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संकल्प 2021

In house magazine of Venus Remedies Limited

Technology
& Talent
Building

Customer
Satisfaction
to Customer
Delight



2020 WAS A YEAR OF MANY FIRSTS AND
WE LOOK FORWARD TO MANY MORE
BECAUSE AT VRL, WE ALWAYS BELIEVE IN
ENJOY INNOVATIONS



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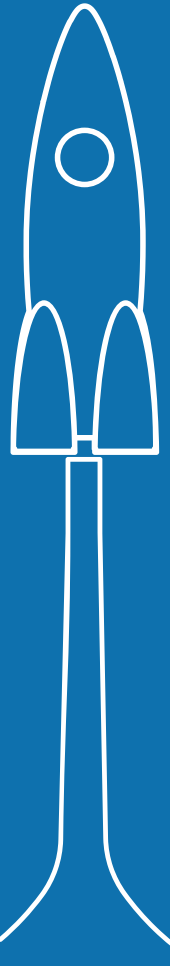
CONTENTS

03	VENUS 2.0	Mission 2025 & Vision, C.M.D Sir message, Managment bytes, Sankalp of the year 2021
09	JOURNEY	1989 to 2021 History in time line, We are 3 decade young: Ready to change the world.
13	EXPRESSION	Covid -19 An Unprecedented crisis Tackled with Extraordinary Efforts, Venus stands strong with venusians, Corona Warriors Stories
20	ROUND-UP	Achieved the mark of producing 40000000 vials, Exporting globally in 70+countries, Collaborating for success, WHO listing for our research pipeline products
26	DIGITAL SURGE	Enhancing productivity through intelligent cloud applications. Data visualization tools for quick & accurate decisions,
28	EXHIBITIONS	Gamification at workplace, KBC@ Venus, New departmental identities, Venus Social Times, Fortune 100 people of venus, Longer associations
37	SLICE OF LIFE	Creative corner, Jaddu Ki Jappi, Rising stars, VRL bids adieu...
41	SHAPATH	Venus Army
42	MELODY	Venus Song

VENUS 2.0

OUR MISSION

1. To foster innovative therapies targeting Antimicrobial Resistance.
2. To achieve a turnover of ₹1000 Crores.
3. To create brand equity among healthcare providers and consumers.
4. To augment human skill through technology for a modern workforce, ready for the fourth industrial revolution.
5. To establish a global presence in 100 countries.
6. To improve the quality-of-life of the informed Indian consumer by providing best-in-class healthcare solutions.
7. To achieve fiscal independence and maintain a net debt-free status.
8. To create a robust infrastructure for maintaining and acquiring global quality accreditations.
9. To stimulate the economic, intellectual, and social progress of every employee of the organization.
10. To adopt clean energy and ensure responsible consumption & production practices for a sustainable planet.



OUR VISION



To leave a positive footprint on human health by creating an institution that transcends the mortal being.



FROM THE DESK OF **MANAGING DIRECTOR**

power of Venus nation. I want to thank and congratulate all the Venusians who selflessly supported each other. Your names would be recalled whenever this chapter opens up in the book of Venus.

There was a parallel struggle that was ongoing while the pandemic was rising. We were working to uproot the financial burden that Venus had endured for far too long. When we finally did, it was a moment of ecstasy and relief, as Venus had gained the independence it longed for. Once again, I am emotionally overwhelmed to thank all those individuals who made it happen. Your efforts have made incorporating Venus worthwhile.

I see endless, free, and expansive growth from here. Working towards our Sankalp, we will upgrade our skills, adopt technological systems, and delight our customers. We are beginning a new phase of Venus.

Lastly, my message of gratitude would not have reached my Venusians without the efforts of the Sankalp Committee, and I want to thank them for keeping this medium fresh and alive. The stories shared in this year's issue reflect the creativity and dedication existing in various areas of Venus.

- Pawan Chaudhary

Chairman & Managing Director

With this thirteenth issue of the Sankalp Magazine, Venus has completed 30 years since its foundation in 1991. The journey that began with me as the one-person army is now piloted by a dynamic fleet of 1000+ individuals. I feel humbled by the fact that together, we have advanced human health in our domestic and international markets. The events that unfolded in the last year have demonstrated the importance of medicine and our role in this ecosystem. The "life-saving" aspect of the life-saving drugs that we manufacture shares a more profound meaning now.

The exceptional circumstances of COVID have brought our company closer in a unique way. It is not common for employees to come forward and support each other in times of need. When the nation is on lockdown, it is not common for your colleagues to reach out to you when you feel physically and emotionally trapped. When your entire lifestyle shifts to working from home, it is not common to have your peers help you adjust to the work-life balance. At Venus, we strive to upgrade ourselves in various formats. But COVID has tested our adaptability. And, we have proved that our will is resolute. That is the

MANAGEMENT BYTES



**Dear Venusians,
JAI VENUS.**

Today we are in financially independent Venus and it would not have been possible without untiring, unflinching efforts all Venusians who fought this war at front end and those who supported at back. A BIG

thanks to all of you for your dedication, commitment and constant hard work and having faith in your capabilities and that of management. Last year had been a turbulent quaky year for the whole world due to Corona Pandemic, but from this we have learnt to be more responsible, more caring and have come out as winner with much better handling of Quality even with lesser team. Despite all obstacles, we have successfully managed to upgrade our infrastructure in plants. We have evolved, grown and adjusted our strategy to the market's need by re-structuring, opening of new avenues of sales & globalisation. Our determination to deliver the highest standard of service and innovation reflects in the faith that our vendors & customers posed in us. The support of our clients, suppliers and other stakeholders with whom we work daily had been the key to our success and their ultimate satisfaction & happiness should be the goal for all of us. The backbone of our company, our moral value system, Venus culture, EP programme, our SOPs, Enjoy Innovations, internal websites all provide a robust structure to manage all of Venus services, with a strong focus on Quality, Health, Safety, Environment and Security, with the overall aim to provide the optimal degree of service and to always exceed our clients' expectations. Going forwards I expect every team member to take extra responsibility to preserve and maintain what is achieved with great efforts till date, and to ensure financial, intellectual and social growth of oneself and all. Sankalp has played a role of string in threading all Venusians like beads. I congratulate Sankalp team for their efforts and motivate them to touch every heart with meaningful message & learnings of all.

- Manu Chaudhary
Joint Managing Director



Congratulations to all Venusians on the 30th Anniversary celebrations of our organization. It is a matter of great pride that we have emerged winners after facing the onslaught of Covid pandemic last year which not only disrupted the major econo-

mies of the world but also brought many businesses on the verge of closure. The fundamental strength of our organization, Vision of our Worthy CMD sir, to keep on sowing seeds for future even during the tough times alongwith the grit and determination of all Venusians to fight against all odds has resulted in our company winning the war of survival by repaying all outstanding loans and becoming Net-Debt free company. We have proven once again the adage "Where there is a Will, there is a Way". With honest intensions and determined team effort, we can tide over the most difficult phases of life.

The future is bright for us all. Let us join hands to make Venus "An institution that transcends the mortal being".

- Peeyush Jain
Deputy Managing Director



I want to express my appreciation for Sankalp Committee for their contribution to the launch 13th edition of our SANKALP magazine. I appreciate the work of Sankalp Committee members for time, energy and their dedication, which is an

inspiration for others.

I am sure that every Venusian will agree that our collective efforts yielded a great outcome for the company. This was only possible through our commitment of time and effort, which is especially notable amid Covid19.

Currently, our global presence is marked in 70

countries, however, going forward towards “Venus 2.0”, basis our strength of “Product Quality” and “Corporate Culture” we are vying to expand our customer base, and associate with at least 100 international “delighted” customers. Further, I would take this opportunity to highlight global trends such as the rising role of technology which is changing the nature of work and skills demands. To succeed in the ever-increasing competitive market, we all need a comprehensive skill set. Therefore, at this juncture I would like to invite every Venusian to take initiative towards skill development, as relevant and quality skills enable productivity growth. It is inevitable for all of us to embrace new technology and use it efficiently to achieve long-run productivity gains.

I congratulate every Venusian for the mega achievements and thanks everyone once again for your continued commitment to the “Vision”, “Mission” & “Values” of the company.

Wish all a happy and healthy year ahead!

- Ashutosh Jain
Executive Director



The fact that you can read my message right now exemplifies that Venus has outlived its challenges. The last few years required us to stay resolute and undeterred on the path of sustenance. It took a commitment from all Venusians to push the company

towards constant growth. And so it happened.

Today, we are all proud receivers of the fruits coming from a tree that we nurtured.

