

JUBILANT

Issue 04, June 2010

# Symphony

quarterly communication update

Q4 & FY2010

## ROBUST Performance

**Q4 FY2010 - Consolidated Revenue up by 18% to Rs. 990 crore, EBITDA up 115% to Rs. 227 crore, PAT up 10 times at Rs. 137 crore.**

**FY2010 - Consolidated Revenue up by 8% to Rs. 3,781 crore, EBITDA up 34% to Rs. 826 crore, PAT up 49% at Rs. 421 crore.**

Jubilant Organosys declared its Q4 and Year end results on May 10, 2010. The Company's excellent results were applauded by the market and well covered by the media in print and electronic. A conference call of the Spokespersons with the select print media on the 10 th and all major TV channels on May 11, 2010 augured well for Company's brand visibility.

Q4 FY2010

The company registered a robust performance during Q4 & FY2010 with Net profit increasing by 10 times to Rs. 137 crore, translating to the basic EPS of Rs. 9.29 as compared to Rs. 0.84 in FY2009.

*Net profit increased significantly by 49% to Rs. 421 crore. The basic EPS for FY2010 stood at Rs. 28.56 from Rs. 19.2 in the previous year.*

### 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. Mail your suggestions to: [symphony@jubl.com](mailto:symphony@jubl.com)

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Mr. Shyam S Bhartia, Chairman & Managing Director and  
Mr. Hari S Bhartia, Co-Chairman & Managing Director,  
Jubilant Organosys Ltd

*“We are happy to report strong growth in revenue and excellent growth in profit driven by Pharma and Life Science business... Going forward, the buoyancy in growth will continue mainly driven by our healthy order book position, expected addition of new contracts and scaling up of capacities in CRAMS business. The organic growth will be fuelled by new funding enthused in the company's capital structure. Jubilant is very well placed to capitalize on the outsourcing opportunity and report a healthy top-line and EPS growth”*

Revenue growth stood at 18% to Rs. 990 crore, which was driven by the Pharma and Life Sciences business growth of 21%. The growth was achieved through good performance of the API, CMO of Sterile Injectables, Generics and Life Sciences Chemicals businesses. Revenue from the Agri and Performance Polymer's business stood at Rs. 93 crore. Q4FY2010 EBITDA achieved a growth of 115% to Rs. 227 crore. The overall EBITDA margin in this period was at 22.9% compared to 12.6% in the previous year. PLSPS EBITDA margin improved to 26.2% in Q4FY2010 from 19.2% last year.

International operations revenue grew by 15% to Rs. 666 crore due to a strong growth seen in North America and China. International sales accounted for 67% of the Company's total revenue.

### FY2010

**Consolidated Revenue up by 8% to Rs. 3,781 crore, EBITDA up 34% to Rs. 826 crore, PAT up 49% at Rs. 421 crore.**

The Company closed the FY 2010 with strong financial performance despite the downturn in the international markets across the globe. The Company's net sales registered a growth of 8% to Rs. 3,781 crore. This was due to Pharma and Life Sciences business revenue, which delivered an increase of 13% to Rs. 3,362 crore. Revenue of the APP business stood at Rs. 420 crore, a decline of 23%. The business is expected to get into growth momentum in FY2011.

EBITDA for the year increased by 34% to Rs. 826 crore driven by the Pharma and Life Sciences business.

EBITDA margins stood improved at 21.8% in FY2010 from 17.5% last year, showing a significant improvement of 430bps.

Net profit increased significantly by 49% to Rs. 421 crore. The basic EPS for FY2010 stood at Rs. 28.56 from Rs. 19.2 in the previous year.

International operations grew by 13% to Rs. 2,454 crore, due to the good performance in key regulated markets and China. International sales accounted for 65% of the total revenue.

### Dividend

Backed by good performance in FY2010 the Company announced a dividend of 200% against last year of 150%.

### Outlook for 2011

The Company sees strong traction of all businesses and expects robust increase in revenue and profitability, driven by

- the order book position of US \$1 billion in CRAMS business,
- increasing operative margins in Drug Discovery Development Solutions business,
- increasing capacity utilisation in CMO business,
- capacity expansion in pyridines and its derivatives business,
- launch of new pharmaceutical products in API, Specialty Pharmaceuticals and Generics,
- commissioning of additional capacities in Niacinamide plant in nutrition ingredient.



# Aiming for GREATER SYNERGY through SYNERGY...

## The HRIS launch

**Human Resource Information System(HRIS) is very critical for a global company like ours, 'just-in-time' and 'accurately updated' data related to the Company's human capital to be available across locations is of utmost importance.**

**I**n order to streamline the HR processes and to make updated data available at the click of a mouse, from any of our global locations, the HRIS PeopleSoft implementation was planned last year. An additional benefit of the new system is the potential of its scalability to support our company's global growth plans.

The system will benefit the managers immensely as most of the people related information will be available online.

To simplify the implementation process, the project was broken down into phase 1, phase 2 and phase 3. The 12 Jubilant companies in India were divided into four clusters to enable standardization of HR benefits & processes and Payroll at each cluster level.

**Phase 1** dealt with modules of core HR functionality, payroll functionality & Employee Self Service for all Group companies and Subsidiaries in India (except Jubilant FoodWorks).

**Phase 2** focused on online Income Tax Investment Declaration, Leave Management and Employee Flexi Benefits customised for each group company.

**Phase 3** aimed to cover the foreign subsidiaries.

Phase 1 was successfully completed in the month of December last year and Phase 2 in the month of April 2010. Phase 3 is being initiated currently.

The HR team has also organised training sessions for the users so that the system could be used to its fullest potential.

HRIS will be quite useful for our users across the organisation. ■

*The system will benefit the managers immensely as most of the people related information will be available online.*



## SYNERGY HRIS – LIVE

**Synergy HRIS achieved a major milestone in the month of April with the implementation of full functionality of HRIS on a single platform across Jubilant companies. Synergy HRIS is a group wide initiative and 13 Jubilant companies in India are part of this implementation. The project team comprises of PwC, Payroll, HR and IT teams from respective Jubilant companies and locations.**

**W**e have added more functionality to Synergy HRIS application and have synchronized the phase II launch with new financial Year starting April 2010.

Synergy offers the following through Employee Self Service beginning April 2010:

- Pay slip & Income Tax computation sheet

### Some of the Overall Benefits that Synergy HRIS brings to Jubilant are:-

| S. No. | Benefit   | Impact   |
|--------|---|--|
| 1      | Consolidation of Core HR and Payroll processes on a single platform   | <ul style="list-style-type: none"> <li>– Centralized data repository with localized secured access</li> <li>– Enables centralized reporting and ability to integrate enterprise wide MIS reporting</li> <li>– Location / Business HR will run reports directly resulting in reduced excel work and more accuracy</li> </ul>  |
| 2      | Self-service provides employees and managers access to relevant HR information right from their own desktops  | <ul style="list-style-type: none"> <li>– Greater transparency</li> <li>– Quicker resolution of queries. More updated data with HR</li> <li>– Direct access to manage various self service features &amp; reduce dependency on HR resources.</li> <li>– As a Manager it will give direct access of information of subordinates, on line requests on leave, transfer, training etc.</li> </ul> |
| 3      | HRIS would be centrally deployed in state-of-art server infrastructure & is based on PeopleSoft 9.0 system, globally recognized as most preferred integrated and scalable HCM solutions | <ul style="list-style-type: none"> <li>– Ensures a robust architecture promising high availability and access speed</li> <li>– Enables HR to effectively support the group's global growth plans</li> <li>– Prepares a robust foundation to add-on advanced modules</li> </ul>   |

- Investment Declaration for Income Tax
- Leave Management (employee Leave Request and approval workflow)
- Flexi Benefits (Declaration and reimbursements)
- Loans (view the schedule and status)
- On-line No Dues (workflow to compute full-n-final for Exit employees)



The above features, if available in payroll / intranet system, are now available ONLY in Synergy effective April 1st 2010.

The immediate benefits that you as an employee draw from the system are:

**Payslip:** You will be able to view all the salary slips online for the current and the previous months beginning April 1, 2010

**Loan:** In Employee Self-service, the monthly loan schedule and the actual deductions for all loans availed by you can be viewed

**Leave:** Along with the paper-less leave request, Synergy also provides you a view of updated leave balances; leave approval status and sends out email alerts to the approver for leave requests

**Investment Declaration:** you can enter details of your investments for tax exemption. All declarations entered before the monthly payroll cut-off shall be included for tax computation for that month.

