

# symphony

a communication update

Be a part of Symphony, mail your suggestions or articles to: [symphony@jubl.com](mailto:symphony@jubl.com)

## 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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## Jubilant Organosys is now Jubilant Life Sciences

October 1, 2010 was a landmark day for the Company, as it transcended further on its path of evolution. It was a moment of great pride and joy as we crossed another milestone and celebrated the making of an integrated pharma and life sciences company.

In order to create a focused Life Sciences entity, the Company's name was changed from Jubilant Organosys Ltd. to Jubilant Life Sciences Ltd.

Almost a decade ago we had stepped onto this path of transformation from a chemical company to a diversified speciality chemicals & pharma company offering a wide range of products and today we have successfully evolved as Jubilant Life Sciences Ltd.

With this change Jubilant Life Sciences becomes the flagship Company for pharma and life sciences business





### OUR VALUES



We will carefully select, train and develop our people to be creative and empower them to take decisions, so that they respond to all stakeholders with **agility, confidence and teamwork**.



We stretch ourselves to be **cost effective** and efficient in all aspects of our operations and focus on **flawless delivery** to create and provide the best value to our stakeholders.



By sharing our knowledge and learning from each other and from the markets we serve, we will continue to surprise our stakeholders with **innovative** solutions.



With utmost care for the **environment and safety**, we will always strive to excel in the quality of our processes, our products and our services.

of the Jubilant Bhartia Group and all subsidiaries of Jubilant Life Sciences in India and overseas get aligned with the new name and logo of the parent company.

The Company's success so far is an outcome of its strategic focus on the pharma and life sciences industry, moving up the value chain for products and services across geographies, constantly investing in various growth platforms and promoting a culture of innovation. Together with a team of ~ 6000 multicultural – multi-ethnic people we have successfully reached this stage. We believe, we have gained reputation of a reliable 'Partner of Choice' in the pharma and life sciences industry due to the dedicated efforts of our people across the globe.

Over the years several awards and recognitions received by the Company bear testimony to our commitment towards operational excellence, innovation, corporate governance and social responsibility.

We renew our focus on our vision, our core values of Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality.

We stay committed to our promise of Caring, Sharing and Growing.

As Jubilant Life Sciences we look forward to scaling new heights and achieving global leadership position in all our businesses.

### OUR PROMISE

*Caring, Sharing, Growing*

We will, with utmost care for the environment and society, continue to enhance value for our customers by providing innovative products and economically efficient solutions; and for our stakeholders through growth, cost effectiveness and wise investment of resources

### OUR VISION

- To acquire and maintain global leadership position in chosen areas of businesses
- To continuously create new opportunities for growth in our strategic businesses
- To be among the top 10 most admired companies to work for
- To continuously achieve a return on invested capital of at least 10 points higher than the cost of capital



## Unveiling the New Identity at Corporate Office – Oct 1, 2010

On October 1st, the excitement was palpable as the approval from the Registrar of Companies (ROC) for Jubilant's new name was expected that day. The day was to see the culmination of the efforts of the Cross Functional team at Corporate Office working on the demerger and name change....the first phase of the project deliverable was taking shape that day with the **New identity of Jubilant Life Sciences and Jubilant Bhartia Group.**

The much awaited approvals from ROC arrived around noon and the preparations across locations in India entered into their last lap. At Corporate Office in Noida, the new identity

was unveiled by Mr. Shyam S Bhartia, Chairman and Managing Director, accompanied by the senior leadership team, comprising Mr. R Sankaraiah, ED, Finance, Mr. Shyam Bang, ED, Manufacturing & Supply Chain Operations and Dr. J M Khanna, ED, Science & Technology. Mr. Bhartia also addressed the employees and shared his vision for the company going forward.

### Communicating the Change

All employees of Jubilant Life Sciences and its subsidiaries were informed about the name change through CMD/CCMD Message. A specially designed communication was shared with all external stakeholders by all business and functional heads to ensure consistency of messaging. The Company's website as well as the intranet also reflected the change of identity on October 1.

### Branding

The Corporate Office bore a swanky new look with the new Branding inside as well as outside the office which was unveiled immediately after the Chairman's address. Simultaneously, the same evening Jubilant Life Sciences identity was unveiled across all manufacturing locations by the location heads.

All Jubilant locations starting from the Corporate



Office, R&Ds at Noida to plant locations in India had prominently displayed the new Company logo and the Company's Vision, Values and Promise at reception areas.

The designs and artworks of new office stationery were shared with all locations by

Corporate which facilitated the process of most employees having their new business cards immediately post the name change.

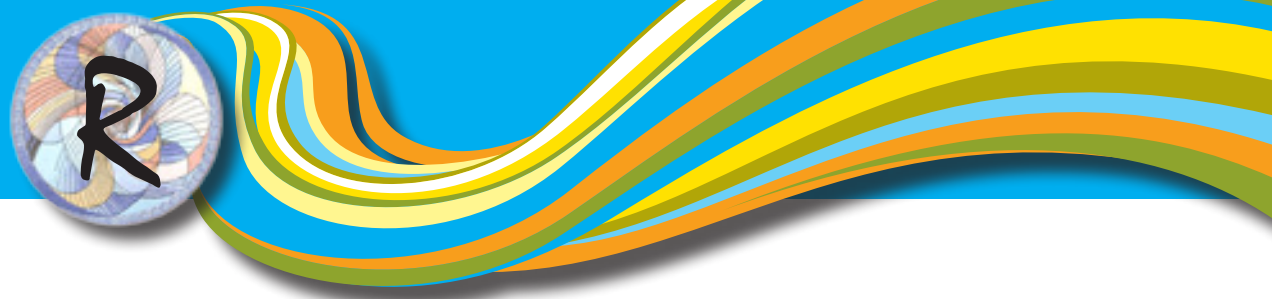
### Aligning the Subsidiaries

Subsequently the identity change for all international and national subsidiaries is being executed.

The Group Business entities have also initiated the identity change and is being incorporated by them.







## Jubilant Life Sciences demerged its Agri & Performance Polymers Business

Jubilant Life Sciences Limited (formerly known as Jubilant Organosys Ltd.), demerged its Agri & Performance Polymers business into an independent company **Jubilant Industries Ltd**, effective November 15, 2010. Jubilant Industries becomes a part of Jubilant Bhartia Group, headed by a professional CEO Mr Ananda Mukherjee leading a team of over 600 employees.

**Jubilant Industries Ltd** is a leading Agri & Performance Polymers company offering a diversified portfolio of products including a wide range of Crop Nutrition, Crop Growth and Crop Protection Agri products and Performance Polymers products comprising Consumer Products like adhesives, wood finishes; Application Polymers like emulsion polymers, food polymers and Latex such as Vinyl pyridine, SBR and NBR latex.

The Company's success so far in this segment is an outcome of its strategic

vision to attain leadership position in each of its businesses. Jubilant Industries enjoys leadership position in:

- **Agri Products** - Amongst Top 3 brands in India for Single Super Phosphate fertilizer and a significant agro nutrient player
- **Consumer Products** - Consumer brand "Jivanjor" is the 2nd largest brand in India in consumer adhesives and a significant player in the Indian wood finishes market
- **Application Polymer** - Major player in the industrial adhesives market in India catering to packaging, lamination and other specialized applications
- **Food Polymers** - No.1 in India and globally No. 3 for PVA in solid form for chewing gum base
- **VP Latex** - No.1 in India and amongst the top 3 players globally for Vinyl Pyridine Latex for automobile tyres

The Court has sanctioned the Scheme of Amalgamation and Demerger. The appointed date of the demerger is April 1, 2010. The de-merged entity will have a mirror-shareholding pattern to that of Jubilant Life Sciences Limited. November 26, 2010 has been fixed as record date for purposes of determining the entitlement of Members/Beneficial Owners of shares of Jubilant Life Sciences Limited, who are entitled to the equity shares of Jubilant Industries Limited, in share exchange ratio of 1 (One) equity share of Rs 10 each of JIL for every 20 (Twenty) equity shares of Re. 1 each held in Jubilant Life Sciences Limited. The shares of Jubilant Life Sciences Limited would continue to trade on the bourses. JIL shares would also be listed on BSE and NSE.



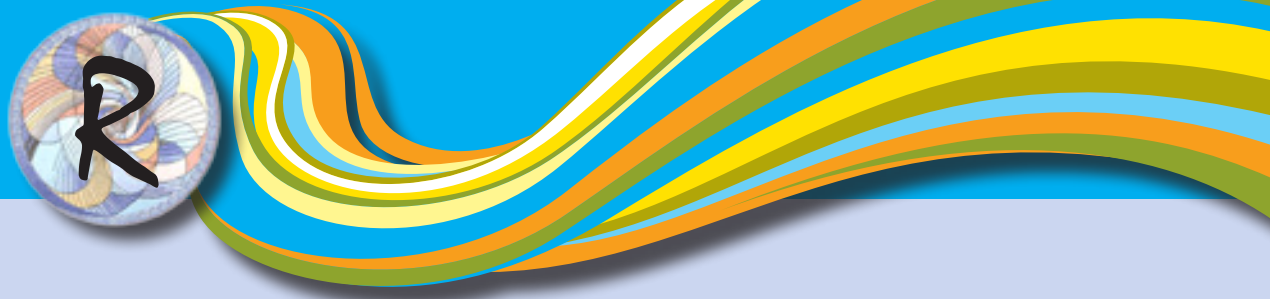
As **Jubilant Industries Ltd.**, the Company will continue to cater to the needs of its customers through good quality services and products being manufactured at its state of the art manufacturing facilities at Gajraula [in Uttar Pradesh], Kapasan [in Rajasthan], Nira [in Maharashtra], Samlaya [in Gujarat] and Sahibabad [in Uttar Pradesh].

For H1 2011 Agri & Performance Polymers business reported strong growth of 37% in sales to Rs. 306 crore. The strong performance was mainly driven by robust sales in Agri Products, which was up 91% to Rs. 156 crore given the price stabilization and nutrient based subsidy policy for fertilisers. The Performance Polymer business also registered a 6% growth while strong growth in economy helped double digit growth in Latex and Consumer products. The product rationalization and debottlenecking of capacity in Solid PVA is expected to boost the performance in subsequent quarters.



A new website of Jubilant Industries was also launched on the day of incorporation on November 15, 2010.





## Jubilant Life Sciences Q2 FY2011 Net up by 42%

On Nov 11, 2010 the company declared its Q2 & H1 FY2011 results. For Q2 Jubilant Life Sciences Ltd, reported a consolidated net profit jump of 42 per cent on the back of capacity increases, new contracts and product introductions that are also expected to drive the growth in the second half.

### Q2 FY2011

#### Revenues

The Consolidated Revenues for the Company for Q2, at Rs 988 crores, increased by 6% with International business contributing 62% to the top line.

Pharma and Life Science Products and Services (PLSPS) revenues at Rs. 850 crores contributed 86% to the total revenues of the Company mainly driven by 11% growth in API business and 50% growth in Dosage Forms.

The Life Science Products at Rs 657 crores contributed 67% and the balance Rs. 193 crores from Life Sciences Services. The Products business saw a good volume growth of 13% and revenues visibility in the Services business is encouraging though volatility persists due to slow regulatory approvals of the customers.

Agri and Performance Polymers (APP) business witnessed a very strong growth of 29% in sales to Rs. 138 crore. This segment contributed 14% of total company's consolidated revenue. Growth was mainly driven by robust Sales in Agri-Products, which was up 98% to Rs. 69 crore.

#### EBITDA

In Q2 FY2011, EBITDA was Rs. 164 crore compared to Rs. 192 crore last year same quarter, with margins at 16.6%. EBITDA margins in PLSPS segment were at 19.4% and at 12.6% in APP segment. Net Profit showed growth of 42% to Rs. 82 crore against Rs. 58 crore in same quarter last year. Basic EPS was higher at Rs. 5.17 against Rs. 3.91 last year, same period.

