

symphony

a communication update

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Welcome to Symphony

Symphony is a confluence of News and Views. At Jubilant we believe in complete harmony amidst our diverse businesses and groups of people. Like an elaborate instrumental composition, our Company orchestrates the efforts of its people and provides an open platform for exchange of ideas. Symphony is an outcome of this composition.

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TeamWork

Successful organizations are built on the foundation laid by the teams that work there. So what exactly is the often heard term -Teamwork? What makes it essential for the success of the organization ?

Teamwork is essential for competing in today's global arena, where individual perfection is not as desirable as a high level of collective performance. In any knowledge based enterprise, teams are the norm rather than the exception. There are many different kinds of teams: top management teams, focused task forces, self-directed teams, concurrent engineering teams, product/service development and/or launch teams, quality improvement teams, and so on.

Teamwork is defined as a joint action by two or more people, in which each person contributes with different skills and expresses his or her individual interests and opinions and actions towards the efficiency of the group in order to achieve common goals. Teamwork goes beyond individual accomplishments and is most effective when all the individuals work towards a common goal.





Winning Teams Always Demonstrate

Shared Values



Without the shared values, the performance maximization will not happen. Team members should participate in establishing shared values and values-based common goals if you wish them to live these values, be committed to these goals, and have a feeling of interdependence and ownership for their jobs and unit.

Harnessing the Power of Diversity and Building Synergies



You can inspire innovation and find a strategic competitive advantage in your team by seeking to leverage, rather than **diminish diversity**. A team that builds on core competencies of individual players to develop synergies among them thus makes its members more productive together than independently.

Mutual Trust



Mutual trust is a shared belief that you can depend on each other to achieve a common purpose. In a team, members work in a climate of trust. They are encouraged to openly express opinions, feelings, and doubts. Team members share important information and ideas. They are fair, willing to be influenced and fulfill their promises. Trust also fosters enthusiasm, ensuring the best performance from everyone.

Rewards



The only way the team members will fulfill your dream is to share in the dream. Reward systems are the mechanisms that make this happen. The greatest team management principle is that the things that get rewarded get done. You get what you reward. Rewards include doing the

Inspiring Vision and Strategic Alignment



An inspiring vision has two functions: it provides direction and motivation. In any socio-technical system the people in the system work better when they understand how they fit into the system as a whole and what is expected of them.

things people enjoy doing, recognition, and money. By rewarding collective achievements you inspire and promote teamwork.



Economic Slowdown In India – A Myth or A Reality?

Mr Prashant Kumar from Roorkee has expressed his views on the economic slowdown

In today's arena the most common word we come across are *Recession, Slowdown, Downturn, Depression* etc. Be it any media, everyone talks about same thing, Economic condition. But, what is new about this? Those who have been around over the past three decades know that depressed market conditions & recession are economic corrections that are going to show up now and then.

What Expert Says: Dr Saumitra Chaudhuri (*member of PM's Economic Advisory Council*) said that despite the global slowdown, India is still enjoying the second highest economic growth rate. Goldman Sachs analysts Tushar Poddar & Pranjul Bhandari said that lift-off in factory output is expected to lead to higher demand for raw materials & mitigate the negative impact of poor rains.

Other positive signs:

1st Quarter Financial Result: HUL Sales rose 7.8%, HCL's sales rose 34%, Infosys reported 17% increase in profit. TCS' profit jumped

19% and Wipro posted 12% rise in profit. Hero Honda sales rose 34% & Maruti Suzuki reported 25.3% increase in net profit. New Business Plan: From September, 2008 to February 2009, Morpheus Venture Partners received 150 business plans. Between June 2008 and June 2009, CIIE received more than 800 plans. In the year before that they received 300-400 plans.

Increasing IT Budget: Ramesh Narasimhan, Director, General Business, IBM India-South Asia said that over 50 per cent of decision makers of Indian mid-size companies expect their IT budget to increase in 2009 compared to last year.

India salary hikes will be highest in region: Salary increase in India this year is projected to be the highest in the Asia Pacific region at 10.8%, according to HR consultancy firm ECA International. Leading Indian corporate registered a 14.8% salary increase, said a study conducted by Hewitt Associates.

I can therefore confidently state that Economic slowdown in India is a Myth.

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Editor's comments :

The last few months have seen very sound signs of recovery worldwide. In India the second quarter results declared by the corporates have reflected an upside due to various steps taken by these companies including tightening of their belts and getting more efficient.



Energy Saving – Lets Do Our Bit

In this edition of Vocal Overtures, Mr Dhirendra Brahmchari from Jubilant Chemsys tells us about simple measures we can adopt to save energy and ensure we bequeath a greener world to the next generation.

- **Turn off lights** when not in use.
- **Clean the dust accumulated on tube lights** and bulbs and its fixtures regularly.
- Use **ISI marked electrical appliances** and equipments.
- Place your tube lights and bulbs in **positions where the light is not obstructed**.
- Use **energy efficient chullahs**.
- Apply oil and grease to pump set regularly as recommended by the manufacture.
- **Take shorter showers**. This will save both energy and water.
- **Turn off your computers**, TVs, radios and stereos if you're not using them. Better unplug unused electrical items.
- **Only heat or cool the rooms you need**. Close vents and doors of unused rooms.
- **Look for energy efficiency labels** when buying new products such as TVs, furnaces, cell phones, refrigerators and air conditioners.
- **Take your own reusable bags to do grocery** shopping to discourage use of plastic bags.
- **Use CFLs to save energy** and always try to utilize natural light by using electronic chokes & regulators.
- **Take advantage of daylight** by using light-colored, loose-weave curtains on your windows to allow daylight to penetrate the room. Also, decorate with lighter colors that reflect daylight.