**No-Dues:** No-Dues system is going online. This shall provide the HR Administrator a real-time view of the clearance status for an employee. This shall result in greater transparency and improved employee satisfaction



**Flexi (Reimbursement) Module:** Employees decide and online declare how much reimbursement they intend to claim under each flexi head. This will ensure the unallocated part of the flexi starts being paid out to the employee as regular taxable earnings in his monthly salary.

ESS and MSS Training was given to all Employees across all locations in the months of March and April. Training modules and FAQ documents, on all the above have been uploaded on Chemway under the HR section.

*For any queries, do speak to your Location HRIS Champion or send a mail to :  
synergy@jubl.com OR sanjay\_gupta@jubl.com. ■*

# Sustainability MEET 2010

The Annual Sustainability Meet organized at corporate office is attended by all concerned officials from all locations, who meet to discuss the issues related to Environment, Health, Safety and Social initiatives. Various functional heads from Corporate Office are also invited. This year the Meet was held on March 5 - 6, 2010 at Hotel Fortune Inn Grazia, Noida. The venue was selected to reduce emissions from travel, keeping in mind the initiative towards mitigation of Climate Change.

During the meet, the Unit Heads from all locations presented the achievements in the areas of environment, health and safety, gaps identified & the plans to overcome the gaps and future activities planned. These sessions were interactive in nature and helped in cross learning amongst the units. The emphasis was to improve upon the gaps identified and present the same in next year's Sustainability Summit.

To increase the awareness on current scenario in the field of Sustainability

external speakers were invited to make presentation during the Meet. The first speaker amongst these was Mr. Chandra Bhushan, Associate Director, Centre for Science and Environment (CSE) New Delhi. He spoke on the status of Climate Change and how different stakeholders are reacting in their own way to address this issue.

The second speaker was Dr Aditi Haldar, Director GRI Focal Point - India. She informed the audience about the latest developments in the field of Sustainability

Reporting. She stressed on the need for integrating the business in the reporting framework. The third speaker was Mr. Lovish Ahuja, Associate Manager & Head-Environment, Sterlite Industries Limited, Tuticorin. Mr. Ahuja addressed on Greening of Supply Chain and also mentioned about some of the practices adopted by their company in logistics. These external talks were not only very inspiring but it gave us a lesson for our forward learning.

With a view to maximize the utilization of time and also to de-stress the participants, an Environmental Tambola



*Mr. Shyam Bang, ED-Manufacturing & Supply Chain, urged all attendees to not only upgrade their knowledge on current legislation and their relevance but also on the global issues.*





*The Feedback from the participants has been encouraging and their suggestions will be incorporated next year*

was also organised. It was a unique experience for all wherein they enjoyed not only the game but also gained knowledge on various facts and figures related with environment.

The "Hasya Kavi Sammelan" was also organized in the evening of the first day. The poets were professionals from Banaras & Banaras Hindu University. Everybody enjoyed the evening which was full of laughter and entertainment.

Mr. Shyam Bang, ED-Manufacturing & Supply Chain, urged all attendees to not only upgrade their knowledge on current legislation and their relevance but also on the global issues. He emphasized to review HAZOPS, identify cleaner technology, cleaner fuel and R&D should explore cleaner solvents & reduction of solvent disposal.

Mr. Bang also emphasized that development should be based on EHS compliance beyond regulatory standards, and we should develop a mechanism

to measure Sustainability and improve constantly.

At the end, the Awards were presented by Mr. Bang for best Case Studies on EHS, CSR and R&D along with the Annual Sustainability Trophy. This year the Best EHS Manager was also introduced. The Sustainability Trophy was won by Gajraula Unit whereas the Best Environment Managers were from Nanjangud and Kapasan units.

The Feedback from the participants has been encouraging and these suggestions will be incorporated next year. The idea of paperless feedback in the electronic form as suggested by CoEHS was appreciated by the participants. ■



*... Working together for Sustainability*



# Jubilant SEZ Project takes off with **GROUND BREAKING**

On January 26, 2010, Jubilant Infrastructure organised the ground breaking ceremony for the SEZ in Distt. Bharuch, Gujarat, to commence the construction of the plants.

The hawan pooja conducted at the site was attended by key Company officials, including Mr. Anil Kumar- Head, Corporate Projects, Mr. Pramod Yadav – CEO Advance Intermediates & Vitamin, Mr. Mukul Dixit- Senior VP, Project Execution, Mr. Niraj Tiwari - VP Projects and the elder members from the nearby Vilayat and Vorasamni villages.

Jubilant intends to set up two 10,000 TPA facilities at the SEZ for manufacturing 3-Cyano pyridine and Niacinamide which will be ready by the end of this year. The facilities once operational will give Jubilant extra leverage in the market where Company is already ranked amongst top 3 manufacturers in the world.

Niacinamide is an important life science ingredient which is extensively

used in the diverse areas such as human nutrition, animal nutrition, pharmaceuticals and manufacture of other intermediates. While 3-Cyanopyridine is an intermediate for the manufacture of Niacinamide which on its own also finds use in multiple areas. Therefore once both the plants are on stream the Company will be able to extend to its customers the benefits of integrated manufacturing and simultaneously develop newer markets.

## Current Progress: -

With all the statutory approvals in place the construction activity of pilot plants is in full swing at Bharuch.

The SEZ Team feels extremely privileged, proud and takes immense pleasure in sharing that it has achieved the following milestones:

- Completion of construction of the boundary wall, and work is in progress for the construction of internal Roads and Non-Process Buildings
- Commencement of construction of Process Plants
- All relevant statutory approvals are in place for Jubilant Infrastructure Limited as Developer and Jubilant Organosys Limited as the Unit.

*Watch out for more updates on Bharuch in coming issues*





## Partners in PROGRESS MEET

Jubilant supply chain hosted its annual “Partners-in Progress Meet” on May 19 & 20, 2010.

An annual extravaganza in Jubilant's calendar, this year the two day event saw participation from 250 vendors across all three divisions of supply chain, viz: Projects & Engineering, Logistics and Raw Materials. The meet was held at Gulmohar Hall, India Habitat Centre. It was divided into three sessions over two days.

Day one of the event was dedicated to Raw Materials section of supply chain



and witnessed 79 partners from over 52 different companies. Mr. Shyam Bang ED – Manufacturing and Supply Chain, Jubilant inaugurated the event, with a formal lamp lighting ceremony. He was joined by Mr. Manoj Soni - Chief of Supply Chain, Mr. P Kalsi - Associate Vice President and Mr. Suresh Sirohi - Head of Supply Chain, Gajraula.

The program started with a brief presentation by Mr. Bang on the Vision and future goals of the Company, which was followed by Mr. Manoj Soni's presentation on key supply chain initiatives. The day ended with award distribution ceremony where three top performing partners of the Company were recognized and awarded for their contribution to the growth of the Company.

Second day morning session was dedicated to Projects & Engineering division of the supply chain, while the evening session was devoted to Logistics.



Both the sessions on the second day saw active participation from our partners with over 65 attending first session and over 100 turning out for the second.

The first session saw presentations from Mr. Bang and Mr. Soni on Jubilant's Vision and Supply Chain initiatives respectively. These were followed by Lunch and Award Ceremony where long serving, project and engineering partners of the Company were felicitated.

During the last session Mr. Sirohi put forth the challenges and achievements of export logistics team. The presentations

were followed by an award ceremony where 3 most outstanding partners in logistics were awarded. All partners were felicitated at the evening tea session with certification of association.

Jubilant has always strived to ensure inclusive growth. The 'Partners in Progress Meet' is a way of thanking and appreciating the contribution of our partners in Company's growth and being part of our success story. All the partners expressed their delight at being associated with Jubilant.

# STRENGTHENING THE CAPITAL STRUCTURE

## QIP OF SHARES

Jubilant Organosys successfully closed the Qualified Institutional Placement (QIP) of US\$ 85 Million at a price of Rs. 344.50 per share and received the money on March 31, 2010. The successful placement is a testimony to the faith of the investor community in the Company.