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

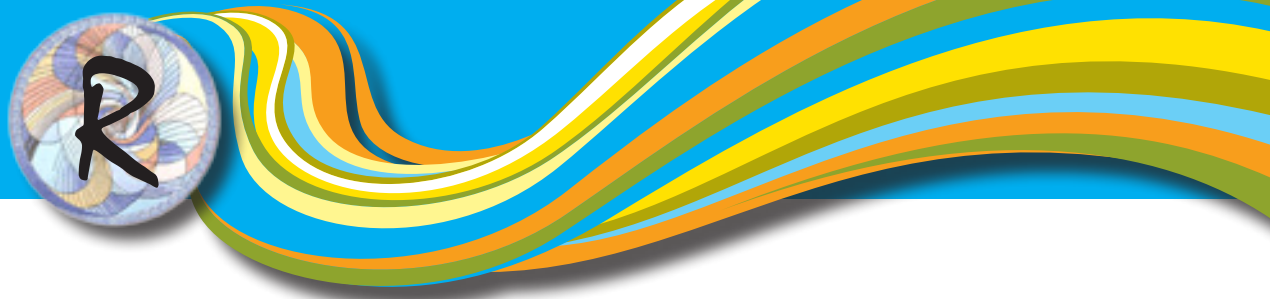
*"Long term contracts on hand along with the newly signed contracts and deals in pipeline confirm buoyancy trend towards outsourcing in CRAMS*



*space. The reported volume growth and the capacity utilization in CRAMS continue to increase, confirming outsourcing trend is intact. In CMO Services business although the visibility continues to improve, volatility persists due to some slow regulatory approvals of Customer products.*

*As for the APP business performance, the strong growth has been driven by robust sales in Agri Products which is expected to continue."*





## Jubilant enables Kallahalli village Live safe, disease free and prosperous Life

Kallahalli is a small village adjacent to our API plant in Nanjangud Industrial area. There are around 200 houses in the village. Most of the village households are dependent on agriculture or small jobs as daily wage earners. More than 95% of the households are classified as Below Poverty Line (BPL) and are provided with BPL cards to avail special benefits. The villagers have been facing many challenges for which they approached Jubilant Bhartia Foundation (JBF) for support. The JBF team at Nanjangud plant came forward to support them and undertook a series of projects to help them overcome these challenges.

The team made arrangements for putting up **fifty electricity poles** in the village to ensure proper

lighting and for a sustainable solution convinced the local panchayat to service and safeguard these streetlights.

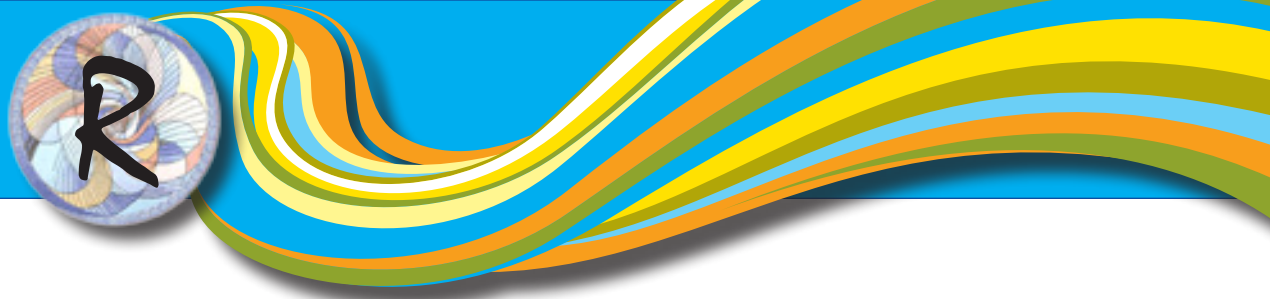
To encourage self reliance in the community, the JBF organized training programs where 60 ladies completed training in tailoring, 30 students completed training in soft skill development and 13 ladies completed the beautician course. The trainees were given certificates in presence of Ms. Gayathri – Deputy Mayor of Nanjangud, Mr. Ramprasad – President of Nanjangud Industrial Association, Mr. Biswajit Mitra – Senior Vice President – Operations of Nanjangud Plant, Mr. Ravindra Kamath – Associate Vice President EH&S and coordinator for JBF activities and many

other dignitaries from the city and representatives of media.

The team also helped the villagers construct **87 toilets** and organised **36 concrete dustbins** for systematic waste disposal. The team convinced the villagers to spend Rs. 5 per month on the maintenance of these bins by caretakers.

The above programs organized at Nanjangud, are a step towards making inclusive growth a reality by empowering communities to live a safe, healthy, prosperous life with dignity and help the Company deliver on its promise of caring, sharing and growing.





## Caring for the Community

Jubilant team at Kapasan is extremely active and enthusiastic in enabling positive changes to the lives of people in its adjoining communities. The team has done some outstanding work in the area of community relationship building and has received commendation from the MP Ms. Girija Vyas and MLA Mr. Shankar Lal Bairwa.



### Promoting healthy practices for family planning through Mega camp:

The District administration approached the team at Kapasan to partner them in the organization of a large scale family planning camp for the local residents of Kapasan and neighbouring villages. The camp was a resounding success with over 87 surgeries conducted; every participant was given a blanket

and utensils.

The resounding success of the event led the administration to commend Jubilant facility for a special appreciation certificate and a memento from MP Ms. Girija Vyas.

### Promoting Girls in Sports

Jubilant endeavours to work towards overall development of its communities. In an effort towards this direction, the Company, from 4th October 2010 to 7th October 2010, organised a district level Girls Athletics Tournament, at the Sports ground, Singhpur. Over 136 students from 10 schools in the district participated in the event which was organised as a part of Project Muskaan.

The Tournament was inaugurated by the area MLA Mr. Shankar Lal Bairwa, who appreciated Company's initiative in this area. He said that he was "very happy" to be a part of the event and expressed that such initiatives provide the right kind of encouragement to the students.

### Jal Sewa – Providing water in time of Draught

This year, the water table receded to the level below 600 ft. causing a lot of inconvenience to the local residents. To offer help, the Kapasan plant administration started a Jal Sewa targeted at free distribution of water to the 4 villages adjoining the plant and other villages in the vicinity. In all the Company provided 40,000 litres of water every day for 4 months for the use of 2500 people and almost 1000 animals.



### Lending a Helping Hand to tide the crisis.





## Flood relief camp at JP Nagar

This year's monsoon brought with it a unique predicament for large parts of Uttar Pradesh. While a significant portion of Eastern UP was overjoyed with the Monsoon windfall, large tracts of Western UP were inundated with flash floods leaving scores of population devastated.

Jubilant Bhartia Foundation volunteers took the initiative to extend the support to the community. The foundation organised for food packets, biscuits, clothes for all age groups, plastic sheets, medicines, match box, candles, medicines and medical aid. The foundation also arranged for fogging in a few villages to prevent vector borne diseases.



Driven by the Company's promise of Caring, Sharing and Growing, the foundation volunteers also enlisted the support of employees of Jubilant Life Sciences, Rotary club Bhartiagram, Inner wheel club of Rotary and Primary teachers association from the block. The volunteers collected relief material like clothing and food material from the households while the teachers association collected grains from Gajraula and adjacent villages. The District administration was consulted and the relief material was dispatched to the worst affected areas on priority.

The medical team of Jubilant Bhartia Foundation also held OPD camps in the flood affected areas and provided aid to the needy people. In the 5 day period for which the relief program was in operation, the team examined over 740 patients in 16 villages and distributed medicines etc.

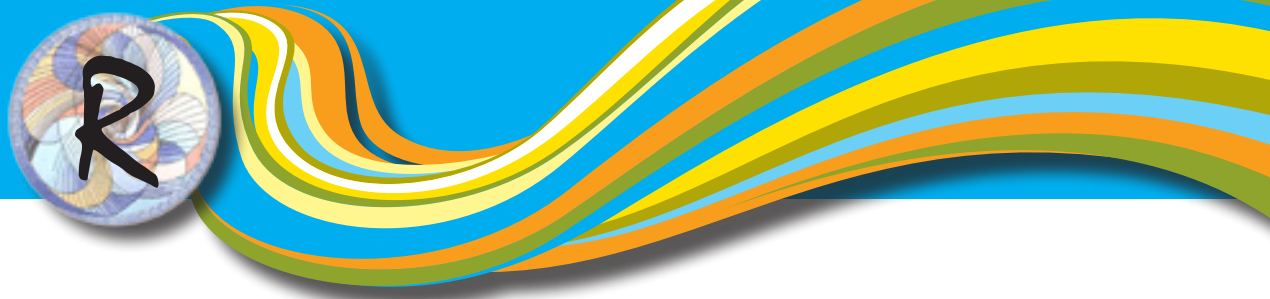
The villagers and the district administration appreciated the efforts of the JBF volunteers in providing assistance and timely aid to the flood affected areas. Jubilant Bhartia Foundation's intervention proved to be a great support in saving several lives.

## Jubilant Life Sciences - One of India's Top 10 pharma companies

In the December 2010 Issue of **Fortune India** magazine listing India's Largest Corporations. **Jubilant Life Sciences** has been **Ranked No. 7** in the **Drugs & Pharmaceuticals** category.



| DRUGS & PHARMACEUTICALS |                          |             |
|-------------------------|--------------------------|-------------|
| 1                       | RANBAXY LABORATORIES     | 83 8251.74  |
| 2                       | DR. REDDY'S LABORATORIES | 103 7067.00 |
| 3                       | CIPLA                    | 118 5992.11 |
| 4                       | LUPIN                    | 144 4894.64 |
| 5                       | SUN PHARMACEUTICAL       | 164 4340.03 |
| 6                       | AUROBINDO PHARMA         | 176 3914.04 |
| 7                       | JUBILANT ORGANOSYS       | 181 3838.91 |
| 8                       | PIRAMAL HEALTHCARE       | 184 3802.39 |
| 9                       | CADILA HEALTHCARE        | 186 3799.30 |
| 10                      | WOCKHARDT                | 188 3733.07 |



## Jubilant opens Muskaan Taleem Kendra

Jubilant recently initiated the community development activities in the vicinity of its Roorkee facility. The Company has identified education as one of the key areas of intervention in the community.

The roll out of CSR initiative at Roorkee was planned in three phases. In first phase the Company carried out activities which included, relationship building with the community, while the second and third phases involved initiation of Muskaan Project at a local school and opening up of a Centre of Non Formal Education (NFE). The rapport building exercises began with the

organization of a “Prabhat Feri” in the village Makhanpur on July 24, 2010. An enthusiastic crowd of over 180 people, comprising 140+ students, teachers and Jubilant family members gathered and covered the entire village singing songs, promoting the benefits of education and its importance for individual’s well being and growth.

The 45 minute “Prabhat Feri” concluded at the village government school and received enthusiastic response from the community. The Company has also initiated the “Project Muskaan” in the village school. Jubilant actively encourages celebration of sports day, birthdays and has also instituted a mechanism to reward attendance. By actively incentivizing the normal, staid activities of school for children “Project Muskaan” has just taken its first steps towards creating everlasting, educated smiles.

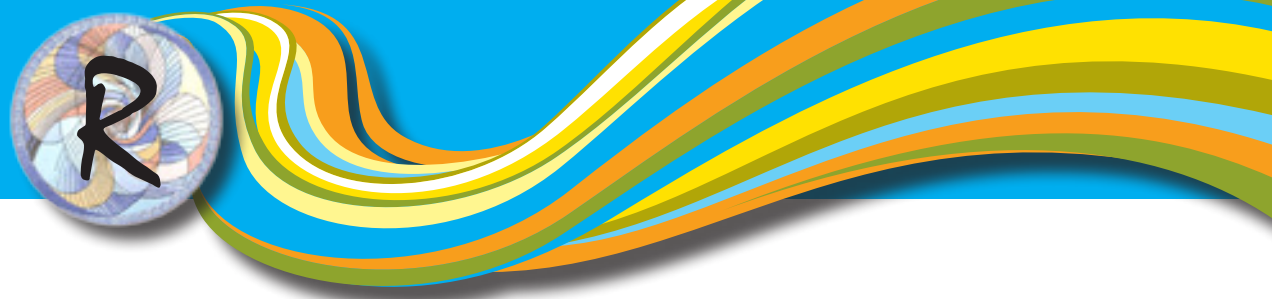
In the final phase of roll out, Jubilant has also established a Centre for Non-formal Education in the village. The “Muskaan Taleem Kendra” seeks to equip the girl students with vocational and life skills training which will empower them to become contributing members of their society.