- **Use mild lighting**; instead of brightly lighting an entire room, focus the light where you need it.
- **Avoid putting hot or warm food straight into the fridge**.
- **Prefer natural drying** over electric dryers.
- **Use Solar Water Heater** and pressure cookers as much as possible

Each one of us has a role in saving our planet earth. The more conscious we are, more effectively we play our role, more chances there will be for our future generations to enjoy a greener- healthier environment.

Lets Do IT !

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Voice your opinion on any one of the following topics in less than 300 words:

1. Is India prepared to handle e-Waste?
2. Rural Healthcare in India.
3. Your favourite TV commercial and why?

Write in to us at :
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Q2 FY 2010 Revenues at Rs. 933 crores

Net Profit at Rs. 58 crores

FY2010 EBITDA Growth guidance revised upwards to ~45%, Rs. 875 – Rs. 900 crore

Revenue growth guidance maintained at 15%

For the Q2 FY2010, the Company has recorded

- Pharma and Life Sciences Revenues: at Rs 651.4 crores registered a growth of 11.2%
- Total International Revenues at Rs 596.5 crore, were up by 11%
- EBITDA at Rs. 192 crores with EBITDA margins of 20.5%
- Pharma and Life Sciences EBITDA grew by 44.2 % at Rs 178.8 crores with margins of 27.4%
- IPP Revenues :Rs 281.7 crores and IPP EBITDA margin at 8.2%

Enabling Resolution

The Management is upbeat on the future prospects in the PLSPS space and will pursue Pharmaceuticals and Life Science opportunities more vigorously.

The Company also passed an enabling resolution to strengthen the capital structure of the company. The board of directors approved raising Rs 500 crore of fresh capital by the way of equity/ equity linked instruments.

Commenting on the Company's performance, **Mr. Shyam S Bhartia, Chairman & Managing Director** and **Mr. Hari S Bhartia, Co-Chairman & Managing Director, Jubilant Organosys Ltd, said:**

“The strategic focus on Pharma and Life Sciences business is delivering results through new product launches and new customer additions. We expect this trend to strengthen further and are confident of achieving much higher revenue growth leading to better margins and profitability on account of signing new contracts in CMO of Sterile Injectables and Drug Discovery and Development businesses.

The decline in Industrial and Performance Products business in first half is mainly on account of lower price realization in fertilizer business due to uncertain subsidy policy, which has been corrected in H2 FY 2010.”

Operational Highlights:

A. Segment-wise Revenues

Pharma and Life Sciences Business:

Contributed 70% of the revenues

- Sales: at Rs 651.4 Crores recorded a growth of 11.2%:
- This has been led by a healthy growth in Proprietary Products, Exclusive Synthesis, Drug Discovery and Development Services business, CMO and Speciality Products business
- The 13% growth in Proprietary Products & Exclusive Synthesis is due to capacity expansion in some of the derivatives of Pyridine and better realization in Vitamin business
- Strong growth in Specialty Pharmaceutical revenue of 25% is due to excellent growth in existing products of I-131
- New contracts signed in CMO and DDDS business will provide revenue & profitability from H2 FY 2010

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Industrial and Performance Products:

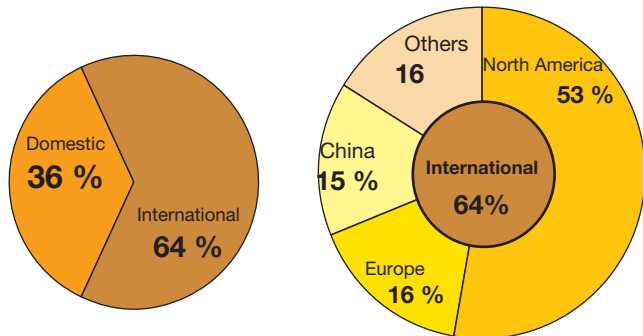
Comprises 30% of the overall revenues

- Revenues at Rs 281.7 Crores, shown a decline of 20.6% on account of reduction of revenue in fertilizer business by 60% due to volume and price reduction which was an outcome of uncertain subsidy policy.
- The IPP revenue excluding fertilizer has declined by 7.8%

B. Growth in EBITDA Margins

- PLSPS reported healthy margins of 27.4% for Q2 FY2010 due to improvement in margins in Proprietary products, API, CMO business and positive EBITDA in DDDS business
- Margins in IPP business were down to 8.2% due to negative margins in Fertilizer business. EBITDA margins in IPP segment excluding fertilizer business were at 15.4%

C. Geographic Break Up



New Contracts Signed

CMO of Sterile Injectables

- Our CMO business in North America has secured new manufacturing contracts with three leading global pharmaceutical and biopharmaceuticals organizations for supporting their product supply requirements.
- These contracts establish our CMO business in North America as competitive and reliable with exceptional quality and service and positions Jubilant as a preferred outsourcing partner in the CMO business as well.

Drug Discovery and Development

- Jubilant Biosys has signed contracts with two large Pharmaceuticals companies for Drug Discovery Partnership. Under these contracts, Company will focus on delivering pre-clinical candidates.
- Company has also been awarded an extension of Research Services agreement with existing major Pharmaceutical customer for a further period of five years.
- The Company has successfully delivered two preclinical candidates to its collaborators thereby establishing its therapeutic credentials.

Outlook for FY2010

- In view of the strong profile of existing businesses and new contracts signed by the Company, Jubilant expects a substantially better financial performance for H2 FY2010.
- The Company had earlier indicated an EBITDA growth of 30% in FY2010. In light of strong business and earnings visibility the Company has revised its EBITDA growth estimate to ~45% translating to EBITDA of Rs. 875–Rs.900 crore for FY2010 while maintaining the Revenue growth of 15% for FY2010.
- The upward revision of earnings is expected to noticeably increase the Net Earnings subject to normalised operating, financial and forex charges.
- Stronger earnings outlook indicates management confidence in business performance at an operating level, which should result in stronger cash flows from operations.



