue continuous learning.

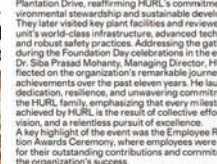


Hindustan Urvarak & Rasayan Limited (HURL) celebrated its 11th Foundation Day at Barauni with great enthusiasm, marking eleven years of growth, innovation, and commitment to India's agricultural progress. The celebrations were graced by Virendra Malik, Chairman, HURL; Dr. Siba Prasad Mohanty, Managing Director, HURL; Members of the Board of Directors; senior officials, employees, and their families. The day commenced with a presentation by the Business Unit Head, HURL Barauni, highlighting the unit's achievements in production, operational excellence, safety, energy efficiency, sustainability initiatives, and future growth plans. The dignitaries also participated in a Tree Plantation Drive, reaffirming HURL's commitment to environmental stewardship and sustainable development. They later visited key plant facilities and reviewed the unit's world-class infrastructure, advanced technologies, and robust safety practices. Addressing the gathering during the Foundation Day celebrations in the evening, Dr. Siba Prasad Mohanty, Managing Director, HURL, reflected on the organization's remarkable journey and achievements over the past eleven years. He lauded the dedication, resilience, and unwavering commitment of the HURL family, emphasizing that every milestone achieved by HURL is the result of collective effort, shared vision, and a relentless pursuit of excellence. A key highlight of the event was the Employee Recognition Awards Ceremony, where employees were honoured for their outstanding contributions and commitment to the organization's success.

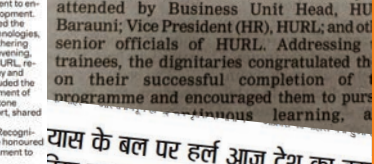
HURL Hindustan Urvarak & Rasayan Limited on programme titled "Enhancing Capabilities: Turnir Impact" at Jim Corbett National Park. The Managing Director Siba Prasad Mohanty, senior officials focused on effective communication s intelligence in the workplace. Addressing participants, the importance of continuous learning, adaptability, measurable impact. Senior officials encourage innovation and collaboration in a rapidly evolving world reflected HURL's commitment to capability building and nurturing a future-ready workforce.



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नवें रसायन लिमिटेड
 ने युवाओं को
 विकास के माध्यम
 अपना बनाने की दिशा में
 महत्वपूर्ण कदम उठाते
 सहम प्रोजेक्ट की
 आगत की है। परिपोजना
 उद्घाटन हल के प्रबंध
 निदेशक डॉ. सिवा प्रसाद
 गौहती ने दोन दयाल
 उपाध्याय विश्वविद्यालय के
 कुम्हारपी की उपस्थिति में
 किया। इस अवसर पर हल
 के वॉरड एग्जिक्यूटिव, जिन्होंने
 माध्यम संस्थापक, सहयोग उपाध्यक्ष, कॉर्पोरेट सामाजिक
 इकाई प्रमुख - मोक्ष नरेश्वर, सहयोग उपाध्यक्ष, कॉर्पोरेट सामाजिक
 इकाई के सदस्य, यश नरेश्वर सिन्हा डेक्कनपेट कॉलेज (नर)
 कोशल विकास निगम) के प्रतिनिधि और प्रशिक्षण भागीदार
 सहम प्रोजेक्ट का उद्देश्य युवाओं को उद्योग से जुड़े प्रशिक्षण
 प्रदान कर शिक्षा और रोजगार के बीच को खाँस को पाटने
 तहत गरीब परिवार, बहरीनी और सिंदरी में कुल 2,265 वॉचर
 युवाओं को प्रशिक्षण के अनंत शक्ति दिया गया है, जिससे
 को इस कार्यक्रम के अनंत शक्ति दिया गया है। कार्यक्रम
 को इस कार्यक्रम का बजट निर्धारित किया गया है। कार्यक्रम



हिन्दुस्तान उर्वरक एवं रसायन लिमिटेड
Hindustan Urvarak & Rasayan Limited
(A Joint Venture of CIL, NTPC, IOCL, FCIL & HFCL)

Core-4, 9th Floor, SCOPE Minar, Laxmi Nagar District Centre, Delhi-110092
कोर-4, 9वाँ तल, स्कोप मीनार, लक्ष्मी नगर डिस्ट्रिक्ट सेन्टर, दिल्ली-110092

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