Many female students in the vicinity of the plant were found to have abandoned their studies due to cultural and other non-monetary factors. The “Muskaan Taleem Kendra” is an effort to fill the void in the lives of these students.

A pilot batch of 20 students has already enrolled and started training at the centre. At present they are being taught by the staff at Roorkee but the Company plans to hire specialist trainers to educate these children. The “Project Muskaan” will, very soon start spreading the smiles in the villages of Roorkee, just as it has done in several villages across the country earlier.





## Innovative ceramic hip replacement operation performed at Jubilant Kalpataru

Earlier during the year, Jubilant Kalpataru team successfully completed a project spearheaded by Dr. K.H. Sancheti that was no less than a miracle. This surgery will immensely benefit crores of people suffering from joint problems and are recommended to undergo hip replacement operations but cannot afford it. The 64 year old patient, Rajat Ghosh said “I owe my life to my surgeon as I will be able to walk again after around 3 months and I will be free from living with excruciating pain in my joints”.

For 64 year old Rajat Ghosh, it is nothing short of a miracle. After 18 years, two excruciatingly painful surgeries and months spent on the bed he now looks forward to a happy, movement filled life without walking aid.

Mr. Rajat Ghosh underwent a complete bio-ceramic hip replacement surgery at Jubilant Kalpataru hospital in Barasat in June 2010. The surgery was second of its kind in India and performed by Dr. Sancheti at Jubilant Kalpataru. A hip replacement is the second most common joint replacement procedure closely followed by Knee replacement. The surgery is usually performed when the hip joint has reached a point when the painful symptoms can no longer be controlled with non-operative treatments.

The surgeon in such cases replaces the damaged surface of the joint with an artificial implant. Is that the normal procedure? What's so different between this and any other surgery? The difference lies in the

tools of the craft. Initially, in such types of surgeries a metal ball was placed between the plastic cups which were held in place through a specifically inserted stem in the thigh, made of cobalt chrome. Due to the high wear and tear associated with the movement of the patient, the metal ball starts to wear out after 10-12 years. As a result of which, the patients had no option left but to undergo another surgery.

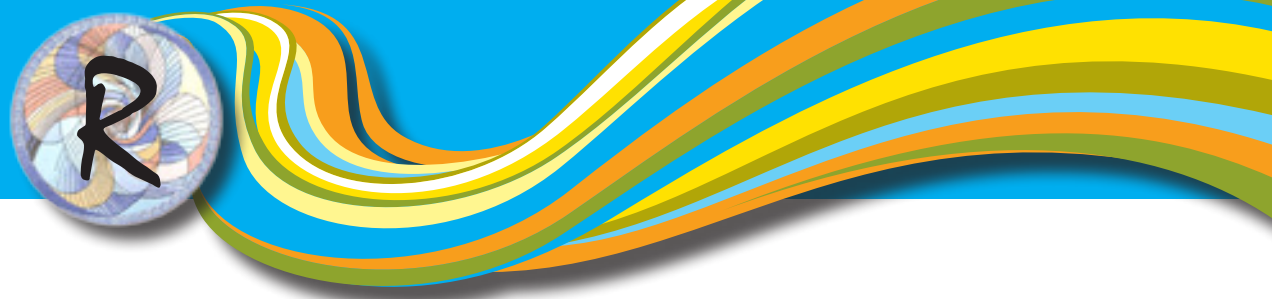


**With Bio-ceramic prosthetics however the possibility of wear & tear and consequently a second surgery are ruled out.** Explaining the procedure, Dr. Sancheti says, “In this kind of hip replacement both the artificially inserted ball and the cup are ceramic which is either alumina based or zirconia based. With this kind of replacement the chances of second operation are very thin.” The best part about this procedure is that it can be performed within the expense of Rs 60,000-65,000 which is about one fourth the cost of traditional procedures.

The difference between the two is due to the cost of FX316L grade steel, used in the traditional surgeries. This steel joint usually wears off within 10- 12 years often setting the patient up for a second surgery.

Sancheti further elaborates, “The hip joint is made of a ball and socket, and if this is made surgically with **ceramic made balls and sockets it lasts for**





100 Life Stories, Winter, June 15, 2010  
www.indianlife.com

SEVERE CHROME IMPLANTS SUFFER FROM KNEE PROBLEMS. THEY GET AN PAINFUL, USE INDOOR TOILETS, AND CLIMB STAIRS BECAUSE MOST BUILDINGS DO NOT HAVE LIFTS  
JOSHUA BARRY RICE, CINCINNATI, OHIO

## Hip replacement

The surgery is performed when the patient reaches a point when the pain cannot be controlled with non-operative treatment

www.IndianLife.com

**MAHAR:** On June 4, K. H. Sancheti, an orthopedic surgeon, with a team of trained doctors successfully carried out a complete hip ceramic total hip replacement surgery at Kalpataru Hospital, Kolkata. Cost of the surgery with the implant is about Rs. 60,000-65,000.

The first patient, 64-year-old Rajat Ghosh is thankful to the operating team for giving him a life without having to depend on a walking stick. Rajat says after his surgery, Ghosh is satisfied with his new ceramic hip.

Hip replacement surgery is the second most common joint replacement procedure, closely followed by knee replacements. Hip replacement surgery is performed when the hip joint has reached a point when painful symptoms cannot be controlled with non-operative treatments. In a hip replacement surgery, the surgeon removes the damaged joint surface and replaces it with an artificial implant.

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Like in any surgery, there are risks involved in hip replacement surgery as well. "The usual risks involved in a conventional hip replacement surgery are infection of the hip, loosening of the implant, collection of blood material, long term fatigue, and failure of the implant," said Sancheti.

12 years after the surgery, the metal ball starts wearing out because of constant friction with the plastic cup and this calls for a second operation," he said.

"Bio-ceramic prostheses are indigenous invention of Central Glass and Ceramic Glass Research Institute, Kolkata. In this kind of hip replacement, both the artificially coated ball and cup are ceramic which is called Alumina Oxide or Zirconia-based. With this kind of replacement, the chance of a second operation is very less," said K. H. Sancheti, the orthopedic surgeon from Chennai.

He said, "The hip joint is made of a ball and socket and if this is replaced surgically with ceramic made balls and sockets it lasts for a lifetime for the patient. Ceramic when heated up to 1800° C acquires a kind of quality, which prevents it from getting eroded even when rubbed repeatedly. These ceramic replacements never wear out and there is no need for a second surgery."

Elaborating on advantages of ceramic hip replacement, Sancheti said, "This treatment is cheaper than the imported alternatives. It lasts longer than any other kind of replacement and it is also specifically designed keeping various Indian working and postural requirements in mind."

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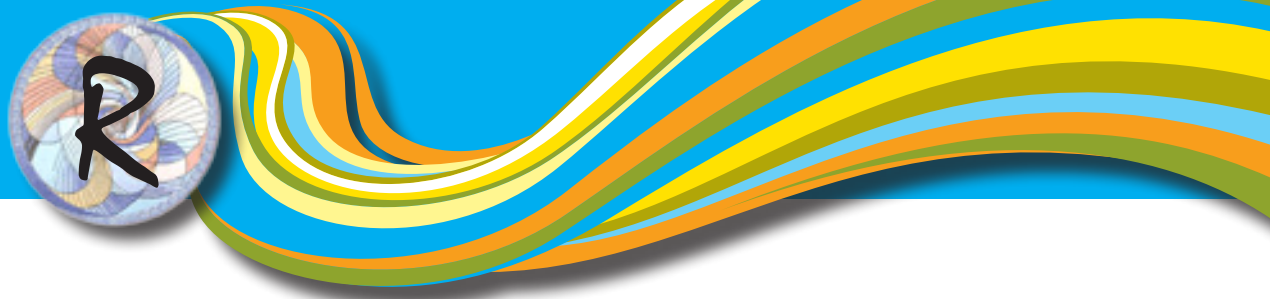
**This treatment is comparatively cheaper than imported alternatives, lasts longer** and has been developed keeping in mind the unique Indian working and postural requirements. By following the advice of the doctors and bringing in subtle changes in lifestyle, patients can lead normal and healthy life once again.

It is initiatives like these which go a long way in improving the lives of people. At Jubilant Kalpataru, the staff and the management is committed to delivering best in class, innovative treatment at affordable costs. The Kalpataru team has made us all proud by applying Science to common man's life thereby making it better.

Please join us in congratulating the entire Kalpataru team on this commendable feat and we look forward to more such achievements from them in the near future.

**How is Ceramic Hip Replacement method different from the existing methods?**

| Ceramic Hip Replacement   | Traditional Methods   |
|---|---|
| Uses Ceramic balls with Aluminium or Zirconia base heated at 1800 degree Celsius to make it corrosion proof for longevity | Uses Cobalt Chrome balls which last only for ten to twelve years only |
| Costs only around Rs. 65,000  | Costs more than Rs. 400,000   |
| Requires only once in entire lifetime of the patient  | Needs to be done every ten to twelve years after the first operation  |
| Designed keeping in mind the Indian life style  | Not designed keeping in mind Indian Life style.                       |



## Night Line Service – Changing Lives one at a time

In the last edition of Symphony we shared with you how innovative healthcare delivery models were set to change the lives of people in Barasat. Jubilant First Trust Healthcare Limited, launched the Nightline service to provide emergency critical care treatment to people in the hours between 10.00 pm and 6.00 am.

Here is a first hand account of how this service has come as a boon for people in Barasat.

Avijit Roy  
10 R B C Road,  
Prosadpur,  
Ref: PERS/06/2010/201  
Date: June 25, 2010

Jubilant Kalpataru Hospital,  
78, Jessore Road (South)  
Barasat, Kolkata 700 127

Kind attention, Dr. Amit Dey, Consultant

Re: Your patient Mrs. Jhara Roy at the hospital from 22.05.2010 to 02.06.2010

Dear Sir,

*At the onset, allow me to congratulate you on the excellent service rendered by your 'Nightline' service. I had the occasion to call up the 'Nightline' service at around 6:45 AM on 22.06.2010 as my wife and patient, Mrs. Jhara Roy was suffering from acute breathing distress. The 'Nightline' ambulance arrived in about 10 minutes from the telephone and the patient was admitted and put in the ICU bed (ICU 3) by 07:25 AM. Your fast response and smooth efficiency in getting the*

*patient admitted and commencement of adequate medical care deserves to be complimented on and indeed rare in these times.*

**I have had occasion to work abroad for some time and the 'Nightline' service is really good and I will have no hesitation to recommend this service to anyone.** *The subsequent ten days that she spent in the hospital was spent in giving her some palliative treatment for the Adenocarcinoma of the left lung from which she is suffering and including the insertion of a chest drain to drain the fluid from the lung and pleural cavity region.*

*While not much relief could be given, I would like to place on record my appreciation and indebtedness to you and the other doctors, medical and other staff of your excellent hospital for the care and attention received by my wife during this difficult period.*

*While at the hospital, I had been questioned as to why we did not opt for convention allopathic treatment with chemotherapy etc. In this context,*

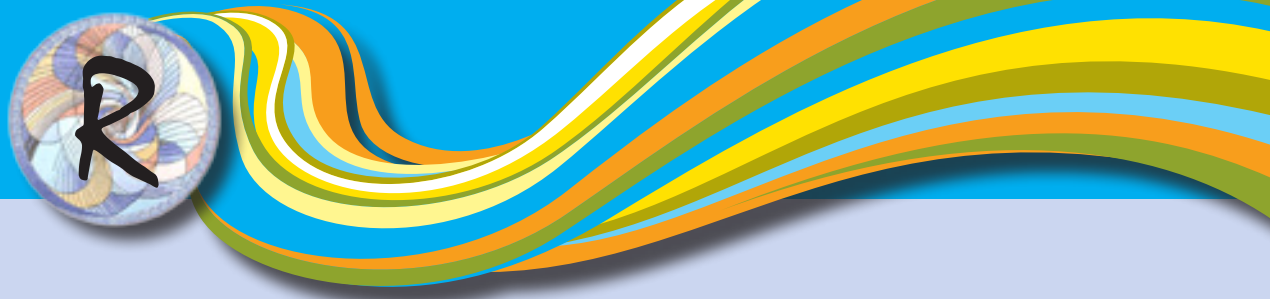
*I would like to say that we had consulted several doctors both here and abroad and our past experience with the patient's sister, who died in May, 2009, after three and half years of extensive allopathic treatment led us to believe that allopathic treatment was not the best answer in this case. In taking this decision, right or wrong, we were given an extract of a research report from John Hopkins Medical School.*

**I would like to thank you and your team once more for doing whatever could be done for the wellbeing of the patient as we continue to struggle with the disease and her suffering. Please keep up the good work. Barasat needs and deserves a hospital such as Kalpataru.**

With best regards,  
Avijit Roy

Consultant: Fire Protection, Safety,  
Disaster Management, Emergency  
Response





## Jubilant at India Chem – 2010

India Chem 2010 with a theme of “Sustaining the India Advantage” was organised by Department of Chemicals & Petrochemicals, Government of India and the Federation of Indian Chamber of Commerce and Industry (FICCI) in Mumbai from October 28-30. The event saw business leaders and industry captains share their views on various issues impacting the business at present & the opportunities for the future. The three day event was inaugurated by the Hon’ble President of India, Mrs. Pratibha Devi Singh Patil and saw Union

Minister for Chemicals and Fertilizers Mr. M K Alagiri in attendance.