31st Annual General Meeting at Gajraula

The 31st Annual General Meeting of Jubilant Organosys Ltd was held at Gajraula(Uttar Pradesh) on August 28, 2009.

Mr. Shyam S Bhartia, Chairman and Managing Director of the Company started the meeting by welcoming all the shareholders. Addressing the shareholders, Mr. Bhartia said that [“The Company’s strategy to follow the path of being a preferred outsourcing partner in the outsourcing space with integrated platforms has paid off and continues to show promise of more success in the future.”](#)



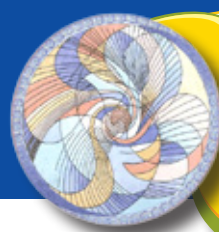
Accompanying the CMD on the dais were, Mr Shyam S Bang, Executive Director - Manufacturing and Supply Chain; Mr Arabinda Ray, Non-

Executive Director; Mr. R Sankaraiah, Executive Director - Finance; Dr. J M Khanna, Executive Director - Science & Technology and Mr Lalit Jain, Company Secretary.

During his address the Chairman informed the shareholders that the growth of the Company was primarily driven by Pharmaceuticals and Life Sciences business which has grown by over 60 times in the past 10 years. The Chairman thanked all shareholders for their continual support and assured them of Company’s Commitment to create long term shareholder value, he also announced a dividend of 150% at the AGM.

The shareholders present at the meeting appreciated the pace of the progress of the Company and expressed their continual support.





Touching New Peaks: Jubilant Roorkee Employee Scales New Heights

Arvind Bahuguna, a member of the IT team at Roorkee has a passion for trekking. He has been trekking for over 15 years now and takes on the challenge whenever time permits. One of his most memorable and recent trek is the Gangotri - Kedarnath (Via Auden's Col) trek that he undertook in August 2009.

This trek is the most adventurous trek of Garhwal region. A team of six members associated with a local NGO - Batha, started the trek on August 29, 2009 from Gangotri and reached Kedarnath on September 6, 2009 covering approximately 125 km. The purpose of this trek was to explore and create awareness about this hitherto unknown pilgrim trek of Garhwal. Auden's Col was discovered by British Geographical Survey Officer J.B. Auden in 1939, it connects Rudragaira valley & Bhilangana valley. But due to limited information only few groups have followed this path.

The trek covered some of the most treacherous paths in the midst of the Himalayan terrain. Crossing the two high points at Auden's col situated at over 18,000 feet above the sea level and Mayali pass at 17,500 feet was a treacherous task **says Bahuguna "It was very exciting and horrifying while climbing towards Auden's col from base camp and climbing down to other**

side in a steep slope which was nearly 180 meters."

The team in their journey had to brave many elements including climate change. On the route to Kedarnath there was heavy snowfall and the inhospitable terrain was made worse due to heavy rock felling in the area. One of the most difficult stretches of the journey says Bahuguna was, the Khatling Glacier. **"It is one of the most beautiful Himalayan glacier but it is a very difficult part of the trek which takes 14 to 15 hours of glacial trekking through huge crevasses."**

Mr. Bahuguna says that the inspiration to trek came to him in 1991 while he was working as an Uttarakashi earthquake rescue team member.



रोमांच : गंगोत्री से केदारनाथ पैदल यात्रा के दौरान उड़न कौल ट्रेक से गुजरता स्वयं सेवी संस्था हितम और बाटा का छह सदस्यीय दल।

**Best Wishes to Arvind....
for scaling newer heights!!**



Climbing the Utility Ladder - A Poem



Sanjiv Mathur, GM-SCM at API facility at Nanjangud has been writing poems since long. His previous work has been published in The Jakarta Post -a leading daily of Indonesia, where he was serving prior to his move back to India for joining Jubilant.

Imagine for a moment
there was a device
that would extend to all humanity one's voice
And get its answers revolting or nice

And if on this device
A Mother Teresa were to inquire
"Fellow humans what if I weren't born "?
A million responses would come without tire. -----

-----"Mother we need you "
The ignored leper would yell
And so would many of their kind
Consigned indifferently to this planet's uncaring hell

And similar would be the response
If a Gandhi, Gates or Ambani were to call
The respondents could fill many times over
The world's largest hall

Well than timidly and with guilt
I would walk to the machine and squeak
"Well what if I was not born"
Oh!! Come on!!! That silence, that Humanity's greatest scorn
That silence would be so deafening
It would incise me to the core
And I would well realize
For humanity I need to do much more

Do much more
And let the responses soar
As years go by, I should become
Humanity's darling child more an' more

Great would be the time
As I rise every year to a higher cadre
In the quest to climb
Step on step -- Humanity's Utility ladder

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Jubilant Nanjangud Transforms Sankalp to Unlock Idea Generation at Nanjangud

Employee participation through ideas and innovations has always been a rationale for growth of the Nanjangud plant and it's competitive edge today. Sankalp, the continuous improvement program at Jubilant was launched way back in 2006. To unplug the process of idea generation and to enhance the scope to an abundant area of our business processes, Sankalp program was transformed and re-launched at Nanjangud. The aim is to bring out a cultural change by involving all employees in this rejuvenated suggestion scheme.

