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Advancing Poultry Excellence: Technical Gathering in Karnataka

Provet hosted two transformative **Customer Group Meetings** on **17th & 18th May 2024**, bringing together poultry enthusiasts & industry experts at **The Krishna Heritage Resort in Badami** & **Ananth The Grand in Hubli** respectively. These events provided a platform to address pressing concerns and share valuable insights into optimizing poultry productivity.

The focal point of these CGMs was on addressing the **Current Viral Challenges in Layers**, a topic of paramount importance in the poultry industry. **Dr. Ravi Sudhakar, Area Technical Manager**, expertly led the session, delivering a comprehensive analysis and offering practical solutions.

Drawing a diverse audience, the CGMs facilitated active engagement with Dr. Ravi, allowing participants to express their concerns and seek clarification on various issues. The interactive nature of the session fostered a conducive environment for knowledge exchange and networking.

Dr. Ravi Sudhakar's presentation distinguished itself with profound insights and clear explanations. Attendees greatly benefited from his expertise, which dispelled misconceptions and provided accurate information on viral challenges in layer farming. Through open communication and dialogue, participants deepened their understanding of effective poultry management practices.

Customer Group Meeting - Badami



Additionally, the events highlighted Provet's latest products and solutions, including **Bambercin Plus**, **Nagronex SNB**, **Immulator**, and **Profect – N**, showcasing their benefits and applications in poultry farming.

Customer Group Meeting - Hubballi



Special recognition is extended to **Mr. Sridhar Reddy, ASM**, for his meticulous organization, pivotal in ensuring the seamless success of the CGMs. His dedication and commitment to excellence contributed significantly to creating a memorable experience for all attendees. Heartfelt gratitude is also extended to **Mr. Vijaykumar - DGM** for his warm welcome and adept facilitation of the events.

The enlightening presentations were followed by delightful dinner, fostering a relaxed and engaging atmosphere conducive to further discussions and networking.

We extend our heartfelt gratitude to all who graced the event with their presence and contributed to its resounding success.

Provet Employees Team Bonding Moments

Relationships are key to a thriving place. The team-bonding activity was organised on May 18, 2024, Saturday, at Hotel Bloom Hub in Guindy, Chennai. This small initiative, which focuses on nurturing the team as a whole, has the powerful capability to release stress and share thoughts with each other.



Stress Management in Aquaculture

-Vijay Sundar Deva G
Assistant Product Manager - Blunova
Provet Pharma Pvt Ltd.

Introduction

A significant component of the fish and shrimp-based protein that humans consume, especially in first world countries, is now provided by these activities. Fluctuating environmental factors and operational challenges can significantly stress shrimp, impacting their overall well-being, immune response and growth. By understanding the root causes and implementing effective mitigation techniques, we can pave the way for sustainable and successful shrimp farming practices.

Stress is “**a measurable alteration of a physiological steady state that is induced by an environmental change and that renders the individual more vulnerable to further environmental change.**” Essentially anything, whether it is external or internal that disturbs the “normal” physiological balance can be stress.

Stressors in aquaculture

1. Ammonia
2. Density
3. Dissolved oxygen
4. Heavy metals
5. Salinity fluctuations
6. Nitrate
7. pH fluctuations
8. Nutrition
9. Pesticide
10. Turbidity
11. Diseases
12. Temperature fluctuations
13. Handling



How to control stress in shrimp farming

1. Immune Response

Managing stress effectively can have a significant positive impact on the shrimp's immune system. Stress often leads to the suppression of the immune system, making shrimp more vulnerable to diseases. When stress is minimized, the immune system can function at its best, allowing the shrimp to fight off diseases more efficiently.

2. Decreasing Susceptibility to Pathogens

Stressors like overcrowding, poor water quality, or insufficient oxygen levels can compromise the protective barriers of shrimp, making them more susceptible to pathogens. Effective stress management creates an environment where these barriers are strong, reducing the likelihood of pathogen entry and subsequent disease.

