



TALOJA MANUFACTURER

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Pages 11

Tree Plantation Initiative at Taloja Police Station



As per the request of Shri. Pravin Bhagat, Senior Police Inspector (In-charge), Police Station, MIDC, Taloja, the Taloja Manufacturers' Association (TMA) donated **25 tree saplings** on **10th December 2025**.

The saplings were planted within the premises of the Taloja Police Station, contributing to environmental conservation and reinforcing the commitment towards creating greener and healthier surroundings. This initiative reflects TMA's continuous efforts to support social and environmental causes in coordination with local authorities.



Taloja Manufacturers' Association

*WISHING ALL
A
HEALTHY, PROSPEROUS
AND*

HAPPY NEW YEAR 2026

ESIC SPREE Scheme Extended till 31.01.2026

The **Employees' State Insurance Corporation (Employees' State Insurance Corporation – ESIC)** has extended the **Scheme to Promote Registration of Employers/Employees (SPREE)** for one **additional month**, from **01.01.2026 to 31.01.2026**, on the same terms and conditions.

Member industries who could not register earlier are advised to **avail this one-time opportunity** and ensure registration of all eligible units and employees under the ESI Act.
(ESIC circular attached)



कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय
Headquarters'
पंचदीप भवन सी०आई०जी रोड , नई दिल्ली-110002
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002
Phone: 011-23604700 Email : dir-gen@esic.nic.in
Website : www.esic.nic.in / www.esic.in

No. P-11/12/Agenda/06/2016-Revenuell

Date: .12.2025

To,

The Regional Director (All) / Joint Director I/C,
Regional office/Sub Regional Office
ESI Corporation.

Subject: **Extension of Scheme to Promote Registration of Employers/ Employees (SPREE) – Regarding**

Sir/Madam,

Reference is invited to Instructions of even number dated 01.07.2025 whereby the Scheme to Promote Registration of Employers/Employees (SPREE) was launched, as a one-time drive intended to extend social security benefits to all eligible persons under the ambit of the ESIC who had, so far, remained outside the ESI coverage. The Scheme was operational for the period from 1st July, 2025 to 31st December, 2025

It is informed that the ESIC has received many representations from Employers, Employer's Associations, Corporation members and State Governments requesting extension of the Scheme beyond 31.12.2025. The matter has been examined, and it is hereby informed that considering the requests and constraints expressed by the stakeholders the Competent Authority has approved the extension of the Scheme for a further period of one month from 01.01.2026 to **31.01.2026** with same terms and conditions as mentioned in the instruction dated 01.07.2025

All employers and employees who have not been able to avail the benefits of the Scheme so far may be informed to take advantage of this extended opportunity and ensure that all units and employees coverable under the ESI provisions are duly registered by availing this one-time benefit.

All necessary assistance may be extended to employers for online registration of their units and employees. Regional Directors and SRO In-Charges may continue to conduct public relation activities on the Scheme in their respective areas during the above period.

Digitally Signed by
Rakesh Roshan
Date: 31-12-2025
10:17:22

Yours faithfully,

(Rakesh Roshan)
Dy. Director (Revenue)

Copy to:

1. The Secretary Labour/Health dealing the ESI Scheme in the state for kind information & necessary action.
2. PPS to DG and all Divisional Heads, ESIC , Hqrs
3. All zonal ICs for information and further action.
4. Website Contents Management, Hqrs Office, with the request to upload this instruction on ESIC Hqrs website

Taloja Manufacturers' Association has received a circular from the District Women and Child Development Officer, Raigad-Alibaug, regarding mandatory compliance under the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** Sexual Harassment of Women at Workplace Act.

As per the Act, all establishments employing **10 or more employees** are required to constitute an **Internal Complaints Committee (ICC)** and **register/update details on the SHE-Box Portal:** <https://shebox.wcd.gov.in/oftheGovernmentofIndia>.

Detailed instructions and portal links are provided in the **enclosed circular**.

For clarification, members may contact **Mrs. Kalpana Barambe**, Protection Officer, **Women & Child Development Department, Raigad** Women & Child Development Department, Raigad on **9860010242**.