Mr. Pramod Yadav, CEO – Advance Intermediates and Vitamins, Jubilant Life Sciences, was a panelist at the session “Growth Opportunities in the Specialty Chemicals Industry” on October 28, 2010. The session was chaired by Mr. D C Mehta, Vice Chairman and Managing Director, Deepak Nitrite Limited. Mr. Pramod Yadav’s presentation on **‘Integration & Innovation-Key to Global**

**Leadership’** was well received by the audience. In his talk he spoke about Jubilant’s journey so far and how the integration efforts of the Company have enabled it to emerge as a market leader in many products.

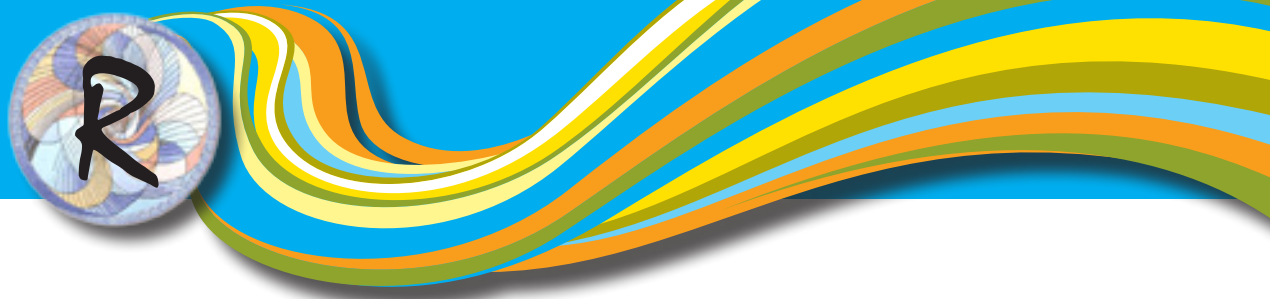
The audience appreciated the evolution of Jubilant Life Sciences Limited into a leading CRAMS company in India.



Day 2 and Day 3 were scheduled for the exhibition at Bombay Exhibition centre in Goregaon where over 270 companies participated including over 139 companies from overseas.







## Animal Nutrition Business –Creates Value

The Animal Nutrition Business of Jubilant Life Sciences Limited has rapidly **gained recognition** in the past few years. The Business has scaled up its product portfolio and evolved to emerge as a leading marketer of animal nutrition products and services. The Business is focused primarily on the **Poultry segment** and is making strong inroads into **Dairy and Aquaculture segments** of the Indian animal health and nutrition market.

The rapid expansion of business has resulted in increased size and greater geographic influence which has been noticed by the competition as well and thus brought with it a new set of challenges, in the form of :-

- Market forces pushing the main product towards commoditization and
- Increased competitive pressure from both domestic as well as international manufacturers

Anticipating these challenges, business adopted a **two pronged strategy** to counter the business roadblocks as well as aggressively establish deeper ties within the fast growing markets.

1. To mitigate the challenge of commoditization, the business successfully redefined the usage of Choline. This was done through

a **Knowledge Initiative** christened as **OpReChol** (Optimum required Choline). This program was aimed at educating poultry farmers on what is the right dose of choline to be used by farmers based on some 6 different scientific parameters. Backed by scientific literatures and field trial data, the campaign was launched to increase choline usage in poultry to increase profitability in farming.

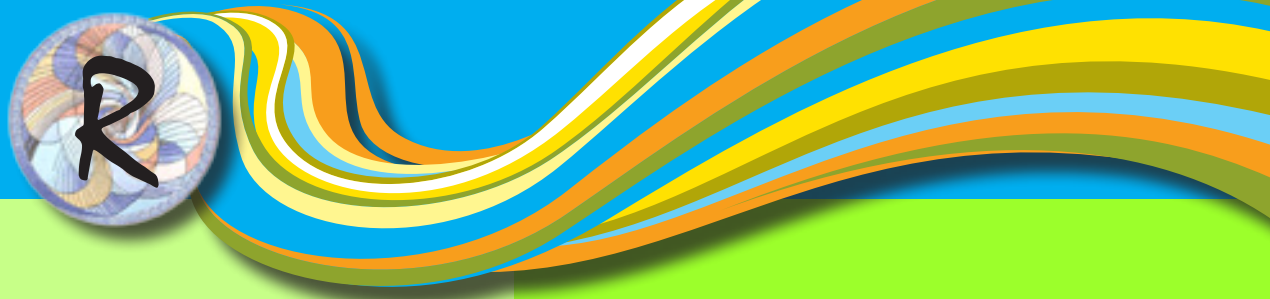
The program was launched formally in the **IPEMA Poultry India Show** at Hyderabad in the month of November 2009. Since then there have been many initiatives to promote **OpReChol** at different scientific and commercial fora as well as during one to one meetings with key clients and opinion makers.

2. To counter the competitive pressures from domestic as well as international market business decided to increase the level of its **engagement with the customers**. This was done through constant sharing of knowledge and increasing the service portfolio for the customers across the country. The effort branded as '**Nutrichek**' was soft launched in the beginning of the year. '**Nutrichek**' services have been designed to help the farmer bridge the gap between the paper value and real value of nutritional ingredients

used to formulate the feed. With the support of good software (BRILL) and some excellent nutritional laboratories the service is enabling the business build deeper relations with the farmers by helping farmers mitigate their inadvertent losses made due to incorrect farming practices.

The results from these initiatives have been very encouraging, with brand **Jubilant garnering greater visibility** in poultry nutrition market. The Company is well accepted as a partner who can – besides supplying best quality nutritional additives – also deliver value in terms of knowledge on Poultry farming and services to improve their competitiveness in the market.

The business believes that this is just the beginning and intends to build upon the strong **consumer connect** created through these activities. The Animal Nutrition unit, to support these developments, has invested in sophisticated analytical equipment and knowledgeable R&D manpower at its manufacturing location at Samalaya. The business is confident that the initiatives backed by strong technology support will result in better performance in future.



## 32nd Annual General Meeting

32nd AGM was organised at the Company's registered office in Gajraula on September 28, 2010. Mr. Shyam S Bhartia, Chairman and Managing Director of Jubilant Life Sciences Ltd., informed the shareholders about the Company's performance in FY2010 and Q1 FY2011 and shared his vision for the immediate future.

Going forward the Company expects robust increase in revenue & profitability backed by strong order book position of about USD 1 billion in CRAMS business; capacity expansion in pyridine & its derivatives & commissioning of additional capacity in Niacinamide & multipurpose API facility for Sartans; strong product pipelines for Generics and API with expected new product launches on

account of patent expiry.

Also present on the occasion were Mr. R Sankaraiah, Executive Director - Finance, Mr. Shyam S Bang, Executive Director - Manufacturing & Supply Chain, Dr. JM Khanna, Executive Director - Science & Technology, Mr. Arabinda Ray, Director, Mr. Lalit Jain, Company Secretary and Mr. Vinod Trivedi, Sr. Vice President – Manufacturing and Unit Head for Gajraula facility.

The meeting concluded with Chairman thanking the shareholders and investors for their support and inviting them to be a part of Jubilant's future growth story.

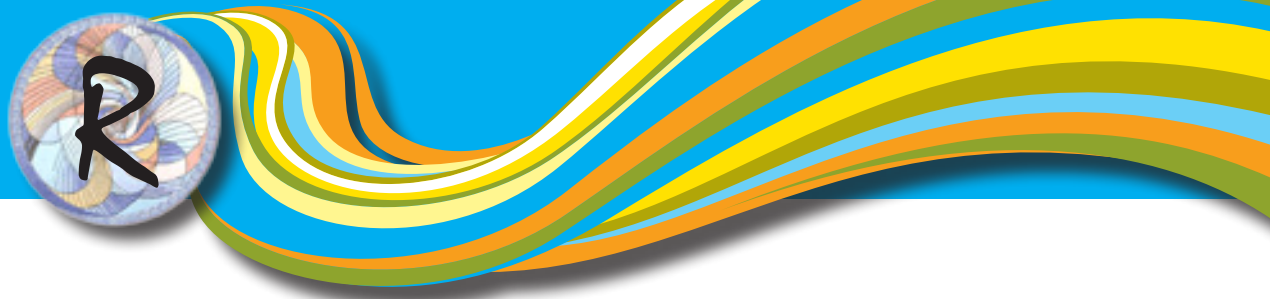


## Occupational Health Centre of Jubilant Life Sciences Ltd at Gajraula organizes free dental check up camp

A Dental Check-up Camp was organized in June 2010 at Occupational Health Centre, JOL, Bhartiagram, Gajraula. Its was conducted by



the faculty of Teerthanker Mahaveer Dental College, Moradabad. Eminent delegates (MDS Doctors) like Dr. Varun Gardana, Dr. Aswini Y.B., & Dr. Himanshu Punia attended the camp. Dr. Rachit & Dr. Mohit were present along with 10 BDS interns & paramedical staff. About 105 candidates attended the camp to avail the free dental check-up service.



## Jubilant DraxImage – India Operations launched at SNMICON

The 42nd annual conference of the Society of Nuclear Medicine India (SNMI) was held at the Post Graduate Institute, Chandigarh from 11th to 14th November, 2010. The largest gathering of Nuclear medicine professionals in Asia, this forum was used by **Jubilant DraxImage** to **launch its operations** in India and South Asia.

Through this forum Jubilant DraxImage was able to reach out to multiple Key Opinion Leaders (KOL's) in the field of Nuclear medicine. The conference was attended by over **500 delegates** from across India, Nepal, Middle East, Germany and the USA. The visitors at the conference included Nuclear medicine physicians, Radio pharmacists, Nuclear medicine technologists, Scientists, Physicists etc.



The visitors' response to the exhibition surpassed Company's

expectations. DraxImage booth painted in Jubilant colours of Blue and Green, was designed with a view to establish a connection between Jubilant and DraxImage and its entry in the Nuclear Medicine market in India. The efforts at the stall were supported through the marketing literature, communication collateral & other activities at the venue. Located close to the entrance, Jubilant's booth attracted amongst the **highest footfalls** at the exhibition.

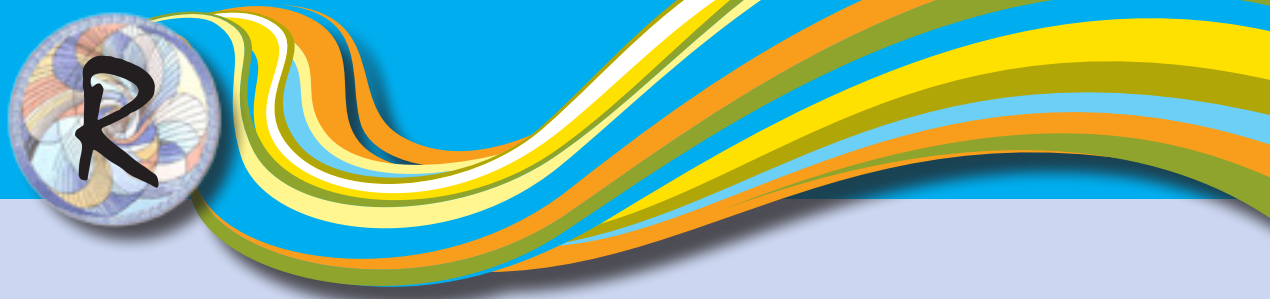
Jubilant DraxImage at the exhibition was led by Mr. Alok Khanna- Associate Vice President, Generic Dosage Forms (Radiopharma) and supported by Mr. Ajith Kumar (National Sales Manager – SA and ME), Ms. France Fournier, (Product Manager, DraxImage Canada) and Mr. Shashi Singh, (Area Manager – North). The team interacted with several **Key Opinion Leaders (KOLs) of Indian Nuclear Medicine market** and received very **encouraging feedback**. The Company received many fruitful enquiries and orders for **products** like **Smartfill, Hicon, Sestamibi** and **MDP**. There were enquiries and orders from USA (for Rubylfill and Sestamibi) and Middle East and the interest in our products was seen across spectrum from scientists and researchers to Companies in general.