3. Nutrition

This is a complex issue as most dietary nutrient requirements are determined in the laboratory under stringent conditions that have nothing to do with the stressful world of the shrimp farm. Certainly, if deficiency symptoms are present below a certain level a nutrient, then the diet in the field must have at least these levels. Though higher levels may be required depending upon the cultural conditions. It is known that shrimp consume an average of around 60% of the feed that they are fed during their life cycles in a pond, with the amount likely varying with respect to the size of the animal, the size of the ponds, the densities of the animals in the ponds and the feeding strategy.

4. Optimal Energy Use

Under stress, shrimp tend to use more energy for survival responses (like rapid swimming or jumping), which takes away from the energy that could be used for growth. Effective stress management ensures that the energy is optimally distributed towards growth, moulting, and reproductive processes. This can be achieved by maintaining ideal water conditions, providing high-quality feed, and implementing proper aeration systems to ensure sufficient oxygen levels.

Stress control solutions

- Maintaining water quality for shrimp
- Optimum stocking density
- Control Ammonia and Nitrate
- Maintain Biosecurity to reduce the Disease Outbreak

Nutritional solutions for optimum shrimp health and manage stress

As diseases become prevalent and the culture become more susceptible to disease challenges like RMS and EMS the level of stress also increases significantly under disease conditions. Improves the conversion of Nauplii, Zoea, Mysis and Post larvae moulting and recovery. Health supplements like **Maxigro XL** that contains **Amino acids, minerals, immunostimulants, and antioxidants** are also designed to manage the various stress factors during culture.

Conclusion

The key to the management of stress in farmed fish and shrimp is avoidance through the use of right animal husbandry techniques, optimization of animal genetic tolerances, appropriate nutritional and feeding strategies and the selective use of biologically active compounds to promote heightened immunity during times of stress.



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The Three Men Parable

A woman came out of her house and saw three old men with long white beards sitting in her front yard. She did not recognize them.

She said, "I don't think I know you, but you must be hungry. Please come in and have something to eat."

"Is your husband home?" they asked.

"No, he's out" she said.

"Then we cannot come in," they replied.

In the evening, when her husband came home, she told him what had happened.

So, he said. "Go and tell them I am home and invite them in!"

The women went out and invited them in.

"We do not go into a house together," they replied.

"Why is that?" she asked.

One of the old men explained: "His name is Wealth" he said, pointing to one of his friends, and said pointing to the other, "He is Success, and I am Love."

Then he added, "Now go in and discuss with your husband, which one of us you want in your home."

The women went in and told her husband what was said.

Her husband was overjoyed. "How nice!" he said. "Then let us invite Wealth. Let him come in and fill our home with wealth."

His wife disagreed. "My dear, why don't we invite Success?"

Their daughter joined in with her own suggestion: "Would it not be better to invite Love? Our home would then be filled with love!"

Her parents agreed.

The women went out and asked the three old men, "Which of you is Love? Please come in and be our guest."

Love got up and started walking towards the house. The other two also got up and followed him..



What Is the spiritual moral / message of the above story?

Surprised, the lady asked Wealth and Success: "I only invited Love. Why are you coming in?"

The old men replied together: "If you have invited Wealth or Success, the other two of us would have stayed out, but since you invited Love, wherever he goes, we go with him, wherever there is Love, there is also Success and Wealth!"

Beyond mere personifications, the three men of Success, Love, and Wealth embody facets of our existence, pathways to understanding the intangible treasures that grace our lives.

In the three men parable, the woman's home symbolizes the sanctuary of our hearts, where choices are made, and destinies unfold. She, a caretaker of hearth and kin, extends hospitality to the strangers, unaware of their celestial identities. Her gesture, an invitation born from compassion, mirrors our innate desire to nurture and share abundance.

