

symphony

quarterly 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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2009 – An Year of Recognition

Year 2009 was challenging in many ways for most industries. Our Industry also witnessed a slowdown however riding high on its integrated business model Jubilant continued its steady performance led by its core pharma and life sciences business. The Company's performance was accentuated with recognition from various quarters in the form of multiple awards conferred on Jubilant



During the year 2009, Jubilant received 10 awards from various institutions each testifying the company's, visionary leadership, technical prowess and strong performance.

Jubilant was awarded the **Good Corporate Citizen Award – 2009** by the **PHD Chamber of Commerce and Industry**. The awards were presented on 23rd December at PHD house on the occasion of PHD Chambers annual session. Finance minister Mr. Pranab Mukherji presented the award to our Chairman & Managing Director **Mr. Shyam S Bhartia** at the ceremony where Mr. R Sankaraiah, Executive Director – Finance, Mr. A. K Ghosh, President CSR and Mr Lalit Jain, Company Secretary were also present.

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Jubilant's focus on Innovation also resulted in recognition in the form of Indian Chemical Council's (ICC) prestigious **Acharya PC Ray Award for the development of indigenous technology for 4-DMAP**. The award was received by Dr. Ashutosh Agarwal, Chief Scientific Officer, Jubilant, at the awards ceremony held at Mumbai in December.

The Company was conferred with **NDTV Profit-Business Leadership Award** in the pharmaceutical category. Jubilant emerged as a winner amongst other pharma companies like Dr. Reddy's, Lupin and Sun Pharmaceuticals, who were nominated alongside Jubilant. **Mr. Shyam S Bhartia, Chairman and Managing Director, Jubilant**, expressed his immense pleasure while accepting the award and dedicated the award to 'Team Jubilant' who relentlessly works

Mumbai.

The Institute of Engineers (India) – Industry Excellence Award-2009 was also awarded to Jubilant Organosys. The Company was adjudged winner on the strength of its manufacturing



towards making Jubilant a leader in its chosen areas of business.

In September 2009, Jubilant was judged as the, **Best Contract Manufacturing Organization of the year – 2009 by Frost and Sullivan**. Mr. Pramod Yadav, CEO Advance Intermediates & Vitamins and Mr. Rajesh Srivastava, CEO Fine Chemicals and CRAMS received the award at **Frost & Sullivan India – Excellence Healthcare Awards** ceremony held at

innovations which have brought global recognition to Jubilant and made it India's largest CRAMS Company. The award was presented to Jubilant at the annual congress of Institute of Engineers (India) held at Mangalore on 11th of December, **Mr. Shyam S Bang, ED – Manufacturing**

and Supply Chain, received the award.

The latest in the tally were two awards by Bio-Spectrum Magazine. **Mr. Hari S Bhartia, Co-Chairman and Managing Director** was conferred with '**The Person of the Year**' at the annual **BioSpectrum Awards** ceremony. The award was in recognition of his pioneering efforts to make India the research hub for drug discovery and clinical trials services. The success story of Jubilant in this area has inspired many to pursue this route. The second award was conferred on **Jubilant Biosys as the Bio-services Company of the Year 2009**. Present at the forum were Dr. VN Balaji, Chief Scientific Mentor, Jubilant Drug Discovery and Development, along with other senior leadership team of Jubilant Biosys.

Earlier during the year, **Mr. R. Sankaraiah, Executive Director, Finance**, was awarded the '**Best performing CFO of the Year Award for the Pharma Sector**' at the **3rd annual CNBC-TV18 CFO Awards** held in Mumbai in March 2009. The Company also received **Corporate Excellence Award** as the best pharmaceutical company, from **Amity University** and **Frost & Sullivan Gold Award for best manufacturing**, (API facility at Nanjangud) at the beginning of the year 2009.

The Awards round up bears testimony to the core values of Jubilant that inspire each member to fulfill its promise to the customers and strive hard to exceed stakeholder expectations by delivering value.



BioSpectrum bestows Person of the Year Award to Mr Hari S Bhartia

The close of the year 2009 brought in its wake twin awards from BioSpectrum magazine. **Mr. Hari S Bhartia**, Co-chairman & Managing Director, Jubilant Organosys, was awarded the **'Person of the Year – 2009'**, while **Jubilant Biosys** was awarded with **'Bio-services Company of the Year'**.

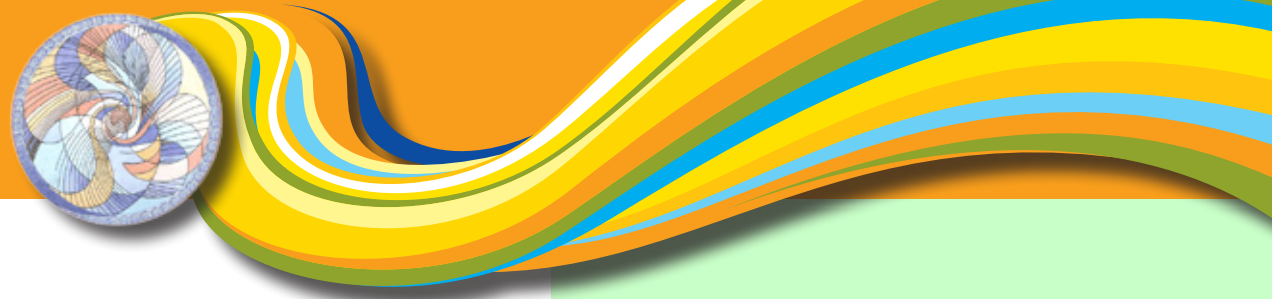
BioSpectrum awards are amongst the most coveted awards in the Indian Biotech sector, decided by an eminent jury from the industry. This year's jury comprised Dr. Samir Brahmachari, Director General, Council for Scientific and Industrial Research (CSIR) and Dr. Rajiv Bhat, Professor and Dean, School of Biotechnology, Jawahar Lal Nehru University (JNU). **The 'Person of the Year' was awarded to Mr. Bhartia in recognition of his "Positive Impact on the Industry"**. The award was presented to Mr. Bhartia at a glittering ceremony in Bangalore on December 22, 2009. Speaking at the occasion, Mr. Bhartia, stressed on the need for India to develop the intellectual property to harness the potential beyond outsourcing research.



In its 7th year, the BioSpectrum awards have an illustrious list of past winners, which includes Dr. Cyrus S Poonawalla, Dr. M K Bhan, and Mr. Varaprasad Reddy; all of whom have made illustrious contributions to the development of Biotechnology in India.

The awards are recognition of Mr. Bhartia's "pioneering vision in leading the Company with the integrated business model offering, pursuing a fast clip of growth and its positive impact on the industry," The magazine has applauded Mr Bhartia's efforts towards "showcasing ways to leverage the India advantage and maintain the competitive edge. Under his active leadership, Jubilant Organosys, is constantly riding on the wave of pharmaceutical and life sciences business and is continuously evolving."

"Today the Company has built a strong sustainable business model through consistent organic growth and inorganic expansion by acquiring niche businesses in developed markets like Canada, Europe and the USA. The Company has reported a robust growth due to its strategic thrust on moving up the value chain in pharma & life sciences segment." - BioSpectrum magazine



Jubilant FoodWorks Ltd. Best Employer Brand in Hospitality

Jubilant FoodWorks markets Domino- the international brand of Pizza

Jubilant FoodWorks Ltd., (formerly known as Dominos Pizza India Ltd) a Jubilant Bhartia group company was named as a winner of “Best Employer Brand in Hospitality” regional award 2009-10 by a survey conducted by “Employer Branding Institute” for 4th Employer Branding Awards. Mr. Basab Bordoloi, Vice President, Human Resources, Jubilant FoodWorks was also awarded the “HR Leadership Award” 2009-10, as an appreciation for good work & contribution to Human

Resources.

The Employer Branding Institute, (formerly known as “Fun and Joy at Work, India”) has been conducting this survey for last 4 years. Employer Branding Awards have evolved to be one of the most credible awards accepted by the Industry.

The awards were presented to the Company on December 10, 2009 at Indore’s Landmark hotel. While this is the first step towards the success, Mr. Basab Bordoloi, credited this achievement to the line managers, “These awards have been possible due to continuous best employee oriented practices followed by all the line managers, and we would like to congratulate everybody for the same.”

Earlier in year 2009 the Company was also awarded by Hewitt as one of the Top 10 Companies to work for in India.



Jubilant FoodWorks IPO listing brings smiles to the faces of subscribers

Jubilant FoodWorks made spectacular debut on the stock exchanges on February 08, 2010. The Company which holds master franchisee rights to the Domino’s Pizza chain in India, Bangladesh, Nepal and Sri Lanka, with its IPO brought positive news for investors on Monday. The IPO proved to be an exception to most recent issues as it offered hefty returns to the investors on the first day of the listing which ended with the Company being valued at Rs 1,456 Crores comparing favorably with US\$ 622 Million market cap of New York Stock Exchange- listed Dominos Pizza Inc.

The shares of Jubilant FoodWorks got listed at Rs 161.6, a premium of 11% over the offer price of Rs 145. There was substantial buying towards the end of the session which saw the share price climb to the day’s high of Rs 241.95, before closing at Rs 229, up 58%, on the BSE. These listing gains were much higher than those recorded by recent major IPOs such as JSW Energy, Godrej Properties and DB Corp. These three issues gained between 6% and 27%, calculated on the basis of the day’s closing price.



Jubilant Q3 FY2010 PAT rises 215% to Rs 101 crore

Jubilant Organosys reported strong financials for the quarter ended December 31, 2009. The revenues grew by 6 % to Rs 961 crores, the EBITDA was up 52% to Rs 238 crore. The Company saw a significant rise in PAT (Profit after Tax) which at Rs.101 crores was over 215% up from the corresponding period last quarter.

Commenting on the results Mr. Shyam S Bhartia, Chairman & Managing Director and Mr. Hari S Bhartia, Co-Chairman & Managing Director, Jubilant Organosys Ltd, said, "Our performance was led by healthy growth in the PLSPS business. The biggest contribution to revenue came from CRAMS, which benefited from robust volume growth. The performance was strong in the CMO business where we have started delivery against the new contracts. PLSPS has thus witnessed a strong increase in EBITDA margins as a result of expansion in CRAMS margins and margin stabilization in Life Sciences Chemicals."

The growth was driven by Pharmaceuticals and Life Sciences(PLSPS) business which reported a 13% increase at Rs 858.2 crores from Rs 759.5 crore last year. EBITDA margins rose by a significant 750 bps at 24.7% from 17.2% last year, The CRAMS segment continued to drive the growth and was up by 10% at Rs 547.2 crore on the strength of strong increase in volumes and delivery against contracts in the CMO business. Life Sciences Chemicals business grew by 23.5% to Rs. 163.9 crore on back of improved market conditions, while Nutritional Ingredients business grew by 18.6% to Rs. 49.4 crore on the strength of new

customer addition and increased off take from the existing customers.

International Sales formed 64.9% of the Company's total revenues and grew by 8.5% to Rs. 624.2 crore . Growth mainly came from China where revenue grew by 66.8% and North America where revenue grew by 5.8% .

The revenue performance of Agri and Performance Polymers (APP) segment was at Rs. 103.3 crore from Rs. 150.1 crore previously. The lower performance was on account of a decline in revenues in fertilizers business by 51%.

Revenue – Q3 FY 2010					
	Q3 FY10	% Share	Q3 FY09	% Share	Growth %
PLSPS	858	89	760	84	13
APP	103	11	150	16	(31)
Total	961		910		6

Revenue – 9M FY 2010					
	9M FY10	% Share	9M FY09	% Share	Growth %
PLSPS	2,464	88	2,226	83	11
APP	327	12	451	17	(28)
Total	2,791		2,677		4

9M FY 2010 Performance

Revenues in 9M FY2010 grew by 4.3% and were at Rs. 2,791.0 crore against Rs.2,676.7 crore in 9M FY2009. The EBITDA grew by 16.5% and was at Rs. 598.8 crore from Rs. 514.0 crore last year. The EBITDA margin stood at 21.5% from 19.2% in 9M FY2009.