As per the new Sankalp, any employee can provide any idea however big or small it might be, in any arena of our business process, which would benefit the Company by enhancing the value. The new Sankalp will act as a single window for ideas flow. All ideas received through new Sankalp will

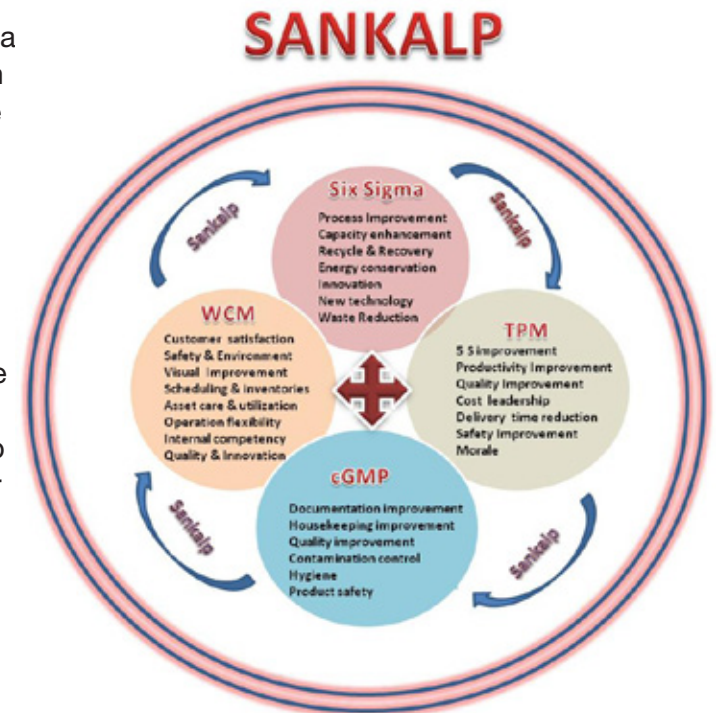
be channelized to the relevant initiatives like WCM, TPM, Six Sigma and cGMP for implementation. The new Sankalp will be a single umbrella under which all continuous improvement programs are integrated.

Mr. Biswajit Mitra, Vice President-Operations, presided over the re-launch ceremony and employees of Nanjangud facility attended the same. A Sankalp booklet was released on this occasion



both in English and regional language Kannada so as to enlighten the people on the importance of this initiative and the approach on how to generate the ideas. On this occasion, everyone took the oath to give at least one Sankalp per employee per month.

Creative ideas from employees by the new Sankalp scheme will be the building blocks for the continued business success which would help the Company in creating a high performance organizational culture.





World Environment Day at Jubilant

The World Environment Day(WED) at Jubilant Organosys this year was observed at various locations with great fervor. The theme of WED – 2009 was “Your Planet Needs You – UNite to Combat Climate Change”. Various activities around this theme, involving employees and their families were held at different locations.

The most significant development on this occasion was the introduction of **Jubilant Climate Change Mitigation Policy** in line with the Company’s commitment to protect and safeguard the environment, which was unveiled by **Mr. Shyam S Bang, Executive Director - Manufacturing and Supply Chain**. While introducing the policy, Mr. Bang, brought to fore the efforts and investments made by the Company towards environmental protection through various measures at all locations. He reiterated the Company’s

commitment towards Environment Protection and Sustainability.

The World Environment Day (WED) was established by the UN General Assembly in 1972 to mark the opening of the Stockholm Conference on the Human Environment. It is one of the principal vehicles through which the United Nations stimulates worldwide awareness of the environment and enhances political attention and action.

At Corporate Office, The ‘Slogan Competition’ was judged by Mr. Anil Kumar, Mr. S S Saharawat Mr. Mukul Dixit while the ‘Children Painting Competition’ was judged by Mr. AK Ghose, Mrs. Alka Saxena.

Winners of the Slogan Competition were Ms Satinder Kaur from Supply Chain, Ms Jyoti Goyal and Mr Ratnesh Nigam of Agri business.

The Painting Competition saw 21 children participating with great enthusiasm, best three entries in each category were awarded.

While children were busy in various games and activities the grown ups enjoyed screening of the movie – ‘The Day after Tomorrow’ focusing on the unanimous need of environmental protection





Proprietary Products: Advance Intermediates & Nutritional Products Business Strategy Meet

As the Company continues its evolution, all businesses need to work out their specific growth trajectory in line with the Company's overall ambition. A two day Business Strategy Meet of all the members of Proprietary Products: Advance Intermediates & Nutritional Products was held at "The Westin hotel" in Gurgaon on August 21st and 22nd.

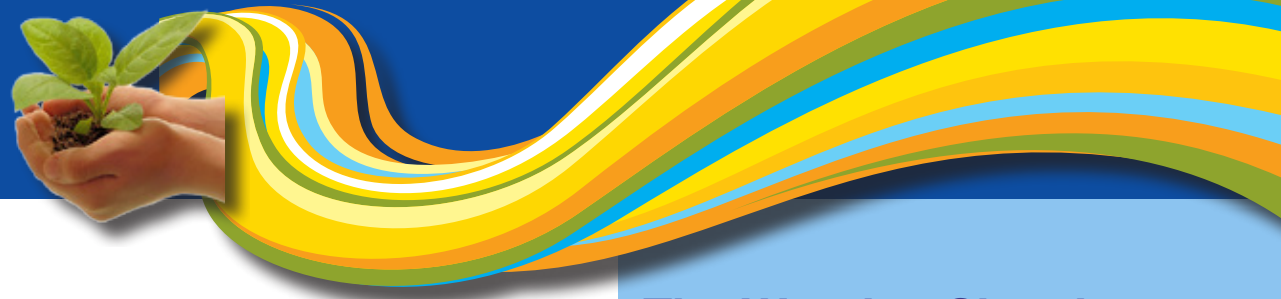
The agenda of the meeting was to brainstorm and identify new ways of value creation for customers and avenues of growth of the business which seems to have achieved a plateau, the ultimate objective was to ensure a sustainable global leadership position.