Upon learning of the visitors' identities, a choice unfolds—a choice not of the mundane but one resonating with spiritual implication. The husband, eager for opulence, seeks Wealth to grace their threshold. His wife, guided by intuition and wisdom, contemplates the allure of Success. Yet, it is the voice of innocence, the daughter's fervent plea for Love, that shifts the tide.

Wealth, often misconceived as mere affluence, reveals its true nature when entwined with Love—a richness that transcends material abundance, encompassing joy, fulfillment, and generosity.

Success, the elusive pursuit of many, finds its zenith when harmonized with Love. True success is not measured by accolades alone but by the imprint of kindness, empathy, and compassion left on the tapestry of humanity.

Love, the luminary of this tale, emerges as the linchpin—a force that eclipses boundaries, transforms lives, and orchestrates a symphony of abundance. Its presence nurtures harmony, fostering an environment where both material and spiritual treasures flourish.

The convergence of Wealth and Success with Love is not mere coincidence, but a cosmic truth unveiled.

In embracing Love, we embrace a state of being that attracts abundance in its myriad forms. The resonance of this truth reverberates through the cosmos—a reminder that when Love graces our existence, its celestial companions, Wealth and Success, follow suit.

Ultimately, this narrative transcends the confines of a mere tale; it unveils a profound spiritual truth—a truth that echoes through the corridors of our souls, reminding us that where Love resides, there, too, flourish the seeds of wealth and the blossoms of success.



Thoughts to Remember



Life is a School:

Here's a group photograph taken in 1958 in Harlem, USA. The same picture with the same people standing where they stood in 1958 was repeated in 1996. Most of the people had passed on. Their spaces were therefore vacant. Here are some moral lessons from these two pictures:

- (1) Life is temporary. Your creator can call you back home any time.
- (2) The position you occupy today is also not permanent. You will vacate it one day.
- (3) There is no room for hatred and greed in the school of life. May we learn to appreciate and love one another.
- (4) In 50 years', most of us would have passed on leaving behind all we have acquired.

Life is too short for all the hatred and greed around. Think about this, and let's love and appreciate ourselves. Always remember that your life is a school in which you learn moral lessons every day. This is why it's good if we do something while we are still together.

Our togetherness won't be forever, but whatever we do together will last forever.



India's First Indigenous Bomber UAV Unveiled in Bengaluru:

Flying Wedge Defence and Aerospace Technologies, an Indian defence and aerospace company, Friday (03.04.2024) marked a milestone in Bengaluru by unveiling the FWD-200B, pegged to be the country's first indigenous bomber unmanned aerial vehicle (UAV).

The FWD-200B is a medium-altitude, long-endurance (MALE) unmanned combat aerial vehicle designed and manufactured entirely in India. With a payload capacity of 100 kgs, it can carry optical surveillance payloads as well as precision air-strike weapons.

A key highlight is the massive cost reduction achieved. While an imported US Predator drone costs a staggering Rs 250 crore, the Indian-made FWD-200B will be available for just Rs 25 crores — a tenth of the cost and this positions India as a leader in cost-effective defence solutions.

With a 12–20-hour endurance, 200 kts/370 kmph max speed, and 200 km ground control station range, the FWD-200B is envisioned as the “nation's eagle eye” and an aerial shield against threats.

Its unveiling marks a major boost to India's 'Make in India' initiative and reduces dependency on costly imports for strategic defence equipment.

Nature is for Everyone, and not Just Humans



Sixty-two-year-old Govind Gundappa Gundkal, a farmer from a village in Dharwad, is on a mission to quench the thirst of animals. His act of supplying water from his borewell to a bone-dry stream has earned the admiration of many.

Water is the essence of life. It sustains every life. With the mercury hitting above 40 degrees Celsius in most parts of Karnataka, a majority of the once-abundant water sources are mere reflections of their former selves. Serpentine queues outside public taps and private tankers and people drilling deep into Mother Earth to find water have become a common sight.

We humans, however, often defeat such adversities and emerge victorious. But not all living beings are as fortunate.