महाराष्ट्र शासन
महिला व बालविकास विभाग



जिल्हा महिला व बालविकास अधिकारी रायगड

दुसरा मजला, दिपमहल बंगला, स्वामी समर्थ नगर, पिंपळभाट, अलिबाग

दूरध्वनी क्र. ०२४१-२९५३२९ Email-wcdora@gmail.com / dwcdoraigad@gmail.com

जा.क्र.जिमबावि/रा./मबावि/POSH ACT/२०२५-२६/५३२७

दिनांक २३/१२/२०२५

प्रति,

१. अध्यक्ष / सचिव, महाड मॅन्युफॅक्चरिंग असोसिएशन, ता. महाड, जि. रायगड
२. अध्यक्ष / सचिव, तळोजा मॅन्युफॅक्चरिंग असोसिएशन, ता. पनवेल, जि. रायगड
३. अध्यक्ष / सचिव, रोहा इंडस्ट्रीज असोसिएशन, ता. रोहा, जि. रायगड
४. अध्यक्ष / सचिव, पाताळगंगा व रसायनी इंडस्ट्रीज असोसिएशन, ता. खालापूर, जि. रायगड

विषय : कामाच्या ठिकाणी महिलांवरील लैंगिक छळ प्रतिबंध, प्रतिबंधन व निवारण अधिनियम, २०१३ अन्वये सर्व खाजगी आस्थापनांमध्ये अंतर्गत तक्रार निवारण समिती गठीत करून She Box Portal वर अद्यावत करणेबाबत

संदर्भ : १. शासन निर्णय क्रमांक : मकचौ- २०१४/प्र.क्र.६३/मकक दिनांक १९/०६/२०१४

२. शासन परिपत्रक क्रमांक रीटपी २०१८/प्र.क्र.८/का-१५ दि. २४/११/२०२३

३.मा. सर्वोच्च न्यायालय येथे दाखल Miscellaneous Application Diary No. (s) २२५५३/२०२३ in Civil Appeal No २४८२ of २०२४ Aureliano Fernandes Vs The State of Goa & Ors च्या दि. ०३/१२/२०२४

४.मा. सर्वोच्च न्यायालय येथे दाखल Miscellaneous Application Diary No. (s) २२५५३/२०२३ in Civil Appeal No २४८२ of २०२४ Aureliano Fernandes Vs The State of Goa & Ors च्या दि. २२/०४/२०२५

५. महिला व बाल विकास विभाग शासन निर्णय क्र मकचौ-२०२५/प्र.क्र.२५/का-१५ दि २२/०८/२०२५

६.मा. आयुक्त, महिला व बाल विकास यांचे पत्र क्र १८९ दि. ०८/१२/२०२५

७.या कार्यालायचे पत्र क्र ४२४६ दिनांक ०९/१२/२०२५

Cont. on Page 4

महोदय,

उपरोक्त विषयी संदर्भिय शासननिर्णयांचे अनुषंगाने कळविण्यात येते की, कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई व निवारण) अधिनियम २०१३ मधील प्रकरण क्र. ०१ मधील कलम २ मधील व्याख्येनुसार प्रत्येक शासकीय, निमशासकीय कार्यालये, संघटना, मंहामंडळे, आस्थापना, संस्था शाखा, ज्यांची शासनाने स्थापना केली असेल किंवा त्यांच्या नियंत्रणाखाली असेल किंवा पूर्ण किंवा अंशतः प्रत्यक्ष अथवा अप्रत्यक्ष निधी शासनामार्फत किंवा स्थानिक प्राधिकरण किंवा शासकीय कंपनी केवा नगरपरिषद किंवा सहकारी संस्था यांना दिला जातो अशा सर्व आस्थापना, तसेच कोणतेही खाजगी क्षेत्र संघटना किंवा खाजगी उपक्रम/संस्था, इंटरप्रायजेस, अशासकीय संघटना, सोसायटी, ट्रस्ट, उत्पादक, पुरवठा, वितरण व विक्री यासह वाणिज्य व्यावसायिक, शैक्षणिक, करमणूक, औद्योगिक, आरोग्य, इत्यादी सेवा किंवा वित्तीय कामकाज पार पाडणारे युनिट किंवा सेवा पुरवठादार, रुग्णालये, सुशुभालये, क्रिडा संस्था, प्रेक्षागृहे, क्रिडा संकुले, इत्यादी ठिकाणी किंवा अनिनियमात नमूद केलेल्या कामाच्या शासकीय व खाजगी क्षेत्रातील कार्यालयाच्या ठिकाणी अंतर्गत तक्रार समिती गठीत करावयाची आहे.