Today, we sense a change in the air of a corporate setup that is 30 years old.

Today, we feel liberated when our creative outlet is recognized and channelized.

Today, we try to go beyond routine work by learning and upgrading ourselves.

Today is not yesterday.

As this Sankalp magazine downloads the events from the past year, I want to commemorate the relentless commitment that you all have shown until now.

It is our third year of the Sankalps, "Talent & Technology Building," and "Customer Satisfaction to Customer Delight." While we have been actively pursuing them for two years, I feel that we are ready to realize them this year. We are resourceful, united, and driven to make our lives and the lives of our customers better. The change that comes from this feeling is beyond comparison. We are sprinting towards a brighter tomorrow.

A pandemic that halted the world could not stop us from progressing. Nothing can now.

We are unstoppable.

- Akshansh Chaudhary
CTO & President HR



This year marks the 30th anniversary of Venus! As is the case with life, 30 is regarded as a milestone year. It is marked with greater maturity, responsibility, and compassion. Having sailed through a seemingly unsurmountable storm over the past year, we have

opened ourselves to a whole new ocean of possibilities. As we set sail on this new journey with reinvigorated strength, reinforced grit, and hard-fought wisdom, we must ensure that our future is an adequate homage to the battle scars we have endured to get here.

I truly believe that we have what it takes to become a leader in the pharmaceutical industry. We have to commit ourselves to excellence in all aspects of our work, push ourselves further than our self-conceived boundaries, and deliver the highest quality of medicines to society.

The potential from here is unbounded, limited only by our thought!

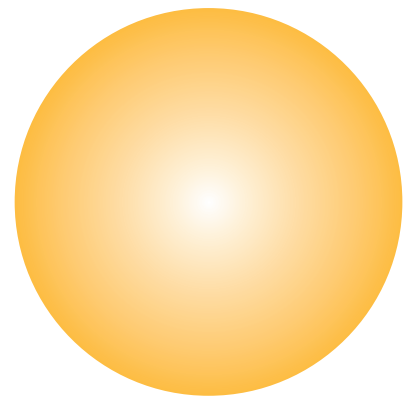
- Saransh Chaudhary
CEO, VMRC
Strategic Board Advisor and
President, Global Critical Care

SANKALP 2021

TECHNOLOGY & TALENT BUILDING

Venus has taken the Sankalp to build a workforce that continues to remain skilled and talented. Building a pool of this talent ensures that no task ever becomes obsolete. The digital revolution powered by technology stimulates this direction.

For every Venusian, the Sankalp of Technology and Talent Building shares a sincere message of endless learning and constant upgradation. In every area of our organization — manufacturing, research, marketing, sales, and support — we are expected to evaluate our current ways of working and make them better. We know that a progressive effort done at that scale would revolutionize the pharmaceutical industry.



CUSTOMER SATISFACTION TO CUSTOMER DELIGHT

At Venus, we take pride in serving our customers and ensuring their satisfaction. This Sankalp builds on the process of customer service by adding the flavor of customer delight. It is our resolve to satisfy every one of our internal and external customers so that they return as happy customers.

The Sankalp of Customer Satisfaction to Customer Delight acknowledges that we want to transition from satisfying our customers to delighting them. The outcome of this effort builds trust and leads to a long-term relationship.