The silent victims of these unprecedented summer months are the birds and animals, who find it difficult to find even a drop of water. But not all hope is lost, as there are God-sent saviours, who, by different means, quench the thirst of such creatures.

One such angel is 62-year-old Govind Gundappa Gundkal, a farmer from Masalikatti village in Kalghatgi taluk of Dharwad district. Govind has been pumping water from his borewell into the dry stream in his village to help animals, birds, and cattle. He has been doing this for the last three years and has never yearned for any publicity or fame.

What made Govind take up this initiative?

Govind used to take his cattle to the stream adjacent to his farm. But three years ago, the stream went dry. He then used water from his borewell to quench the thirst of his farm cattle. However, he noticed other animals coming to the stream and returning without any water and that hit him hard, and he decided to pump water from his borewell into the stream.



He says the stream comes alive only during the monsoon and is mostly dry from February and summer months. Every year, he supplies water from his borewell to the stream for almost four months. He has connected 10 pipes from his borewell to the stream. He supplies water for almost four hours every day. As Govind owns only a small piece of land, water from his borewell is sufficient for his crops.

Govind's son Maruti recalled an incident that had a great impact on his father. Once his father saw a deer returning without drinking water as the stream had gone dry. That's when he decided to supply water from their borewell to the stream. He has been doing this for the last three years. Govind's family owns 1.5 acres of land and the water from their borewell is enough to irrigate their land. Apart from that they also irrigate four acres of land taken on lease.

Govind's act of kindness has earned him several admirers

A resident of the village says shepherds, in large numbers, camp near the stream. "The location is ideal for grazing, and our animals get water from the stream. More people should come up with such ideas to help animals and birds," added another Gouli community member.

Sugarcane Growers' Association district secretary Parusuram Yatinguda said they felicitated Govind after learning about his good deed. "We have visited the stream and the farmer's land. As many as 700 cattle heads in the village are dependent on the stream in summer months," he added.

Preventing human-animal conflict

A resident of the village from the Gouli tribe, who rear cattle, says Govind's gesture has also helped to keep a check on human-animal conflict. "Not just cattle, but even animals in the wild are benefiting from Govind supplying water to the stream. The stream borders a forest. Wild animals don't venture into our village in search of water, as the water supplied by Govind quenches their thirst. We hear of human-animal conflicts from across the state. But the story is different in our village, thanks to Govind," he says.

What does the above narrative convey?

Come summer, people think of all ways to beat the heat. The scorching heat and the rising temperature make you thirstier.

However, have you ever thought of birds and animals who struggle a lot to quench their thirst as well. Do you think of what they must go through to get through this heat as you and me?

They need to wander long distances in search of drinking water. Summer is one of the worst times for birds and animals.

The impact of urban development and concrete jungles affecting the lives of voiceless animals

Sparrows and other birds don't migrate and results in dehydration and then die in the event of not finding water. The metro cities have seen a reduction in the number of lakes and green spaces due to which drinking water for animals and birds have come down drastically.

The culprit here is - urbanization. Yes! basically our quest to become urbane has made these winged creatures more vulnerable to heat strokes and other ailments related to summer.

Sunstroke – A Common Bird Killer

Did you know there are lots of birds who die of sunstroke every summer due to the difficulty in finding water?

A bird affected by sunstroke takes three days to recover before it can be released. The heat and humidity increase to a high proportion that hundreds of birds are grounded temporarily or fall prey to the unbearable heat.

The summer has just begun, but the meteorological department has already predicted that this summer would be 40% hotter than the last year. Due to the high temperature birds would not be able to fly for long as the scorching sun sucks all their energy.

Let's start with a small step:

All you need to do is install water bowls in different areas and keep birdfeeders at home, by doing which – city residents can go out of the way to revive bird population to an extent.

Put Water Bowls around:

A water bowl could be anything from an extra cup at home to a custom-made clay bowl. You just need to make sure you have one at place. I suggest keeping a bird feeder along too, so the bird doesn't have to traverse too much in the scorching sun in search of food.