The Pharma & Life Sciences segment grew by 10.7 % to Rs.2464.2 crore, backed by strong performance in CRAM business (up by 11%), Pharmaceutical Products (up by 28%), Nutrition Ingredients (up by 15%) and Healthcare (up by 38%).

The International business stood at 64% and grew on the strength of China where revenue grew by 23.0% to Rs. 272.9 crore and North America where revenue grew by 14.3% to Rs. 986.6 crore and remains the largest market for the Company.

The APP segment had revenues of Rs. 326.8 crore from Rs. 450.5 crore in 9M FY2009. The reduction in revenues were due to lower volume and price realization.



Business reorganisation to unlock value and pursue aggressive growth ambitions

The Company's Board of Directors approved the decision of demerging the Agri and Performance Polymer business of the company from the Pharma and Life Sciences business in its board meeting held on Jan, 22, 2010. The move is intended to bring heightened focus into the two distinct segments that operate in different ecosystems.

As two separate entities the leadership team of each entity will be able to pursue its growth ambitions more aggressively. Interestingly the non pharma business also enjoys leadership position in many products. It is globally no. 3 in Latex and Food Polymers. In the agri segment the Company is the leader in SSP fertilizer segment in India, in consumer products, Jeevanjor is the No 2 adhesives brand of India. These businesses have the potential to attain global scale and the demerger will enable the management to pursue those ambitions, just like the other businesses of the Company.

Objectives of the Demerger

- To further sharpen the focus of Jubilant Organosys on Pharma and Life Sciences

- To create two independent listed and focused companies to pursue rapid growth opportunities
- To enable each business to independently pursue and efficiently realise its operating objectives.
- To enable each company to adopt a capital structure and investment policy tailored to its specific needs
- To enable greater stakeholder value recognition

The expected time line for filing the scheme with Board approval is Q1 FY2011 and Completion of the process is expected in Q3 FY2011.

The recommendations of the board will now be presented first before the share holders and then with the approval of shareholders, to the concerned regulatory/ statutory authorities. Till the demerger is approved Jubilant, in line with the mandate of the board will operate formally with two distinct business units, Pharmaceuticals and Life Sciences Products and Services and Agri and Performance Polymers.

New Business Segmentation

Pharmaceuticals and Life Sciences Products and Services

CRAMS

- Proprietary Products and Exclusive Synthesis
- Active Pharmaceutical Ingredients
- CMO of Sterile and Non- sterile Injectables
- Drug Discovery and Development Solutions

Pharma Products

- Specialty Pharmaceuticals
 - Radio Pharmaceuticals
 - Allergenic Extracts
- Generics

Life Science Chemicals

- Acetyls

Nutritional Ingredients

- Nutritional ingredients for Pharmaceutical, Human and Animal application

Healthcare

- Hospitals

Agri and Performance Polymers

Agri Products

- Fertilizers - SSP
- Agrochemicals

Performance Polymers

- Consumer Products
- Application Polymers
- Food Polymers
- Latex
- Others



Shri Pranab Mukherjee, Minister of Finance, Govt of India, Inaugurates Jubilant Kalpataru Hospital at Barasat, Kolkata

Jubilant First Trust Healthcare Limited (JFTH), the healthcare arm of Jubilant Organosys Limited launched “Jubilant Kalpataru Hospital” in the city of joy, Kolkata, India. The hospital was inaugurated by the Hon’able Finance Minister of India, Shri Pranab Mukherji on December 12, 2009. Also present at the occasion was Dr. Suriya Kanta Mishra, Hon’able

Minister of Health & Family Welfare, Govt. of West Bengal.

The Jubilant Kalpataru Hospital is a 120 bed super specialty facility, committed to providing world class healthcare at affordable cost to the people of Kolkata. Situated in Barasat, Kolkata, the hospital is a part of Jubilant Bhartia Group’s commitment to create an affordable, world class healthcare delivery system for the middle and lower income group people, living across West Bengal.

Speaking at the occasion Mr. Pranab Mukherji, lauded the Jubilant group’s efforts and said “This initiative is a noble step to ensure that quality healthcare reaches the needy people, I hope that the other private players in the country would follow suit and assist the government in making quality healthcare available to the common masses.”

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Mr. Mukherji also added that, “The government was actively thinking on adopting the PPP model to ensure quality healthcare infrastructure is available to all classes of people across the country.”

JFTH is driving the healthcare initiative of Jubilant Organosys through the setting up of an integrated network of Hub-and-spoke hospitals in the state. The Company will create a total capacity of 1000 beds across 7 hospitals and 2 nursing schools, with a total investment of Rs 180 Crores.

Confirming the commitment to the state healthcare infrastructure, Mr. Shyam S Bhartia, Chairman and Managing Director and Mr Hari S Bhartia, Co-Chairman and Managing Director of Jubilant Organosys, said “We are committed to create an affordable, world class healthcare delivery system for the middle and lower income-group people, living across West Bengal. We are confident that our healthcare initiative through Jubilant First Trust Healthcare will provide a combination of professional, efficient, cutting-edge technology based, international standard healthcare services model that will bridge the significant gap in the healthcare delivery mechanism for the larger section of the community.”





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Leading Jubilant Kalpataru is a team of five senior doctors, trained in UK & USA, with over 15 years of experience, on their return from abroad. The team uses cutting-edge technology in providing safe and effective medical care, ethically and transparently. The entire effort is supported by a motivated team of nurses, other Para-medical personnel and an efficient managerial team.

It also has a multi-disciplinary team of Full-time doctors in all major specialties, who are resident in the hospital while on-call and available to lead emergency care to patients – a feature that immensely creates confidence among patients and improves the standard of care.

The hospital has the only Cleft Care Unit in India; a joint initiative with Operation Smile, an NGO dedicated to the care of poor children with Cleft Lip and Palate. The

Key facilities at the hospital

- 24 hrs Trauma and Critical care (ICU)
- Neonatal & Paediatric Critical Care Units; Neonatal & Paediatric Surgery
- High-risk Pregnancy Management
- Joint Replacement & Arthroscopic Surgery
- Advanced Laparoscopic Surgery, including Colo-rectal Surgery
- Burn Unit
- Speciality Medicine – Gastroenterology, Chest Medicine, Haematology
- Nephrology & Dialysis
- Speciality Surgery – Urology, Plastic & Microvascular

Hospital aims at offering services to the poor children from villages free of cost. It also has a 10-bed Burn Unit, the only private sector Burn Unit in West Bengal which is well equipped to offer quality treatment to patients at affordable costs.

The city of Kolkata can look forward to a system of quality health care at affordable cost. “We are committed to provide high quality medical care at an excellent value. At Jubilant Kalpataru, our team of Full-time Doctors, evidence-based medical practice, modern technology, efficient and contemporary hospital design – all combine with a transparent and caring environment; to deliver ‘world-class care at affordable cost’. The spread of our network of hospitals and the innovations in delivery such as NightLine ensures access for a large population of West Bengal, districts and villages” said Dr. Satadal Saha, CEO, JFTH.



Climate Change

For almost a decade now Climate Change issue has been talked about at various forums, Nations have come together to find ways to contain if not reverse the impact of Climate Change on the Earth...the only planet which supports Life. However it seems this may not continue for long if we do not bring in a radical change in our lifestyle in order to protect the goodness of the natural environment we got as a legacy.

The Question to be asked to ourselves is, Are we bequeathing a clean blue earth to our children? OR forcing them to live an unhealthy short life inflicted with complicated diseases?

What is Climate Change?

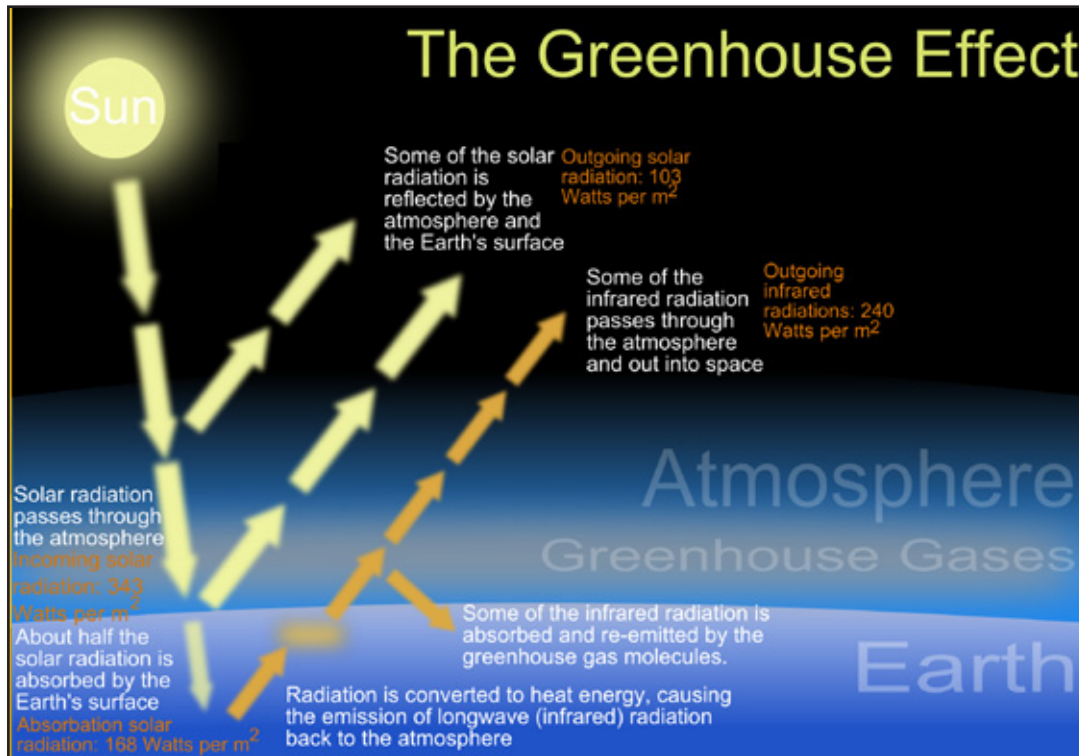
Climate change is a phenomenon that refers to a statistically significant variation in either the mean state of the climate or in its variability, persisting for an extended period (typically decades or longer). We all know that the Earth is the only planet in our solar system that supports life. The complex process of evolution occurred on Earth due to certain unique, unvalidated environmental conditions involving elements like: water, an oxygen-rich atmosphere, and a suitable surface temperature.

What are Green House Gases?

The Earth absorbs part of the sun rays while a part is transmitted back. The shorter-wavelength of the solar radiation passes through the Earth's atmosphere, gets absorbed by the surface leading to the warmth, we experience. Part of this absorbed energy is then radiated back to the atmosphere as long wave infrared radiation. Some parts of this long wave radiation escapes back into the space; the radiation that cannot pass through the gases in the atmosphere, such as carbon dioxide, methane and nitrous oxide also referred to as greenhouse gases(GHG) gets trapped to form an envelope around the earth.

These GHG redirect the absorbed waves downwards, causing the lower atmosphere to stay warm for a longer period. This formation of an envelope that traps the heat around the earth is similar to the Green House built for plants. The Greenhouse Gases are so named as they produce an effect similar to the one made by the glass panes of a greenhouse. The main greenhouse gases in the Earth's atmosphere are water vapour, carbon dioxide, methane, nitrous oxide, and ozone. If they were not to perform this useful function, most of the heat energy would escape, leaving the earth very cold (about $-18\text{ }^{\circ}\text{C}$) and unfit to support life.