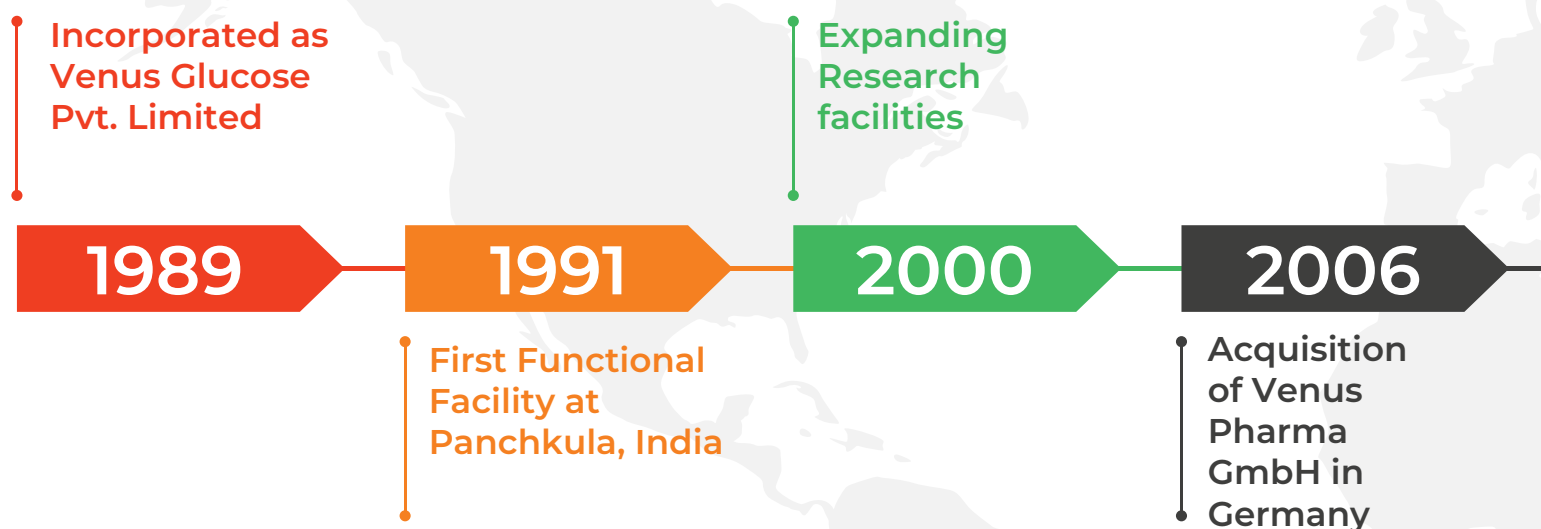
VENUS

2.0



JOURNEY

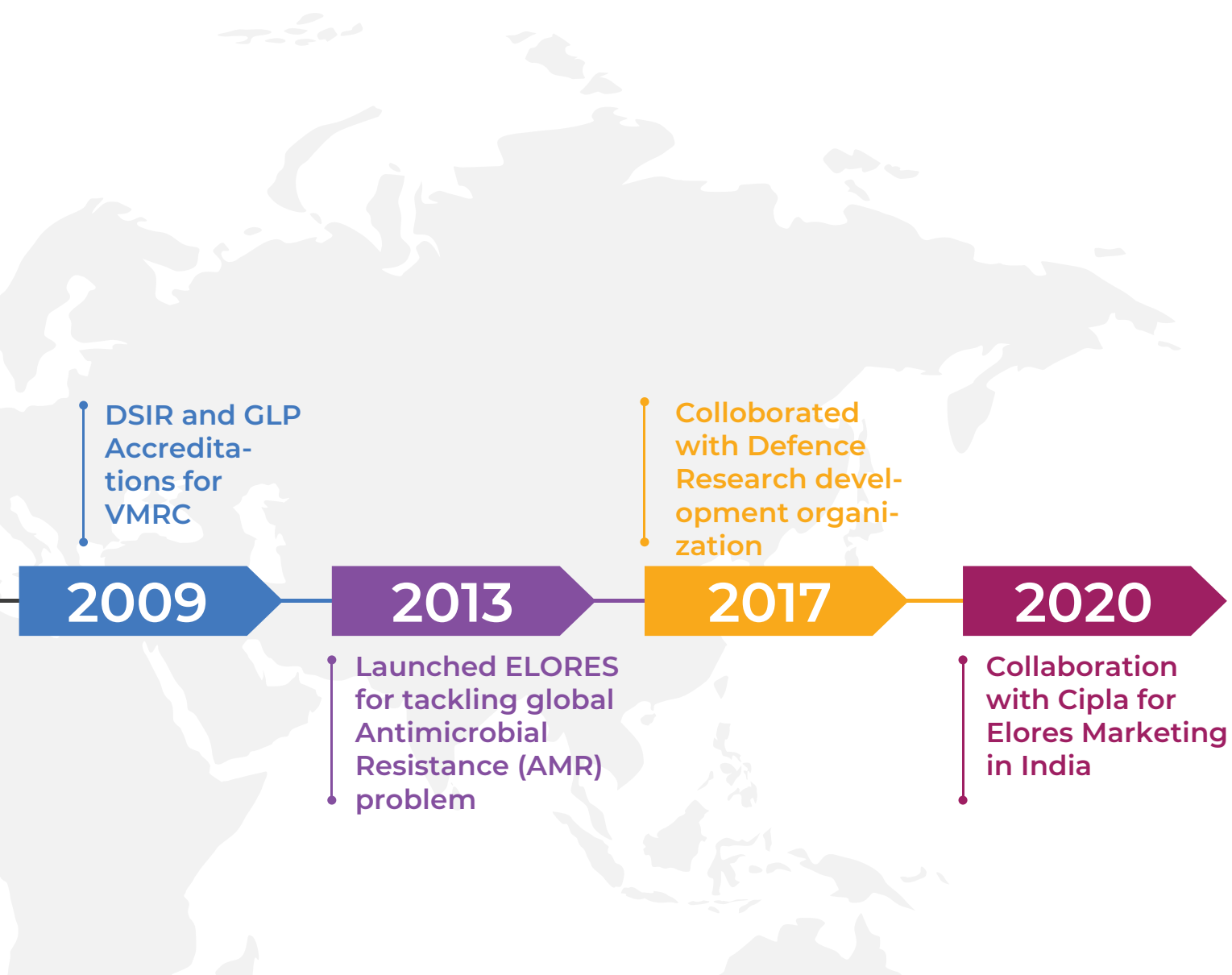
VENUS 1989 TO 2020 HISTORY IN TIME LINE



Venus Remedies Limited is committed to improving human lives since the very first day of its inception. Today, Venus creates quality medicines that help patients globally. During this 3 decade journey we have nurtured the science for better tomorrow, touched the patient life with our innovative solutions, changed the pharmaceutical innovation pathway to fulfil unmet health needs, collaborated with partners to make a world without diseases and enriched the healthcare system by ethical and transparent policies.

Patients are at the core of VRL thinking and VRL

always make sure that our efforts do not end with developing a new product or therapy, but extend beyond to provide a holistic solution to the patients. The feedback from our interactions with the patients and doctors enables our research team to continuously improve and provide better solutions for unmet medical needs. Scientific ingenuity is the building block of research at Venus. We believe in catering the unmet medical needs through translational research. Since 2004, Venus has been an active participant in infectious disease research in India and has an extensive portfolio of patented research products targeting Antimicrobial



Resistance.

It is essential to us that VRL research is timed appropriately to enable us to make healthcare interventions in time. The outcry for AMR was lesser known when we identified this as an upcoming global health problem and set out on a mission to save the antibiotics. Our incessant efforts and overwhelming desire to combat resistance in antibiotics led us to developing the concept of an Antibiotic Resistance Breakers that has the potential to treat some of the most threatening and fatal pathogens.

When the problem is as big as drug resistance and the whole planet is on stake, the only way to

go forward is with the entire community on one side. Venus welcomed partners and collaborators from all organisations including the industry, academia, medical practitioners and all others to join hands and work towards achieving common goals.

Venus believe in a system oriented approach with transparent policies and ethics in all aspects of business.

WE ARE 3 DECADE YOUNG

READY TO CHANGE THE WORLD

For 3 decades, we have done the grunt work. We've consistently invested in R&D. We've innovated unique, patented products. We've painstakingly built up a team that's high on passion, persistence and the will to be different. In the process, we've met global benchmarks and attained worldwide recognition. And after 30 years of building the most robust foundation possible, We have arrived. Now, we're geared up for our second inning (Venus 2.0), with strategic plans, breakthrough products, digital interventions, a great team and lofty visions in place.

3

**Manufacturing
Facilities**

500+

Market Authorizations

150+

Product basket

100+

**Patents granted
across globe**

1,000

Multi speciality hospitals reach

50,000

Retailers network

65+

Global presence (nations)

100 Mn

**Injectable units manufacturing
capacity per annum**

1500

Stockists

20+

Research pipeline of products

1000+

Team size

50,000

Speciality doctors network

**TIRELESSLY WORKING
SINCE LAST 3 DECADES**

**54,75,000
DAYS**

**4,65,37,500
HOURS**

**2,79,22,50,000
MINUTES**

**1,67,53,50,00,000
SECONDS**

**#3Decades
#TimeInvested
#ReadyToChangeTheWorld**

EXPRESSION

COVID -19 AN UNPRECEDENTED CRISIS

Tackled with Extraordinary Efforts

The coronavirus COVID-19 pandemic is the unprecedented health crisis and the greatest challenge we have faced since World War Two. We have now reached the tragic milestone of more than 2.5 million deaths, and the human family is suffering under an almost intolerable burden of loss.

But the pandemic is much more than a health crisis, it's also an unprecedented socio-economic crisis. Stressing every one of the countries it touches, it has the potential to create devastating social, economic and political effects that will leave deep and longstanding scars.

The year 2020 was shaped by the COVID-19 pandemic and VRL was not only at the forefront of efforts to combat the virus, but was similarly vulnerable and impacted by the effects of lockdowns.

Restrictions on international travel exposed frailties in supply chains, lockdowns prevented access to healthcare providers and prevented patients from accessing care and trial sites. But we responded in kind, pivoting to digital-led communications and more sophisticated logistics and distribution while localizing supply where it could.

Venus was closely observing the evolving Covid-19 situation and taking measures in line with the WHO and Indian Health authorities to mitigate the effects of this situation.



In these unprecedented times, VRL continues to care for all its stakeholders.

Some of the measures taken by VRL towards Covid 19:

- Postponement/cancellation of all events and meetings organized or to be participated by VRL, either in India or elsewhere in the world, until further notice.
- Suspension of all nonessential travel - international and domestic.
- Suspension of group visits to VRL facilities in India and Germany, until further notice.
- Limiting duty travel to essential trips, until further notice.
- Awareness initiatives for the employees to prevent the spread of Covid-19 in workplace.
- Suspension of biometric based attendance system, until further notice.
- Providing hand hygiene and surface disinfectant kits to employees for work place and for home use.
- Compulsory fumigation of all workstations and common areas every 3 days.

We have also requested all employees to follow following actions to avoid the spread of Covid-19:

- Avoid to enter VRL facilities if suffering from cold or other flu-like symptoms and prefer work from home, if possible
- Self-isolate for 14 days if you are experiencing any cold or flu-like symptoms or have returned from another country for either business or personal reasons or have been in contact with someone with a confirmed diagnosis of Covid-19 in the past 14 days
- Don't invite any visitors on VRL sites without the prior approval. Ensure all essential hand hygiene measures at the gate of entry for the approved visitors.
- Avoid attending meetings, conferences or events of more than 20 people.
- Use non-physical greetings (i.e. avoid shaking hands) and maintain appropriate "social distance".

VENUS STANDS STRONG WITH VENUSIANS | COVID-19

On premises RTPCR and Antibody Testing facility for employees

COVID-19 Protection cell for Employees and their family members

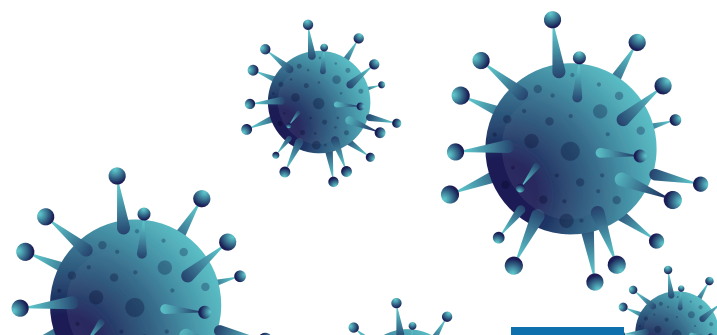
Arranged Essential supplies for Venusians during lockdown

Running operation with limited Manpower to achieve best production output

Round the clock sanitization activities in Plant, Workplaces & Canteens

Sanitization activities performed at public places under corporate social responsibility programme

Distribution of COVID-19 Protection kits including sanitiser, mask & surface disinfectant for employees and general public.



CORONA WARRIORS STORIES

Last year was unpredictable and challenging, but, our difficulties give rise to creative solutions. Even during the peak pandemic months, our operations were running, and we were progressing. It is only due to our strategic planning and efforts of our people who devote themselves for the organization even in the time of pandemic and prove themselves as the true Corona warrior's of Venus.

For this year's Sankalp magazine, here are some of the most inspirational stories describing the bravery and devotion of our peoples during Covid-19. Get inspired with VRL Corona Warriors's efforts through these stories.