वरील अधिनियमानुसार ज्या आस्थापनेमध्ये १० किंवा १० पेक्षा जास्त अधिकारी/कर्मचारी यांचा समावेश असेल अशा प्रत्येक नियोक्त्याने त्यांचे आस्थापनामध्ये कामाच्या ठिकाणी महिलांच्या होणाऱ्या लैंगिक छळाच्या तक्रारीची चौकशी करण्यासाठी प्रत्येक कार्यालयात "अंतर्गत तक्रार समिती" गठीत करावयाची आहे. अंतर्गत तक्रार समितीचे अध्यक्ष व सदस्य यांची कार्यालय प्रमुखांनी नियुक्ती करावयाची आहे व गठीत समित्यांची माहिती हि She Box Portal वर अद्यावत करायची आहे.

खाजगी कार्यालयांमध्ये अंतर्गत तक्रार समिती स्थापन न केल्यास संबंधित अस्थापना मालकास सदर कायद्यातील कलम २६ च्या तरतुदीनुसार ५० हजार रुपयापर्यंत दंड होईल. हाच प्रकार पुन्हा केल्यास लायसन्स रद्द, दुप्पट दंड होईल अशी तरतूद आहे. त्यानुसार दंड आकारण्यात येईल.

या अधिनियमानुसार सर्व आस्थापनांची माहिती She Box Portal वर अद्यावत करण्याकरिता, सर्व आस्थापनांना कायद्याची माहिती मिळावी व अंमलबजावणी प्रभावीरीत्या होण्यासाठी, आपल्या अधिनस्त सर्व खाजगी आस्थापनांमध्ये अंतर्गत तक्रार समिती गठीत करणेबाबत व गठीत समिती ची माहिती She Box Portal वर अद्यावत करणेबाबत सूचना देण्यात याव्यात.

१. She Box Portal वर सर्व खाजगी आस्थापनांची नोंदणी करणे.

नोंदणी करणेकरिता : <https://shebox.wcd.gov.in/> => Click on Private Head Office Registration => Proceed => Fill all the details of organisation => Submit => (wait for approval from nodal officer)

२. She Box Portal वर गठीत समिती ची माहिती अद्यावत करणे.

समिती अद्यावत करणेकरिता : <https://shebox.wcd.gov.in/> => Login => type Email Id as Username and Password => workplace and IC management => Register IC details => Submit

३. To Reset Password

<https://shebox.wcd.gov.in/> => click Login => Click Forgot Password =>

Enter Email id => Submit => Update password from reset link received on email

त्यानुसार, आपण आपल्या स्तरावरून सर्व खाजगी आस्थापनांना She Box Portal वर नोंदणी करून अंतर्गत तक्रार समिती अद्यावत करणेबाबत सूचना द्याव्यात.



(श्रीकांत रुक्मिणी ज्ञानोबा हावळे)

जिल्हा महिला व बालविकास अधिकारी

रायगड - अलिबाग

प्रतिलिपी माहितीस्तव सविनय सादर :

- १) मा. आयुक्त, महिला व बाल विकास आयुक्तालय, महाराष्ट्र राज्य, पुणे
- २) मा. जिल्हाधिकारी, रायगड - अलिबाग
- ३) मा. विभागीय उपायुक्त, महिला व बाल विकास, कोकण विभाग, चेंबूर, मुंबई



जिल्हा महिला व बालविकास अधिकारी

रायगड - अलिबाग

Follow-up on Declaration of Taloja MIDC Main Road as a “No-Parking Zone

The Taloja Manufacturers' Association (TMA) has submitted a follow-up representation to the Deputy Commissioner of Police (Traffic), Navi Mumbai, regarding the long-pending request to declare the Taloja MIDC Main Road as a **No-Parking Zone**.