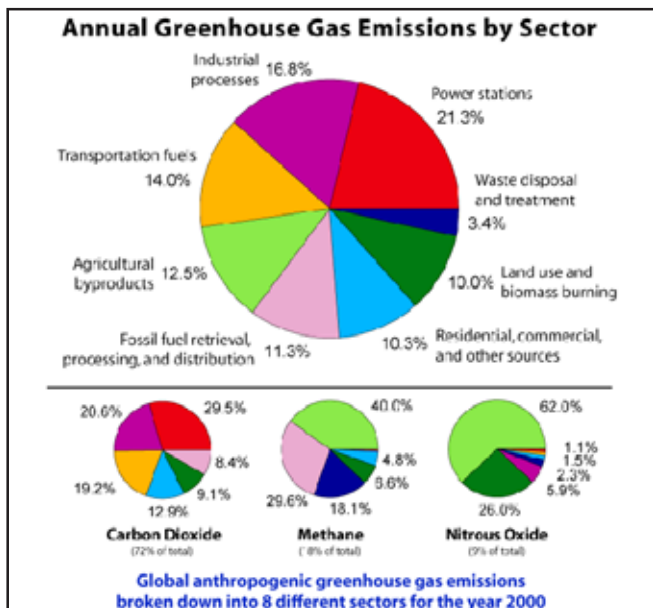
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While GHG are good there has been an alarming increase in the levels of these gases of late. Since the beginning of the Industrial Revolution about 150 years ago, man-made activities have added significant quantities of GHGs to the atmosphere. Carbon emissions, from industries, vehicles, and other human activities have seen atmospheric concentrations of carbon dioxide, methane, and nitrous oxide go up by about 31%, 151% and 17%, respectively.



Source IPCC Third Assessment Report: *Climate Change 2001 (The Scientific Basis, Summary for Policymakers)*

An increase in the level of emissions from various activities could lead to greater warming, which, in turn, could have an impact on the world's climate, leading to the phenomenon known as Climate Change.

Scientists have observed that over the 20th century, the mean global surface temperature

increased by 0.6 °C (IPCC 2001) and since year 1860 (the year temperature began to be recorded systematically using a thermometer), the 1990's have been the warmest decade.

There is a widespread consensus on the fact that something needs to be done, and the global community is continuously striving to reach a consensus on contributions that each country should make in terms of reducing the carbon emission.

Kyoto: Where it began

The Kyoto summit in 1997 was a landmark summit in more ways than one. It was at this summit that the 37 industrialized nations of the world along with the Annex 1 (European) Countries were given legally binding targets for reduction in their Greenhouse gas (GHG) levels. The industrialized nations were required to bring down their emissions by 5 per cent each year in the period between 2008– 2012 from their levels in 1990.

What is Carbon Trading?

The protocol made the developed countries commit to the emission targets and therein lay its biggest success. These targets were expressed as levels of allowed emissions, or “assigned amounts,” over the 2008-2012 commitment period. The allowed emissions are divided into “assigned amount units” (AAUs). The Kyoto protocol made provisions under article 17 which allowed countries that have emission units to spare - emissions permitted them but not “used” - to sell this excess capacity to countries that are over their targets. This is known as Carbon Trading.

Thus, a new commodity was created in the form of emission reductions or removals. Since carbon dioxide is the principal greenhouse gas, people speak simply of trading in carbon. Carbon is now tracked and traded like any other commodity. This is known as the “carbon market.” An international transaction log ensures secure transfer of emission reduction units between the countries.

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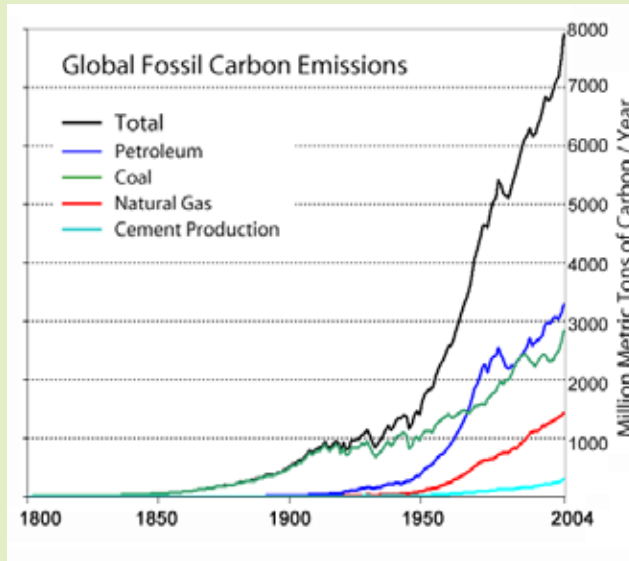
The Importance of Copenhagen

Copenhagen Summit 2009 of the Cop – 15 as it was known, the United Nations forum on climate change that concluded recently witnessed exhaustive deliberations with a view to draw a consensus on the climate change emission targets. The summit was aiming to fix enhanced emission reduction targets for the developed countries during the second commitment period of Kyoto protocol which starts from 2012. Though significant progress was made on several important

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areas most countries, including the signatories have yet to agree on their climate change emission targets.

What we can do

Act Now – It is essential, or else options disappear and costs increase as the world commits itself to high-carbon pathways. Climate change is already compromising efforts to improve standards of living and to achieve the Millennium Development Goals. The effort requires a veritable energy revolution with the

immediate deployment of energy efficiency and available low-carbon technologies, accompanied by massive investments in the next generation of technologies without which low-carbon growth cannot be achieved.

Act Together – It is the key to keeping the costs down and effectively tackling both adaptation and mitigation. It has to start with high-income countries taking aggressive action to reduce their own emissions. That would free some “pollution space” for developing countries, but more importantly, it would stimulate innovation and the demand for new technologies so they can be rapidly scaled up. But acting together is also critical to advance development in a harsher environment—increasing climate risks will exceed communities’ capacity to adapt.

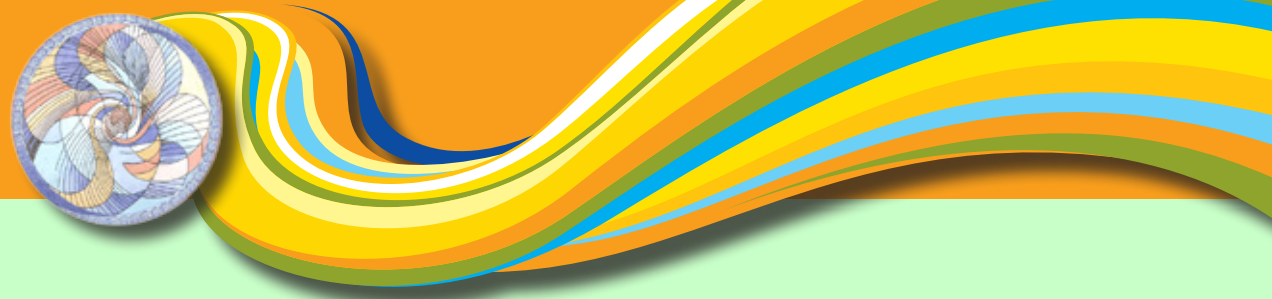
Act differently - Acting differently is required to enable a sustainable future in a changing world. In the next few decades, the world’s energy systems must be transformed so that global emissions drop 50 to 80 percent. Infrastructure must be built to withstand new extremes. To feed 3 billion more people without further threatening already stressed ecosystems, agricultural productivity and efficiency

of water use must improve.

An equitable and effective global climate deal is needed. Such a deal would recognize the varying needs and constraints of developing countries, assist them with the finance and technology to meet the increased challenges to development, ensure they are not locked into a permanently low share of the global commons, and establish mechanisms that decouple where mitigation happens from who pays for it.

What I can do?

- I will switch off the light, fan, air conditioner, and other appliances while leaving the room.
- I will not keep any electrical appliance on Stand By mode
- Replace the incandescent bulb with CFL lamps
- Set the air conditioner at 25 degrees
- Use natural light, ventilation to maximum extent possible
- Keep the tuning in my vehicle and tyre pressures at optimum level to get the maximum mileage
- Use water and paper judiciously
- Use public transport and/ or car pool as frequently as possible, and
- Whenever buying an electrical appliance will look for energy efficient label.



Jubilant collaborates with Duke University for early translation of discovery into clinical therapies

Jubilant Organosys Limited, through its subsidiary Jubilant Biosys and Singapore based Duke University have collaborated to expedite translation of discoveries by Duke Scientists into clinical therapies. The intention to form a partnership was announced to the media gathering by Mr. Shyam S Bhartia, Chairman & Managing Director, Jubilant Organosys, along with Mr. Victor J. Dzau MD, Chancellor for

Health Affairs at Duke and CEO, Duke University Health System, and Dr Naresh Trehan, Director Jubilant, and Chairman Medanta, at a Press Meet organized on the sidelines of the WEF-India Economic Summit in New Delhi on November 10, 2009.

Commenting on this collaboration Mr. Shyam S Bhartia, Chairman & Managing Director said, "This partnership is a continued demonstration of Jubilant's global partnering efforts to identify and deliver affordable and enabling innovation and health care solution

to the global pharmaceutical industry and patients worldwide. Duke Medicine is the ideal academic health sciences partner for us to pursue our intent of building a world-class research capability as an overlay to our network of healthcare facilities that provide high quality, low cost care for economically weaker section and rural communities in India,"

The proposed partnership will see Jubilant and Duke University collaborate on a portfolio of jointly selected and managed translational research projects, which leverages Duke's expertise and thought leadership. Jubilant will bring development capabilities and funding for these projects. Both intended to commit for a period of 5 years with the objective of developing a portfolio of 4-5 technologies at steady state over the period of collaboration.

The non-exclusive collaboration will apply Jubilant's demonstrated and proprietary portfolio of drug development capabilities toward discoveries made by the faculty of the Duke University School of Medicine. This process aims to move early-stage translational technologies closer toward clinical application while creating value for both parties.

Duke University uniquely understands the importance of eliminating global health disparities and is recognized globally for its excellence in conducting translational research, and will help towards improving the high quality and affordable care for patients in India.



Duke & Jubilant to conduct BioMarker Studies

Additionally, Jubilant and Duke will also collaborate on two innovative biomarker studies to be conducted in Kolkata, India. One will be the development of a cohort to gain insights into the clinical and molecular characteristics of several chronic diseases highly prevalent in the Indian population and to better understand these diseases in the context of transitioning rural to urban populations. The second study will validate in an Indian population, with heart disease and diabetes, metabolomic biomarker signatures found to be associated with insulin resistance and cardiovascular disease in Caucasian populations. Jubilant will fund the pilot phase of these studies in India.



Jubilant, UAB and SRI enter into drug discovery partnership

In November 2009, Jubilant entered into a joint venture with the University of Alabama at Birmingham(UAB) and Southern Research Institute(SRI). The focus of the partnership is to leverage the collective innovation and technologies in the areas of Oncology, Metabolic & Infectious diseases.

The agreement was signed with a view to deliver affordable innovation and healthcare solutions to the world at large and included:

- Selecting the most promising biological targets discovered by biomedical researchers at UAB, Southern Research and Jubilant;
- Developing new drugs around these targets through work performed at UAB and Southern Research, and Jubilant in India;
- Using early research data to secure federal funding to create new research jobs;
- Developing drugs through Preclinical and or Phase 2 clinical trials to maximize value to potential licensees, and securing partnerships with the pharmaceutical industry;
- Licensing drugs to the pharmaceutical industry with revenues distributed to investment participants in milestone payments and royalty streams.

Commenting on this partnership Mr. Shyam S Bhartia, CMD and Mr. Hari S Bhartia, CCMD, Jubilant Organosys said, “This novel academic and industrial collaboration demonstrates our commitment to partner with globally renowned academia in order to identify and deliver affordable innovation and healthcare solutions to the patients worldwide. We are happy to join hands with UAB and Southern Research Institute, known for its strengths in the areas of oncology, metabolic disease and infectious diseases. The collective innovation capabilities of this partnership further augments our mission to be the most innovative Drug Discovery and Development group in India, accelerating global drug development.”