The Company has used the proceeds to reduce the Rupee debt and as a result the net debt has reduced to Rs. 2,577 crore. With this reduction of debt the net debt by equity has also been reduced to 1.2.

## FCCB WORTH US\$ 50 MILLION & YTM OF US\$ 19 MILLION REPAID

The Company has made the repayment of FCCBs amounting to US\$ 50 million along with the YTM of US\$ 19 million as per schedule, in line with the terms and conditions of the FCCB instrument, underlining the Company's healthy balance-sheet position.

As at March 31 2010, the Company's Networth at Rs. 2,201 crore and the total debt at Rs. 3,120 crore compared to Rs. 1,543 crore and Rs 3,878 respectively as at March 31, 2009. Its Net Debt (net of cash) presently stands at Rs. 2,577 crore as compared to Rs. 3,258 crore on March 31, 2009. With this repayment of FCCBs and the pre payment of its Indian Rupee Debt in April 2010, there is a substantial improvement in the financial ratios with a very low average interest cost of 4.51%.

Commenting on the development, Shyam S Bhartia, Chairman & Managing Director and Hari S Bhartia, Co-Chairman & Managing Director of Jubilant Organosys said: "It is the Company's strategy to bring down the leverage to less than a level of 1:1. Accordingly, in addition to its internal accruals the Company raised a QIP of US\$ 85 million and met its obligation of FCCB repayment. Going forward as well Jubilant is very comfortably placed to meet all its debt obligations, including the FCCBs due in the year 2011."



## NEW WAGE AGREEMENT AT NANJANGUD SIGNED

**T**he Three year wage settlement agreement at the API plant at Nanjungud was successfully signed on March 25, 2010 with the Union representatives for the group of 150 workmen. The settlement focused on bringing in higher shop floor productivity, efficiency and cost effectiveness through:

1. Active participation in World Class Manufacturing (WCM) activities
2. Involvement in Implementing of Total Productivity Management (TPM) at site.
3. Improvement in the numbers of Sankalp Contribution
4. Waste elimination
5. Small Group Activities, Shop Floor councils, Quality Circle etc..
6. Adherence to cGMP, Safety and ISO, EMS OSHS Norms.
7. Continuous Improvement through EHS and CSR
8. Healthy Industrial Relations

This agreement would further strengthen our healthy relations with the staff at the plant and will also set the tone for enhancing Community relations.



### Teams Involved in the Agreement

#### Corporate and Plant Team

- Mr. S S Sahrawat- Sr. VP –HR
- Mr. Biswajit Mitra- VP (Operations)
- Mr. Rakesh Singhal- DGM- HR
- Mr. D.S Mahesh - Sr. Manager- HR

#### Union Representatives

- H.S.Jagadeesh, Legal Advisor
- M.Suresh, President
- Ajashekarappa, General Secretary
- S. Balasubramanya, Vice President
- A. Ziaullah, Asst Secretary
- P. Balaji, Organising Secretary
- Basawaraj, Joint Secretary
- S.Jagadeesh, Treasurer

CPhI Japan

# Another year of SUCCESSFUL PARTICIPATION



CPhI Japan has been one of the key events for Jubilant to showcase its capabilities for the customers in that region. This year the event was held at Big sight, Tokyo from April 21-23, 2010 where the Company put up a good show. Jubilant booth with an intrinsic design of white, blue and green with 2 conference rooms attracted many visitors. The helium balloon with the Company branding used for the first time at this event worked very well as it enhanced the Company's visibility at the forum.

The 18 member team from Jubilant representing Fine Chemicals & CRAMS, Advance Intermediates & Vitamins and APIs & Generic Dosage Forms businesses attended the event. The team included:-

- Dr. Ashutosh Agarwal, CSO
- Mr. Rajesh Srivastava, CEO, Fine Chemicals/CRAMS
- Mr. Neeraj Agrawal, President, APIs and Dosage Form

- Mr. T.Venkat, BU Head Fine Chemicals
- Mr. Anurag Roy, BU Head Advance Intermediates
- Mr. Anil Khubchandani, GU Head CRAMS
- Mr. Abhay Patil, DGM, APIs and Dosage Form
- Mr. Ved Khare, International Business
- Mr. Puneet Malik, International Business

The Japanese customers highly appreciated the Corporate Brochure in Japanese, which was specially published for the exhibition. CDs from Fine Chemicals & CRAMS were also in great demand from the customers.

**The meetings with the business partners were planned a couple of weeks prior to the event and went on well, generating a strong goodwill for the Company.** All the business partners were presented a memento as a mark of appreciation of their continual support.

The team looks forward to converting these customer interactions into specific business opportunities in the coming months.



## Jubilant Organosys at CHEMSPEC INDIA 2010

The 6th edition of Chemspec India was organised at Bombay Exhibition Centre in the Goregaon suburb of Mumbai from April 15 - 16, 2010. Most leading chemical and pharma companies participated at the two day exhibition which saw visitors from various parts of the World.

Jubilant's participation at Chemspec India was a great success. The stall set up was fresh and inviting in the shades of white, blue and green.

All businesses, Fine Chemicals & CRAMS, Advance Intermediates and Vitamins, APIs and Dosage forms & Acetyls had representation at the event and held several rounds of business meetings. Jubilant's stall received over 500 visitors on both the days. Several

business queries were generated across businesses during those two days.

This year Chemspec India, had special country pavilion for United Kingdom (UK) and a dedicated corner for REACH, where compliance related issues were discussed in detail. The exhibition saw good participation from European and other countries.

In order to garner higher visibility for the brand and customer connect the Corporate Marketing and Communications (CMC) team had developed new editions of the Corporate Brochure, Product Lists and the Corporate Overview CD's, which were used as giveaways and were much appreciated by the visitors. Over the years the event has gained a strong reputation in the industry due to its sector specific focus and its approach of analysing the trends and best industry practices and using the event as a platform for business networking.

Prior to the exhibition, Mr. Rajesh Srivastava, CEO- Fine Chemicals and CRAMS business, presented Outlook of the CRAMS sector at the two day Annual

Chemical Weekly Business Outlook Conference on the 'Chemical Industry- Challenges of the Decade.

At the exhibition Jubilant was represented by a strong team which included:-

Mr. Anurag Roy – BU Head Advance Intermediates and Vitamins  
Mr. Anil Khubchandani – GU Head Fine Chemicals and CRAMS  
Mr. Ashok Bhatt – National Sales Manager Fine Chemicals & CRAMS  
Mr. Ranjeet Singh – Organic Intermediates Division (Acetyls)  
Mr. Amitabh Sharma – CRAMS & Fine Chemicals  
Mr. Arun Kumar – API procurement, Nanjangud  
Mr. TNLV Rao – Fine Chemicals and CRAMS, Hyderabad  
Mr. Anil Srivastava – International Business



## Good Show at **VIV INDIA EXHIBITION 2010**

The Animal Nutrition Unit (ANU) of the Company participated at the annual V.I.V India exhibition held in Bangalore in Feb 2010. The exhibition has emerged as a premier livestock and poultry exhibition over the last 5 years.

VIV brings together some of the biggest names in the animal feed, nutrition, poultry and allied industries and fulfils the role of regional platform for animal production and meat processing industry. It showcases the industry trends and technologies from 'feed to meat'.

Over 100 companies participated at the exhibition this year, Jubilant's delegation at the exhibition was led by Mr. Pramod Yadav – CEO Advance Intermediates & Vitamins and included Mr. Manoj Khullar - GU Head, Vitamins Business, Dr Shirish Nigam-GUH, Animal Nutrition Business and his team.

During the event, Jubilant showcased its integrated manufacturing capabilities, product superiority and high class services, the Company offers to its customers. The intricate stall design and presentation attracted visitors and also received good reviews.

The Animal Nutrition Unit, is engaging with these visitors to turn this exposure into a significant business opportunity.





## CII Conference on ENVIRONMENT

According to an ancient proverb, we have not inherited the earth from our ancestors but have borrowed it from our children.

Jubilant has been actively taking care of the environment that it operates in, the Company is conscious of the fact that we need to sensitise people about the critical importance of environmental conservation and ecological balance. In line with this philosophy, the Company supported the conference organised by CII, Northern Region on Environment to commemorate National Pollution Prevention Day (Dec. 2, 2009) and National Conservation Day (Dec.3, 2009) in Dehradun.