TMA highlighted that unauthorized parking of heavy vehicles on both sides of the road continues to cause severe traffic congestion, inconvenience to commuters, and safety hazards on this vital industrial route.

TMA has once again urged the Traffic Police to declare the road as a No-Parking Zone and ensure strict enforcement. A copy of the letter has also been forwarded to the Commissioner of Police, Navi Mumbai for necessary intervention.
A copy of letter is enclosed.



Taloja Manufacturers' Association

(Established in 1985)

TMA/SJS/25-26/103

To,
The Deputy Commissioner of Police (Traffic),
Navi Mumbai, Kokan Bhawan,
7th Floor, Room no. 732, Sector 10,
CBD Belapur, Navi Mumbai : 400614

Date : 10.12.2025

Sub: Follow-up regarding request to declare Taloja MIDC Main Road as a “No-Parking Zone”

Respected Sir,

This has reference to our earlier communication requesting the declaration of the Taloja MIDC Main Road as a No-Parking Zone.

We wish to bring to your kind notice that the situation on the ground has continued to deteriorate. The main road of Taloja MIDC is still witnessing severe traffic congestion, primarily due to unauthorized parking of heavy vehicles on both sides of the road. This is causing major inconvenience to daily commuters, employees, transporters, and industrial units, and often results in long traffic jams, especially during peak hours.

As highlighted earlier, this road handles heavy vehicular movement associated with industries in Taloja MIDC, along with additional traffic from Kalyan-Dombivali-Ambernath via Usatne Road, and it also serves as an important route towards Nashik. Illegal parking on such a critical stretch is not only disrupting smooth traffic flow but also creating safety hazards.

In view of the above, we once again earnestly request your immediate intervention to declare the Taloja MIDC Main Road as a No-Parking Zone and initiate strict enforcement measures to ensure compliance.

Your support in this matter will be invaluable in ensuring smooth and safe traffic movement for all.

Regards,

For Taloja Manufacturers' Association


Shekhār Shringare
Hon. President



CC: The Commissioner of Police, Navi Mumbai, Sector 10, opposite RBI, CBD Belapur, Navi Mumbai, Maharashtra 400614

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ROAD SAFETY AWARENESS

HIRA – Bike / Two-Wheeler Traveling



Sr. No.	Hazard Identified	Possible Risk	Control / Preventive Measures
1	Over-speeding	Loss of control, accident	Follow speed limits, defensive riding
2	Riding without helmet	Head injury, death	Wear ISI-certified helmet
3	Mobile phone use while riding	Distraction, collision	Strictly avoid phone usage
4	Alcohol or drug influence	Delayed reaction, fatal crash	Zero-tolerance policy
5	Poor road condition (potholes)	Skidding, fall	Slow speed, maintain safe distance
6	Wet / slippery road	Loss of balance	Ride slowly, ensure good tyre condition
7	Night travel / Low visibility	Collision	Use proper headlights, reflective jacket
8	Heavy traffic	Crash with vehicles	Defensive riding, lane discipline
9	Brake failure	Inability to stop	Regular vehicle maintenance
10	Tyre burst / Low pressure	Loss of control	Daily tyre inspection
11	Sudden braking by other vehicles	Rear-end collision	Maintain safe following distance
12	Fatigue or stress	Poor judgment	Take rest, avoid long continuous rides
13	Loose clothing	Entanglement	Wear proper riding clothes
14	No gloves / Poor footwear	Reduced grip, foot injury	Use riding gloves and closed shoes
15	Traffic rule violation	Accident, legal issues	Follow traffic rules strictly

Conclusion



Bike / two-wheeler traveling involves **high risk**.

By ensuring helmet usage, controlled speed, proper vehicle maintenance, and strict adherence to traffic rules, the risk level can be reduced to a safe and acceptable level.

SHARING IS LEARNING & CARING

How to feel instantly better

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burnt out:
Read



lonely
call a friend



lazy:
reduce screen time



angry
listen to music



stressed:
go for a walk



anxious
meditate



tired:
take a nap



Overthinking
Write



Sad
Yoga /Exercise

One of the best message.