UAB receives more than \$400 million annually in research grants and contracts and ranks in the top 25 nationally in National Institutes of Health (NIH) funding; it is a rich source of biological targets for drug development.

Jubilant through its subsidiaries Biosys, Chemsys and Clinsys, has developed strong partnerships in the area of research with leading academic institutions to support them in translation of early stage science and with innovative pharmaceutical companies to accelerate their drug discovery programs.

The agreement was signed in the US, at a special MoU signing ceremony organized by Confederation of Indian industry (CII) in Washington DC, USA during the visit of our Hon’ble Prime Minister Dr Manmohan Singh. Accompanying the Prime Minister was the CII delegation led by Mr. Hari S Bhartia , Co-Chairman and Managing Director, Jubilant Organosys and Vice President, CII. The MOU signing ceremony was presided over by Mr Montek Singh Ahluwalia, Deputy Chairman, Planning Commission, Government of India, and Her Excellency, Mrs Meera Shankar, Ambassador of India to the United States, was the Guest of Honor.



Hypertension

Hypertension or High Blood Pressure is one of the most potent, silent killers in the world today. It's the most common cardiovascular disease on the globe with over 80 million people affected and Indians recognised as one of the most high risk categories.

What is High blood pressure

A blood pressure reading appears as two numbers. The first and higher of the two is a measure of systolic pressure or the pressure in the arteries when the heart beats and fills them with blood. The second number measures diastolic pressure or the pressure in the arteries when the heart rests between beats.

Normal blood pressure rises steadily from about 90/60 at birth to about 120/80 in a healthy adult. People with blood pressure readings of 140/90 or higher, taken on at least 2 occasions, are said to have high blood pressure. People with blood pressure readings of 200/120 or higher need treatment immediately.

Symptoms to watch out

There are generally no symptoms of high blood pressure, so you usually don't feel them. However some of the Symptoms, commonly known and universally accepted by medical fraternity, are:

- Severe headache
- Fatigue or confusion
- Vision problems
- Chest pain
- Difficulty in breathing
- Irregular heartbeat
- Blood in the urine
- Pounding in your chest, neck, or ears

Who is at risk?

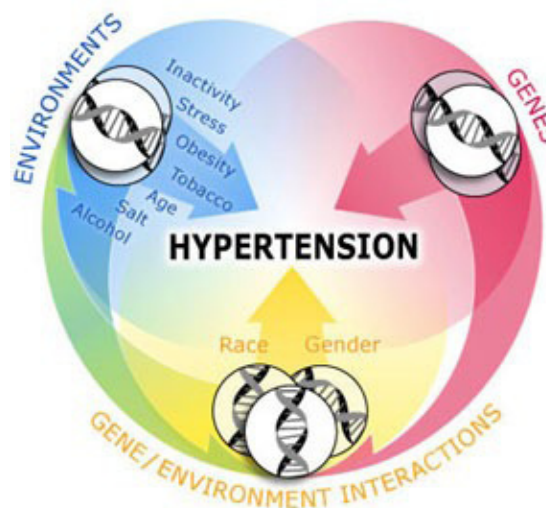
Although anyone can be at risk with this disease, High blood pressure has been observed to affect people, who are overweight, lead a sedate lifestyle, drink and

smoke excessively or use illicit drugs like cocaine. People beyond 55 years of age are specifically advised to reduce intake of sodium and saturated fats. The condition is also observed in people who have a family history of high blood pressure, heart disease or diabetes.

Treatments and Prevention

Drugs to Treat High Blood Pressure

Although there are multiple drugs available in the market today, they are prescribed/ administered as per a patient's medical condition. Diuretics are usually recommended as the first line of therapy for most people who have high blood pressure. People with Diabetic conditions are often administered ACE inhibitors for treatment.



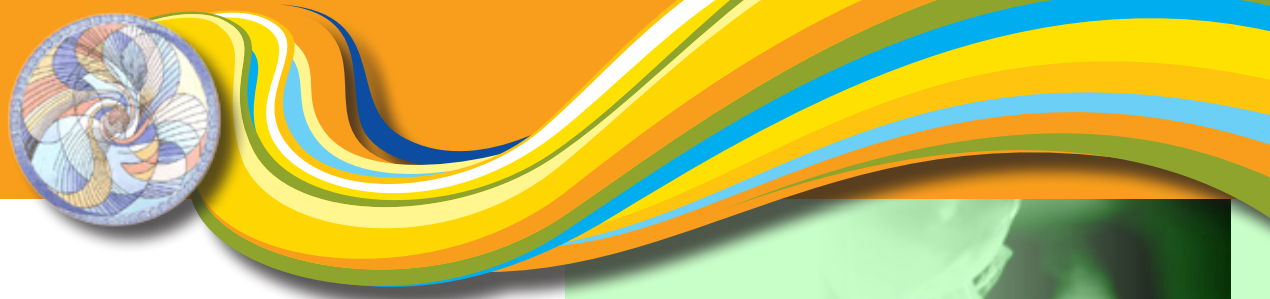
Lifestyle Changes to Treat High Blood Pressure

A critical step in preventing and treating high blood pressure is a healthy lifestyle. You can lower your blood pressure with the following lifestyle changes:

- Losing weight if you are overweight or obese
- Quitting smoking
- Eating a healthy diet, which has more fruits, vegetables, and low fat dairy products, less saturated fat
- Reducing the amount of sodium in your diet (about 1 teaspoon of salt) a day or less
- Getting regular exercise
- Limiting alcohol to two drinks a day for men, one drink a day for women.

By applying these changes to your daily routine you can be assured that the blood pressure not only stays in check but the overall health condition stays balanced.

These are by no means definitive views, please go for regular blood pressure check up and follow the advice of your medical practitioners.



North America

Innovative HS Allergy program saves lives

HollisterStier Allergy is one of the only two companies in the United States that produces Venom Immunotherapy products.

The Venom Immunotherapy (VIT) as the name suggests helps in improving the immunity level in the people. With VIT, a patient undergoes a series of injections that expose them to minute amounts of venom. The dosage is slightly increased over a period of time, helping the patient build a tolerance to the venom proteins. Many people have been benefited by this program.

HollisterStier Allergy's VIT campaign is in its early stages

of a national roll-out and is scheduled to launch the program in early fiscal year 2011.

The Company's strategic campaign will educate emergency room personnel about VIT and will provide them with tools and resources so that they can share VIT information with patients.

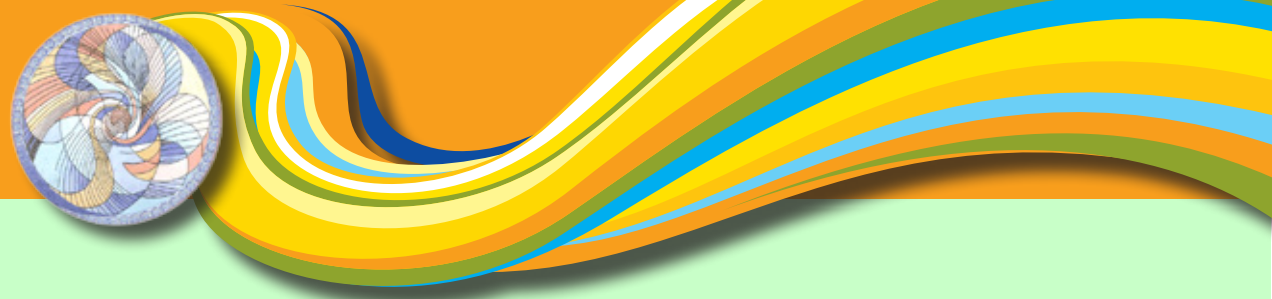
The VIT program and associated campaign is intended to not only raise awareness of the therapy, but to continue to do what HollisterStier Allergy has done since its inception nearly 100 years ago— improving the quality of life for those who suffer from allergies.



Patient Experience

A lady named Sarah was stung by a Yellow Jacket, she immediately became flushed and began to have difficulty in breathing. Sarah's condition rapidly worsened and she became nauseated, dizzy and lost consciousness. She was rushed to the emergency room, where she was treated with epinephrine and fluids and put on oxygen. The hospital staff instructed Sarah to carry epinephrine at all times in case of another sting, but this did little to ease her worries.

Sarah was very hesitant to step outdoors, doing so only when absolutely necessary, during which she felt panicked and anxious. Sarah realized that she was becoming more and more of a recluse, and didn't want to continue living her life that way. Sarah and her Allergist agreed to have Sarah undergo VIT. After a few years, Sarah completed her treatment and successfully built up her immune system. Since completing the therapy, Sarah has been stung once by a Yellow Jacket, to which she had a "normal" reaction, resulting simply in slight swelling and redness around the sting site. She is no longer scared of stepping out in the open and lives an active outdoor life.



North America

More than just work



“What do you do there at HollisterStier?” is a question that most employees have been asked at least once. For the most part, a general answer that describes HollisterStier as a company that provides pharmaceutical products and pharmaceutical manufacturing services.

The answer is so simple, but what everyone does at HollisterStier is more than just that. The products HollisterStier employees help manufacture are used to better the lives of people across the globe. According to a report in the March 2009 edition of R&D Directions, HollisterStier manufactures five of the world’s top 100 investigational drugs— used to treat such ailments as Alzheimer’s disease, gout, rheumatoid arthritis, hereditary angioedema, and acute pain. Every decision made ultimately effects a product that many individuals depend on for quality of life.

CANCER, a word that has personally touched the lives of many in some way or the other. Many forms of cancer remain prevalent as researchers around the world work to create a cure.

Although it may not be the most recognizable form, colorectal cancer is the third most commonly diagnosed cancer in the United States and second leading cause of cancer-related deaths. This disease of the colon and rectum affects people around the world. At HollisterStier, the Company is working to help make a difference in the lives of

the patients who suffer from this form of the disease.

HollisterStier was selected by the drug manufacturer of a sterile injectable drug that was approved in 2004 to treat patients with advanced colorectal cancer. Suitable for patients who may not be responding to, or cannot tolerate, chemotherapy treatment, this drug was shown to cause tumors to shrink in almost 23% of patients, and caused more than a four month delay in tumor growth when combined with chemotherapy. Tumors shrank in nearly 11% of patients who used this product on its own, and tumor growth was delayed by one-and-a-half months.

According to the American Cancer Society, the product works by blocking a type of protein called Epidermal Growth Factor Receptor (EGFR); the action deprives tumors of an element they need to grow. The product has been approved in 58 countries for the treatment of colorectal cancer. Everyone at HollisterStier facility takes pride in being a part of providing a solution to the patients and helping in bringing life-saving drugs to market.

To many it may seem like a regular part of the job, but to those who benefit from it, it means much more.

*Due to federal regulations and confidentiality agreements that HollisterStier has signed with its clients, The article does not include specific product names.



Time Management

How many times have we come across talented people who cannot utilize their time efficiently and effectively? Time management is perhaps one of the most essential skills required to succeed in life. Symphony tells you, how to plug holes in your working hours and get more out of your time.