STORIES OF
VRL
CORONA
WARRIORS

प्रिय वीनसवासीयों,
इन शब्दों को कहानी के रूप में प्रवर्तित करते हुए मैं खुद को गौरवां. तत महसूस कर रहा हूँ.
2020 में वैश्विक महामारी कोरोना वायरस ने पूरी दुनिया को चपेट में ले रखा था। दुनिया भर में इस वायरस से संक्रमित होने वालों और जान गंवाने वालों का आंकड़ा तेजी से बढ़ रहा था। भारत समेत तमाम देशों में लोग लॉकडाउन के दौरान घरों में सुरक्षित थे। वहीं कोरोना के फ्रंट लाइन वारियर्स हर दिन अपनी जान हथेली पर रख इस वायरस से लड़ रहे हैं। कुछ ने तो अपने कर्तव्यों का पालन करते हुए इस युद्ध में जान तक न्योछावर कर दी है। आइये उस संघर्ष भरे पल को हम अपने वीनस में याद करते हैं.
चूँकि हमारी वीनस फार्मा कंपनी हैं और हम जीवन रक्षक दवाइयां बनाते हैं और गुणवत्ता पूर्वक उसका कारोबार करते हैं. । वैश्विक महामारी कोरोना के दौरान हमारी इच्छा भी थी की हम भी अपने दवाइयों के माध्यम से देश-विदेश के लोगो के जीवन की रक्षा करें, और सौभाग्य अथवा निरंतर प्रयासों से दवाइयों के कई खेप का आर्डर हमें देश और विदेशो से मिल गया, अब कई बड़ी चुनौतियां हमारे सामने खड़ी थी जिसमे सबसे बड़ी चुनौती ये थी कि..हमारा मुख्य उत्पादक कारखाना किसी और राज्य (हिमाचल प्रदेश) में, हमारा मुख्य कार्यालय किसी और राज्य (हरियाणा) में और मुख्य कर्मचारी किसी और राज्य (पंजाब) से. और इन सभी के बीच प्रशासन के तगड़े नियम, कि कोई भी व्यक्ति एक राज्य से दूसरे राज्य तथा अपने घरों से भी बिना अनुमति के घर से बाहर नहीं निकले, जगह- जगह पे पुलिस बैरियर, इस चुनौतीपूर्ण और संघर्षपूर्ण समय में हमारे आदरणीय JMD Madam की कुशल रणनी. ति के माध्यम से सभी सेल्स मैटेरियल्स को अंतिम रूप (फिनिश गुड्स प्रोडक्ट्स) देने का कार्य हमारे मुख्य कार्यालय (हेड ऑफिस) में रातो-दिन प्रारम्भ हो गया, और सफलता पूर्वक तैयार भी होने लगा । अब बारी थी उसको सुरक्षापूर्वक सही स्थान पर पहुंचाने की जिसकी जिम्मेदारी सप्लाई चैन टीम के ऊपर थी, चूँकि मुख्य कार्यालय के सप्लाई चैन विभाग का कार्यभार मेरे ही माध्यम से सम्पूर्ण होता है और मैं अपने कर्तव्य पथ पे हमेशा अग्रसर रहता भी हूँ, इसीलिए एच.ओ.डी ने यह कार्यभार मुझे सौपा, अब मेरे सामने समस्या यह थी की मैं रहता था दूसरे राज्य(पंजाब एवं हरियाणा) के बॉर्डर पे जहाँ पे पुलिस बेरीग. 'टस थे और पंजाब पुलिस बड़ी शक्ती में थी. जो मुख्य मार्ग हमारे कार्यालय की तरफ आता था वह रेलवे बैरियर के ऊपर ओवरब्रिज बनने के कारण बंद था। अगर मैं अपने मोटरसाइकिल से आता तो मुझे दूसरे राज्य से होकर आना पड़ता जिसकी अनुमति नहीं थी । एक और रास्ता था जो पुलिस (रेलवे लाइन के निचे) होकर गुजरता है जिस से एक समय में सिर्फ एक व्यक्ति पैदल आ सकता है चूँकि और कोई रास्ता नहीं था इसीलिए मुझे अपने तीन-चार टीम मेंबर्स के साथ वही रास्ता अपना पड़ा । लेकिन पुलिस प्रशासन का डर वहां भी था । इन सभी संघर्ष भरे पलों के साथ दिल में एक लगन थी, एक साहस था ड्यूटी पे आने का और अपनी प्रतिभा एवं कार्यशैली दिखाने का, क्योंकि दूसरी तरफ हमारे देश के कोरोना वरिंएर्स डॉक्टर, नर्सस, पुलिस, सफाई कर्मचारी अपने कर्तव्यपथ पर डटें हुए थे, जो प्रेरणा के स्रोत थे. दूसरी तरफ अपने वीनस के उज्ज्वल भविष्य के साथ अपने वीनसवासीयों के भविष्य की कामना दिल में थी, कारवाँ चल पड़ा दोस्तों, दिन, प्रतिदिन, रातो-दिन अपने दवाई के ऑर्डर्स, प्रोजेक्ट-100, हैंड सैनिटाइजर को सफलता पूर्वक अपने मुकाम पे पहुंचाने का, चाहे वो हेड ऑफिस, प्लाट

न.68 , प्लाट न.61 या बड़ी यूनिट हर जगह सप्लाई चैन टीम ने अपने कर्तव्यों का पालन किया अपने आदरणीय सी .एम. डी सर और डी. एम. डी सर के उम्मीदों पर खरा उतरा, मैं स्पेशल धन्यवाद उन सभी विभागों को भी दूंगा जो इस संघर्ष भरे पलों में रातो दिन झुड़ें हुए थे, सबने जी जान से मेहनत की जिसकी सफलता हमें मिली! एक बार फिर मैं सभी का दिल की गहराईयों से धन्यवाद करता हूँ !



**SUNIL KUMAR
GUPTA**
AM-Supply Chain

COVID 19 महामारी को हम सब कभी नहीं भूल पाएंगे. में COVID 19 में अपनी बीती बातें शेयर करना चाहता हूँ. मुझे याद है वो दिन जब आदरणीय VP सर की कॉल आयी . उन्होंने कहा कुलदीप जी आपको बड़ी जाना है और अपनी टीम का होशला अफजाई करना है. उस समय मेरी टीम के तीन एम्प्लोयी ड्यूटी पर थे. Mr- Vipan Kumar DM IC , Mr- Sanjeev Kumar AM IC and Mr- Dharam Singh Team Member. उस समय बड़ी में हालात बहुत खराब थे , बॉर्डर सील्ड थे. में बहुत एक्ससिटेड हुआ जब सर ने मुझे एक वीनस आर्मी सैनिक के रूप में ये काम शोपा. 10 अप्रैल रात को सर का कॉल आया की आपको कल 5 बजे बड़ी जाना है, Starlit Printer की गाडी में कंडक्टर बनकर ,में सुबह जल्दी पंचुला आफिस पहुंचा और वह से Starlit की गाडी में कंडक्टर बनकर बड़ी के लिए निकल गया.रास्ते में उसकी डै एंगल भी अनलॉड कराई. क्यूकी ड्राइवर एकेला था. रस्ते में तीन जगह चेकिंग भी हुई . मन में बहुत घबराहट भी थी. अंत में बड़ी आफिस पहुंचा और ऑफिस की हालत देखकर दंग रह गया. ऑफिस में कही भी ऐसी जगह नहीं थी जहां मटेरियल न रखा हो.रोड , पार्क और कार पार्किंग सब जगह मटेरियल रखा हुआ था. मने टीम का होशला अफजाई करते हुए बोला , बहुत अच्छे से मैनेज कर रहे इस हालत में भी. जब में ऑफिस आया तो केशव सर ऑपरेशन भी प्लांट में आये थे उसी दिन. हम दोनों ने मिलकर प्रोडक्शन एक्टिविटी भी देखी और साथ साथ रूटीन वर्क भी. जिस दिन हम बड़ी पहुंचे , रात में न्यूज आयी कि बड़ी सील्ड हो गया हमारी कंपनी के पास का एरिया. कोई मूवमेंट नहीं होगी. अब लोकल एम्प्लोयी भी आने बंद हो गए थे. बस वही एम्प्लोयी रह गए तो प्लांट के अंडर थे. में अपने डिपार्टमेंट के अब दो हेल्पर के साथ काम कर रहा था Mr- Shubhash Yadav and Mr- Balvir Singh. जब दिन में फ्री होते थे तो केशव सर के साथ प्रोडक्शन एक्टिविटी में रहते थे क्यूकी प्रोडक्शन में टीम शार्ट पड़ रही थी.और रात को शमी एम्प्लोयी जो प्लांट में रुके



थे 12 से 2 बजे के बीच गाड़ी लोडिंग करते थे. मैंने लॉक डाउन के समय बड़ी यूनिट्स में तीन फेज में ड्यूटी की. पहली बार 7 दिन रहा फिर 14 दिन और फिर 10 दिन. उसके बाद बड़ी पंचकूला बोर्डर खुल गया था. इस महवारी ने दुनिया को बहुत कुछ सिखाया है. ये फेज हम अपनी जिंदगी में कभी नहीं भूल पाएंगे. शमी डिपार्टमेंट ने एक दूसरे डिपार्टमेंट को फुल सपोर्ट किया , और सभी वीनस वाशियो ने ये कॅरोना माहवारी से लड़कर विजय प्राप्त की..जिसके रिजल्ट आज हमारे सामने है. वीनस नेशन इस कठिन समय में भी अपनी वीनस फॅमिली के प्रति हमेशा निष्ठावान रहा. अपने हर एम्प्लोयी की हर तरह की सहायता की जो चाहिए थी.. में और मेरी टीम हमेशा वीनस नेशन की सेवा में तत्पर रहेंगे. ये एक सच्चे सिपाही की शपथ है. जय वीनस जय वीनस जय वीनस..