The conference was supported by Uttarakhand State Pollution Control Board (UKPCB) & Uttarakhand State Council for Science and Technology (UCOST), Dehradun and sponsored by Jubilant and GTZ.

During Inaugural Session, the conference

was addressed by Mr. I.K.Pandey, Chief Secretary, Mr. Bishan Singh Chufal, Forest Minister and Dr. Ramesh Pokhriyal Nishank, Chief Minister of Uttarakhand. The vote of thanks was given by Dr. Rajendra Dobhal, Director, UCOST.

The Plenary Session I - Making Uttarakhand A Carbon Neutral State was chaired by Mr. N.S. Napalchyal, the newly appointed Chief Secretary of Uttarakhand. The panelists were Dr. G.S. Rawat, Director General, ICFRE, Mr. R.N. Jha, Conservator of Forests and Mr. Rakesh Oberai, Chairman, CII, Northern State.

Dr. Yogendra Saxena represented the Company as one of the panelists and spoke on Making Uttarakhand A Carbon

Neutral State – An Industry Perspective. His presentation covered the role of industry in making Uttarakhand Carbon Neutral State, the need for environmental awareness and Jubilant's initiatives for mitigating climate change. The presentation was very much appreciated by the audience as well as the newly appointed Chief Secretary.

Mr. Ashwani Kumar Maini, Sr. Manager, Quality Control from our Roorkee Unit also spoke on Laboratory Practices and Environmental Management, during Plenary Session II - Good Laboratory Practices.

**Jubilant's support to the event was appreciated by all the stakeholders of the conference and helped in further strengthening the Company's strong relations with the state officials.**



The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the growth of Industry in India, partnering industry and government alike through advisory and consultative processes.

# Automated Warehouse Management Takes Off with BAR CODING SYSTEM

Jubilant has initiated the automation process of its warehouse through the implementation of Bar-coding system. This is being carried out in plants across the country for all raw material, engineering stores and finished goods dispatches.

So far it has been successfully implemented for raw material and engineering stores at all locations in India. Currently the Supply chain along with IT is working on successful roll out of the system in finished goods dispatch. Once implemented, the system will facilitate optimal utilisation of the resources leading to process and cost efficiencies.

Some of the benefits expected are :

1. Validation of Batch number and item code at the time of material issue to production and at the time of finished goods dispatch to the customer.
2. Traceability – through MRN/GRN linkages with lot numbers and during finished goods production, batch number with their invoice numbers, so that there is no chance for a product to be lost in the system or during transportation.
3. Fool proof Labelling – since the labels will be printed through BaaN, there will be no need to re enter details in other software for printing labels etc.
4. First In First Out( FIFO) enforcement – Through efficient coding system, Company will be able

to enforce a First In First Out system thereby eliminating wastage and delays.

Jubilant Organosys through its Roorkee plant, is the first pharma company in the country to have validation process for item, batch no., re-test date and expiry date through bar code during raw material dispensation to production.

The Company is targeting at integrating the inward and outward supply chain through bar-code, where finished products are GTIN13 bar coded and export consignments are coded ITF-14 in line with the UN GHS (Global Harmonization System) for chemical and pharmaceutical industries.

An efficient bar-coding mechanism will pave the way for the future implementation of Radio Frequency Identification Device (RFID). The RFID system will prevent manual scanning of individual bags at the time of receipt and issuance to production. It will also ensure that the activity happens as soon as the material basket crosses the RFID gateway which will be integrated with the existing BaaN system.





## Jivanjor Epoxy Putty now comes with an added advantage – the all NEW BLISTER PACKAGING

Jivanjor is the flagship brand of our Consumer Products business that focuses on providing customers with a complete range of woodworking solutions. The range includes Adhesives and Wood finishes and Epoxy Putty Sealants. Jivanjor has now introduced a Coaxial/ Coextruded Putty with two components - Epoxy Putty that have Hardener as the core and the Resin as outer cover.

Coaxial Epoxy has some very distinct advantages :

- Easy to use
- Available in attractive packs
- Shelf life Longer Lasting than normal Epoxy Putty
- Advanced Technology used in manufacturing and Packing.
- Very high quality raw material used.

The already superior product is further

enhanced with a all new blister packaging that will give more ease of use and do away with the drawbacks of the earlier carton packaging. The benefits are:

- Easier to use
- Available in attractive packs of Rs.5/- for 10Gms and Rs.10/- for 20Gms
- One time usage, no need to store.
- Lasts Longer than Epoxy putty in cartons
- Very high quality raw material used.
- Available in Fast setting, Instant setting and wet curing variations.

Armed with the power of blister packaging, the business is confident of offering better solutions to its customers and increase the applications of use, resulting in further marketing penetration and customer satisfaction.

*Wishing the entire Jivanjor team all the very best with the new product.*





## STAR PERFORMERS

### STAR OF THE MONTH – JANUARY'10

| NAME                  | DEPARTMENT                         |
|-----------------------|------------------------------------|
| CORPORATE OFFICE      |                                    |
| Ashok Singh           | Logistics                          |
| Satinder Kaur         | Central Purchase Group             |
| Rajeev Malik          | Corporate Quality & Six Sigma      |
| Atul Mittal           | Marketing VP Latex-HO              |
| NANJANGUD             |                                    |
| A M Somaiah           | Corporate Quality/ Sigma           |
| Rajkumar Namoshi      | Plant-I                            |
| K Narendra Prabhu     | R&D API                            |
| Kumaraswamy V         | Plant III                          |
| Rangarajan K S        | Purchase                           |
| M N V Srinivasa Rao   | R&D API (Nominated From R&D Noida) |
| R&D NOIDA             |                                    |
| Sandeep Kanwar        | Chemicals Synthesis Pharma         |
| Ravindra Badoni       | Product Dev.Res.-Formula           |
| NIRA                  |                                    |
| Ramesh Nathuji Chavan | IT                                 |
| BRANCHES              |                                    |
| A N A Varghese        | South I                            |

### OUTSTANDING TEAM – DECEMBER'09 – FEBRUARY'10

| PROJECT LEADER   | TEAM MEMBERS   |
|--|--|
| Dr Rabindra Nath Santra<br>R&D Savli                     | Jignesh Goswami – Technical - Latex<br>Atul Mittal – Techno-Commercial – Domestic Market<br>Vishal Arora – Export Sales<br>Amit Saini – International Business<br>Sandeep Srivastav – Quality Control  |
| Vyanjana Mishra Bajpai<br>BE – Corporate Office          | Satinder Kaur ( Procurement)<br>Sanjeev M Seth (Logistics)<br>Pankaj Arora (Projects Procurement)  |
| Dr Khushwant Singh<br>Chemical Synthesis<br>Pharma – R&D | Anika Gupta - Chemical Synthesis Pharma<br>Bhavin P. Thanki - Chemical Synthesis Pharma<br>Shyam Taragi - Analytical Group Pharma,<br>Ajay Kumar - Analytical Group Pharma,<br>Amber Bharti - Analytical Group Pharma,<br>Dr.Vijay Shankar Gupta - Chemical Synthesis Pharma |
| Manoj Mukhopadhyay<br>API – R&D                          | Suresh C.H - R&D API,<br>Santosha S. Poojary - R&D API,<br>Ravindra Bhat - R&D API,<br>Sridhar I - R&D API   |
| Ajay Ramakant Nirgude<br>Warehouse - Nira                | Deepak Ramanlal Shah - Warehouse,<br>Nilesh Kapre - Stores,<br>Vijay Pathak – Warehouse<br>Sanjay Shirshikar - Supply Chain  |
| Sanjay V Kavathalkar<br>(HR – Corporate Office)          | Sanjay Gupta - HR<br>Subhash Jha - HR<br>Aman Pahuja - IT<br>Santosh Roy - HR<br>Chandru - HR Biosys<br>Anshul Saxena - HR Clinsys<br>Sanjeev Pathak – HR Chemsys<br>Ashok Dudeja - HR Enpro<br>M Shiva Sangar - HR<br>Sakshi Saxena - HR Energy                             |