To ensure that the Company garnered top of the mind recall, a small dinner event was also organized at the Rock gardens of Chandigarh. This was one of the mega events during the conference. The venue was arranged by the Organising chairman of conference, especially for Jubilant DraxImage. The team interacted with all customers during the dinner and also introduced the new sales team to Nuclear Medicine professionals.

The team is now pursuing the business contacts and leads generated at the event to ensure that they are translated into business opportunities.







## New wave of Six Sigma training launched at Corporate Office

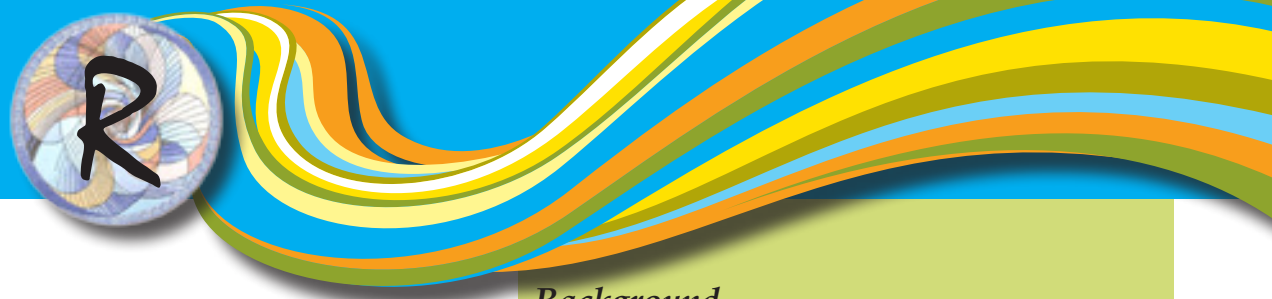
The Business Excellence practice is well entrenched in the organization across plant locations. In order to extend Six Sigma practice at various functions in corporate office a new training program of Green Belt & Yellow Belt Program was introduced recently. This Training Program has provided a great opportunity to all the individuals to understand the concept of Six Sigma and apply it to their functions to achieve higher efficiency at work.

So far 55 people have benefitted from this program at Corporate Office.



The details of the program are :

|  | Yellow Belt  | Green Belt  |
|--|--|---|
| No. of batches conducted                       | 3  | 1   |
| Frequency                                      | Monthly  | Once in 2-3 months  |
| No. of Employees Trained so far                | 37   | 18  |
| Man days of Program                            | 1 day  | 4 days  |
| Program Overviews                              | The Yellow Belt Program is designed to create awareness about the Lean Six Sigma methodology amongst the employees. The training provides an essential toolkit for structured problem solving in any domain. | The participants trained on Green Belt are entitled to have TRAINING CERTIFICATION. Post successful completion of training, the Green Belts will execute a GB Project and will be awarded "GREEN BELT PROFICIENCY CERTIFICATION" as per policy. |
| Written Exam - to evaluate basic understanding | No   | Yes<br>Winners of 1st Batch:<br>1. Manish Rastogi (Strategy & Bus. Development)<br>2. Vinod Gupta (Ethyl Acetate III)<br>3. Amit Saxena (Int. Business)   |



## Social Entrepreneur OF Year (SEOY) Award 2010

The Schwab Foundation for Social Entrepreneurship, in partnership with Jubilant Bhartia Foundation, announced **Mr. Rajiv Khandelwal and Mr. Krishnavtar Sharma, co-founders of Aajeevika Bureau, as the winners of the India Social Entrepreneur of the Year-2010.** Mr. Kapil Sibal, Minister of Human Resource Development, Science and Technology & Telecom and IT, Government of India, awarded the winners in New Delhi.

**Aajeevika Bureau** has introduced a unique photo identification card for inter-state migrants, allowing them to access banking, mobile telephone and other government services and citizenship entitlements. In addition, the organization offers skill training, job placement, legal aid and counselling to migrant labourers in Rajasthan, Gujarat and Western Maharashtra.

More than **100 applicants** entered the sixth competition for the "India Social Entrepreneur of the Year" selection process. After several stages of rigorous assessment, four finalists were chosen. An **independent panel of pre-eminent judges** met on November 12, 2010, to select the winners from among the finalists. The judges this year included: **Ms. Shobhana Bhartia**, Chairperson of the Hindustan Times; **Mr. Y. C. Deveshwar**, Chairman of ITC Ltd; **Ms. Rohini Nilekani**, Chairperson of Arghyam Foundation; **Ms. Sudha Pillai**, Member Secretary of the Planning Commission; and **Ms Hilde Schwab**, Co-Founder and Chairperson of the Schwab Foundation

### The Finalists

The four entrepreneurs who made it to the final were:

1. **Rajiv Khandelwal and Krishnavtar Sharma, Aajeevika Bureau** (<http://www.aajeevika.org>)
2. **Santosh Kumar Choubey, AISECT** (<https://www.aisect.org>)
3. **Anant Kumar, Lifespring Hospitals Pvt. Ltd** ([www.lifespring.in](http://www.lifespring.in))
4. **Ashwin Naik, Vaatsalya Healthcare Solutions Pvt. Ltd** (<http://www.vaatsalya.com>)

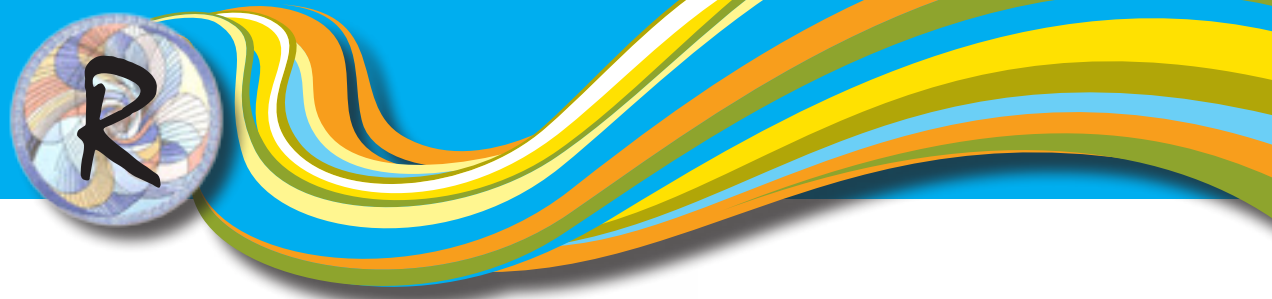


### Background

*The India SEOY Award identifies and celebrates visionary social entrepreneurs who have demonstrated systems-change models and are at the stage of scaling/replicating their ideas across India and in other countries. Applications to the India SEOY Awards 2010 opened in May this year. The response was positive, and the quality of applications was, by far the most competitive. The finalists of this Award were identified through an intensive 4- step process.*

*Of the 104 social entrepreneurs who submitted their applications, 25 semi-finalists were moved to the next round of the competition. Jubilant Bhartia Foundation and Schwab Foundation teams thereafter identified 6 applications for the next stage of the competition – i.e the due diligence visits. The four finalists, further selected from this pool, are extraordinary social entrepreneurs who are shaping and scaling large-scale solutions to building an inclusive India. They met the jury of the India Social Entrepreneur of the Year Award on November 12, 2010 in New Delhi.*

*The winners enter the global network of 200 leading social entrepreneurs of Schwab Foundation for Social Entrepreneurship, a sister organization of the World Economic Forum. They will also be inducted in Schwab Foundation network of leading social entrepreneurs and will be eligible to participate in the Annual meeting of the World Economic Forum at Davos. What's a better way to honour the achievements of these visionary entrepreneurs, than to expose them to other innovators and help them learn from the world's best.*



## New Employee Referral Program Introduced

In order to sustain the growth trajectory of the Company, it is very critical to attract, retain and nurture the best talent available. To encourage employees to partner the Company in the process, the Human Resources function at Jubilant Life Sciences introduced a new Employee Referral Program earlier this year. The program is targeted at creating a pool of like minded people who work together as winning teams to take the Company forward. Details of the scheme are available on company's intranet **myJubilant**.

All employees can participate in this program which is applicable across L-6 to L-14 Levels. References given to HR from any employee, will be eligible for consideration upto six months. On successful induction into the company the employee is entitled for cash benefits based on the level of the new appointee.

So take the initiative and bring in good talent into Jubilant Life Sciences.

**Together let's make this a 'Great Place To Work'**

| DESIGNATION            | LEVEL       | (RS.)    |
|------------------------|-------------|----------|
| OFFICER - SR.EXECUTIVE | 6 to 9      | 8,000    |
| ASST MGR- DY.MGR       | 9A & 10     | 18,000   |
| MGR-SR.MGR             | 11 & 12     | 35,000   |
| DGM- AVP               | 12A to13-1A | 50,000   |
| VP-SR.VP               | 13A &14     | 75,000   |
| PRESIDENT- CEO         | 14A &14B    | 1,20,000 |





## The Karate Kid

**Priyanshi Bhargava**, Class IX student of the St. Mary's Senior Secondary Convent School, Bhopal is an avid Judoka. She aspires to be an IAS officer and would like to pursue Karate in future as well. Priyanshi picked up Karate initially as a social activity, and with 1 hour of practice each week she has well and truly embraced the sport.



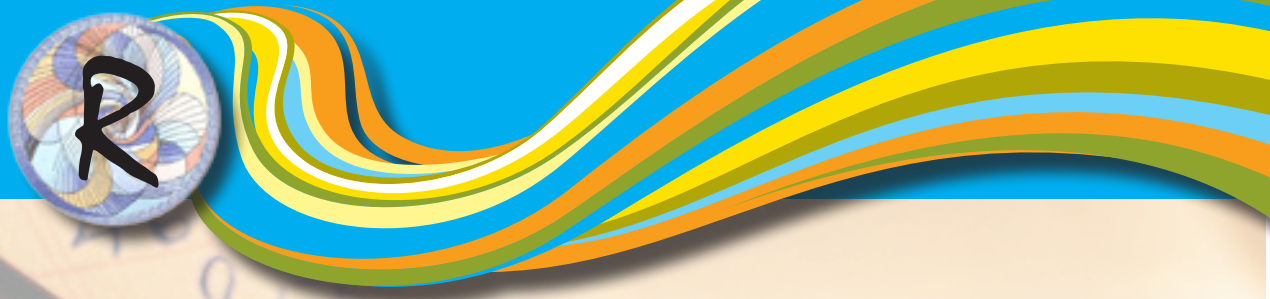
In October she won the state level "World Sotokon Judo Karate Championship" held in Indore, Madhya Pradesh and in November she was crowned National champion in her age group (14-15 yrs) at Jaipur. An avid dancer and a good volleyball player, Priyanshi is now concentrating on lifting the International Championships scheduled to be held in Mumbai in February, 2011. She credits, her father's support as her biggest strength and is looking forward to the championships.

Priyanshi is daughter of Mr. Vimal Bhargava, Senior Research Scientist with Jubilant Life Sciences Limited at R&D Centre, Noida

**Strings of Talent - Send in your entries**

Share with us success stories of your family - You, Your Spouse or Your Children in an article not more than 200 words along with relevant photographs.