KULDEEP SHARMA
AGM- Inventory Control II

During corona pandemic, isolation, contact restrictions and economic shutdown impose a complete change to the psychosocial environment in affected countries. However, there were many frontline workers who worked actively for the betterment of the society. I consider myself not behind them being serving a pharma company. Despite several restrictions and safety measures being imposed that time, I managed to reach my office, which is located in Panchkula, from Mohali 20 kilometers away crossing the border of Chandigarh twice in a day. As the beautiful city is famous for its strict rules and regulation, I faced numerous challenges crossing its border and reaching my final destination. I vividly remember the time when one of the cops became adamant regarding imposing a fine on me because I was on the road in complete shutdown situation struggling to reach my workplace on time without having a valid exemption pass. After messing for around half an hour and explaining the urgency to go to office, he released me. There are many more incidents that I can recall, however, with shortage of words and time, I would prefer to write on other but important threats. While I was doing

good indirectly for society, there was a constant fear in my mind that I might not become the carrier of deadly coronavirus at my home. As my son is under 5 and my parents-in-laws are over 60, both were vulnerable to COVID-19 that time, I was under pressure to keep a safe distance from them especially because I used to go out for so many hours. Apart from this, managing the new protocols at office and home were daunting to follow. In the office, doing everything online such as conducting meeting, giving presentation was another challenge to adapt to. At home, on the contrary, leaving everything in the hands of husband was also uneasy as he was naïve pertaining to household chores and upbringing of a child because all maids were on off and schools were also conducting online classes respectively. I highly appreciate the support from my husband as he compromised his work and supported me to continue mine. Culminately, we combated the situation together.



INDERPREET KAUR
DPM-PMT-II

मार्च 2020 भारत में तेजी से पैर पसार रहे कोरोनावायरस को मात देने के लिए 22 मार्च 2020 को 14 घंटे का जनता कर्फ्यू की घोषणा की गई जनता का... जनता के द्वारा.... लागू कर्फ्यू कोरोनावायरस को समुदाय के बीच फैलने से रोकना था और संक्रमण की चेन को तोड़ना था फिर 23 मार्च को पंजाब सरकार ने कर्फ्यू का ऐलान किया ट्रांसपोर्ट सर्विसेज बाधित होने लगी तभी आदरणीय सीएमडी सर की अध्यक्षता में पंचकूला के सभी संबंधित विभाग अध्यक्ष के साथ मीटिंग हुई जिसमें सर ने हर वीनस वासी को कोरोनावायरस की चुनौती को सरहद पर फौजी की तरह कार्य करने को कहा मीटिंग के दौरान ही मेरे मन में भी अपने कार्य क्षेत्र में आने वाली बाधाओं और उससे निपटने के लिए मंथन होने लगा सर ने मेरे को भरी मीटिंग में कहा कहाँ खो गए जितेंद्र जी लेकिन मैं उस वक्त कुछ नहीं कह पाया फिर 25 मार्च से 21 दिनों के लॉकडाउन की घोषणा हो गई और मुझे भी अवसर प्राप्त हुआ अपने आपको कोरोना योद्धा बनाने का आदरणीय ईडी सर द्वारा कोविड-19 एक्शन कमेटी का व्हाट्सएप ग्रुप 22 मार्च को बनाया गया था उसके



तहत हर चुनौती की जानकारी ग्रुप में सांझा होने लगी और ग्रुप के सभी सदस्य अपने अपने कार्य क्षेत्र के हिसाब से बढ़ चढ़कर ग्रुप में अपनी कार्यविधि की जानकारी पोस्ट करने लगे और जल्द से जल्द कंपनी में उत्पादन शुरू करने के लिए योजना बनने लगी और 26 मार्च से ईडी सर द्वारा चंडीगढ़ – पंचकूला में वीवीआईपी ऑफिसर के ऑफिस और घरों में सैनिताइजेशन के निर्देश मिलने लगे और यहां से शुरू हुआ मेरे अंतर्गत आने वाले विभाग के कार्य सबसे पहले ड्राइवर और सैनिताइजेशन करने के लिए टीम से संपर्क साधा टीम को प्रेरित करके बृजपाल हाउसकीपर इस कार्य के लिए तैयार किया गया टीम पहली बार सैनिताइजेशन के लिए चंडीगढ़ पहुंची तो वहां पर लगे कोरोना पॉजिटिव मरीज का बोर्ड देखकर टीम असमंजस में पड़ गई और मुझे बोर्ड का फोटो भेजा गया फिर मैंने फोन पर फौजियों की भांति आज्ञा का पालन करने के लिए टीम को अपनी सुरक्षा रखते हुए कार्य करने के लिए प्रेरणा दी और फिर क्या था टीम में विश्वास जागा और तब से आज तक बिना किसी संकोच के सैनिताइजेशन का कार्य होता आ रहा है और पंजाब हरियाणा चंडीगढ़ के साथ साथ हिमाचल में भी 100 किलोमीटर के दायरे में जहां भी हमें सैनिताइजेशन करने का आर्डर प्राप्त हुआ बड़े उत्साह से टीम द्वारा यह कार्य किया गया अप्रैल के प्रथम सप्ताह से ही बढ़ी और पंचकूला में उत्पादन कार्य शुरू हो गए और चुनौती आई अन्नपूर्णा सर्विस व अन्य प्रशासन विभाग और ट्रांसपोर्ट विभाग की सर्विस प्रदान करने की जबकि लॉकडाउन और कुछ एरिया में कोरोनावायरस के केस बढ़ने के कारण आवाजाही बाधित थी लेकिन कमेटी की एकजुटता और अथक प्रयास से मूवमेंट पास प्राप्त किए गए आवश्यकता अनुसार कर्मचारियों को कंपनी में लाने के प्रबंध करते रहे और कंपनी की जरूरतों को पूरा करने के लिए सी आर ए, वी एस सी और फाइनेंस विभाग की सहायता से उत्पादन कार्य प्रणाली को सुचारु किया गया कमर्शियल विभाग को 24 X 7 सर्विस प्रदान की गई देखते ही देखते बढ़ी में 150 कर्मचारियों को 24 घंटे अन्नपूर्णा सर्विस व सभी के ठहरने का प्रबंध किया गया पंचकूला यूनिट में भी दिन-रात शिफ्ट में कार्य चला यहां पर भी 30 कर्मचारियों को कंपनी गेस्ट हाउस में ठहराया गया इस दौरान अपने घर से बाहर बढ़ी और पंचकूला में रहने वाले कुछ कर्मचारियों के घर पर भी जरूरत अनुसार सामग्री पहुंचाई गई सभी सुविधाएं सुचारु रूप से चल रही है कि नहीं इनकी जानकारी लेने के लिए फिर 11 मई को कमर्शियल व्हीकल को खुद चला करके मैं भी बढ़ी पहुंचा और सारी स्थिति का निरीक्षण करके जरूरत अनुसार कार्य संभाला हर संभव सर्विस प्रदान करके कंपनी आवश्यकता को पूरा किया और सब कुछ ठीक चल रहा था इसी दौरान 27 मई को दोबारा से सभी सड़क सेवाएं पहले की तरह बहाल हो गई लेकिन तब एक बड़ी चुनौती सामने आएगी सोशल डिस्टेंसिंग के चलते बसों में 50% सवारी बैठने का सरकारी आदेश जिसका पालन करने के लिए 24 घंटे की अंतर्गत बसों की संख्या दुगुनी करके सभी वीनस वासियों को ट्रांसपोर्टेशन सर्विस दी गई इस प्रकार संपूर्ण टीम के सहयोग से हमने तहदिल से कार्य करके अपने लक्ष्य में जीत हासिल की फिर सब कुछ ठीक चल रहा था अचानक से 9 अगस्त को कंपनी में भी कोरोना ने दस्तक दी लेकिन आदरणीय ईडी सर और प्रेसिडेंट एचआर के द्वारा दिए गए निर्देशों का पालन करके हमने इस चुनौती को भी बड़ी सूझबूझ से कवर किया और कंपनी की कार्यप्रणाली को बाधित किए बिना जीत हासिल की मैं मैनेजमेंट द्वारा दी गई जिम्मेदारी और मुझ पर दिखाए गए विश्वास का तहे दिल से से आभार व्यक्त करता हूं और

वीनस परिवार के प्रत्येक सदस्य द्वारा प्राप्त सहयोग का मैं जिंदगी भर ऋणी रहूंगा और इस दौरान प्राप्त किए गए अनुभव और आत्मविश्वास को अपनी टीम के साथ समय समय पर साझा करके एक सुदृढ़ और शक्तिशाली टीम खड़ी करने के लिए निरंतर प्रयास जारी रखूंगा



JITENDRA SINGH
GM-Administration

जय वीनस !!