As soon as you die, your identity becomes a "Body". People use phrases like "Bring the body", "Lower the body in the grave yard" etc. People don't even call you by your name whom you tried to impress whole life... Live a life to impress the creator not the creation.

Take chances.. Spend money on the things you love... Laugh till your stomach hurts.. Dance even if you are too bad at it.. Pose stupidly for photos.. Be child-like

Moral: Death is not the greatest loss in Life
Loss is when life dies inside you while you are alive ...

Celebrate this event called **LIFE**

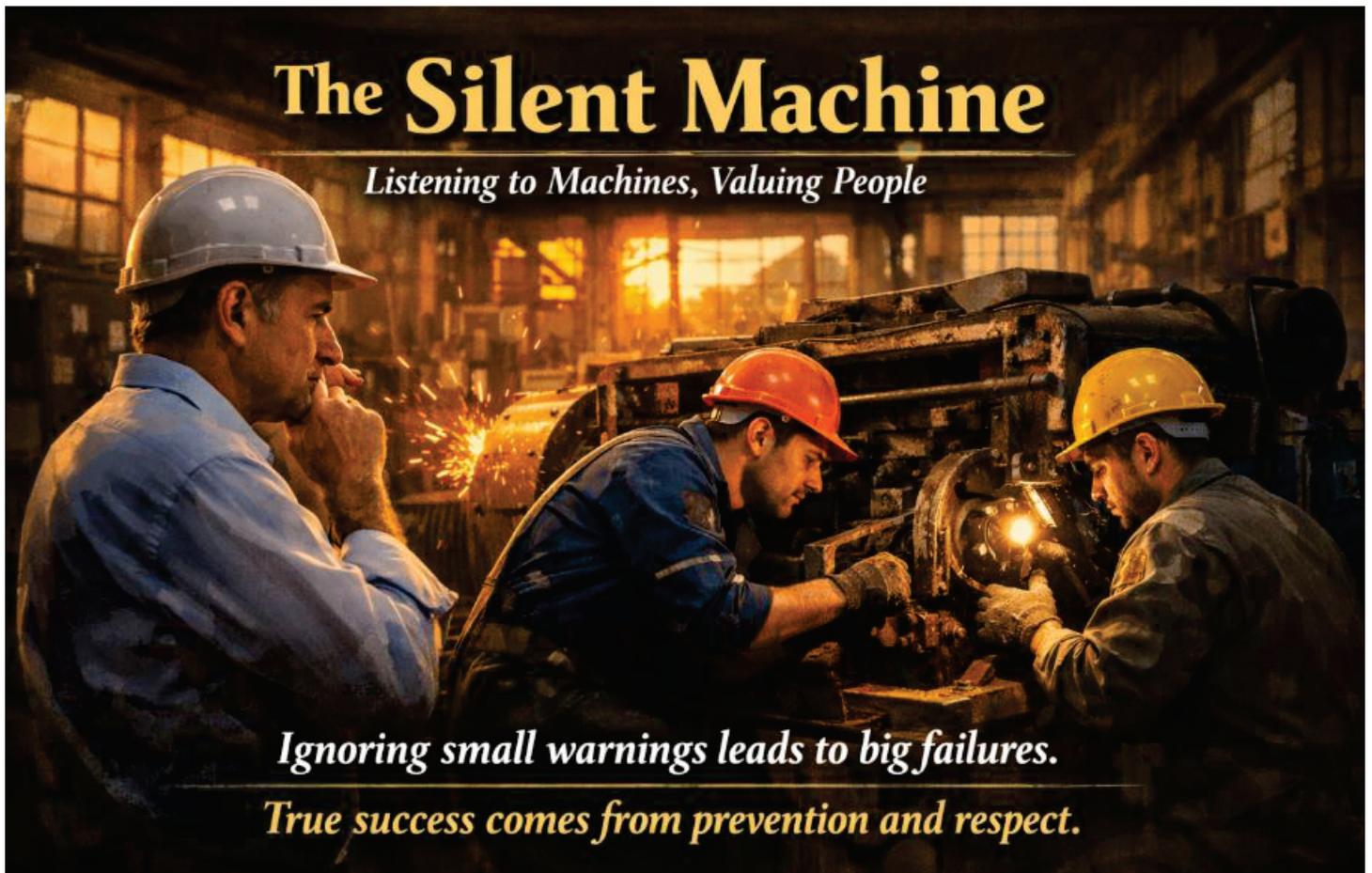


The Silent Machine

In a busy industrial estate stood a mid-sized factory that supplied critical components to many larger companies. The factory owner believed strongly in discipline and cost control. Machines were serviced only when they broke down, and workers were expected to “manage somehow” when problems arose.

One day, a small, unfamiliar noise began coming from an old machine on the shop floor. The operator reported it to his supervisor, but the issue was ignored—production targets were tight, and stopping the machine seemed unthinkable.

Weeks later, the machine failed completely. Production came to a halt. Orders were delayed, penalties were imposed, and clients began to lose trust. The loss from one day of shutdown was greater than the cost of several years of preventive maintenance.



During repairs, the owner noticed something else: the same operator who had reported the noise stayed back late, helping technicians, suggesting small improvements, and ensuring the line restarted smoothly. That day, the owner realized that machines speak through data and sounds—but people speak through experience, and both must be heard.

From then on, the factory introduced regular maintenance schedules and encouraged workers to report issues without fear. Productivity improved, breakdowns reduced, and most importantly, trust grew—inside the factory and outside it.

Moral of the Story

In industry, ignoring small warnings—whether from machines or people—leads to big losses. Sustainable growth comes from preventive action, attentive leadership, and respect for those on the ground.

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Battery
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- Smart Racks, Row, Closet for Networks & Servers
- Thermal Solutions - PAC/SRC
- Smart Electrical Panel & Switch Gears
- Isolation Transformer & SCVS