## Accountancy - The Numbers Game



Ken Ahuja, Class XII student of DPS R. K. Puram, New Delhi, is pursuing his studies to take up specialization in Finance. His poem below reflects his love for the nos. This has been published in 2nd Annual edition of CTA, a journal brought out by professional commerce teachers. Ken has shown a rare combination of sports, academics and creative writing. He has been awarded a red blazer for excellence in sports, blue blazer, blue tie and now a gold medal for excellence in academics in his school. You can read some of his other poetry on his [blog](http://www.poetry-theescaperoute.blogspot.com): <http://www.poetry-theescaperoute.blogspot.com>

Ken is son of Seema Ahuja, Vice President – Corporate Marketing & Communication, Jubilant Life Sciences.

I still remember the first class of 11th Grade,  
When on the board all figures were displayed,  
I asked myself "Is that what I really liked?"  
That's the moment when that thought strucked

I always knew I had a way with numbers,  
This time around I had to deal with ledgers,  
We started off with the basic terms,  
And learnt a bit about Accounts & Firms

Its not that confusing as people think,  
Certainly not that boring to make you sink,  
To the contrary, I loved the journal concept,  
My mind found it easy to recept,  
Its just an extension of being organised,  
With a financial twist, thats what I've realized

From the Journal entry to the Ledger posting,  
It gets easy in a while, and I'm not boasting,  
Trial balance is where comes the harder part,  
As long as you've been correct,  
nothing can keep you and your tallied balance apart  
We learnt about the fundamentals and the partnerships,

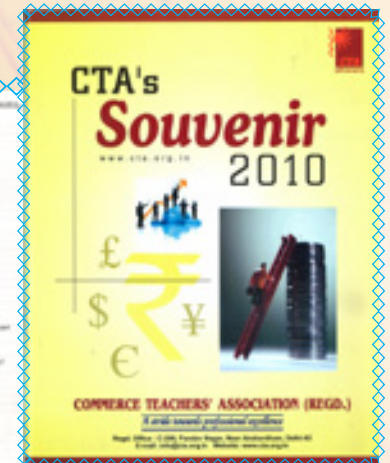
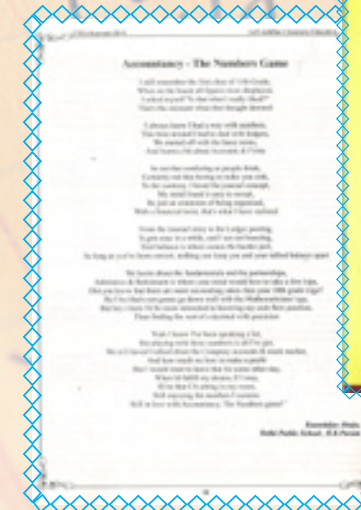
Admission & Retirement is where your mind would love  
to take a few trips,  
Did you know that there are more accounting ratios  
than your 10th grade trigo?  
Ha I bet thats not gonna go down well with the  
Mathematicians' ego,  
But hey cmon I'd be more interested in knowing my  
cash flow position,  
Than finding the root of a decimal with precision

Yeah I know I've been speaking a lot,  
But playing with these numbers is all I've got,  
We still haven't talked about the Company accounts &  
stock market,  
And how much we love to make a profit  
But I would want to leave that for some other day,  
When Id fulfil my dream, If I may,  
I'll be that CA turned CFO sitting in my corner room,  
Still enjoying the numbers I assume,  
Still in love with Accountancy, The Numbers game!

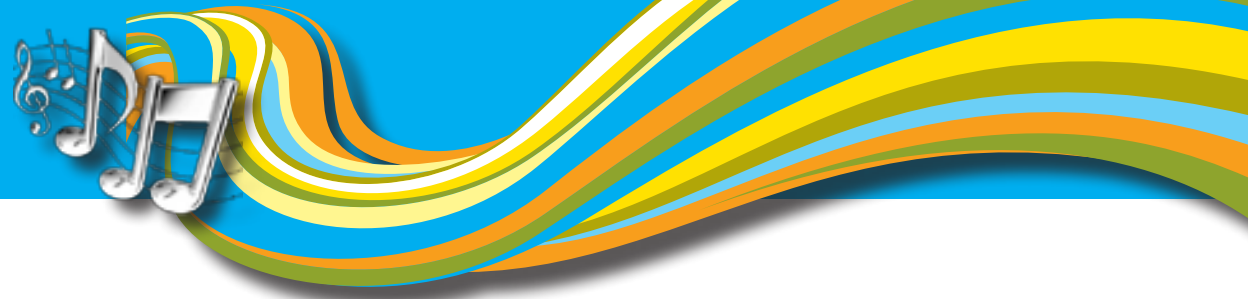
**Ken Ahuja**



Ken receiving his Gold Medal  
for academic excellence for  
seven consecutive years







## HollisterStier CMO Received AWB Award as The Manufacturer of the Year



The Association of Washington Business (AWB) recently awarded **'2010 Manufacturer of the Year'** award to HollisterStier Contract Manufacturing, as a part of their annual Manufacturing Excellence awards. This prestigious award is a testament of the excellent manufacturing standards observed at the complex operations of the Company at its HollisterStier facility.

**HollisterStier, undertakes contract manufacturing for sterile and non-sterile products** for several leading Pharmaceuticals and Life Sciences companies.

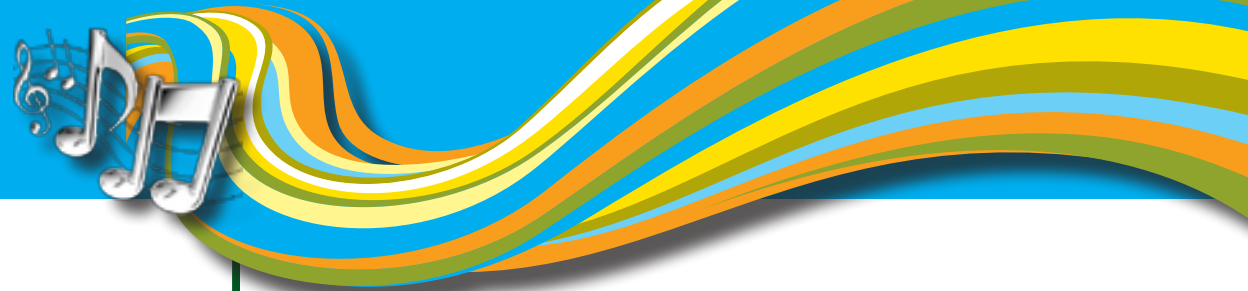
**Speaking on the occasion, Marcelo Morales, Chief Executive Officer of the Hollister-Stier Laboratories LLC said** "This award recognizes the excellence achieved by HollisterStier in its complex manufacturing operations, keeping in mind the needs of its various customers. We aim at achieving customer satisfaction through focus on quality and innovation, process optimization and delivering value at every step. Our constant efforts in the areas of corporate social responsibility and employee engagement have helped us gain this recognition. We dedicate this award to the hard work and commitment of our people at HollisterStier."



The selection criteria for this honour include the manufacturer's economic impact, productivity/quality improvements, corporate social responsibility efforts and workforce excellence. Washington State houses over 7,500 manufacturers and through this award, HollisterStier joins several multi-billion dollar Washington-based manufacturers who have previously been honoured.

*Formed in 1904, the Association of Washington Business is Washington's oldest and largest statewide business association, and includes more than 7,000 members representing 650,000 employees. AWB serves as both the state's chamber of commerce and the manufacturing and technology association.*





## Jubilant Life Sciences – Gajraula awarded Gold Certificate of Merit

Jubilant Life Sciences facility at Gajraula was conferred with the “Gold Certificate of Merit” at the Economic Times – India Manufacturing Excellence Awards -2010. The EOU facility in the current year scored 828 points out of 1200, a whopping 200 points over its previous years score.

The Gajraula facility was acknowledged for its progress towards Lean methodology for the EOU facility comprising Pyridine – Beta Picoline,

Acetaldehyde, Formaldehyde, and CDFP plants. The felicitation ceremony was held at the glittering ball room of ITC Grand Central in Mumbai’s suburb of Parel on December 3rd 2010.

On behalf of Jubilant, Mr. Vinod Trivedi, Sr. Vice President - Manufacturing & Unit Head and Mr. Anurag Varshney, Senior Manager, EOU received the award. Kudos ! ‘Team Gajraula’ for this new achievement.



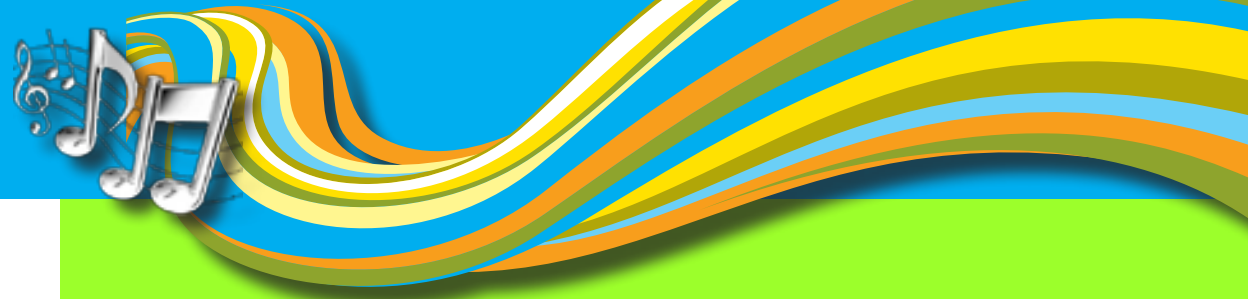
## A new identity for Jubilant Intranet

In line with the name change and adoption of new brand identity for Jubilant Life Sciences and Jubilant Bhartia Group, the Company’s intranet known as ‘Chemway’ has been re-christened as “**myJubilant**”.

The new intranet identity will serve as a single gateway for respective group companies intranets. The companies initially brought into the fold are:

1. Jubilant Life Sciences
2. Jubilant Industries
3. Jubilant Energy
4. Jubilant Enpro

All employees can log on to <http://myjubilant/> and access their intranet, rest of the functionality remains the same. A complete makeover of the product is under consideration. In the meanwhile **happy convergence on myJubilant**.



## Jubilant Biosys recognized as Indian Contract Research Company of the Year

Jubilant's Drug Discovery and Development team received the prestigious healthcare award as **"The Indian Contract Research Company for the year"** from Frost and Sullivan earlier during the year.

The award reinforces Company's status as 'partner of choice' to global pharma companies and recognized that the Company contributed close to 50% of the major deals signed in the industry in India during 2009-10.

The award was received by Dr. Balaji, Mr. Pankaj Garg and Mr. Ajith Kamath on behalf of Jubilant at a special ceremony in Mumbai on September 23, 2010 amidst a special gathering of luminaries from the Indian Pharma Industry.

*Kudos! to the entire team for making us India's best CRO and making the entire Jubilant family proud.*

**Keep up the Show!**



## Business Excellence Initiatives at Samlaya Plant Awarded

At Jubilant, we continuously strive to innovate and improve. Our efforts in process and product improvement have been instrumental in paving the Company's path to success. The Company was awarded **"Innovation in Business Process"** award, by the Baroda Management Association (BMA) for its business excellence work at its Manufacturing facility at Samlaya, recently.

The other contenders for the award included companies like Gujarat Industries Power Corporation Ltd. and

Reliance Industries Ltd (Formerly IPCL) who showcased the improvement in their facility.

The judges in BMA panel adjudged the various implementation models on the basis of their rigour and methodology. On their assessment Jubilant Life Sciences Ltd. Savli was found to have scored the highest in the large scale industry category.

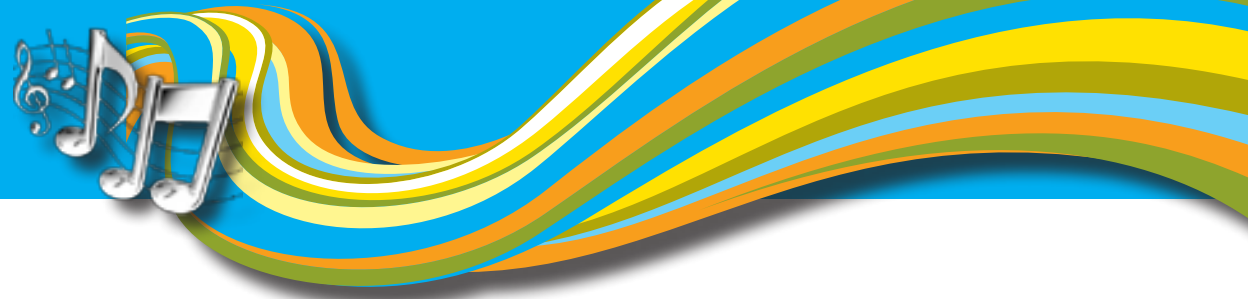
On behalf of the Company Mr. Nitin Bhatia, Manager Business Excellence received the award.