It brought together business managers as well as other functional managers supporting the business to draw up a composite action plan.

The team was led by Mr. Pramod Yadav, CEO-Advance Intermediates & Vitamins . Also present were, Mr. L.R. Tandon, Senior Vice President-International Division and Mr. Ved P Khare, Senior Vice President-Business Development, Dr Ashutosh Aggarwal, Chief Scientific Officer and Mr. Sanjay Singh, Head-Global HR. The Leadership group also deliberated on the ways to attract and retain top level talent that the business has and requires to keep pace with the growth ambition of the Company.

Keep it Going !!!



Arthritis

Arthritis is a joint disorder featuring inflammation. A joint is an area of the body where two different bones meet and its primary function is to move the body parts connected by its bones. Arthritis literally means inflammation of one or more joints and is frequently accompanied by joint pain. There are more than 100 types of arthritis known in the medical world.

Types of Arthritis

There are two major and common types of arthritis - Osteoarthritis - also known as the “wear and tear” arthritis, and Rheumatoid arthritis, an inflammatory type of arthritis that happens when the body’s immune system does not work properly.

Then there are other less common but equally painful types of Arthritic conditions like Gout, which is caused by crystals that collect in the joints. Psoriatic arthritis, lupus, and septic arthritis are some other types of arthritic conditions known to exist in India.



Who are at Risk

Elderly people and women are more prone to Rheumatoid Arthritis and its onset is usually during the reproductive age. Rheumatoid Arthritis usually starts from small joints in hands. Patients have difficulty in holding a cup and gradually the diseases progress resulting in disability. Studies show nearly 1% of the population suffers from it. If not treated in time it can result in disability.

Treatment

Consult your doctor. There are several medicines available today. However the treatment has to start in time for it to be effective.

The Warning Signals

- **Osteoarthritis** - Joint pain and progressive stiffness without noticeable swelling, chills, or fever during normal activities probably indicate the gradual onset of this condition.
- **Rheumatoid Arthritis** - Painful swelling, inflammation, and stiffness in the fingers, arms, legs, and wrists occurring in the same joints on both sides of the body, especially on awakening, are known indicators.
- **Infectious Arthritis** - Fever, joint inflammation, tenderness, and sharp pain, sometimes accompanied by chills and associated with an injury or another illness, may indicate setting in of Infectious arthritis
- **Juvenile rheumatoid arthritis** - In children, intermittent fever, loss of appetite, weight loss, and anemia, or blotchy rash on the arms and legs may signal juvenile rheumatoid arthritis.



CII Life Science Conclave Sponsored by Jubilant

Jubilant Organosys Limited, co sponsored Life Science Conclave - 2009 organized by the Confederation of Indian Industry (CII) in partnership with the Indian Council for Medical Research (ICMR) and Ministry for Health and Family welfare, held in August 2009.

The two day conclave was aptly titled India - The Emerging Life Sciences Global Destination and brought together the distinguished minds of the pharmaceutical and life sciences industry to deliberate on managing the future challenges.

The event held at Taj Mahal hotel of Delhi saw deliberations on various areas like Stem cell research, Innovation in Life Sciences, Global quality control, Drug price control, Patent regime and Regulatory and International market access.

The sessions included, 'Trends in Pharmaceutical scenario', 'Global Biotech challenges and Opportunities', 'Pandemic Preparedness: Need for govt., and Industry to Collaborate' and 'India the destination of Contract Research'. Dr JM Khanna, Executive Director - Science and Technology, Jubilant, chaired the session on 'Contract Research scenario in India.'

Other Industry stalwarts chairing the various sessions were Mr Surinder Singh, Drug Controller General of India, Mr Sandeep Sahney, MD-Genzyme India, Mr V.M Katoch, Director General-

Indian Council for Medical Research (ICMR) Mr. Hasit B Joshipura, MD-Glaxo Smithkline, Mr. N. K Mehra, Head-Department of Immunogenetics, All India Institute of Medical sciences (AIIMS).

Mr. Anand C Burman, Chairman, CII committee on Biotechnology, Mr. Bruce Ross Country Director, USFDA, Mr. Dinesh Trivedi, Minister of State for Health and Family Welfare, Govt. of India, Mr. Kewal Handa MD Pfizer Ltd and Dr. Y S Rajan, Principal Advisor, CII were some of the distinguished speakers at the conclave.



Jubilant's association with such an event is a testimony of its commitment to promote thought leadership in the Indian Pharmaceutical industry. Jubilant firmly believes in the potential of Indian companies in the Pharmaceutical and Life sciences space and continues to encourage the initiatives which are for the collective good of the industry.





Jubilant Receives the Indian Contract Manufacturing Company of the Year Award from Frost & Sullivan

Jubilant Organosys has been recognized as the best CRAMS Company of the year at the Frost & Sullivan- 2009 Excellence in Healthcare Awards function held at Mumbai in September 2009. This award bears testimony to the success of Company's strong and sustainable integrated business model and the remarkable growth achieved during the last few years.

The Event attended by the crème de la crème of the healthcare industry spotlighted world-class companies that have performed par excellence and demonstrated best practices. Recognizing the best in class, the event was held to honor the country's premium players in the healthcare and research industry.

On behalf of Jubilant, Mr. Pramod Yadav, CEO-Advance Intermediates & Vitamins and Mr. Rajesh Shrivastava, CEO-Fine Chemicals and CRAMS, accepted the award.

Frost & Sullivan's highly competitive awards recognise companies in a variety of regional and global markets for demonstrating outstanding achievement and superior performance in areas such as leadership, technological innovation, customer service, and strategic product development. Industry analysts compare market

participants and measure performance through in-depth interviews, analysis, and extensive secondary research in order to identify best practices in the industry.