कर्म भूमि को मिल जुल कर एक राष्ट्र बनाएं
जन मानस के राज हंस एक देश बनाएं

महामारी के दौर चला जन मायुषी तब छापी थी
कुछ राज हंसो ने आगे बढ़ कर बागडोर तब थामी थी

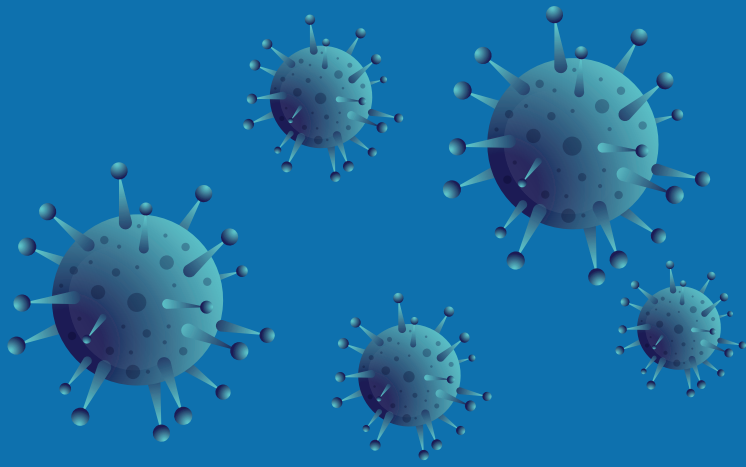
मिला साथ जन जन का तब आगे भाव विभोर हुए
हुआ सार्थक कार्य हमारा सपना सब साकार हुआ
सफल हो गया राष्ट्र हमारा कठुणा का अवतार हुआ

आओ हम अब मिलकर तिलक करें चन्दन रोली से
हम सब मिलकर स्वागत करते जय वीनस की बोली से
जय वीनस जय वीनस जय वीनस

Pawan Tiwari

Soldier - Venus Army

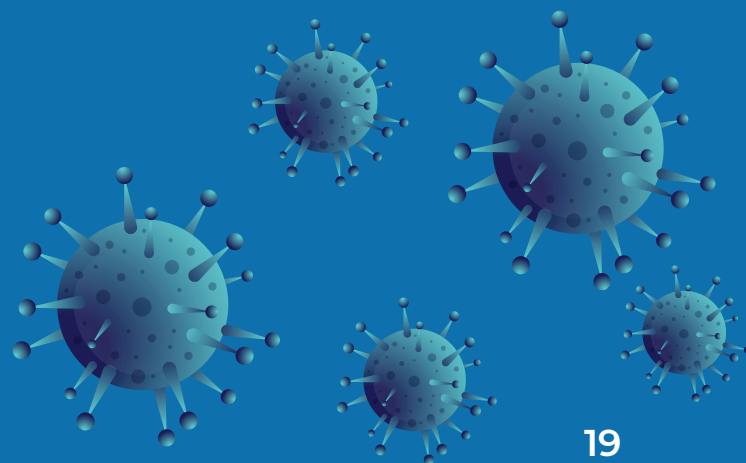




**IN THESE TIMES OF
NATIONAL EMERGENCY,
OUR HEALTHCARE WORKERS
ARE THE REAL SOLDIERS.
WE SALUTE YOU FOR THE SPIRIT
AND DEDICATION
TO FIGHT AGAINST COVID-19**

WE THANK YOU!!

**WE STAND BY YOU AND WILL
ENSURE OUR ROLE AS A
RESPONSIBLE MEMBER OF
THE PHARMACEUTICAL INDUSTRY.**



ROUND UP

ACHIEVED THE MARK OF PRODUCING 4,00,00,000 VIALS



“With world class manufacturing units and by introducing number of machines and devices, we addressed an increasing demand in the market with the highest production till date which is more than 4.00 crores unit of vials in 2020-21.”

VRL's first manufacturing location commenced operation in 1991 in Panchkula. This unit has now grown to 7.5 million bottles a year. A proactive investment in world-class equipment and a strict adherence to best practices enable the unit to manufacture complex and intravenous products products in the Antibiotics, Total Parenteral Nutrition (TPN), Neuro and other super specialty therapeutic segments. State-of-the-art quality control laboratories ensure strict process and product adherence with WHO-GMP and ISO 9001:2008 standards. Its key products include Mebatic, Calridol, Moximicin, Neurotol and Glutapep, among others.

VRL's Baddi five-acre unit represents a prudent balance between environment friendliness and globally-benchmarked manufacturing infrastructure. This unit's strategic location in a special economic zone capitalises on a number of fiscal benefits. The unit manufactures high-end novel formulations across eight units dedicated to oncology liquid injections, oncology lyophilised, lyophilised injections, pre-filled syringes, cephalosporins, carbapenems, cardiology injections and liquid vials.

The unit has an annual production capacity of 78.5 million vials catering to other high-growth, high-value therapeutic segments. The facility has a warehousing capacity of 1,900 pallets under controlled temperature, facilitating storage and anytime delivery. The unit manufactures key products like Elores, Vancoplus, Potentox, Tobracef, Supime, Zydutum, Pirotum, Ronem, Lastinem, Fejet, Actimycin, Megaparin, Taxedol, Paclitol, Oxol, Citabol and Carplat, among others. The unit is certified for ISO 9001, ISO, 14001 and OHSAS 18001; the unit has also received 20 international certifications from global regulatory authorities including European GMP valid across the European Union.

Venus Pharma GmbH is the primary Centre for European business of Venus in 27 EU countries, EEA members and gulf countries. This German unit, backed up by quality innovative products from EU cGMP approved units.