Office Time Management Tips

1. **Set aside a Time to answer mails** - Emails are things which affects effective office time management and can constantly distract you from focusing on the task at hand. A time management tip to deal with this problem is therefore to set aside time each day to deal with your emails and then for the rest of the day turn off your email program, or at least turn off instant notifications of emails.
2. **Create a To-Do List the Day Before** - To-do lists are often listed as a time management tip. Effective office time management means that before you leave the office each day prepare a to-do list for the following day and prioritize it, that way as soon as you come into the office in the morning you know what you need to focus your attention on.
3. **Complete the Major Tasks First** - Start your day with one of the big, important tasks and then go onto smaller and less important tasks. By first focusing on the large tasks you will get them complete in a shorter space of time and then will be able to deal with smaller tasks, whereas if you start with the smaller tasks you will soon find them filling up your day and not having time left to do the larger tasks.
4. **Do Tasks that Take Less Than 5 Minutes Immediately** - Effective office time management means that if you have a task you need to do that is going to take a few minutes to complete then do it as soon as you receive it, this way you will get the small things out of the way and not need to think about them.
5. **Keep your Desk and Office Organized** - A major cause of ineffective time management is disorganization. Keep your desk and office organized, keep everything on hand and keep things in the place you have assigned them and you will never waste time searching for the things you need or have important items go missing.
6. **Prioritize** - Setting priorities is vital for effective office time management. An important time management tip is therefore that you should know both on a long term and daily basis what your priorities are and should prioritize your long term goals as well as your daily to-do list.
7. **Delegate** - Delegation is another useful tool for effective office time management. You do not need to do everything yourself; if you find a task that someone would be able to do as well as you or even better then delegate that task to that person. Delegation does not only need to take place at work but can also take place at home.
8. **Set SMART goals** - SMART stands for Specific, Measurable, Achievable, Rewarding and Timely. By setting SMART goals you know what you are working towards, have a way of measuring when it has been successfully completed and know when you want to complete it by. SMART goals are useful in showing you what steps you need to take in order to fulfill your dreams.
9. **Choose Technology Carefully** - Technology can either be useful for improving effective office time management or it can hinder effective time management. Our last time management suggestion is therefore to be careful when choosing the technology you use to ensure that it really does improve your productivity and efficiency and not harm it.
10. **Don't Procrastinate** - Procrastination does not help anybody but affects almost everybody. If you find yourself delaying the tasks, you must find out the reason why? The key to controlling and ultimately combating this destructive habit is to recognize when you start procrastinating, understand why it happens (even to the best of us), and take active steps to better manage your time and outcomes.

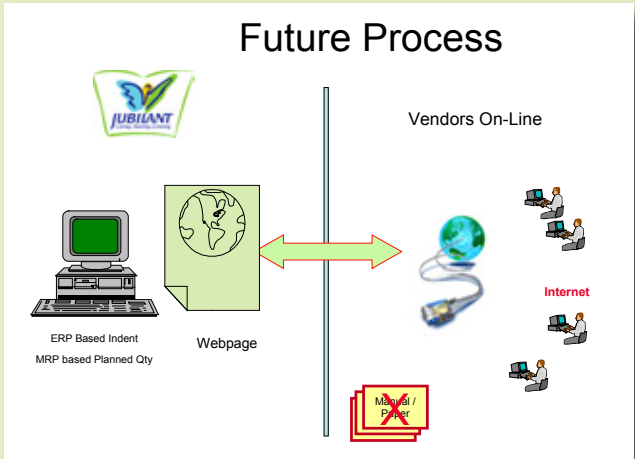
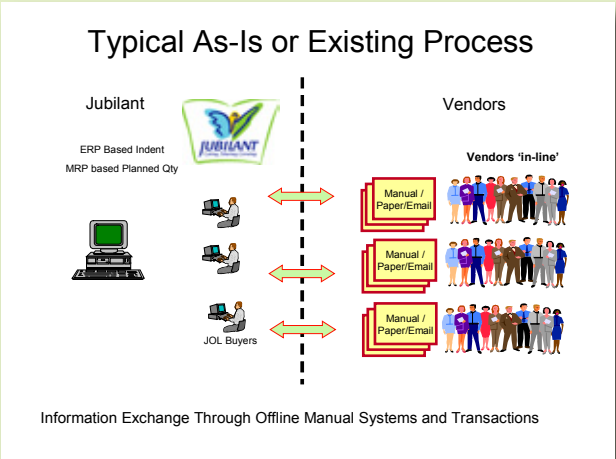
By implementing these suggestions you can effectively take more time out of your working day.



Digitising Procurement: Supply Chain on "eJ_Buy" Journey

Jubilant has always laid stress on continuous improvement of internal processes, and multiple initiatives are underway to reflect this commitment. The Company has adopted various systems to enhance and improve process efficiencies and derive sustained benefits. These benefits have been forwarded to our customers across all businesses and have helped Jubilant emerge as a preferred supplier with cost competitive technology and processes.

In line with the strategy to upgrade the Supply Chain processes and introduce transparency into sourcing and procurement, the Company has initiated e-procurement system called 'eJ-Buy' powered by a software called 'Vendx'. Vendx entails electronic



communication with supplier as well as electronic approval of the purchase proposal on the web portal. The introduction of electronic mechanism ensures improvement of speed in multiple processes, thus increasing the operational efficiency and also helping the Company significantly reduce its carbon footprint, by decreasing paper consumption.

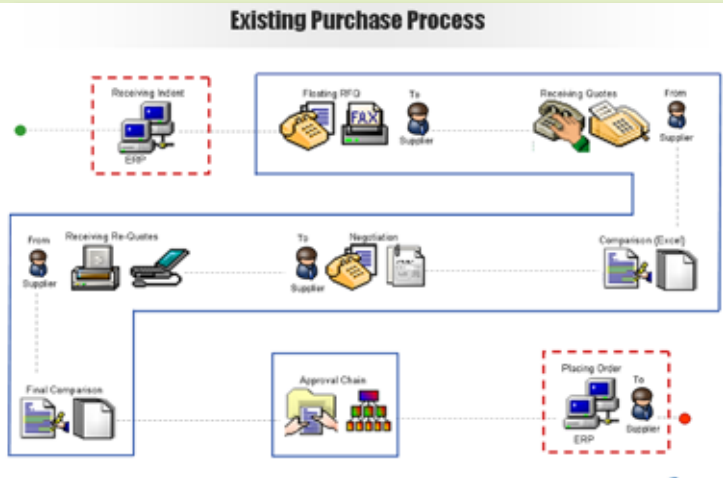
The system has 3 modules, Negotiation, Decision Authorisation and Reverse Auction.

The Procurement team has been actively using this system since October 2009 and enquiries are frequently being sent for the purchase of various raw materials. Our business partners have also started responding positively to the system.

Negotiation and Decision Authorisation are operational in the Raw Materials and Reverse Auction for Logistics department respectively.

Decision Authorisation Module will involve electronic approval of the purchase proposals generated by the system as per the current Delegation of Authority. It also spans other categories like MRO (Maintenance Repair and Operating Store), project items, services etc.

Demos of these modules have been carried out with buyers on Live Data. The successful implementation of this initiative will bring more transparency and proficiency in the supply chain management at Jubilant.





Mr. Nandan Nilekani - Guest Speaker at Jubilant

Jubilant Welcomed Mr Nandan Nilekani, Chairman Unique Identification Authority of India(UIAOI), and former Co-Chairman, Member of the Board of Infosys Technologies, to its corporate office on November 3, 2009.



With a view to expand the scope of employee engagement in the company, a new initiative of holding experience sharing sessions with Visionary Leaders was conceived earlier during the year. Mr. Nandan Nilekani, was the first guest speaker of this initiative. Mr Hari Bhartia, CCMD - Jubilant, expressed his pleasure while welcoming him at Jubilant.

During his address to the senior management of the Company, Mr Nilekani shared his experiences of building Infosys as the undisputed leader in its space as well as shared his vision on the future of India. He also dwelled on the challenges he faced in his new role. The audience was quite overwhelmed to see Mr Nilekani's passion to dedicate himself to the cause of building the nation through his expertise. In his new role he aims to provide a unique ID to every citizen of the country and feels that UID will be the first step to kickstart many new reforms that will truly transform India in the next few years.



In his speech Mr. Nilekani also spoke of the great human dividend that our country enjoys which makes it the world's only Country with the highest no. of employable youth, by virtue of which he felt that India is well placed to strengthen its position in the global firmament.



An hour long address by Mr. Nilekani was followed by a Q&A session, where he addressed a wide range of questions related to his leadership mantra, his association with the UIAOI and work with the Indian government. The efforts of Team HR for organizing such knowledge building sessions have been well appreciated by employees across levels and they look forward to many more inspiring sessions as this.



Manufacturing Excellence at Nanjangud

The API division in 2006 embarked on the journey of manufacturing excellence. The unit implemented 11 principals of World Class Manufacturing (WCM) methodology in order to improve the performance and efficiency at the unit. In line with the Company's focus on innovation and continuous improvement, the team at Nanjangud committed itself to setting new benchmarks. This strong desire to excel in its mission propelled a quality movement across the plant.

The leadership team at Nanjangud identified quickly and efficiently the weakest links in its value chain. Plant leadership at all levels and for all the 12 elements, established a direction

for the company's improvement efforts which became the blueprint for Lean transformation. Toughest challenge in the journey was managing the organizational behavior change while implementation, which was overcome by rollout of a robust and interactive WCM program implementation structure. Successful rollout brought with it the first Indian Manufacturing Excellence Gold Award in 2008.

The management at plant is aware that the road to excellence has challenges. There are no short cuts on the road to excellence and the API division has set its sight on World Class Manufacturing location (WCM) status for the unit. The faith in their strategy was

reaffirmed when the unit won a Platinum award in Frost & Sullivan Asia Manufacturing Excellence Awards (AMEA). A sterling recognition of subtle changes made in the DNA to improve the margins. The desire to excel and innovate at Nanjangud, and the culture of innovation at Jubilant were paid fitting tribute by the evaluation team from Frost & Sullivan's, which defined the Company as "One with a thirst to achieve manufacturing excellence by Lean six sigma practice."

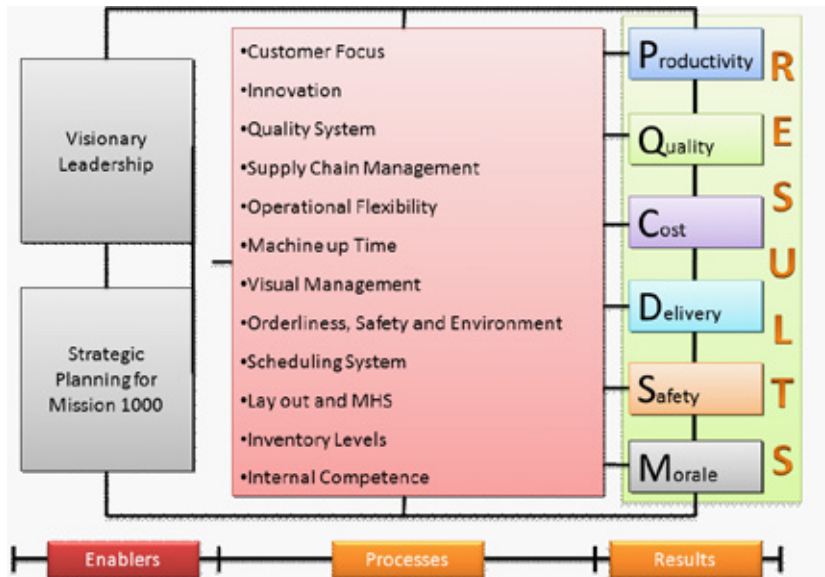


Nanjangud API plant awarded
The Economic Times
Frost & Sullivan

India Manufacturing Excellence Awards – 2009

The API division at Nanjangud was awarded the Platinum Award in the Pharmaceutical category at The Economic Times – Frost & Sullivan India Manufacturing Excellence Awards (IMEA) – 2009. Mr. Biswajit Mitra Vice President – Manufacturing, Nanjangud and Mr. Kulbhushan, Sr. Vice President, Business Excellence, received the award at a felicitation ceremony held in Mumbai on 27th January 2010 at Intercontinental – "The Lalit" Hotel.

It was a proud moment for everyone at Nanjangud who had consistently worked towards achieving world class manufacturing status earlier on and sustaining those standards to achieve external recognition in the form of various awards.