## STAR OF THE MONTH – FEBRUARY'10

| NAME                         | DEPARTMENT                   |
|------------------------------|------------------------------|
| CORPORATE OFFICE             |                              |
| Rajiv Puri                   | Internal Audit               |
| Surinder Pal Singh           | Exports-Logistics            |
| Arpit S Nanavati             | COD Environment              |
| Umesh Sharma                 | Corporate Finance            |
| GAJRAULA                     |                              |
| Naveen Kapil                 | Corp Quality Six Sigma       |
| Sudhir Kumar                 | D Generator - VII            |
| Rajinder Pal Singh           | Pyridine Hbr Plant           |
| Alok Aron                    | Multi Product Plant          |
| Vikas Vishnoi                | IT                           |
| Chetan Raj Gautam            | R&D-FC & CRAMS               |
| Santosh Kumar Srivastava     | Commercial - Finish Goods    |
| NANJANGUD                    |                              |
| Ezhil S                      | Plant II                     |
| Sunkara Venkat Rao           | Plant II                     |
| Vattikuti Lakshmi Narayana   | R&D API (Nominated From R&D) |
| SAMLAYA                      |                              |
| Dilip Vishnubhai Bhatt       | Commercial-Savli             |
| Kalpan Jagdishchandra Parekh | Engineering - Mechanical     |
| ROORKEE                      |                              |
| Amit Kumar Dhiman            | Stores                       |
| NIRA                         |                              |
| Mukesh Singh                 | Accounts                     |
| R&D NOIDA                    |                              |
| Dr Swati Mukherjee           | Novel Drug Del Research      |
| Dr Anurag Saxena             | CRAMS (OID Noida)            |

## STAR OF THE MONTH – MARCH'10

| NAME                         | DEPARTMENT  |
|------------------------------|---|
| GAJRAULA                     |   |
| Digvijay Singh Chauhan       | Ethyl Acetate - 1                                   |
| Ajay Gupta                   | Corp Quality Six Sigma                              |
| Dwijendra Mohan Kala         | Slop Fired Boiler                                   |
| Dr Praveen Kumar Singh       | R&D-FC & CRAMS                                      |
| Niraj Kumar Rudranath Mishra | 4Dmap Plant   |
| Alok Raghuvanshi             | Lab - QC  |
| Shyam Sunder Prasad          | Formal Dehyderade Plant                             |
| Rahul Mehrotra               | 2CNA-Plant (MPP II)                                 |
| Dr Hem Chandra               | R & D Pyridine & B Picoline<br>(Nominated From R&D) |
| NIRA                         |   |
| Sunil Bhaskar Sonawane       | Workshop Maintnanace                                |
| Sachchidanand Singh          | Accounts (Nominated From HO)                        |
| SAMLAYA                      |   |
| Manishkumar Kiritlal Joshi   | Quality Control (Nominated From R&D)                |
| CORPORATE OFFICE             |   |
| Ipsita Das Roy               | Central Purchase Group                              |
| R&D NOIDA                    |   |
| Dr Shishupal Singh           | Chemicals Synthesis Pharma                          |
| BRANCHES                     |   |
| G S Paliwal                  | AC20 - Savli (Nominated From HO)                    |
| T N L Venkateshwara Rao      | Common Pool-Hyd-OI (Nominated From HO)              |

## Annual Day Celebration @ JUBILANT BIOSYS – JAN 2010

Jubilant Biosys celebrated its sparkling 9 years with great pomp & show on Jan 25, 2010. The occasion was marked by each team sharing their thoughts on their journey & milestones achieved at Jubilant Biosys & memories of the years gone by. The narration of events & success stories was a déjà vu & brought back pleasant memories of yester years. It was a great moment of pride & achievement.

This was followed by an address to the Jubilant fraternity by Dr.V N Balaji, Chief Scientific Mentor, Jubilant Biosys who relived the golden years of evolution of Jubilant Biosys & thanked all members for their contribution for scripting the success story of the group. His encouraging words moved everyone in the audience. The eloquent speech was followed by the prize distribution ceremony of the Sports event held in 2009. The winners were cheered by the packed house.

The ceremonial cake cutting to mark the occasion was followed by high tea. The function was brought to close by a thank you note by Kankana Barua, Head HR, who expressed gratitude to all Jubilant sponsors, collaborators, customers & employees for their support & contribution to the Jubilant mission.

It was a memorable evening & everyone went back with a sense of pride & accomplishment with a renewed resolve to script brighter success stories for the Company





## BLOOD DONATION CAMP at Corporate Office

**H**ealthy individuals make healthy society. Jubilant Organosys lays great stress on all round development of its employees and their contribution to the society at large. In continuation of these efforts, the Company organised a blood donation camp at the corporate office on January 8, 2010 in cooperation with the Indian Red Cross (IRC) society, New Delhi.

The event saw Jubilant employees from various departments and ranks come together and contribute 25 units of blood within two hours of schedule. The representatives of IRC conducted necessary blood tests, prior to donation, ensuring safety of both the donor and of the recipient. All donors were given blood donation cards by IRC entitling them access to the IRC blood bank up to one year.

The donors were also served with light refreshments following their donations. The level of participation from the employees made it a successful event.



### Empowerment @ Work:

## EYE CHECKUP CAMP organised in Nanjangud

**J**ubilant Organosys has always adopted a holistic view towards development of communities near its plants. The Company's triple bottom line approach to sustainability focusing on economic, environment and social spheres of development is a testimony to its commitment.

Jubilant CSR arm, Jubilant Bhartia Foundation (JBF) in association with Arvind Eye Hospital, Coimbatore conducted an eye camp on February 26, 2010 for the benefit of villagers in and around Nanjangud.

The eye camp attracted unprecedented number of people with eye related ailments. More than 700 people availed of consultation services while around 170 people were selected for cataract operations at Arvind Eye Hospital's facility in Coimbatore.

The Company's partner institution, Arvind Eye Hospital, extended free transportation, operation and lodging facilities to the patients.

At the camp over 100 people were given spectacles at concessional rates. The elderly villagers selected for free cataract operations/ IOL implant, were extremely happy and appreciative of the Jubilant Bhartia Foundation's efforts for arranging this camp.

The volunteers from local NGO, Jagrati Deepa helped in guiding the patients and ensuring order on ground, they also used this opportunity to spread awareness on AIDS, amongst the people present. Nursing volunteers for the camp were provided by Bethel Nursing School, Gundlupet.

After the camp, JBF extended its indebtedness to Arvind Eye Hospital staff and Bethel Nursing school by presenting a token gift to each one of them. The camp was well received and will go a long way in creating a greater bond with the local community in Nanjangud.







## Jubilant Cup - CRICKET TOURNAMENT AT GAJRAULA

Jubilant Organosys, Gajraula successfully concluded the 16th edition of Jubilant Cup Cricket tournament from March 3-10, 2010. The tournament was played at Jubilant's cricket grounds and featured some of the marquee teams of Indian domestic cricket scene like Air India, Indian Navy, Collage group, RJ Group and J.P Nagar 11, ITC etc. battle out for the top spot in a round robin format.

The tournament, organised annually, is a much awaited event for entire Gajraula town. Each year the local community turns out in large numbers to watch their icons come out and play. Since its inception in 1995, the Jubilant Cup has brought to Gajraula, Indian cricket's superstars like Kapil Dev, Chetan Sharma, Virendra Sehwag, Gautam Gambhir, Ishant Sharma, Suresh Raina, Pravin Kumar and Piyush Chawla.

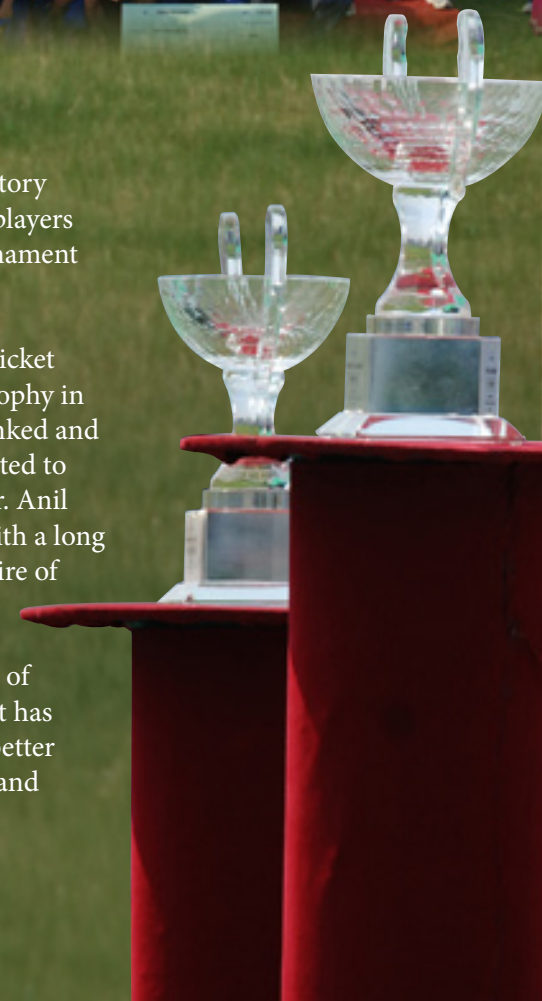
Mr. Manoj Kumar Singh, Commissioner, Moradabad inaugurated the tournament and appreciated the efforts of the Company in creating an enabling environment for players with potential to recognise their dreams and showcase their capabilities.