Are you doing anything to help these creatures who are affected due to you?

Wonderful Glimpse of Transformative India by Palki Sharma:



Historic speech at Oxford union by First Post's Palki Sharma. For those unversed, she is the managing editor of First Post, and earlier was a familiar brand face of Wion News.

Here's the link:

<https://youtu.be/yjFEYRN17hU?feature=shared>

Palki went on to highlight her experience of living in "today's India". She pointed out how India transformed itself from a "self-doubting nation where decisions were taken based on global opinion" to a confident entity, and how Indians are more prosperous at home and hence more confident abroad.

The Slow Work Movement Trend

Productivity isn't always about getting things done as quickly as possible

We live in a world that reveres speed and worships breadth over depth. But a quiet revolution is brewing, and it's called the slow movement (or specifically, the slow work movement). It's gaining traction in the business world, especially among those looking for a sustainable path to success.

As our understanding of productivity evolves, more and more people are questioning the notion that "faster is better." This shift towards a slower, more deliberate pace of work isn't just a personal preference but a strategic move for many innovative companies. This movement aligns closely with the growing emphasis on mental health and wellness in the workplace and points towards a future where there's a greater value on quality of work and life, over mere output.

Re-evaluating the idea of efficiency

The old-school idea that being busy means you're productive comes from way back in the industrial capitalism days, when all that mattered was how much you could churn out, and nobody really cared about the toll it took on people.

But this approach doesn't always translate to success in today's corporate setting. Companies leading the slow movement are discovering that by reducing the rush, they're not only enhancing the well-being of their employees but also improving their bottom line.

Sustainability as strategy

The slow work movement is also intertwined with sustainability. This isn't just about environmental impact though that's certainly a significant part of it, but also about building businesses that are sustainable in the long-term from a human perspective.

These companies know that to sustain innovation and passion, they need to allow employees to manage their energy. They need to foster environments that encourage workers to take time off to recharge, pursue side projects, or volunteer, which leads to higher overall productivity and loyalty.

The emphasis on quality over quantity

The slow movement also emphasizes quality over quantity, a principle that applies to both manufacturing and service industries. In manufacturing, this can mean opting to produce goods that are durable and repairable rather than disposable. In the service sector, it translates into providing thoughtful, personalized services rather than boilerplate solutions.

Consider the consultancy firms that have shifted from measuring success by billable hours to a focus on the outcomes achieved for clients. Not only does this result in more satisfied customers, but also in employees who find greater meaning in their work because they no longer have to rush.

The human cost of constant connectivity

Perhaps one of the most critical aspects of the slow work movement is its challenge to our always-on culture. The expectation for workers to be constantly available, answering emails at all hours and jumping from task to task has been detrimental to both personal well-being and overall job performance.

By establishing boundaries around work hours and encouraging practices such as digital detoxes, companies are recognizing that constant connectivity is counterproductive. Employees perform better when they don't have the expectation of being constantly online and are encouraged to disconnect and recharge when they need it. This recognition is gaining ground as research continues to highlight the benefits of disconnection on mental health and productivity.

The slow movement as future of work

As we look to the future it seems like the principles of the slow work movement will define the next wave of work culture. To be clear, this isn't about working less, it's about working better. It's about companies caring for the resources they most depend on—not just their intellectual property or corporate capital, but their human employees.

Leaders who understand the value of this movement are implementing slow principles by redesigning work processes to be more intentional, promoting sustainability in all its forms, and recognizing that they need to consider employee well-being in order to have long-term success.

What's clear is that the future of work may very well hinge on who can work the fastest, but also who can work the smartest. Embracing the slow work movement could be the key to unlocking a healthier, more sustainable, and more fulfilling path to success. This approach doesn't just benefit individuals but can propel entire organizations towards a more prosperous, less stressful future.



Excellence through Innovation



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