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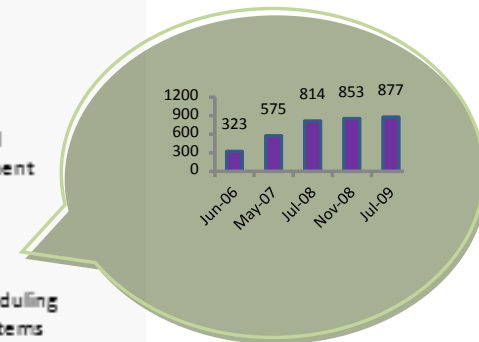
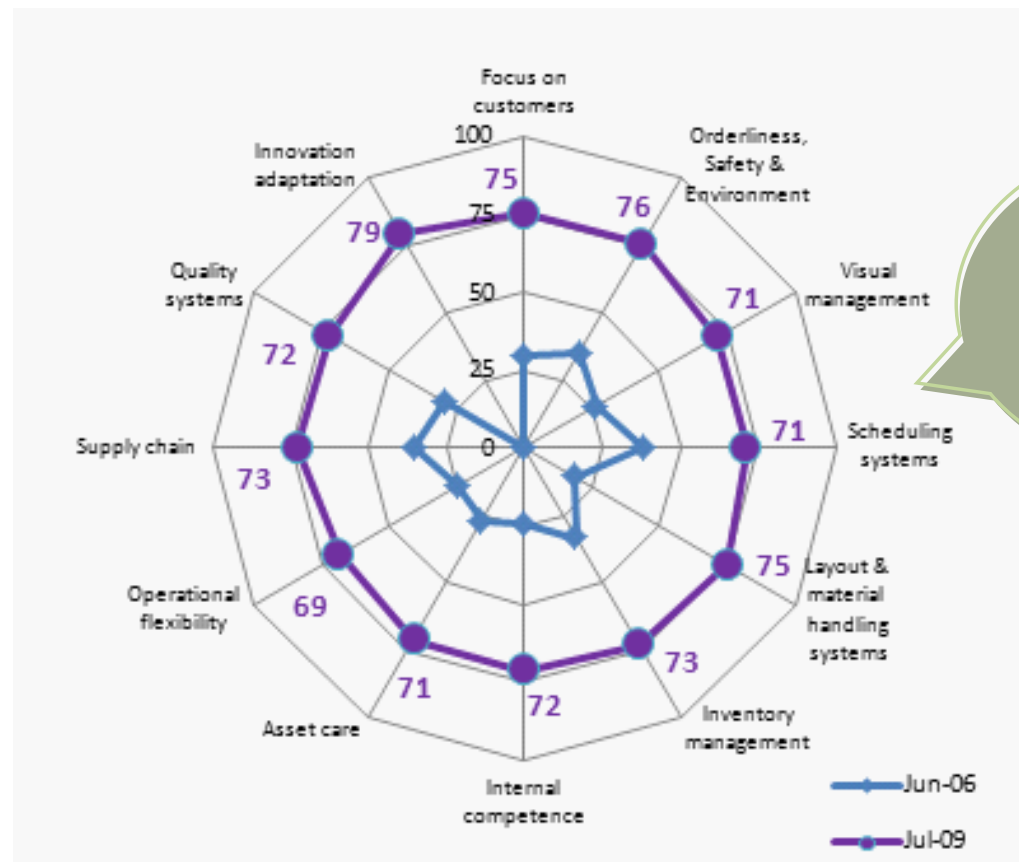
... continued, Manufacturing Excellence at Nanjangud

Frost & Sullivan team during their assessment for IMEA (India Manufacturing Excellence Award) 2008 recognized the Jubilant API facility at Nanjangud as one of the most innovative facilities in India. The facility scored 77, which was highest among all top scoring companies in 2008. Subsequently the assessment for AMEA - 2009 was held that included the Asian API manufacturing facilities as well and Jubilant API facility continued to retain the top position in Innovation, in this assessment as well, despite the competition from the Asian peers. Various key initiatives in R&D and Manufacturing led to the facility scoring higher in the areas of innovation.

What makes us a winner - To specify a few, the robust new product selection and development model, focus towards environment friendly initiatives and Green Chemistry are some of the key differentiators that got us the recognition. In case of new product development, the Project Management System with the real-time monitoring for integrating the entire lifecycle was recognized as one of the best practices of the industry.

Cost reduction efforts to improve bottom-line and turn crisis into opportunity at the time of global economic meltdown was an appropriate example of timely adaption of innovation, Frost & Sullivan in their audit report mentioned that "The facility at Nanjangud, is one that should definitely make the Jubilant group proud of. This facility has over the years churned out many improvements like improvement in yield, reduction in discharges and

WCM Score



capacity de- bottlenecking that has resulted in multifold improvements in productivity and capacity to produce large volumes required by customers. ”



Is India prepared to manage the E-waste

Dhirendra Brahmchari from Jubilant Chemsys, Noida has expressed his views on E-waste management in India

It is hard to believe but a majority of Indian youth is not even aware of the word E-waste. The discarded e-waste like old computer screens, used printer cartridges, laptops, mobile phones etc. contain toxic materials which are hazardous to health. And India is fast emerging as a major hub for disposal of this type of waste.

According to the Basel Convention to which India is also a signatory, it is illegal to export or import e-waste. Every year around 1.5 million computers get outdated just in India and most of these ends up as e-waste.

A national workshop on electronic waste management was organised by the Central Pollution Control Board in which it was decided to form a working group to look into all the issues and one year down the line, the working group is yet to submit its report. If the government has not realized its duties the industry too has been oblivious. Recently at a discussion with the officials of major industry players involved in the production of PCs on e-waste, it emerged that they didn't know what they had to do in this regard. One can very well imagine the state of affairs if the organized sector is unaware of what is required of them. The Unorganized sector in India which handles this type of waste is unregulated and largely away

from the spectrum of law enforcement. E-scrap importers and dealers can be seen plying their trade in streets of Delhi, Mumbai and Bangalore.

In these yards, electronic equipments are stripped bare and parts that have resale value are extracted to be resold while others like circuit boards, wires and chips are burnt for obtaining metals like solder, copper thus releasing into environment some very dangerous components like, toxic gases, toxic metals, biologically active materials, acids, plastics and plastic additives. These items, when burnt not only endanger the lives of workers, mostly child labourers, who do the part of extraction, but also the residential areas falling in the vicinity.

Key Challenges:

- E-waste a new subject in India both for generators & regulators
- No appreciation of problem due to lack of awareness
- No estimates of actual amount of e-waste in india
- No methodology for baseline estimates
- No intervention

When the dangers are so obvious and the task of controlling the menace so daunting, what is holding up the action?

"Some of the officials of the Concerned authorities are aware of the issue but are waiting for a formal notification of the rules from the government. In the meanwhile its critical to sensitize the public about this issue and increase the level of awareness on this subject. But more importantly the public and the media needs to build adequate pressure to get some concrete action in the right direction.

Dhirendra Brahmchari

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dhirendra_brahmchari@jchemsys.com

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

1. Rural Healthcare in India.
2. Your favourite TV commercial and why?

Write in to us at :
symphony@jubl.com



Jubilant at CPhI Worldwide

CPhI Worldwide, one of the largest exhibitions in the world for Pharmaceutical Ingredients and Intermediates, was held in Madrid from 13-15 October 2009. Jubilant Organosys had a strong representation at the event with the senior management team led by Mr. Shyam S Bhartia, Chairman and Managing Director.

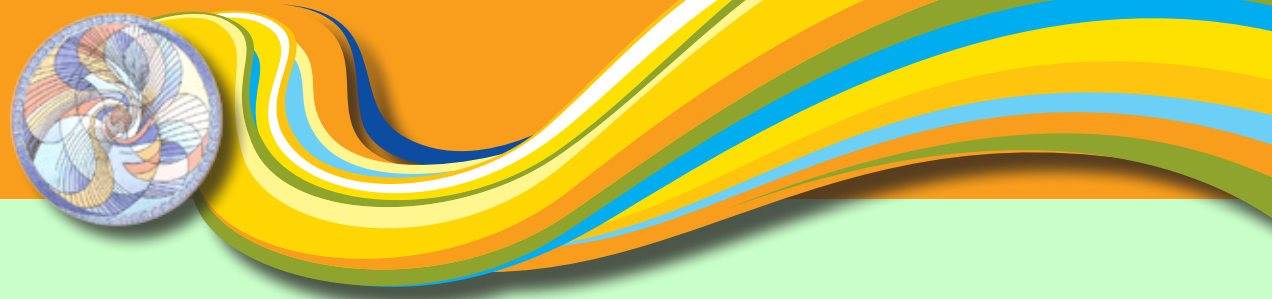
During the course of the exhibition team Jubilant comprising, Dr. JM Khanna, ED – Life Science, Mr. Pramod Yadav, CEO – Advance Intermediates and Vitamins, Mr. Rajesh Srivastava, CEO Fine Chemicals & CRAMS, Mr. Ashutosh Agrawal- Chief Scientific Officer, Mr. Neeraj Agrawal, President API and Dosage Forms, Mr. L R Tandon, Sr. Vice President, International Business amongst others had long and conducive discussions with existing and prospective customers. The event led to the formation of new associations with potential clients, who were

impressed with Jubilant's capabilities and offerings. The Company formed relationships for various businesses and finalised various annual manufacturing contracts at the event.

Jubilant also hosted a Gala dinner on the side-lines of the exhibition for customers, partners and suppliers on October 14, the guests were welcomed by Mr. Shyam S Bhartia. The highlight of the evening was Flamenco performance by Spanish artistes which was followed by a sumptuous dinner



serving Indian delicacies. With the total number of participants at the event exceeding 25000, CPhI Worldwide exhibition was a resounding success for Jubilant .



Muskaan Pump Innovation gets appreciation at Climate Change Exhibition

Jubilant Organosys, participated in a two day international exhibition on “**Climate Change – Technology Development and Transfer**” organized under the auspices of Government of India and the Confederation of Indian Industry (CII). The conference held at Vigyan Bhawan, New Delhi on October 22 & 23, 2009 was organised to provide a platform for companies in the developing countries to showcase clean, environment friendly solutions to reduce the impact of global warming.

The exhibition was organized concurrently with the conference on “**Climate Change**” which saw delegations from across 50 developed and developing nations come together to exchange ideas, assess technology and forge alliances for mutual benefits covering policy, community development etc.

Jubilant Organosys showcased the impact of its ingeniously developed “**Muskaan Pump**” in facilitating the education of girl child in the schools of Gajraula (UP), India.



In a survey of schools conducted by Jubilant Bhartia Foundation it was discovered that lack of proper sanitation facilities, was a major hindrance preventing girls from attending schools in Gajraula.

“Muskaan Pump” works on the principal of Kinetic energy generated through children playing on a

seesaw to draw water from the ground. The water is then stored in overhead tanks and provided to the toilets thus improving the sanitation facilities at schools. Through this small innovation, Jubilant was able to bring a lot of female students under the ambit of education.

The two day conference and exhibition started with the inauguration by the Hon’able Prime Minister of India, Dr. Manmohan Singh. Amongst other dignitaries at the conference were Hon’able Finance minister Mr. Pranab Mukherji and Hon’able President of Mauritius, Mr. Anerood Jugnauth. Every dignitary present at the exhibition praised the “Muskaan Pump” and lauded the concept.

The Team Jubilant was led by Mr. A.K. Ghose, President, CSR and Mr. Y.K. Saxena, Chief of EHS. The Jubilant stall was also visited by Mr. Shyam S Bang, Executive Director, Manufacturing and Supply Chain. He appreciated the efforts of the team in highlighting the Company initiatives.



Mr S N Singh takes on a new role as he completes 28 years with Jubilant

Mr. S N Singh, stepped down from his position of Executive Director – Chemicals, Jubilant Organosys, as he announced his retirement from the Company in Nov 2009, after a distinguished service of over 28 years, where he also served as a member of the board for over a decade. During his tenure he played a significant role in establishing the Company as a leader in the chemicals business.