Please join us in congratulating the entire team at Samlaya. We wish them all the best for their future endeavours.

*About BMA:*

Baroda Management Association (BMA) is an autonomous, non-political, non-profit, public (educational) institution involved in promoting exchange of knowledge and experience of sound management principles and practices across organizations.





## Jubilant Nanjangud receives “Golden Peacock Environment Management Award” by the World Environment Foundation

The award recognizes Jubilant’s efforts in ensuring effective implementation of environment management system and continuously setting high standards in its management. The facility has adopted benchmarked technology and superior environment management practices which enable utilization of 100% treated effluents within the plants thereby reducing dependency on external source of water. Jubilant Life Sciences Limited, Nanjangud is a Zero Liquid Discharge Bulk Drug (API) unit.

The selection for the award was done by the Jury, headed by Justice P N Bhagwati, former Chief Justice of India and Member, UN Human Rights Commission. **The award is universally recognised as a hallmark of excellence and is one of the highest accolades in the corporate world.** The winners are awarded after a stringent three tier screening process which involves assessment of application by 5 Environmental auditors, followed by 2 independent assessors and subsequently a committee of normalisation.

From 165 companies, which made to the shortlist, Jubilant Life sciences Limited emerged victorious in the Pharmaceutical category.



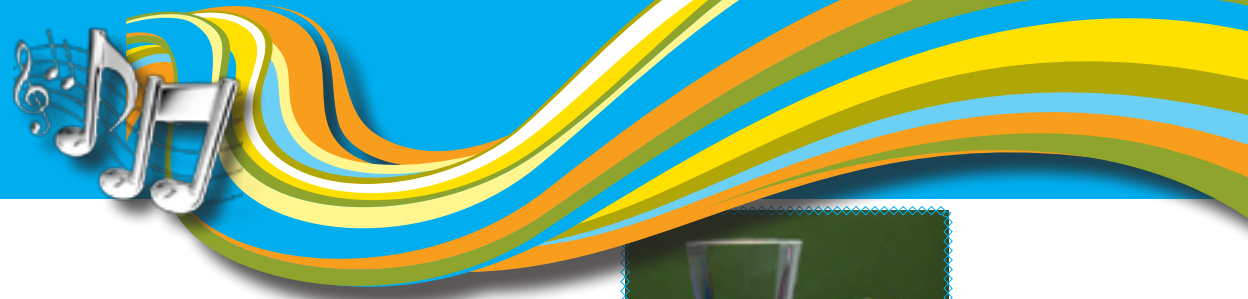
The felicitation ceremony was held on the sidelines of Global Summit on Sustainability held at the National Liberal Club, Whitehall place in London. Leaders in business, politicians, academia, jurists and social thinkers attended the ceremony.

Environment management systems at Nanjangud have been recognized universally for their excellence. The facility has previously won commendations from renowned institutions such as Frost and Sullivan, through their India manufacturing excellence awards and Asia manufacturing excellence awards; Confederation of Indian Industry (CII) and many others.

The award, on behalf of the Company was received by Mr. Biswajit Mitra, Sr Vice President – Operations, from Dr. Ola Ullsten, Former Prime Minister of Sweden and Dr. Madhav Mehra, President, World Council for Corporate Governance.

**Congratulations to Mr. Mitra and his entire team on this commendable feat that makes the entire Jubilant Family proud.**





## Jubilant Life Sciences Receives GOLD and BRONZE awards for Communication from ABCI

The Association of Business Communicators of India (ABCI) bestowed **Gold Award** to Jubilant Life Sciences for the Company's newly launched E-zine '**Symphony**' developed by Corporate Marketing & Communication (CMC) for employees of the Jubilant family. Additionally, the Company also received recognition in the form of a **Bronze Award** for its Social Responsibility Communication through the **CSR Brochure** also developed by the CMC team for Jubilant Bhartia Foundation. The 50th ABCI Annual Awards Nite, held on Nov 11, 2010 at the Taj Mahal Hotel in Mumbai was attended by the leading professionals of the Corporate Communication and Advertising world.

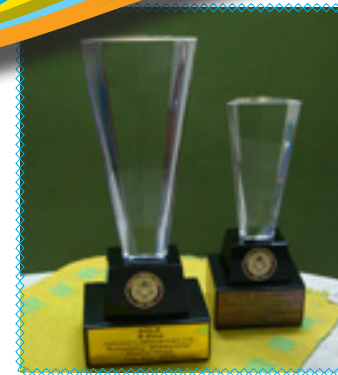
The highly coveted ABCI awards received an overwhelming response with around 900 entries for 32 categories that included internal magazines, external magazines, tabloids, annual reports, newsletters, wallpapers, brochures, calendars,

websites, intranets, AVs, films etc.

Besides Jubilant, Unilever, L&T, LIC, Indian Oil, Mahindra & Mahindra, HSBC, HDFC, Tata Chemicals, Tata Steel, Reserve Bank of India, Union Bank of India, BPCL, Asian Paints, NABARD, Wockhardt, Novartis were some of the other corporates who participated in the contest.

This is the first time that Jubilant has received awards for Corporate Communication. Ms. Seema Ahuja, Vice President, Corporate Marketing and Communication, received the Gold and the Bronze Award on behalf of the Company.

### Kudos! Team CMC !



### About ABCI:

*The Association of Business Communicators of India (ABCI) founded in 1956 by a pioneering band of professionals is the apex body of editors of corporate publications and those involved in corporate communications. The main objective of ABCI is to win recognition for the profession of Business Communications and improve professional skills by organizing meaningful activities. ABCI is the only association of its kind in India to promote excellence in business communications.*

*With more than 1000 members representing business communications industry from technology, consultancy firms, government, agencies, banks & financial institutions, schools for communications, professional services firms and non-profit organizations, ABCI is the leading resource for effective communication practice.*

*The Annual ABCI Awards competition for business communications receives overwhelming response from diverse industry sectors, year after year. Some of the eminent persons who shared the ABCI platform include Mr Naval Tata, Mr Nani Palkhiwala, several Cabinet Ministers, Governors, Media and PR professionals and senior editors of various publications.*

For more details please log on to [www.abci.in](http://www.abci.in)





## Jubilant Energy Admission to Trading on AIM and completion of placing

Jubilant Energy, a Jubilant Bhartia Company, is an emerging oil and gas player in India, engaged in upstream E&P since 1995. The Company raised \$85 million by selling a 21.8% stake to institutional investors and started trading on the London Stock Exchange's (LSE) AIM market from November 24, 2010.

The Company's principal strategy is to create sustainable shareholder value by building and exploiting its diverse portfolio of exploration, development and producing oil and gas assets focusing primarily on India. In particular, Jubilant will seek to monetise the value of its reserves and convert its resources to reserves through focused and economical appraisal and development.

*Wider Jubilant Bhartia Group, we are confident we will deliver on our strategy of growing the company, maximising the Indian opportunity and delivering value to our shareholders.....  
...The money we have raised will enable us to carry out our work program targeting near term value enhancing opportunities in the region as well as some of the high impact exploration potential across our acreage."*



The Company intends to seek to maintain a balanced portfolio of production, development and exploration assets, with diversity across fields and basins, hydrocarbon-type, as well as a diverse set of risk/reward profiles.

On the development **Ajay Khandelwal, Chief Executive Officer of Jubilant Energy** commented:

*"I am really delighted that we have listed Jubilant in London. With our spread of assets, our experienced team and the continuing support from the*



A newly developed website of the company was also launched on the same day. For details visit **[www.jubilantenergy.com](http://www.jubilantenergy.com)**





## Jubilant FoodWorks is recognised at Asia's Best Employer Brand Awards

**Emerged as winner in five important categories at the event**

Innovations in Human Resource practices is an ongoing process across all the Jubilant Bhartia Group companies. The accolades received by Jubilant Foodworks are recognition to the group's efforts in this area.

Jubilant Foodworks has won five very important awards at the event:

- CEO with HR Orientation
- HR leadership award
- Most Powerful HR Professional of India
- Continuous Innovation in HR Strategy at work
- Brand Excellence in service / hospitality industry

The award ceremony was held in Suntec, Singapore on 23rd July 2010. The awards were presented by Mr. Bhaskar Chatterjee- Secretary to the Government of India, Department of Public Enterprises, Ministry of Heavy Industries & Public Enterprises & Chairman – Asia's Best Employer Brand Awards; Asia Pacific HRM Congress & World HRD Congress.

Mr. Aman Mahajan, Sr. Manager, Jubilant FoodWorks, represented the Company at the event and collected the awards on Company's behalf.

Some of the highly illustrious Companies from Asia were a part of this event including Accenture India Pvt. Services, Blue Dart Express, Canon India, Coal India, Gail, Godrej Industries, J.K Tyre & Industries, LG Electronics, Mahindra & Mahindra, A.S Watson Group, Bank Muscat, DBS Bank- Singapore, Federal Express (Singapore) Pvt. Ltd, Intercontinental Hotels Group (Greater China), Malayan Banking Bhd (Maybank)- Malaysia, Nokia Pvt. Ltd, Sybase (Singapore) Pvt. Ltd. Mc Donald's (China) Company Limited, Yahoo Inc- Singapore, Wood and Grieve Engineers- Australia, etc

**Congratulations to the entire team of Jubilant FoodWorks**



*About the Awarding Institution:*

*The Congress is the largest rendezvous of HR Professionals from across the world, bringing several Global Personalities under one roof. The Employer Branding institute is a virtual organization. Senior leaders in HR connect with each other in the cyber space to share the best practices in Employer Branding and outstanding professional in several countries who are contributing to "Talent Management, Talent Development and Talent Innovation" are a part of the Employer Branding Institute.*





### 'Delhi Show' dazzles the world

#### One of the biggest sporting extravaganzas ever hosted by India

The Common Wealth Games 2010 was the biggest sporting extravaganza hosted by the country in nearly three decades. Post Asiad in 1982 the Delhiites, deprived of a truly global sporting event, were buzzing with excitement and no efforts were spared to make the visiting athletes feel at home in the city.

Though the run up to the event saw some controversies, but when the Hon'able President of India Mrs. Pratibha Devi Singh Patil declared the games open, the world was literally blown away. Glittering opening ceremony showcasing the Indian ethos of Spirituality, Hospitality and Vitality was well received and appreciated across the globe. However, the real story of the games began 24 hours after the opening ceremony.

Hitherto unknown athletes, from disciplines which even the Indians will have difficulty to remember came out and created history through their victory. People like **Deepika Kumari**, 16 year old daughter of an Auto driver from Ranchi won the **Gold Medal in Archery** beating a former Olympic Champion in England's Alison Williamson James. The same story was repeated on Wrestling mat, Gymnasium floors and Hockey

field, shooting ranges. All across Delhi, it was the athletes who started scripting a winning story for the nation.

There were world champions like Gagan Narang, who triumphed over opposition across disciplines with 4 Gold medals, Wrestler Sushil Kumar who defeated his opponent in 9 seconds and Champions like Saina Nehwal, World No. 2 in Badminton who single handedly ensured the penultimate Gold which kept India ahead of England and helped the country record its highest ranking of No. 2 in CWG history.

Indian contingent **won a record 38 Gold medals** at the event with several firsts to their credit. A first ever medal in Gymnastic – Ashish Kumar won Silver and Bronze in Floor exercises, first ever sprint Gold medal – quartet of A.C. Ashwini, Manjeet Kaur, Mandeep Kaur and Sini Jose – women's 4x400m Relay, First ever clean sweep in women's Discuss throw with Krishna Poonia, Harwant Kaur and Seema Antil crowned as champions.

For the 14 days that the games went on, Indian athletes showed the world that they weren't afraid

of competition. The city showed that it could host a world class event without any glitches, the people went all out in welcoming delegations from across the world.