While announcing the award for Jubilant the presenter read out, "This year's award recipient is a Company which has built a formidable presence in the Custom Research and Manufacturing Services (CRAMS) business and has effectively leveraged upon its global scale of operations. Several large global pharmaceutical companies have reposed their trust and confidence in the Company which has enabled the Company to be positioned as the preferred outsourcing partner."

This is the second recognition for Jubilant from Frost & Sullivan. Previously, the API facility at Nanjangud was recognized amongst the best manufacturing locations in the country. Nanjangud facility was awarded with India Manufacturing Excellence award in 2008

Frost & Sullivan, the global Growth Partnership Company, leverages over 45 years of experience in partnering with Global 1000 companies, emerging businesses and the investment community across the globe.

Award Winners in the Biotech and Pharma Category were:

Multinational Pharmaceutical Company of the Year	Pfizer Ltd.
Indian Pharmaceutical Company of the Year	Dr. Reddy's Laboratories Ltd
Indian Contract Manufacturing Company of the Year	Jubilant Organosys Ltd.
Indian Biotech Company of the Year	Veeda Clinical Research
Indian Emerging MNC Pharmaceutical Company of the Year	MSD Pharmaceuticals Pvt Ltd.
Indian Drug Discovery Research Organization of the Year	Chembiotek



Jubilant and Syngenta: Partners in Progress

At Jubilant, manufacturing is a symphony of Innovation, Quality and Commitment. We have successfully created a business model that consistently delivers quality products and services to meet customer needs . Our relationship with Syngenta over the years has bloomed on the back of the value proposition we offer to them.

Today Syngenta with a Turnover of US \$ 12Bn is one of our key customers.

Jubilant was one among several suppliers ten years ago however today we are considered as one of the most trusted partners of Syngenta.

As a mark of recognition of Jubilant as a strategic supplier Dr. Jens Hoepken, Head of Syngenta's APAC supply chain procurement division invited Jubilant to share its experience of being associated with Syngenta and present a case study on the strategic partnership, for the benefit of the other suppliers at their recently held, Supplier Relations Management (SRM) meet in September.

Mr. Shyam S Bhartia, Chairman and Managing Director in his address appreciated Syngenta for its ongoing and long lasting association

with the Company. Mr. Pramod Yadav, CEO- Advance Intermediates & Vitamins, made a presentation on Jubilant- Syngenta Strategic Partnership, which was well appreciated.

The SRM initiative at Syngenta started around 4 years ago, when the Company started interacting closely with their trusted suppliers based on the excellent operational performance of the delivered product, trust, faith and capability along with value for money

proposition. Jubilant consistently delivered on all these parameters and evolved continuously in accordance with the customer requirements. While Jubilant invested heavily to expand capacities, Syngenta fulfilled the role of the knowledge partner in this journey of evolution which also enabled Jubilant to achieve global leadership position in key products over a period of time.

The long relationship therefore is a testimony of our commitment towards our customers and consistent quality of our products and services.





Posture: Are You Sitting Properly

How you sit on your seat at work, can very often determine the kind of ailments you may carry into your old age. Your posture while working on the computer is important and how you sit while facing the screen can severely impact your health and productivity. Ailments like neck pain (Cervical), a burning between your shoulder blades, lower back pain, headaches, digestive problems, breathing difficulties, and eye strain can be directly attributed to the sitting posture.

What you must Do?

1. Position your computer chair correctly by adjusting the height of your chair such that your upper thighs are parallel to the floor.
2. Position your keyboard at correct height and angle, always make sure that the height for your computer keyboard is correct so that your hands, wrists and forearms are at the same level.
3. Always use supplemental task lighting, quite often users hide their computer screens behind glare shields and are slouched over their work.



4. Make sure that your feet are flat on floor or use a footrest, do not cross legs, keep feet and legs fully supported.
5. Position the monitor at correct distance and height: The top of the monitor screen should be even with your forehead and directly in front of you.
6. Take a 3-minute break every 30 minutes and during your break, breathe deeply from your abdomen. Muscles are meant for movement not to hold static positions.

What you should avoid?

1. Avoid trying to sit up straight. The more you keep your spine away from its normal posture, you are increasing the possibilities of fatigue related illness.
2. Avoid keeping your eyes affixed on the screen for too long a duration. The computer screen emits radiation which is harmful for the eyes.
3. It is also critical that while typing one does not lift shoulders or even while clicking the mouse. Lifting of shoulders is again a departure from the normal ergonomic position of the muscles. Regular lifting of shoulders leads to neck pains and can also lead to cervical illness.
4. While working, twisting and jerky movements should be avoided. All the equipments should be placed such that there is no twisting required to access.
5. Avoid collapsing your neck as you read the screen and using your PC in low light conditions.



Nanjangud Plant Team Extends Help for Road Development at the Neighboring Kallahalli Village

Taking Care of the Community and Being Socially Responsible is a way of doing business at Jubilant. The Company's community welfare initiatives are driven by a set of dedicated social entrepreneurs through Jubilant Bhartia Foundation.

The Company's APIs plant at Nanjangud has not only been providing primary healthcare services but has also been supporting the villagers for infrastructure development to help them live a comfortable life. The foundation recently helped the Kallahalli village development committee in development of roads in their village. The Kallahalli village lies in a low lying area just behind the manufacturing facility at Nanjangud. Every monsoon the villagers have to live with stagnant water, garbage and filth which no one cleans from the area. The Jubilant Bhartia foundation



with the support of Sri Yellama Devi Jeernodhara Samithi removed the garbage from either side of the main road and increased the width of the road up to 30 feet for smooth passage.

Kallahalli village is the closest to the plant and the residents of this village are very dear to us. This is one of the initiatives of Jubilant Bhartia Foundation in this area.