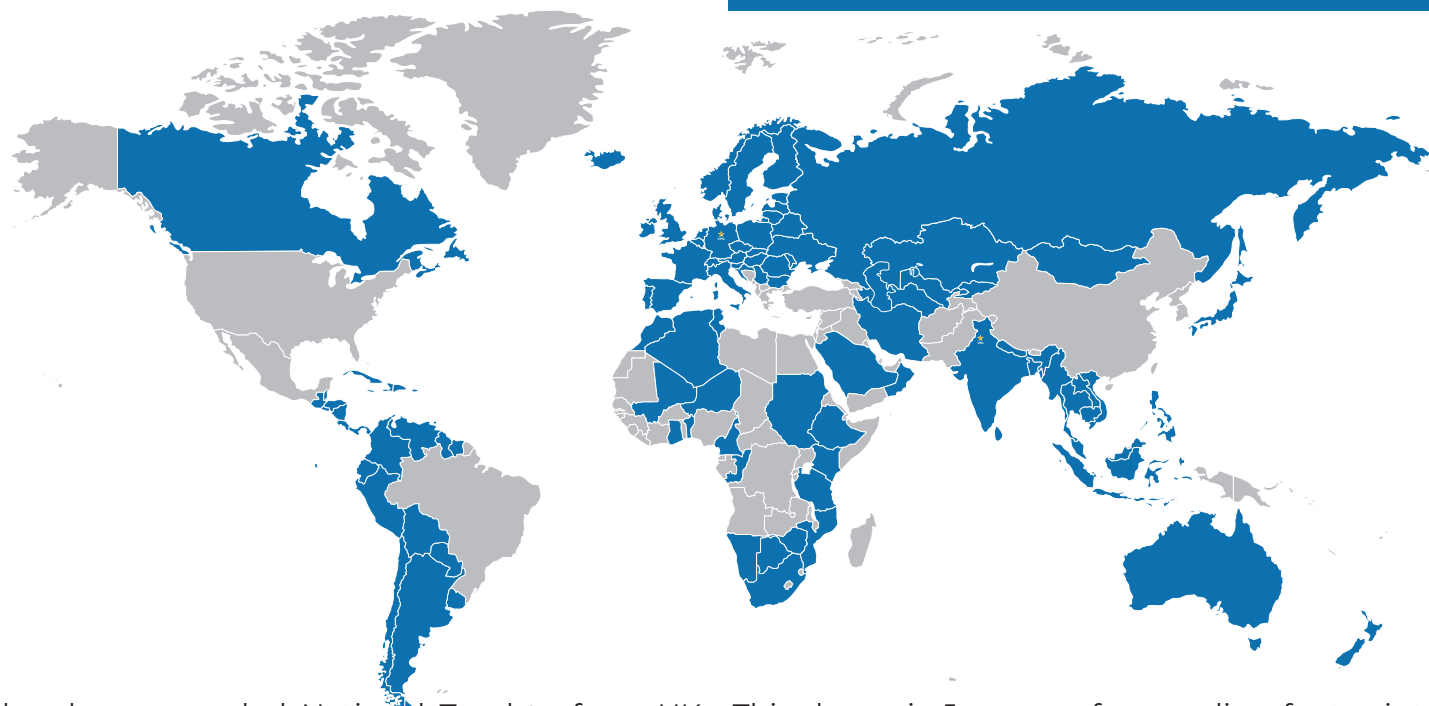
EXPORTING GLOBALLY IN 70+ COUNTRIES

The team International Business comprises of 14 dedicated professionals facilitating the Company's global footprint across Africa, Asia-Pacific, CIS, Europe, Australia, Latin America and Middle East countries. The department has five (5) overseas marketing offices all over World comprising of Germany, Colombia, Vietnam, Saudi Arabia and Sri Lanka.

IB with joint efforts of DRA has facilitated 651 registrations across the globe and 724 are in pipeline. IB has a very efficient and energetic team who is rigorously participating in tenders all over the world & achieving new heights. IB

“During this pandemic year we have widened our International reach by entering the markets of Ghana, Mali, Iraq, Maldives and Chile sensing the huge prospects for our products. These marketing partnerships with global leaders helped develop an extensive distribution channel for our organization.

”



has been awarded National Tenders from UK, Italy, Saudi Arabia, Oman, Cyprus, Mexico, Israel, Thailand, and many more. The Team has been very much instrumental in promoting Venus Research products also, there by launching ELORES in many countries.

2020 was a dynamic year for IB Team as well with so many ups and downs. In spite of many hurdles, IB Team has done a remarkable achievement by accomplishing their targets in less than 10 months..

This dynamic Journey of expanding foot prints internationally will go on year by year. Will come up with new Achievements next year.

TOP SELLING PRODUCTS THIS YEAR

- Meropenem
- Enoxaparin
- Imipenem + Cilastatin
- Paracetamol

COLLABORATING FOR SUCCESS

We had ten innovative products developed in-house that addressed high-priority health issues. The world had endorsed most of them. But, our cash box did not ring, rather it

the domestic market. They would market. We would manufacture. We are excited because besides returns from the product, we



ran dry. Something was definitely amiss! Dropping the innovation assets in favour of generics was a no-brainer. But we stuck to our vision. Because, we trusted the potential of our product, we believed in our research. This time we pushed a little harder. We created a dedicated marketing team for our flagship product Elores. They engaged with the medical fraternity – doctors, key opinion leaders, institutions, enterprises – on a knowledge platform. They created awareness. And, we got our marketing ally Cipla Limited. We sold the brand and trademark of our product to them for

earned respect from the domestic market. The latter, we believe, would last longer and help us engage in many more such partnerships.



WHO LISTING FOR OUR RESEARCH PIPELINE PRODUCTS

Antibiotic resistance continues to be a global public health issue causing a heavy burden on health-care systems. The clinical pipeline continues to be insufficient to contain antimicrobial resistance, and further investment and research is needed to ensure that a robust pipeline is built to treat the WHO priority pathogens list of antibiotic-resistant bacteria. To shed light further upstream on the preclinical pipeline the WHO has undertaken a review of the antibacterial preclinical pipeline and published the data of all identified projects in a publicly accessible database. The database captures 252 unique antibacterial agents in pre-clinical development being developed by 145 individual institutions, of which the majority are smaller biotech companies and academic institutions. There is a higher degree of innovation in the preclinical pipeline with a significant number of non-traditional approaches being pursued. For even a fraction of these projects to reach clinical development or the market, there is a need to shift the market dynamics for new antibacterials through the identification of new solutions beyond push and pull incentives.

From India 10 preclinical antibacterial products in the pipeline are listed in WHO review and 4 of them are from Venus Remedies Limited



VRT001-C (Oral Ceftriaxone)

VRT 001-C is an oral antibiotic based on stealth targeted nanoparticle (STN) technology. The product is designed to meet the unmet need of shifting patients from IV to oral therapy in infections caused by both aerobic Gram-positive and aerobic Gram-negative bacteria, and also covers some anaerobes.

Proposed Indication: Complicated and uncomplicated urinary tract infections, lower respiratory tract infections, skin, soft tissue, bone and joint infections, bacteraemia/septicaemia, and paediatric meningitis, Gonorrhoea, Community-acquired pneumonia, Hospital-acquired pneumonia, Acute otitis media, Intra-abdominal infections, Syphilis, Bacterial endocarditis in adults and children..



From India 10 preclinical antibacterial products in the pipeline are listed in WHO review and 4 of them are from Venus Remedies Limited

VRP032

VRP - 032 is a biomimetic antimicrobial infusion therapy indicated for septicemia and XDR resistant pathogens. Currently, this showed efficacy against resistant pathogens bacteria, virus, fungi, and various other faulty proteins. Proposed Indication: Bloodstream infections



VRT001-V

VRT 001-V is an oral antibiotic based on stealth targeted nanoparticle (STN) technology. The product is designed to meet the unmet need of shifting patients from IV to oral therapy in infections caused by both gram-positive cocci and gram-negative cocci.

Proposed Indication: Complicated skin and skin-structure infections (including cellulitis, myositis and necrotizing fasciitis), Meningitis, Central nervous system (CNS) infection like brain abscess, Bone and joints Infections, Suppurative intra cranial infections, Epidural abscess, Bacterial endocarditis in adults and children.

VRT001-M

VRT 001-M is an oral antibiotic based on stealth targeted nanoparticle (STN) technology. The product is designed to meet the unmet need of shifting patients from IV to oral therapy in infections caused by both aerobic Gram-positive and aerobic Gram-negative bacteria, and also covers common anaerobes.

Proposed Indication: Lower respiratory tract Infections, Urinary tract Infections, Intra-abdominal Infections, Skin and skin structure Infections, Bacterial meningitis and Bacterial septicemia in adults and children



RENAL-GUARD TECHNOLOGY

In the current clinical settings, polymyxins drugs like colistin and polymyxin B are increasingly reintroduced in clinical practice due to the absence of effective antibiotics for the treatment of emerging infections caused by resistant gram-negative bacteria. However, nephrotoxicity associated with these drugs is a very common side effect that occurs during treatment. More than 1 in 3 patients treated with polymyxins is reported to incur kidney toxicity resulting in increased patient complications, increased length of hospital stay and higher mortality. Considering the increasing use of polymyxins in the treatment of MDR gram-negative infections and their dose-limiting toxicity, there is an urgent need for newer better treatments. However, the current market dynamics for novel antibiotics and the antibiotic pipeline is not suggestive of an imminent solution.

Acknowledging this unmet medical need, a novel platform technology called Renal Guard Technology (RGT) has been developed by a team of scientists at Venus Medicine Research Centre, India. RGT is a unique approach for reducing renal toxicity by creating Supra Molecular Cationic (SMC) complexes of polymyxin drugs. These SMC complexes are designed to impair drug uptake & accumulation inside kidney cells. The innovative technology design is powered by electrostatic interaction which allows to maintain drug properties without affecting the efficacy of the polymyxins and simultaneously reduces their renal toxicity, as proven through a series of preclinical experiments.

We have also applied Indian and worldwide patent for the Renal Guard Technology.