On this occasion, Mr. S.S. Sahrawat, Vice President-Corporate HR, Jubilant Organosys, who has been associated with the tournament since 1995 said, "Jubilant believes in the all-round development of its communities. Amongst other initiatives taken by the Company, Jubilant Cup was started with a view to provide opportunities to the talented local cricketers, who otherwise do not get a chance to showcase their capabilities. Initiatives like these bring communities together and encourage a cultural bonhomie and sportsman spirit amongst youngsters."

J.P Nagar 11 was thus in many ways the story of the tournament. The team comprised players selected on the basis of a qualifying tournament held prior to the Jubilant Cup.

This year's edition served some quality cricket and saw RJ group of Ghaziabad lift the trophy in a nail biting finale by beating a higher ranked and much fancied team of Air India. Committed to quality and fair play, Jubilant roped in Mr. Anil Chaudhary, a BCCI accredited umpire with a long first class record and a participating umpire of IPL 3 to officiate in the tournament.

Committed to a sustainable development of communities around its facilities, Jubilant has shown to people that there is indeed no better way than sports to encourage bonhomie and integration amongst the people.





## JUBILANT FAMILY COMES TOGETHER TO CELEBRATE

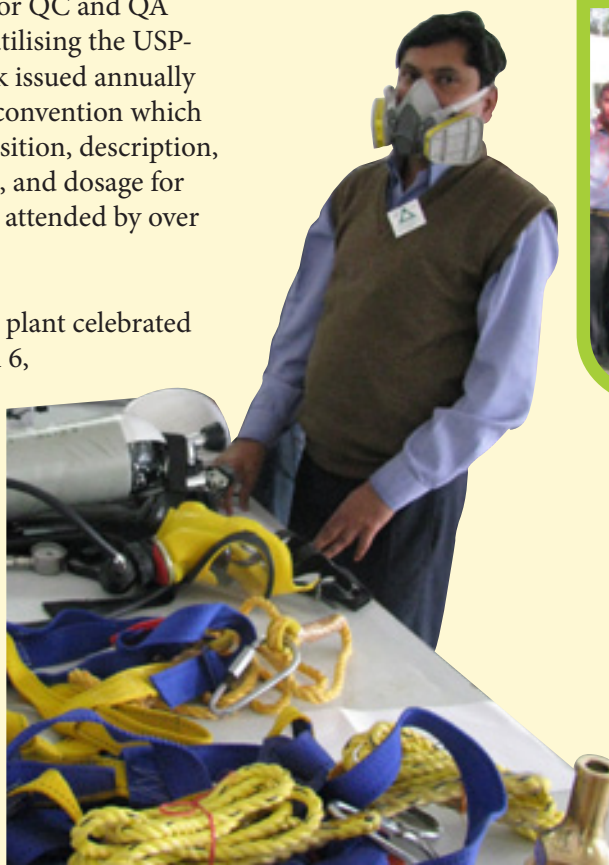
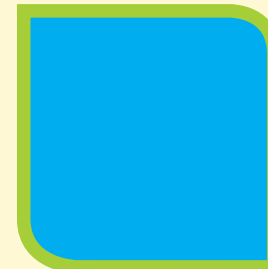
All members of Jubilant family at Roorkee came together to celebrate **Holi** on February 27, 2010. Special arrangements were made outside the office area for employees to come together and greet each other with colours. All staff members were also provided with refreshments after the celebrations.

**Safety Week:** Jubilant Organosys is committed to ensure a safe and healthy working environment for all its employees. The Company follows globally recognized best practices in safety and ensures that every employee is aware of the policies and protocols. With a view to assess and spread awareness, a safety week was observed from March 4-10, 2010 at Roorkee.

During the safety week, employees took safety oath which was followed by an Exhibition of Personnel Protective Equipments (PPEs), fire safety training, first aid training, quiz, poster and slogan competition.

**Training by USP Faculty:** Keeping in line with the tradition of excellence, Jubilant Roorkee hosted a training session on March 4, 2010 by Mr. Ashok Dang, an expert on United States Pharmacopeia (USP) for QC and QA teams on "Effectively utilising the USP-NF". USP- NF is a book issued annually by US pharmacopeial convention which gives details on composition, description, method of preparation, and dosage for drugs. The session was attended by over 40 people.

**Women's Day:** Roorke plant celebrated women's day on March 6, 2010 at the facility. All 9 female employees of the facility were presented with a small gift and rose as a special gesture to celebrate their presence amongst the facility.







## ANNUAL DAY CELEBRATION at Nira

Jubilant team at Nira celebrated its first annual day on April 17, 2010. The function was attended by Mr. Shyam Bang – Executive Director, Manufacturing and Supply Chain while Mr. S.S. Sahrawat, Senior Vice President Human resources, was the chief guest.

The program began with the traditional lamp lighting by Mr. Bang, Mr. Sahrawat and Mr. Rajesh Doshi, V.P. Operations, Jubilant Nira.

The visiting dignitaries were felicitated on the occasion with a special 'Puneri

Pagadi' a historical tradition of greeting the elders in Pune. The cultural events commenced with presentation of 'Ganesh Vandana' and 'Welcome Song' by wives and daughters of the plant's employees.

Many children of employees also performed solo and group cultural dances, which were appreciated by everyone present at the event.

The dance performances were followed by the long services awards for employees with over 10 years of continuous service



with the Company. 174 employees across cadres i.e. Workmen, Executives and Managers were felicitated.

Mr Rajesh Doshi, Vice President (Operations) and Unit Head Nira in his welcome address expressed gratitude for the inspiration by Mr. Bang and guidance offered by Mr. Sahrawat and explained the importance of such a gathering.

Mr. Bang in his address appreciated the Team spirit at Nira. He expressed happiness in seeing Jubilant Nira family members together for the first time.



He noted that after taking over Nira operations, Jubilant has grown significantly in the past decade. He also sought commitment from every employee at Nira, that they will maintain the Zero Discharge status and will also take care of the neighbouring

community.

The ceremony concluded with Mr. Bang and Mr. Sahrawat awarding the winners for various competitions which were organised at the plant.

## ANNUAL AWARD WINNERS

- |   |   |   |
|---|---|---|
| 1) Manufacturing Excellence Award                 | : | Ethyl Acetate II Team   |
| 2) Engineering Excellence Award                   | : | Electrical Department   |
| 3) Support Service Excellence Award               | : | Supply Chain Function   |
| 4) Best Housekeeping Award                        | : | IMFL, Unit II Team  |
| 5) Best Safety Dept Award                         | : | Acetic Anhydride & Ethyl Acetate Plant - II Team  |
| 6) Loss Prevention & Improvement Excellence Award | : | Ethyl Acetate – III plant & Project Team  |
| 7) Highest Attendance Award                       | : | 1) Workman - Mr. S. T. Khalate<br>302 days in 2009<br>2) Executive - Mr. Suryakant Chavan 298days                     |
| 8) Best Six Sigma Project                         | : | Ethyl Acetate Team  |
| 9) Sankalp – Dronacharya                          | : | Instrumentation Dept.   |
| 10) Sankalp – Shikandar                           | : | 1) Mr. A. Venugopal Nair Instrumentation Dept<br>2) Mr. S. D. Satav - do -  |
| 11) Sankalp – Arjun                               | : | 1) Mr. M.T. Wabale Boiler Dept.<br>2) Mr. R.B. Nigade - do -<br>3) Mr. N.P. Sayyed - do -<br>4) Mr. V.S.Lakade - do - |





## MEDICAL CAMPS at Nira

Jubilant believes that healthy communities can contribute more to the development of a country. With this view the Company organised health camps in and around its Nira facility in the 3rd and 4th week of February 2010.