Mr Singh, regarded as a Chemical Industry veteran has been associated with the industry for over forty years. His contribution to the Chemical Industry, has been recognized through several felicitations on many occasions.

On Nov 3, 2009, at an emotionally charged farewell dinner hosted in his honour at the Radisson hotel, Mr Singh was conferred with a silver plaque by Mr. Shyam S Bhartia, Chairman and Managing Director, and Mr. Hari S Bhartia, Co-Chairman and Managing Director, draped a shawl over his shoulders as a mark of respect and recognition of his contribution to the Company.



The farewell ceremony was attended by over 150 people who had worked with Mr Singh at various levels, many of them were recruited and groomed by Mr. Singh. Everyone present expressed their warm regards for Mr Singh.

A fitting tribute to Mr Singh was a ten minutes audiovisual film that tracked Mr Singh's journey at Jubilant expressed very warmly through experiences of his team mates who were a part of this journey. Dr J.M. Khanna, Mr Shyam Bang and Mr R Sankaraiah also gave a heart touching emotional speeches which truly moved the audience.

Mr Shyam S Bhartia and Mr Hari S Bhartia, also shared their experience of working with Mr Singh over the years and expressed that Mr Singh will continue to

be a part of Jubilant family and entrusted him with a bigger responsibility of taking forward the initiatives of Jubilant Bhartia Foundation, with a view to make a difference to the life of the people. Mr S N Singh, is now appointed as the Director of Jubilant Bhartia Foundation.



Mr. Singh started his career with Vam Organics, in year 1981 as General Manager - Works at Gajraula. He was instrumental in the setting up of the first plant at Gajraula and subsequent evolution of the Company as a global leader in Pyridine and its derivatives and a name to reckon with in the Indian Chemical industry. He also played a significant role in shaping the company into Jubilant as it stands today as a leading integrated pharma & life sciences enterprise.

Very rarely does one come across an Individual who touches so many lives and impacts them positively by the sheer strength of his presence, wisdom and compassion. Mr. Singh was one such person who is revered as a friend, philosopher and guide by many.

The Jubilant Family comes together in thanking him for being there for all of us.



EL NINO- "A Little Boy"

It was just another evening few weeks back when I returned home from work, I switched on my Television set. There was a small child weeping for his lost family & food both of which was not written in his providence. His twinkling eyes had many questions, & had tears more than the water flooded Sunderbans. It was just another Cyclone that had hit the wetlands of West Bengal.

You would agree in the last several years we have been listening to many such unprecedented catastrophes that had every now & then flashed on our TV channels.

Where are we Heading to? Just think for a moment & ask ourselves 'when did we last turned off the lights when they were not in use'? 'when did we last turned off a running tap anywhere we saw'? 'when did we last did not ask for Polythene bags from the nearest grocery store? & when did we switched off our running vehicle engines on a red light?

"EL NINO" is a Spanish word for **"A Little Boy"**, though sugary to listen to, but it's a phenomenon which is creeping into our lives like a ghost.

What?? Let me explain simply-

Try this: Fill your bathtub with hot water. Think about how warm and steamy the air in the bathroom gets. Now, imagine millions and millions of bathtubs-full of hot water. All of that moist, hot air has to go somewhere. Scientists know that hot air rises and carries the moisture with it. Once the moisture gets into the air and starts to cool, rainclouds start to form.

So why is El Nino a problem? The difference is the location of the hot water. Normally, the hot water gathers in the Western Tropical Pacific Ocean where the ecosystem has adapted to the heavy rains that result. During El Nino, the hot water gathers in the Eastern Tropical Pacific Ocean where the climate, geography, and people are not prepared for the unusual weather events.

"...In nutshell El Nino is a shift in Ocean Temperature & Atmospheric conditions in Tropical Pacific that disrupts the weather across the globe"

If you think its still not a problem...!!!

Then read this ..." **The risk of a failed monsoon has risen manifold with the World Meteorological Organisation (WMO) warning of a "substantially elevated risk" of an El Nino year". WMO, the apex UN body on climate, warned that there was a more than 50% chance of El Nino this year-double the normal probability in any other year.**

The monsoon system, sucked of some of its moisture by the cyclonic storm Aila (Recent Cyclone) over the Bay of Bengal, has already recorded a substantial delay in travelling up north leaving large parts of central, north and northwest scorching and devoid of rains in recent times.

The last two times El Nino occurred, in 2002 and 2004 it caused deficient rains in the subcontinent. Historically, El Nino has roughly impacted monsoon 2/3rds of the occasions it has occurred.

Throughout history, the Pacific Ocean has moved back and forth between El Nino and La Nina, with periods of normalcy often coming in between. But like a big kid on a seesaw, El Niño has dominated the action lately. In the last 20 years, there have been seven El Ninos and only three La Ninas, whereas historically the two have occurred in about equal numbers.

The rising temperatures, the uncalled flood, the increasing drought levels, are all the consequences of our "educated society" who is running after **making a living, but has forgot to live a life.**

Lets draw a line this way, with all the employees of Jubilant family & the new Climate Change Mitigation Policy in our platter, let us all take a vouch that we will not give in, we will not surrender & and we will not perish without a fight against this endemic of climate change & will contribute everywhere, every moment in whichever way we can.



Satadru Chakraborty, is part of human resources team at Jubilant Organosys Limited, Gajraula. Presently working as Assistant Manager, his primary responsibilities include Talent Acquisition, Training & Development and Employee Engagement at the Gajraula facility.

...write to him at
satadru_chakraborty@jubl.com

Jeevanjor Bandhan

The consumer products division is running “Jivanjor Bandhan”, a relationship building program for the product influencers.

“Bandhan”, is designed to own mindshare of the carpenters, contractors & the dealer fraternity which acts as key influencers in determining the end use of Jivanjor products in residential & commercial constructions. The program was conducted in markets pan India with focus on enrolling product influencers under a unique passbook scheme.



Bandhan was rolled out before the onset of the festive season in October 2009 to maximise the enrolments. The program was

well received with 22,000 enrolments in first 4 months. The program has created a bond for Jivanjor and is expected to occupy a sound mind space of the influencers as the frontrunner in the category. This should help the brand in increasing the loyalty and acceptability over the next few months.

The program was launched through attractive POS materials at various carpenter hang outs & dealer outlets, multiple road shows and carpenter meets were also held. The consumer products division will enhance focus on this program and will step up activities that would reinforce brand loyalty and strengthen the “Bandhan” between Jivanjor and its customers.

Strings of Talent

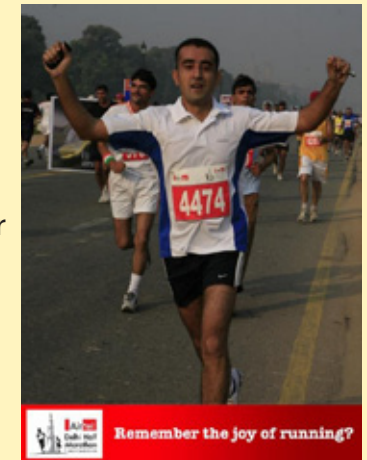
Deepak Malik at Airtel Delhi Half Marathon

On November 01, 2009, Delhi ran Airtel Delhi Half Marathon with great vigor. The race labelled as a Gold Star road race event by the International Amateur Athletic Federation (IAAF) saw huge turnout and very enthusiastic participation in all its categories from all walks of Delhi's society. The race was divided into 4 categories:

- Half Marathon for 21 Kms
- The great Delhi run for 7 Kms
- Senior citizens run for 4.3 Kms
- Wheelchair event for 3.5 Kms

While most corporate teams chose to go for the 7km Great Delhi Run, Deepak Malik from Investor Relations took on the challenge alongside professional marathon runners and successfully ran 21 kms of half marathon in 1 hr 51 minutes.

Way to go Deepak.....Well Done!!





Applause

Jubilant with a focus on creating an enabling work environment through appreciation and recognition rolled out a new initiative '**Applause**' in December 2009.

'**YOU ACHIEVE WE APPLAUD**', the philosophy of this program aims at motivating people to give in their best at work place. Applause is expected to go a long way in establishing the culture of appreciation at Jubilant.

The objective of the Reward and Recognition program is to instantly applaud the contributions and the extra efforts made by an individual to accomplish the objective. There is no limitation to the number or the frequency of these awards. It is a simple method of appreciating good work.

There are two categories of these Awards:

'**Spot on Awards**' and '**Star of the Month Award**'

The Spot on awards are conceived to give quick appreciation. All employees (excluding BU/ Functional heads) can participate for these Awards. Nominations

are to be made by employee's HOD or the Team Manager. The Awards can be given to recognise a specific achievement, Innovative solutions, Collaborative efforts, or accomplishment of tasks through effective working relationships. Attractive gifts and prizes like Movie Tickets, Food Coupons and Shopping Vouchers etc will be awarded to the winner.

The 'Star of the Month Award' has been conceived to Award the employees for significant accomplishment in their functional areas. The nominations by HOD or the Team Manager will have to be sent to the concerned Human Resources department to be evaluated by Reward and Recognition committee for the final selection of the Award. The winner will get an additional plaque besides exciting gift coupons.



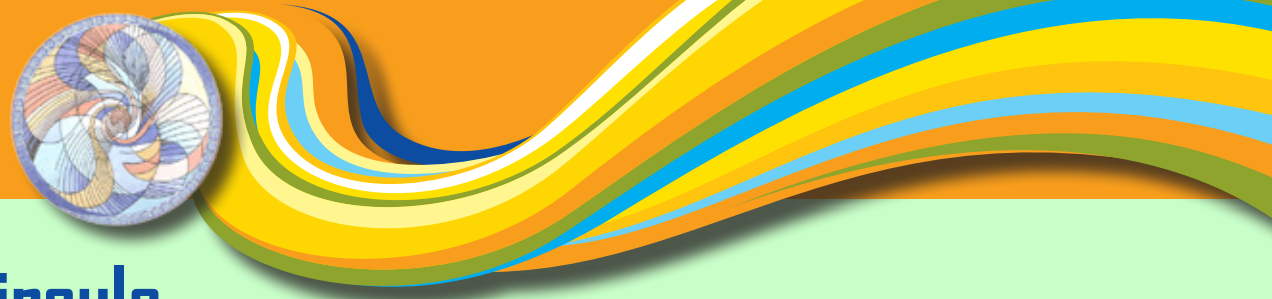
Let's Applaud...and create a culture of appreciation around us.

New Year bash at Corporate Office

Continuing the spirit of employee engagement at the Corporate office a New Year's party was organized on Dec 30th. An evening packed with fun and music welcomed the group of employees who decided to welcome the new year along with their colleagues. The warmth of the Jubilant family members lightened up the chilly and windy day. The venue was well decorated to support the group of men dressed in black and women in red in line with the black and red theme of the party.

Special performances by Mr. Santosh Kumar, Ms. Manju were highly applauded by the guests. Many interesting games and contests with attractive gifts kept the people enthralled. The DJ played the latest music which kept the dance floor busy with all dance enthusiasts taking on to the floor with great zeal. The evening concluded with a mouth licking sumptuous dinner. It was a great way to bid adieu to 2009 and welcome 2010!!





Annual Day Celebrations at Gajraula

The 27th Founder's day of Jubilant on December 02, 2009 was observed with great zest at the Gajraula facility. The day holds a special meaning for every member of Jubilant family since the company started its first commercial production from Gajraula on this day, in 1982 .

Mr. Shyam S Bhartia, Chairman & Managing Director and Mr. Hari S Bhartia Co-chairman and Managing Director, Jubilant Organosys, congratulated all employees at Gajraula on the occasion and in their address said,

“Over the last three decades our Company has evolved immensely and has been recognized globally as the preferred outsourcing partner for the pharma and life-sciences companies. This evolution would not have been possible without the

expansion at Gajraula backed by excellent quality and timely delivery of products to our customers.