Diwali Celebration – With a Difference



‘Chalo Ghar Chale Jaldi, Diwali Hai’ is what everyone was discussing on the eve of Diwali but a team of Jubilant employees stepped into the children homes of SOS Children Villages of India (SOSCV), Faridabad on October 16, 2009 to celebrate Diwali with the children there.

The fund from the voluntary contributions by the Company employees was

used for distributing sweets, chocolates and candles to 200 children of 20 child homes nurtured by SOSCV.

Under the leadership of Mr.S.S.Sahrawat, Sr.Vice President-HR, a group of employees including Sanjay Kavathalkar, Ashok Gautam, Vivek Prakash, Pawan, Radha, Ipsita Das, Aaron Dsouza and Gautam Dey were extremely exhilarated to have celebrated Diwali in this unique way.

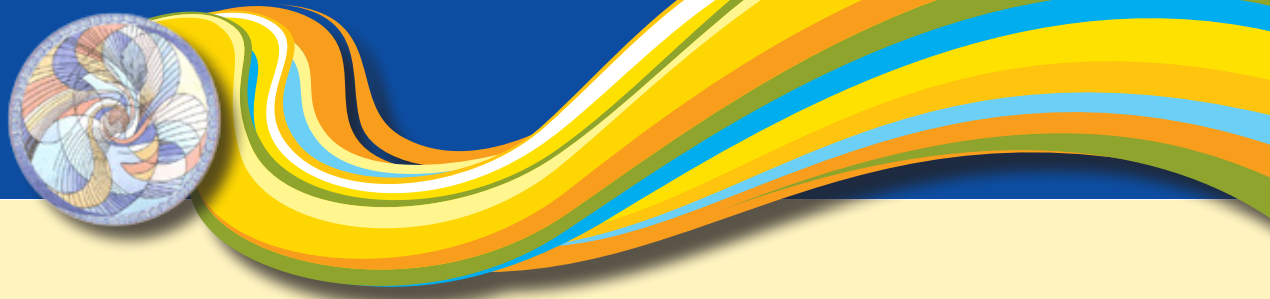


Utthan - Sharing Knowledge Initiative Launched at Gajraula

- Driven by our Core Value of ‘Sharing Knowledge’ “UTTHAN” ...a unique initiative was rolled out at Gajraula aiming at developing each individual’s knowledge base & latent potential in Training. It is designed, to instill confidence, improve communication & bring in efficiency & quality in all the jobs one does.

What is UTTHAN...?

- UTTHAN focuses on overall development through sharing of domain knowledge among colleagues. It was launched on September 19, 2009 and is expected to impart cross functional knowledge, presentation and communication skills and develop a team of versatile professionals.



Diwali Festivities at Jubilant

Diwali was celebrated by Jubilant family members across locations with great fervor and enthusiasm. The festival of lights was welcomed with grand celebrations across the locations with the head office leading the festivities.

Corporate Office



At the Corporate Office Jubilant family ushered the Diwali in with loads of fun and games. Events like Tambola, Musical chairs and Chhupa rustam had the audience enthralled. Mr Shyam S Bang, Executive Director-Manufacturing and Supply Chain, awarded prizes to the winners.

R&D Centre



The Research and Development centre went one step better. In addition to games, the centre also had a variety of lip smacking food on offer. So while the games like Tambola, Water casino and musical chairs held the audience enthralled and engaged, food stalls also did a brisk business. Jubilant Executive Directors Mr. S.N Singh and Mr. Shyam S Bang graced the occasion with their presence.

Biosys

Jubilant Biosys held a three day Diwali Utsav from 13th to 15th of October. Biosians welcomed Diwali together with all gaiety & enthusiasm. The event calendar included Rangoli Competition, Talent Show, Tambola, Fashion Show, and DJ Nite however the star event at the festivities was the Fashion Show.



Roorkee

Roorkee ushered in Diwali festivities in a pious fashion with a small pooja at the facility.



Samlaya

Diwali was welcomed at Samlaya facility with gift distribution and prize distribution ceremony. The plant management distributed diwali gifts among the employees and also awarded prizes to the best workers in respective categories.





Plant Activities - Gajraula

Gajraula celebrated Vishwakarma Puja on the September 17, 2009 with much fanfare. The plant management had organized various events like Sports, Community Lunch, Inter Departmental House Keeping Contest, Idol Immersion, and Cultural Programs besides the Traditional Puja.



With over 17 events in various disciplines the entire Jubilant Family had ample opportunities to display their skills and talent, whether it was Singing or Cricket. The plant management also hosted a community lunch, which was prepared and served by the Jubilant family members in which approx 5000 family members participated.

Cultural program was introduced as a part of the days activities. A 5 hour



long event watched by over 1000 strong crowds, this cultural night was organized by in-house talent of Jubilant family during the Vishwakarma Pooja celebration week in September, 2009. The employees and their family members par-

ticipated and performed on stage. Through a series of nominations and screening 43 events were selected to be performed during the cultural night. Around 105 participants lightened up the stage with thier performances. The certificate of appreciation and gifts were awarded to all performers. The program received a thumping response and was a grand hit.





Plant Activities - Roorkee



September 17, 2009 was celebrated as the Vishwakarma day and was marked with a Pooja at the plant. Mr. Lalit Pradhan, Vice President-Operations presided over the pooja, following which all the employees were treated to a lunch.

Efficiency in Jubilant is the result of the healthy balance maintained between the work place and its employees. Roorkee plant does exactly the same. A two day session of 'LEAP' was organized at Roorkee unit on 1st & 2nd September, 2009. The interactive nature of the program motivated many participants to come forward and learn more without any hesitation.