### Health camp for employees and their families –February 18, 2010

Jubilant Bhartia Foundation(JBF) and women's Self Help Group (SHG) in Nira, collaborated to organise an Obstetrics and Gynaecology medical checkup for the wives of employees at Nira facility. The camp was conducted at JRC hall where doctors led by Dr. Nimbalkar, President of Indian Medical Association (IMA) Nira Lonand branch examined & counselled the ladies about ailments. Over 80 women from the employee's colony benefited from the examination which included routine tests like Haemoglobin, Blood Sugar etc.

### Medical Camp - February 21, 2010

Jubilant Bhartia Foundation partnered Nimbut Gramvikas Pratistan, Kalyani Medical & Research Society Pune, &

Grampanchayat at Nimbut to arrange a medical diagnostic & therapeutic camp for the benefit of villagers in the area. The camp was organised at Bhairavnath Temple in Nimbut.

The medical camp offered services and check up facilities to patients in Dental, Eye & ENT, Paediatric, Obstetrics & Gynaecology and Orthopaedic etc. Specialists in Ayurveda, were also available to render their services to the camp. Over 700 patients were given treatment advice, the Company also distributed free spectacles to over 200 patients who visited the camp.

Jubilant Bhartia Foundation had also arranged for a water tank, ambulance and medicines for distribution amongst the patients. The volunteers from JBF along with the local self help groups (SHG's) arranged for food and water facilities for visitors and patients.

### Eye checkup camp – February 26, 2010

Jubilant Bhartia Foundation, Nira unit organised an eye check up and spectacles distribution camp at ward No.6 in Nira on February 26, 2010. The camp was organised in response to a survey carried out amongst the resident of ward 6 where the resident requested for services of specialist ophthalmologists.

Responding to the requests from residents, JBF arranged for specialist medical personnel of local Indian Medical Association (IMA) branch Lonand – Dr. Mrs. Maske. The specialist examined 221 patients and provided 120 spectacles to the needy patients. Mr. R. Doshi .VP (Operations) and Mr. R. Chaubal also visited the camp.





## The Haiti EARTHQUAKE

### Contributing for Fellow Human Beings- Jubilant North America Team

**W**e all know of the terrible earthquake that struck Haiti and its people on January 12, 2010 that caused catastrophic damage in and around the capital city of Port-au-Prince.

As soon as the news of the earthquake was known, Jubilant team from all locations in North America came together in support of the victims. All North American employees participated with personal donations through salary deduction. 257 employees participated, the Company added an amount equivalent to employee

contribution and a fund of \$15,450 was raised. With contributions from the Canadian Govt, the total fund donated for the people of Haiti swelled to \$43,000.

The fund was donated to Red Cross to strengthen their efforts at rebuilding the lives of the people of Haiti affected by the terrible tragedy.

We are proud to have generous and compassionate colleagues who came forward to lend a healing touch to the people of Haiti.



## HollisterStier Corporate Giving Program – HELPING AT HOME AND ABOARD

**T**hrough the corporate giving program, HollisterStier supports many organizations throughout the year. In 2009, HollisterStier's Corporate Giving program supported 29 different charitable organizations and events. Around US \$5000 is distributed every quarter in that endeavour.

Healing Hearts Northwest is a project that is very close to our hearts. This project was undertaken in Rwanda, Africa, by Tory Lucas. She spent two weeks in Rwanda this February with a forty member surgical team to perform

### CMO Business

HollisterStier is on track to continue our successes that we've worked hard to achieve— both the Allergy and Contract Manufacturing Business Units have consistently generated growth.

The Allergy unit is expanding research into Allergy technologies and the large contract production runs that have been underway are a testament to the hard work and sacrifices that is standard of our workers. The CMO side of the business is actively working to bring new clients into our facility and we are fortunate to have many promising projects in the pipeline.

To continue our growth, Jubilant has added a Vice President of Business Development, Steven Rowan, to oversee the business development activities for Jubilant's North American contract manufacturing operations.



**Marcelo Morales**  
Chief Executive Officer  
HollisterStier Laboratories  
DRAXIS Pharma

A North American Quality Council has also been assembled to help define the objectives necessary, for all of Jubilant's North American operations to become best in class quality-driven organizations.

In mid-February, leadership from Jubilant, HollisterStier and Draxis Pharma met for a three day strategic planning session to discuss a five year strategic plan for the contract manufacturing services of the companies that will help define the mission, vision, values and goals necessary to ensure we remain a premier outsourcing partner and an employer, of choice.

I thank you for your time and on behalf of Executive Leadership, cannot express enough gratitude for your extreme dedication over the last several months.



*Leadership from Jubilant, HollisterStier and DRAXIS Pharma at Jubilant Contract Manufacturing Organizations' Strategic Planning Session, held at HollisterStier in February*

surgeries for Rheumatic Heart patients. She also conducted a training program for physicians and medical personnel on early detection of Rheumatic Heart disease.

The training involved screening of school aged children and educating health care workers in the use of ultra sound for diagnosis.

In addition, HollisterStier has been able to fund and deliver the necessary medical supplies. It gives us great pleasure to be able to touch so many lives.

Source for HollisterStier Updates : 'The Fill', Issue - Winter/Spring 2010, a HollisterStier Newsletter





## ALLERGY UPDATE

The Allergy Industry is approaching a time of change in the United States, and HollisterStier wants to position itself to be a leader in this change. We are slated to increase the activity and size of our R&D department, which will play a key role in the next 3-5 years as we prepare to develop innovative therapies and delivery systems that will open up new opportunities for growth. Product improvements in our existing Allergy line will also be a key priority for the coming years.

We plan to make the improvements necessary to ensure solid inventories and performance of our key products, such as AP Dog, Venom, Mites and Cat.



**Jason Keene**  
**Vice President**  
**Allergy Business Unit**

## BUSINESS EXCELLENCE SUPPORTS IMPORTANT INITIATIVES AT HS

HollisterStier has been driving Business Excellence by way of Lean and Six Sigma projects over the last two years. The hard work and focus put into these projects afforded the company some exciting milestones. Jeff Milligan, Vice President of Operations and Business Excellence had this to say about the recent successes; “the Business

Excellence team is very pleased with the progress that has been made at HollisterStier.”

“We have successfully completed twenty projects to date. I am excited to see the technician involvement in these projects and that personnel from many different departments are recommending new projects to be pursued. Several of these new projects focus on deviation reduction and will result in improved client satisfaction of our services.”

An integral component to the success of the Business Excellence initiatives has been the dedication of many employees from multiple departments. “It was very heartening to see the positive attitudes and how proactive everyone has been. Green Belts have been dedicated to learning and applying the problem solving, process improvement and analytical skills and it has really paid off for everyone!”, said Vivek Vats, Manager, Business Excellence.



**Business  
Excellence**





## Clinsys reaffirms its QUEST FOR QUALITY

Jubilant Clinsys in the United States, started the Clinsys QUEST program last year and since then it has become a movement. It is an initiative that focuses on understanding what quality means to the employees, how quality can be infused into all aspects of work and how to reward employees who exemplify quality. QUEST's name is derived from three keystones of Clinsys's business: Quality, Execution and Strategy.

The QUEST program is being managed by the QUEST committee comprising of representatives from different functional groups within Clinsys. The QUEST committee started the program with a series of focus groups to take feedback on what quality and quality themes mean to Clinsys employees worldwide. Based on the feedback, a monthly series of challenges were developed aimed towards making employees more aware of quality and the role it plays in their jobs.

Since the program was initiated, the QUEST committee has challenged employees to "fulfil the quest" by doing things such as sending examples of how to effectively manage a budget; how to set the automatic spell check feature in MS Outlook in order to send email free of spelling mistakes; and to suggest processes/ systems/workflows that need improvement in order to demonstrate flexibility.

As part of the monthly challenges, Clinsys employees are also asked to nominate peers who demonstrate the theme of the month. These employees are recognised in company-wide QUEST emails, given certificates and small awards. Each month, the number of nominations continues to grow thus making the selection of a winner more and more complex.