India has created history with its performances at CWG 2010 held in October 2010. Let us hope that this is just the beginning of Indian sporting prowess and we will get to see spectacular performance at many more sporting events in years to come.



# Knowledge Interlude

## Commonwealth Games 2010



INDIA

Medal Tally at Commonwealth Games 2010



Mens 25  
Womens 13



Mens 15  
Team Event 1  
Womens 11



Mens 24  
Womens 12

TOTAL  
101

### List of the Gold Medal Winners

| No | Name  | Event                                 | Discipline            |
|----|---|---------------------------------------|-----------------------|
| 01 | Banerjee Rahul  | Men's Recurve - Individual            | Archery               |
| 02 | Kumari Deepika  | Women's Recurve - Individual          | Archery               |
| 03 | Banerjee Dola, Kumari Deepika & Devi Bombalya           | Women's Recurve - Team                | Archery               |
| 04 | Poonia Krishna  | Women's Discus Throw                  | Athletics             |
| 05 | Kaur Manjeet, Jose Sini, Akkunji Ashwini & Kaur Mandeep | Women's 4 x 400m Relay                | Athletics             |
| 06 | Nehwal Saina  | Women's Singles Gold Medal Match      | Badminton             |
| 07 | Gutta Jwala & Ashwini Ponappa                           | Women's Doubles Gold Medal Match      | Badminton             |
| 08 | Kumar Manoj   | Light Welterweight (64kg)             | Boxing                |
| 09 | Mayengbam Suranjoy                                      | Flyweight (52 kg)                     | Boxing                |
| 10 | Samota Paramjeet  | Super Heavyweight (Over 91kg)         | Boxing                |
| 11 | Singh Omkar & Singh Gurpreet                            | Men's 10m Air Pistol (Pairs)          | Shooting              |
| 12 | Kumar Vijay & Singh Gurpreet                            | Men's 25m Rapid Fire Pistol (Pairs)   | Shooting              |
| 13 | Narang Gagan & Bindra Abhinav                           | Men's 10m Air Rifle (Pairs)           | Shooting              |
| 14 | Narang Gagan  | Men's 10m Air Rifle                   | Shooting              |
| 15 | Singh Omkar   | Men's 50m Pistol                      | Shooting              |
| 16 | Narang Gagan & Khan Imran Hasan                         | Men's 50m Rifle 3 Positions (Pairs)   | Shooting              |
| 17 | Singh Omkar   | Men's 10m Air Pistol                  | Shooting              |
| 18 | Kumar Vijay   | Men's 25m Rapid Fire Pistol           | Shooting              |
| 19 | Kumar Vijay & Singh Harpreet                            | Men's 25m Centrefire Pistol (Pairs)   | Shooting              |
| 20 | Narang Gagan  | Men's 50m Rifle 3 Positions           | Shooting              |
| 21 | Singh Harpreet  | Men's 25m Centrefire Pistol (Singles) | Shooting              |
| 22 | Sidhu Heena & Singh Anu Raj                             | Women's 10m Air Pistol (Pairs)        | Shooting              |
| 23 | Sayyed Anisa  | Women's 25m Pistol                    | Shooting              |
| 24 | Sarnobat Rahi & Sayyed Anisa                            | Women's 25m Pistol (Pairs)            | Shooting              |
| 25 | Kamal Achanta Sarath & Saha Subhajit                    | Men's Doubles-Gold Medal Match        | Table Tennis          |
| 26 | Devvarman Somdev  | Men's Singles                         | Tennis                |
| 27 | Katulu Ravi Kumar                                       | Men's 69kg Category                   | Weightlifting         |
| 28 | Yumnam Renu Bala Chanu                                  | Women's 58kg Category                 | Weightlifting         |
| 29 | Singh Ravinder  | Men's 60kg - Repechage                | Wrestling-Greco-Roman |
| 30 | Sanjay  | Men's 74kg - Repechage                | Wrestling-Greco-Roman |
| 31 | Kumar Anil  | Men's 96kg - Repechage                | Wrestling-Greco-Roman |
| 32 | Kumar Rajender  | Men's 55kg - Repechage                | Wrestling-Greco-Roman |
| 33 | Dutt Yogeshwar  | Men's 60kg - Repechage                | Wrestling-Freestyle   |
| 34 | Kumar Sushil  | Men's 66kg - Repechage                | Wrestling-Freestyle   |
| 35 | Yadav Narsingh Panch                                    | Men's 74kg - Repechage                | Wrestling-Freestyle   |
| 36 | Geeta   | Women's 55kg - Repechage              | Wrestling-Freestyle   |
| 37 | Tomar Alka  | Women's 59kg - Repechage              | Wrestling-Freestyle   |
| 38 | Anita   | Women's 67kg - Repechage              | Wrestling-Freestyle   |

**CWG 2010** has created history with the performances of entire India – and every one contributed their bit in making this a success. Let us hope that this is just the beginning of Indian sporting prowess and we will get to see more of such brilliant performances that will put India back on the global scene in sports as well.







## STARS OF THE GAMES



**Gagan Narang**

Born in 1983 the genial Hyderabad already has several records to his name. At the CWG 2010 Gagan shot record scores in 10m Air rifle individual and pairs events and 50 m 3 position individual and pairs events.



**Sushil Kumar**

Delhi boy Sushil Kumar Solanki hailing from Baprola village in Najafgarh won the Gold medal in the 66 Kg freestyle category. En route he defeated one of his opponent in 9 seconds flat. Currently he is the FILA world champion and one of India's strongest medal hopes at the London Olympics 2012.



**Ashish Kumar**

For the first time ever India won silver and a bronze in Gymnastics floor exercises, thanks to this 19 year old Allahabad boy. He is destined to go places if his coach is to be believed and he has proven his credentials already with an Artistic Gymnastic Bronze at the Asiad 2010 in Guangzhou.



**Saina Nehwal**

CWG 2010 Sirifort complex. Down a set, Saina Nehwal fought a classic battle with Malaysian Wong Mew Choo in the Ladies singles final of Badminton and the rest as they say is history. Ranked amongst top 5 players in the world Saina is a medal contender for India at any tournament.



**Babita Kumari and Gita Devi**

Babita Kumari won silver in 51 Kg freestyle wrestling while her sister Gita Kumari won Gold in 55 Kg freestyle category. The sisters known as Haryana's Power puff girls, by winning at CWG have given boost to the social revolution in Haryana where girls who were earlier confined to their homes are now allowed to venture into sports.

**The Indian Hockey Team**

The Indian Hockey Team – After beating England the Indian Hockey team lost somewhat tamely to the mighty Aussies. However all those present at the arena saw and agreed that there was something different about this team. Under watchful eyes of coach Brasa these boys are all set to reignite the passion in India's national game.



| Medals Tally |      |        |        |       |
|--------------|------|--------|--------|-------|
| COUNTRY      | Gold | Silver | Bronze | Total |
| AUS          | 74   | 55     | 48     | 177   |
| IND          | 38   | 27     | 35     | 101   |
| ENG          | 37   | 59     | 46     | 142   |
| CAN          | 26   | 17     | 32     | 75    |
| RSA          | 12   | 11     | 10     | 33    |

### CWG success replicated at 16th Asian Games



At the recently concluded 16th Asian Games in Guangzhou, China.

Team India repeated their excellent performance and bagged 64 medals .

India's tally climbed to a record **14 Gold, 17 Silver and 33 Bronze**, the biggest ever haul in the Asian Games by the country.

**Team India Keep it Up !!!**

# Cultural Medley

## Diwali Festivities at Jubilant



### Corporate Office

The celebrations were scheduled to start at 3.30 pm in the atrium of the Corporate Office, but the excitement began as soon as the employees walked into the office complex. Decorated in bright and colourful hues, the Corporate office looked every bit a venue of celebrations.

The first event of the day saw four diverse teams competing against each other in the Rangoli competition. The joint team from supply chain and administration was declared winners by Mr. Pramod Yadav, CEO – Advance Intermediates & Vitamins and Mr. Rajesh Srivastava, CEO – Fine Chemicals & CRAMS who were the judges for the competition.



All the members of Jubilant family came together to celebrate the festival of lights – Diwali. The celebrations at the on the evening of November 3rd 2010. The celebrations at each location were different in nature but the theme everywhere was same, that of lights, bonhomie and mutual understanding.

Besides Rangoli the employees also took part in games like Treasure Hunt, Passing the Parcel, Slow Cycle Race, Make a Chain- Blind Folded. The evening ended with delicious snacks, lots of bonhomie and a silent prayer to god seeking light in everyone's lives.







# Cultural Medley

## Diwali Festivities at Jubilant



### R&D Centre

The R&D centre had an exciting Diwali celebration in the premises of Dosage Forms R&D on 4th November 2010. The day started in the traditional spirit with the Rangoli Competition. As the teams started competing, others enjoyed games like Pyramid Ball, Bull's Eye, Ring game etc. It was fun and festivity all around with beautiful decoration which included flowers and colourful Balloons with soft music in the background. As the day progressed and Rangolis were put up for Judgement what unfolded was the newly introduced Ramp Show. It was meant to showcase the expression of one's spirit and it did infuse the spirit of the occasion in the cheering crowd. It attracted a healthy participation. The day then progressed to Musical chair and the day was wrapped up with the Mega Tambola. The employees had a sumptuous Lunch and the day closed with good wishes all around.



### Jubilant Biosys

Jubilant Biosys welcomed the festival of lights with week long celebrations and festivities. The celebrations started with the ceremonial lighting by Mr Sri Mosur, CEO & President Global Drug Discovery & Development.



Multiple events like Rangoli, Pot and candle painting, Quizzing and Dumb charades were organised during the week. First day saw the Rangoli competition while the day 2 saw teams competing in Dumb Charades and Pot & Candle painting competition which left the audience spell bound. There were other events also scheduled for the week which included a Quiz, Mad Ad competition, Mime and finally a Lip sync competition followed by prize distribution.



## Trivia Winners

**Hearty Congratulations!!!** to all of you as you got 100% accuracy in your response to **'Symphony Trivia Vol.4'**

Corporate Office  
Syed Amir Danish

R&D1  
Khushwant Singh

R&D2  
Sameer Rakheja  
Shyam Sharan Upadhyay

Clinsys Clinical Research USA  
Peg Shields

Biosys  
Dr. Umesh Sangamwar  
Ravindra Subramanya

Nira  
Santosh Ghodke

Chemsys  
Dhirendra Brahmchari  
Kapil Garg

Gajraula  
MP Dwivedi  
Rajnish Kumar  
HM Lohani  
Dr. Hem Chandra  
Vinod Bhardwaj  
Usha Verma  
Satendra Singh  
Mridul Singhal  
Gauav Gupta

Kapasan  
GP Sharma

Roorkee  
Nitin Kumar  
Amit Dhiman  
Chandramohan Singh  
Nikhil Jalali  
Prashant Kumar

Sahibabad  
Jagat Sharma

Kolkata  
Arun Singh

Jubilant FoodWorks  
I Raghuram

Jubilant Retail  
Moin Hussain

**The Three Lucky Winners, chosen through a Draw are :**

1. Dhirendra Brahmchari, Jubilant Chemsys
2. MP Dwivedi, Gajraula
3. Mridul Singhal, Gajraula

**Keep up the Spirit of Participation !!!**

**Symphony:** Developed by Team CMC  
Edited by Seema Ahuja  
Designed by Sudhakar Safaya  
Stories by Tilak Chowdhury & Madhur Kalra

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trivia-5

**Answer them NOW !**

1. Where was the breakthrough ceramic hip replacement surgery conducted ?
2. Which three significant projects were undertaken for the villagers at Nanjangud ?
3. Name the winner of the Social Entrepreneurship award hosted by Jubilant Bhartia Foundation this year ?
4. Who awarded "The Indian Contract Research Company for the Year" award to Jubilant Biosys and when ?
5. When was the new identity of Jubilant Life Sciences introduced and by whom ?
6. When did Jubilant Industries become operational as an independent company ?
7. As per Q2 H1 results of FY 2011, what is the percentage jump in Company's net profits ?
8. Who represented Jubilant at the recently held India Chem ?
9. Which award did HollisterStier win recently ?
10. Which Award did the Company receive for Symphony ?

send your entries by **Dec 31**, to [symphony@jubl.com](mailto:symphony@jubl.com), and you may be the **Lucky Winner !**