Plant Activities - Nira



The 9 days 'Navratri festival' was celebrated with great zeal and enthusiasm by the Jubilant family at Nira plant from 19th to 27th September, 2009 in residential colony and Panchayatan Temple.

The management organized a huge procession which was well received and all the ladies at the plant participated in it, wearing traditional clothes to mix with the colors of the occasion. A variety of events like 'Garba' was organized for all the ladies & girls of the Company. Maximum number of ladies participated and enjoyed the event for 9 nights.



Jubilant Organosys On to the next Phase of Evolution

The Board of Directors of Jubilant Organosys approved the name change of the Company from existing to Jubilant Life Sciences, on October 22, 2009.

The new identity of the Company reflects the Company's collective ambition to be a leading Life Sciences company globally and the name change is a step in this direction.

The Company had changed its name from Vam Organic Chemicals Limited to Jubilant Organosys Limited in 2001, to reflect the focus on being science active.

Since then, the Company has grown tremendously and has evolved into an integrated Pharmaceutical and Life Sciences player offering products and services to the leading global pharma and life sciences companies. The Company's focus on pharmaceuticals and life sciences is reflected in its ten - fold increase in revenues from this

segment. Currently about 70% of Company's overall revenue comes from the PLSPS segment. Today Jubilant is well recognised as the preferred outsourcing partner for the global pharma and life sciences companies.

As we prepare to move into the next orbit of growth, the Company needs to be recognized

in its true identity, therefore, in order to reflect the new evolved character of the Company, name change to "**Jubilant Life Sciences Limited**" has been initiated which will aptly convey the Company's core area of business operations.

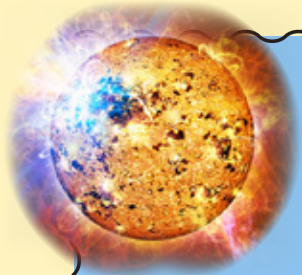
The name of the Company will be changed after complying with the provisions of Section 21 of the Companies Act, 1956, which requires approval of the members by way of Special Resolution and approval of Central Government. This entire exercise is likely to take 3-4 months post which implementation will be set into motion.

Stay tuned to Symphony, we will bring you details as they emerge.





Symphony brings to you the latest breakthroughs in the world of science sourced, from journals like Science, Nature, Current Biology etc. in an attempt to keep you updated...



The Sun Has Flares

ASTROPHYSICS

The temperature of the sun's surface is 5,427 degree C. Yet it is million of degrees cooler than the sun's outer atmosphere .Astrophysics probing into the mystery found the answer in sudden bursts of energy called nanoflares .These can also be blamed for influencing changes in X-ray and UV radiations which enter the earth atmosphere and disrupt communication signals like radio and electrical transmissions.

(International Astronomical Union General Assembly, August 6)

HEALTH SCIENCES

An Anti Cancer Bacterium



Salinispora tropica

Cancerous cells divide and grow much faster than healthy cells. As a consequence, cancer cells accumulate larger quantities of waste. The waste is managed by protein molecules called proteasomes which are a cell's sanitation workers. In their absence a cell will choke on its waste and die. Cancer researchers have found a molecule produced by a marine bacterium (*Salinispora tropica*) that can choke the cancer cells by disabling their proteasomes. Drugs manufactured to target cancerous cells end up hurting healthy cells as well. In this case, the healthy cells were found to better resist the drug thus restricting its impact mostly on the cancerous ones.

(Journal of Medicinal Chemistry, August)



Gas Magnets

PHYSICAL SCIENCES

A giant unseen force billows out in all directions. It draws cars and buildings. The sci-fi explanation is it is a transparent, magnetic gas. Research corroborates this; cold gases can turn into magnets. An infrared laser beam was fired at a super-cooled cloud of lithium atoms. The cloud grew bigger, then shrunk. When the atoms were released they expanded fast-properties of a magnetic material.

(Science, September 18)

CHEMISTRY

Green Tyres



Researchers used wood to create tyres. They replaced 12 per cent of silica, used as filler in tyres, with cellulose obtained from plant fibers. Making this tyre required less energy; it could better resist heat buildup and was stronger than normal tyres. The study is in July 11 online issue of :

(Composites Part A: Applied Science and Manufacturing).



Trivia Winners

Hearty Congratulations!!! to all of you as you got 100% accuracy in your response to 'Symphony Trivia Vol.1'

Shobhna Gaur

Deepak Kumar

Nandkishore Yadav

Arun Singh

Dr. Mushtaq Patel

Anil Saini

Prashant Kumar

Pradeep.G

Ratnesh Nigam

Harshad Nayee

Aaron D'Souza

Gaurav Gupta

Prasad Arun Bidwe

Sandeep Kanwar

Dinesh Gupta

Bipin Chand

Suveera Saxena

Kishor Shetty

Praveen Mehra

Dr Khushwant Singh

Dr Vinay B. Patil

Manju K

Bipin Chand

Dhirendra Brahmchari

Kartik Karanam

The Three Lucky Winners, chosen through a Draw are :

1. Dr.Ramachandraiah Gosu, Senior Scientist, Structural Biology Division
Jubilant Biosys Ltd, Bangalore
2. Dr Kamaljeet Pannu, IPR-Oncology, R&D I
3. Harsh Vardhan Sharma, IPQC PP Lab, Gajraula

Keep up the Spirit of Participation !!!

trivia-2

Answer them NOW !

Q1 From which station did India's first train roll out ?

Q2 Who was the founder of IIM - Ahmedabad ?

Q3 What instrument is used to measure wind speed ?

Q4 Who discovered the rabies vaccination ?

Q5 Name the first woman to win the noble prize for economics ?

send your entries by **Nov 16**, to
symphony@jubl.com,

and you may be the **Lucky Winner !**