These challenges sometimes incorporate games as well. Under one challenge, the chosen theme was "preparedness" and Clinsys employees were asked to

complete a ship wreck challenge where they had to rank items in order of their importance to survival. The results were extremely encouraging!

What started as just a program to promote quality at workplace, QUEST today is an established part of Clinsys' corporate environment. It acts as a constant reminder that quality is not just something that one should think of periodically but should be incorporated into lives both at work and at home.





## Jubilant FoodWorks AWARDED GOLDEN SPOON

Jubilant FoodWorks was honoured as the most Admired F&B Retailer of the Year: QSR Foreign Origin at the Coca Cola Golden Spoon Awards. Mr. Ajay Kaul, CEO, Jubilant FoodWorks was also honoured as “the Most Admired Food Professional of the Year: F&B services”

The event was organised in Mumbai on March 4, 2010 on the occasion of Food Forum India. The Company overcame the competition from its international peers like Pizza Hut, Mc Donalds, KFC and Subway.

The Coca Cola Golden Spoon Awards follow strict international benchmarks in deciding the top honours with IRIS as Knowledge Partner. The selection process involved a countrywide poll to short-list the nominees, jury nominations, self-nominations by short listed nominees followed by performance assessment by IRIS analysts.

The awards Jury consisted of prominent names from the branded food industry, business analysts, modern trade teams of global & Indian food majors including Hindustan Unilever, Britannia, Cadbury, Cargill, Dabur, Darshan Foods and Forum of Indian Food Importers.

The ‘Coca Cola Golden Spoon Awards’ acknowledge excellence in food retailing & food services – retailers adopting best practices at the back end and front end – including customer relations, smart strategy, operational efficiencies and innovation across value chain.

Yet another feather added to the Company’s cap in the golden month of March!!

*Kudos! to the team*





## Jubilant FoodWorks

### DOMINO'S CELEBRATES 50TH ANNIVERSARY BY OPENING 300TH STORE IN INDIA – THE 9000TH STORE WORLDWIDE

**Celebration time for Domino's team and a moment of pride for the entire Jubilant family.**

Domino's India is very special to Domino's Worldwide. This was reaffirmed as the newly appointed global CEO of Domino's Mr. Patrick Doyle chose India for his first overseas visit to celebrate the 50th anniversary of Domino's by opening the 300th store in India – the 9000th store worldwide. The Indian Management Team of Jubilant FoodWorks comprising

of Mr. Shyam S Bhartia, Mr. Hari S Bhartia and Mr. Ajay Kaul together with Mr. Patrick Doyle, inaugurated the 300th Store of Domino's at Netaji Subhash Chandra Complex, Pritampura, Delhi.

A new Commissary was also inaugurated in Noida around the same time.

In a symbolic gesture Mr. Patrick Doyle and the Management of Jubilant FoodWorks together gave away vouchers to Concern India, an NGO, for a pizza treat to 4500 underprivileged children as part of the celebrations.

The Domino's team had more reasons to celebrate – the mega success of the Jubilant FoodWorks IPO and the inauguration of its new office by the global CEO.

*Hearty congratulations to team Domino's and all the very best.*



*"It is a historical moment for us today as we open the 300th store of Dominos in India. Jubilant FoodWorks is happy to Welcome Mr. Patrick Doyle, CEO, Domino's Pizza Inc, who is here to celebrate with us this moment of pride as it is also the 9000th store of Dominos globally. It has been an exciting journey for us in India as we have set new standards in QSR industry and have built Domino's in India as the leading Pizza brand. The success of our recent IPO will enable us to accelerate the journey of Dominos in India as we see a large opportunity to grow further." said Mr Shyam S Bhartia, Chairman & Mr Hari S Bhartia, Co-Chairman, Jubilant FoodWorks.*





## THE UID PROGRAM of the Government and its impact on us

Einstein used to say that Imagination is more important than knowledge. As imagination leads to vision that changes our lives for the better.

Before we get into the details of UID program, let us for a moment revisit the C-Dot program of the eighties. The program, equipped with six lac telephone booths achieved to sow the seeds of today's telecom success in the country.

UID is a program of similar stature. It will result in the biggest biometrics database in the world involving a database of close to 1.2 billion people. So far the biggest biometrics database is in America that encompasses just 120 million people. So it is a mammoth task, but once completed would be a model in itself that could be adapted by other developing countries.

### What is project UID?

The project UID stands for Unique Identification program spearheaded by Unique Identification Authority of India chaired by Mr. Nandan Nilekani, the erstwhile CEO of Infosys.

The objective of the project is to provide every Indian – an access to a UID number. The UID number will be based on retina scan and finger prints and the number



will be valid for an individual's entire life span.

Today, there are hundreds of thousands of people who have no identification of any kind. It is this vast population that the government wants to tap and help.

### How will UID impact our lives?

The UID Authority of India feels that once the UID numbers are in place, even the Public Distribution System (PDS) of the government can benefit from this as the distribution of the basic necessity items can be done with more accuracy and targeted at the right group thereby reducing wastage.

The UID once completed would be a national identification number that can be used anywhere in the country. So when somebody travels from one state to another, the same UID number would continue to provide him the government and private services there by eliminating the need for new identification papers in the new place.

Even cumbersome processes like applying for a loan, bank account etc will become very easy as the UID number will take care of necessary identification procedures.

## The Mission of UID program

To issue a unique identification number (UID) to every citizen of the country that can be verified and authenticated in an online, cost-effective manner, and that is robust enough to eliminate duplicate and fake identities.

## The Timelines

The first UID numbers will be issued between August 2010 to February 2011. Over five years, the Authority plans to issue 600 million UIDs. The numbers will be issued through various 'registrar' agencies across the country.

## When and where will the roll-out process start?

The UID Authority of India intends to launch the first set of UID numbers between October 2010 and February 2011. The first state to sign a memorandum of understanding with the UID authority of India is Madhya Pradesh. The pilot project for the same will be initiated shortly in three states. The economically backward states will be the first priority for the government.

For more details on the UID project, log on to <http://uid.gov.in/>

## TRIVIA WINNER

**Hearty Congratulations!!!** to all of you as you got 100% accuracy in your response to 'Symphony Trivia Vol.3'

### Roorkee

B Satyanarayn Reddy  
Sujeet Dhamane  
Chandra Mohan Sharma

### Jubilant Biosys

Puja Singh  
Masood Siddiqui  
Rakesh K Singha  
Vidya Sari Muthaiah  
Padmaja R  
Sheeja Mathew

### R&D

Sukanta Chatterji  
Anika Gupta

### Corporate Office

Arun Singh  
Dolly Khanna  
Harshad Nayee  
Ratnesh Nigam  
Gaurav Gupta  
Alok Dhanwa

### Gajraula

Usha Verma  
Shailendra Pratap Singh  
Rajnish Kumar  
Dilip Batwara

### JOL USA

Pramod Arora

### JOL Shanghai

Tuhin Chaudhury

### Chittorgarh

Amar Pratap Singh

### Jubilant Retail

GSN Prasad

### Jubilant Energy

Abhishek Mishra  
Prateek Jain

### Samlaya

Alok Ranjan

**THE THREE LUCKY  
WINNERS,  
CHOSEN THROUGH  
A DRAW ARE :**

**Amar Pratap Singh,  
Chittorgarh**

**Dolly Khanna,  
Corporate Office**

**Ratnesh Nigam,  
Corporate Office**

**Answer  
them all and you  
may be the  
LUCKY WINNER**

## TRIVIA-4

### ANSWER THEM NOW!

1. Of the six languages recognized by the UN, which two are the working languages of the UN?
2. When was the International Monetary Fund established?
3. Who is the founder of Red Cross?
4. How many members make up the Business Advisory Committee of the Lok Sabha?
5. In which language was the Shrimad Bhagavad Gita originally written?
6. In which country is the Angkor Wat, world's largest temple complex, located?
7. Which athlete became the first Indian to win a medal at the World Athletics Championship held in Paris?
8. Light from the sun reaches the earth in how many seconds?
9. Echoes are produced by ?
10. Which game will be played for the first time in the Asian Games 2010?

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Send your entries by June 28, to [symphony@jubl.com](mailto:symphony@jubl.com)