The hard work put in by team Gajraula has been very visible all these years and has been instrumental in helping Jubilant charter its growth. Be it the start of distillery in 1980 followed by commercial production of VAM in 1982, or the Constant expansion of product portfolio and production capacities, teams at Gajraula have contributed immensely towards shaping the dream of the Company.

As we all celebrate this day, lets also take a moment to strengthen our resolve to commit ourselves to withholding the core values of our Company and delivering on promise to the customer.”

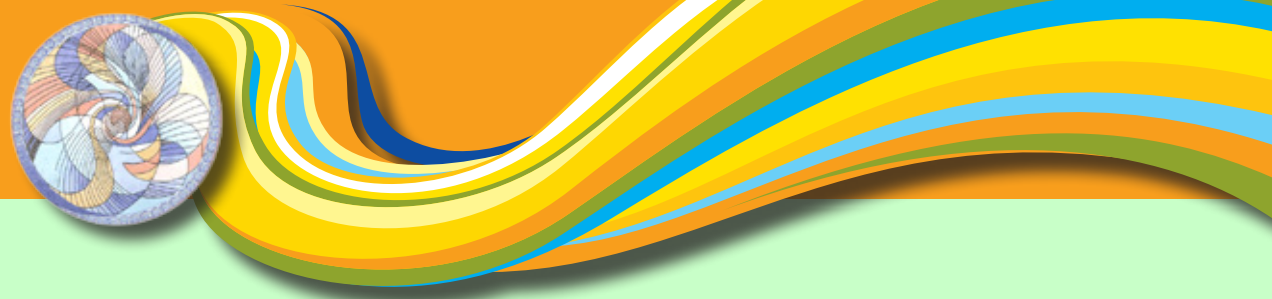
They also applauded Team Gajraula for successfully developing and commercializing 4 – DMAP (4- Dimethyl Amino Pyridine) technology and winning the Acharya P.C. Ray Memorial Award – 2008.

The event started with the lamp lighting ceremony by Mr. Shyam Bang, E.D – Manufacturing and Supply Chain, Mr. Ashok Rambal-Chief of Manufacturing, Mr. S. S. Sahrawat – VP Human Resources and Mr. Vinod Kr. Trivedi – Vice President Manufacturing and Operations at Gajraula.

Mr. Vinod Trivedi, spoke

continued...





...continued, Annual Day Celebrations at Gajraula



on the occasion and encouraged the staff to maintain profitability through constant innovations. He also pointed out that the unit has successfully reduced the customer complaints by 50% and stated the intentions of management to achieve zero complaint level in the near future.

Mr. Trivedi's speech was followed by the cultural program which included a welcome song and Ganesh Vandana sung by Ms. S Ray, Ms. Reena Singh, Ms. Poonam Sharma, Ms. Vandana Sinha, and Ms. Seema Bhatnagar, followed by other programs which included:-

- TPM Act – Song – Awadesh Tiwari & R K Jain
- Classical Dance – Ms. Surabhi Tandon, Ms. Trisha Sinha & Upasana Singh



- Bhangara – EOU Team of Pankaj Dubey, Yajvender Singh, Gaurav Gupta, Aditya Tyagi & Anil Mangla

On this occasion, to recognise the top performers the awards were distributed in various categories which included:-

- Manufacturing Excellence Award
- TPM & Six Sigma Awards
- Sankalp Awards
- House Keeping Excellence Award
- Suraksha Awards
- Long Services Awards
- Maximum Attendance & No Sick Leave Award (Workman And Executive)



- Long Service Awards for 10, 15 and 25 years
- Award for significant contribution in organising Company events
- Award for acquiring higher qualification

The annual day celebration concluded with the key note address of Mr. Bang, wherein he stressed on the importance of innovation, technology, quality, efficiency of operations and team work for the success of the organisation.

The celebrations concluded with a sumptuous lunch for all employees.



Annual Day at Roorkee Facility

Jubilant at Roorkee celebrated its 2nd Annual Day on November 13, 2009. The occasion had several memorable moments including a memorable speech by CMD & CCMD, read by Mr. Kundan Singh Sengar, VP Operations.



The program started at 11.00 am with the presentation of a welcome bouquet by Mr. Neeraj Agrawal, President API and Dosage Forms to Mr. Shyam Bang, ED Manufacturing

and Supply Chain followed by Ganesh Vandana by Baby Soumya (daughter of Mr. Govind Rao, Manager Production Planning and Control). After the ceremonial lamp lighting by Mr. Shyam Bang, Mr. S.S. Sahrawat, Sr. VP –HR, Mr. Neeraj Agrawal, Mr. Kundan Singh Sengar and Mr. Lalit Pradhan, VP- Tech Transfer, the cultural program took off which included;

- Three dance performances by Employee's children & wives.
- Garhwali dance by Mrs.& Mr. Anand Rawat.
- Two skits by employees.
- Solo song by Mr. Manoj Nangalia, Mr. Ravindra Yadav, Ms. Geeta Bisht & Ms. Tripti Chauhan
- Solo dance by Mr. Rakesh Gauniyal
- Parody by Mr. Yougesh Kumar
- Odissi dance by Mrs. Swaranprabha Atanu Dash

All these performances were planned and performed by Jubilant Roorkee employees and their families.

Following the cultural program Mr. Shyam Bang handed over the following Awards

- Sankalp Sikandar to Mr. Manoj Gautam
- Sankalp Arjun to Mr. Arun Kumar & Mr. Manoj Sharma
- Sankalp Dronacharya to Mr. Manoj Nangalia

Individual prize winners for the cultural program were awarded by Mr. Manoj Soni, Chief of Supply Chain, Dr. Gour Mukherji, Head New Drug Discovery and Development Services, Mrs. Poonam Kumar, Head Analytical Formulations, Mr. Ramesh Pimple, Head Regulatory Affairs and Dr. KK Chakraborty Head Corporate Quality Assurance amongst others, while the house trophy was handed over to the winning team **Lakshay**, by Mr. S S Sahrawat.



The day festivities ended at 3.00 pm with a grand lunch for all the employees and their families.





Employee Engagement at PMSL, Sahibabad



Health Check-up Camp was organised on November 7, 2009 in association with “Super Religare Laboratories Limited, Delhi”.

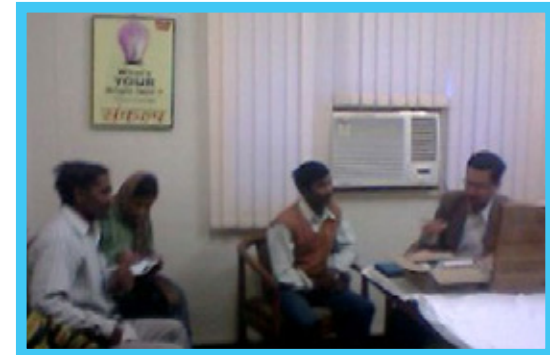
Dr. Devlina, Co-ordinator & Miss. Mansi Kansal, TM Corporate Marketing & Medical Team, checked the health of over 30 employees & contract workers.



One day ESIC Camp, for preparation of “SMART CARD” in association with “ESIC – Noida” was organised on November 12, 2009.

90 families have benefited from this initiative.

Mr. Mohan Singh, Officer ESIC had taken keen interest to make it successful.



On December 25, 2009, eve of “CHRISTMAS DAY”, PMSL organised a free Eye Check-up Camp in association with “Param Jyoti Eye Care Hospital, Vasundhara, Ghaziabad”.

Dr. Maneesh Aggarwal, Medical Director of Param Jyoti, checked eyes of 90 employees & contract workers.



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...

Health Sciences

The deprived male

Testosterone delays wound healing by prolonging inflammation. When scientist blocked the male hormone's effects in mice, injuries healed quickly. The finding could help in reversing delayed healing in older people. When the body is injured, the affected area is a site of constant activity. White blood cells clean the wound, fight invaders and set in the process of healing which also includes inflammation of the injured site. But an inflammation that lasts for a long time is not good either.

Seismology

White Noise

Seismologists are trying to establish the long – debated link between global warming and an increasing frequency of hurricanes. For this they are collecting all the seismic noise data recorded so far by two natural disaster monitoring stations in the US. Seismic noise is background noise that exists everywhere, generated by wind and sea waves. The earth carries a trove of Seismic noise data and it has never been studied before for this purpose. Once all the data is in place, the relationship between seismic noise and sea – surface temperatures will be clear, say the researchers.

Technology

Recycle waste heat

Imagine carrying an energy harnessing device in your car- one that captures waste heat produced by the engine and converts it into reusable energy. The car as a result gets to run almost double its usual time. Researchers have invented thermal diodes which could convert 90 per cent of otherwise wasted heat into electricity. Current devices achieve only 10 per cent of that limit however once the thermal diodes are in commercial use, electronic devices such as cell phones and laptops would have longer lives.

Physics

Insects vs Humans

Robotic insects might replace robotic humans soon. For all their intelligence and their evolution, humans are too complex to replicate in machines. Each movement in a human is controlled by a bunch of circuits called central pattern generators (CPG) within the main neural network. Designing these is a waste of time when there are insects walking around with same handful of circuits that control their gait. The newly designed robot has only one CPG. Sensory inputs like crawling uphill control the CPG which, in turn, instructs the robot on the gait to assume.



Trivia Winners

Hearty Congratulations!!! to all of you as you got 100% accuracy in your response to '**Symphony Trivia Vol.2**'

Corporate Office

Palak Singh
Arun Singh
Ratnesh Nigam

Kishor Shetty
Harsha Vardhan
Apurva Prabhakar
Gaurav Gupta

R&D, Noida

Jatin Mehta
Meenakshi Mehta
Sachin Khosla
Dr. Adil Husain
Dr. Richa Prakash
Dr Niharika Kumaria
Anika Gupta
Kumber Singh

Bangalore

Sheeja Mathews
Rakesh Kumar Singha
Puja Singh
Padmaja R
Tripti Tamhane
Jothi Agnitha
H Savitha
Ravindra Subramanya
Mohan Rajaram
Rajat Pandey

Gajraula

T N Tiwari
Pawan Udaniya
Rajnish Kumar
Raghvendra Singh
Dr. Rajat Kumar Saha

Roorkee

Chandra Mohan Sharma
Nitin Tyagi
Prashant Kumar

Nanjangud

D.Prasad Rao
F.Gilbert

Nira

Sanjay Sonawane

Chittorgarh

Ritesh Agarwal

USA - HollisterStier

Sitakant Chaudhury

China

Dyral Zhang

Jubilant Energy

Tanuj Singhal
Sharad Tripathi
Abhishek Mishra

trivia-3

Answer them NOW !

- Q1.** Which eminent person visited Corporate Office as guest speaker recently and when?
- Q2.** Who awarded Jubilant the Good Corporate Citizen Award for 2009?
- Q3.** Where was the agreement with UAB and SRI signed?
- Q4.** Who inaugurated the Jubilant Kalpataru Hospital?
- Q5.** What is the % share of 9 month FY2010 contribution of the International Business?
- Q6.** On the sidelines of which international summit, did Jubilant enter into an agreement with Duke University?
- Q7.** Where was the BioSpectrum Awards 2009 held?
- Q8.** Which Jubilant Group Company made its debut on the stock exchange in India in February 2010?
- Q9.** What is the name of the new system that Supply Chain has released for procurement?
- Q10.** Which Jubilant subsidiary produces Venom Immunotherapy products in the US?

The Three Lucky Winners, chosen through a Draw are :

1. Dr. Richa Prakash, R&D Noida
2. Abhishek Mishra, Jubilant Energy
3. Nitin Tyagi, Roorkee

Keep up the Spirit of Participation !!!

send your entries by **February 26**, to **symphony@jubl.com**, and you may be the **Lucky Winner !**