- Static Switches, TVSS, Auto Phase Changer
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5 Ltr. Jar

50 Ltr. Round Drum Narrow Mouth / Wide Mouth

70 Ltr. / 90 Ltr. Full Open Top Drum

25 Ltr. 30 Ltr. 35 Ltr. Stackable Jerrycan

20 Ltr. Baida Can

25 Ltr. Polycan

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10 Ltr. 15 Ltr. 20 Ltr. Sq. Can

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RAJ Industries

W-208(A), Behind Dena Bank, MIDC Taloja, Taluka-Panvel, Dist-Raigad, MAH. Tel.: 022-2741 2029, M. +91-98200 11597
E : avnishgor@hotmail.com, rajindustries@live.in

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Workers Hired Through Contractors Can't Claim Equal Status As Regular Employees : Supreme Court



livelaw.in The Supreme Court held that contractual workers engaged through third-party service providers are not entitled to equivalent employment benefits as regular employees, observing that such parity would undermine the foundational principles of public recruitment and transparent hiring processes.

Read more: <https://url.co/y69D9>
#supremecourt less



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Newly renovated Taloja Manufacturers' Association (TMA) Conference Hall

We are glad to inform you that we have renovated our Conference hall which has easy access to reach, as it is located on the main road side very near to your Industry.

We have a beautiful Air-conditioned Conference hall which is well-equipped with all the meeting facilities such as a stage having a comfortable sitting arrangement for Guest, a Podium with Mike, P A System, Over Head Projector along with a Screen, wireless internet and audio-visual equipment, Collar Mike, Cordless Mike, 200 nos. of chairs, Samai for inaugural function, etc.

Our Conference hall is very spacious & can accommodate up to 200 nos. participants for all types of Conferences/Seminars/Training programs/Workshops/AGM, and any events at a reasonable cost.

We can arrange Cluster or Classroom seating at this Conference hall. Adjacent to the Conference hall, we also have an Air-conditioned Dining area for rendering Tea/Snacks/ Lunch/ Dinner services.

We request all Industries to take the advantage of the same, the pictures will give you a quick glance at the newly renovated TMA Conference hall.





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✉ rdshetty11@yahoo.com / uniqueassociates4@gmail.com



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