DIGITAL SURGE

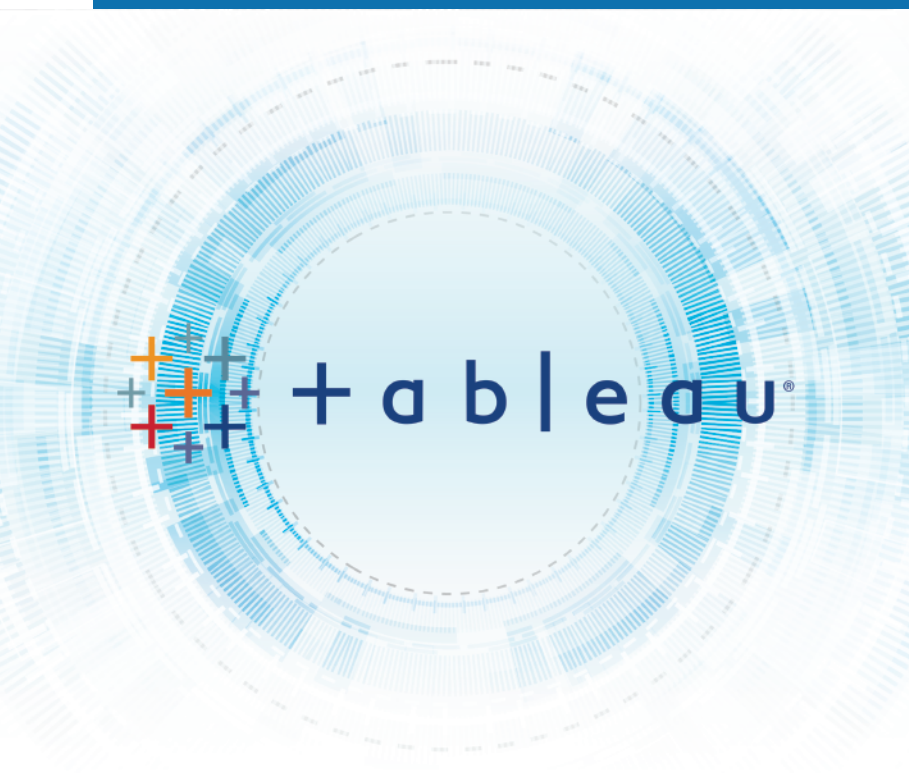
ENHANCING PRODUCTIVITY THROUGH INTELLIGENT CLOUD APPLICATIONS

While the Covid-19 pandemic plunged the majority of the industry into disarray, a number of well-prepared organizations like Venus has the digital infrastructure required to not only keep their heads above water, but to accelerate the reimagining of their workplace.

Microsoft 365 facilitates a new world of productivity – and it does this in a way that other collaboration tools can't. It provides a holistic and unified set of productivity, collaboration and real-time communication capabilities. If you look at alternative offerings, they are all point solutions. In an industry like pharmaceuticals, a holistic suite of technology solutions will enable not only a more productive and efficient workforce, but it will facilitate a consistent experience for customers too.

Venus chooses Microsoft 365 as the security and compliance protections that come with Microsoft 365 is best in industry. Microsoft 365 and Microsoft Teams provide strong enterprise security for our industry including capabilities to help protect sensitive information, meet regulatory compliance obligations, and prevent information exchanges that could lead to organisational conflicts of interest.





Data visualization is another form of visual art that grabs our interest and keeps our eyes on the message. When we see a chart, we quickly see trends and outliers. If we can see something, we internalize it quickly. It's storytelling with a purpose. If you've ever stared at a massive spreadsheet of data and couldn't see a trend, you know how much more effective a visualization can be.

In the world of Big Data, data visualization tools and technologies are essential to analyze massive amounts of information and make data-driven decisions.

Data Analytics Department at Venus has prepared 39 Dashboards for 16 departments including Management, Accounts, Finance, International Business India, Venus Pharma India, Generic Business unit, Global Critical Care, Domestic Operations, S&BD, Commercial, IMD and MIS and through these dashboards now the Sales, marketing, Purchase, accounts, finance, production, Human Resource, Logistics, New Generic Opportunity and New export Opportunity data can be visualize in different dimentions to analyze the data and make more effective decisions.

According to a survey every department is saving Approx. 25 days per year through utilization of Tableau Dashboards in their day to day working.

DATA VISUALIZATION TOOLS FOR QUICK & ACCURATE DECISIONS

EXHIBITIONS

GAMIFICATION AT WORKPLACE



A Game of Passion
PPL
SEASON 5
FIRE TO EXCEL ONESELF

Passion Premiere League (PPL) is a company sport launched by the creative team of Venus Remedies Limited following the vision of Respected CMD Sir. Since its launch in 2016, PPL and its allied games have been received extremely well by the employees and have enabled Venus to be connected through a common thread a game of passion the idea behind the game is simple. The teams compete against themselves to achieve the target scores to win the game. There are multifaceted layers to the game, involving rules, processes, awards, among others. This document is a detailed assembly of everything related to PPL and its allied games. A game of passion, is being played among the target oriented teams of Venus. History reveals that every game is being played to win and every player of team plays game with only one motive that is to win and only win the game. PPL, in a game form, was launched on 1st April 2016 with an objective to enhance the passion of winning in terms of selling & improving sales score in

terms of sales target.

PPL is derived from the most religiously followed game in India, "CRICKET". Chasing a score induces passion among players to win & follow the score, and to perform in a highly competitive manner. The fire of performance makes them excel. This game was designed to gamify the sale and marketing experience of the employees by making them follow rules of Cricket and link it to their sale targets. It allows the sales teams to perceive their roles as players in a game, destined to win. In Cricket, a batter excels on each ball. Every ball teaches him a lesson to improve further and so to add score in his kitty. Similarly, in PPL each day is a ball and sale is the score he adds in his basket. Every day makes a sales person to learn new and achieve his target by performing better. Sale figures in PPL become the score of an individual player that has to be chased to excel on each ball (day of the week). The Passion to achieve the score fuels the fire to perform day by day.



KBC@VENUS

Following the vision of Resp. CMD Sir, The Game of KBC is designed to engage all departments at Venus in a system of constant evaluation. It is a game that makes everyone to follow the principles and cultural practices instituted at Venus. The game engraves a pathway of smooth tuning of departments to work in a rhythm. This rhythm leads to achieving the vision and mission of the organization. KBC is a fun game that engages contestants to answer a few questions, and the evaluation of those questions leads to an improved department.



HOW TO PLAY

At any point during the game, the departments will have the option to take a lifeline. There are three lifelines in KBC:

Surrender

Reveal

Power Paplu

Surrender

If a department is unable to qualify for the next level, they can take the Surrender Lifeline. As soon as they select it, they would be elevated to the next level. But, they will have to surrender 10% of their award money, whenever they receive a prize/cash-out.

Reveal

At any point during the game, if a department wants to know about the scores they have received in that month, they can take the Reveal Lifeline. Through this, they would get a detailed

score report for each parameter that they have received from other departments.

Power Paplu

Power Paplu is a unique lifeline. It does nothing on its own. But, using it activates both Surrender and Reveal to be used a second time!

So, after you have exhausted both your lifelines (Surrender and Reveal), you can use Power Paplu to reactivate both of them. Now, you will have the option to take any one of these two lifelines during the game.









































If you take Surrender, you will need to surrender 20% of your award money (since you have used this lifeline the second time)

If you take Reveal, you will again get a detailed score report for your department, parameter-wise.

Note: you can only opt for Power Paplu after you have exhausted both your lifelines.

NEW DEPARTMENTAL IDENTITIES

MICROSOFT SHAREPOINT WEBSITES

 ☆ ACCOUNTS	 ☆ Administration Department	 ☆ Commercial	 ☆ Corporate Regulatory Affairs
 ☆ Corporate Website	 ☆ CQA	 ☆ Data Analytics	 ☆ Department of Law
 ☆ DMSD	 ☆ Domestic Operations	 ☆ Engineering Unit 1	 ☆ ENGINEERING UNIT II
 ☆ Enjoy Innovations	 ☆ EXPENSE MONITORING AND CONTROLLING DEPTT.	 ☆ FINANCE	 ☆ Generic Business Unit
 ☆ GLP	 ☆ Human Resource Acquisition	 ☆ IB VPG India	 ☆ IB VRL India
 ☆ Institutional Marketing Department	 ☆ INVENTORY CONTROL UNIT II	 ☆ IPR & SBD	 ☆ IT Comm
 ☆ OPERATION UNIT-1	 ☆ OPERATION UNIT-II	 ☆ PMT 3	 ☆ PMT IV
 ☆ PMT-2	 ☆ QA	 ☆ Quality Assurance Unit-1	 ☆ QUALITY CONTROL UNIT II
 ☆ Quality Control Unit-I	 ☆ SECRETARIAL & BANKING	 ☆ SECURITY	 ☆ Supply Chain
 ☆ TRANSPORT DEPARTMENT	 ☆ Venus Army	 ☆ Venus Service Commission	 ☆ PMT-1

FORTUNE 100

PEOPLE OF VENUS

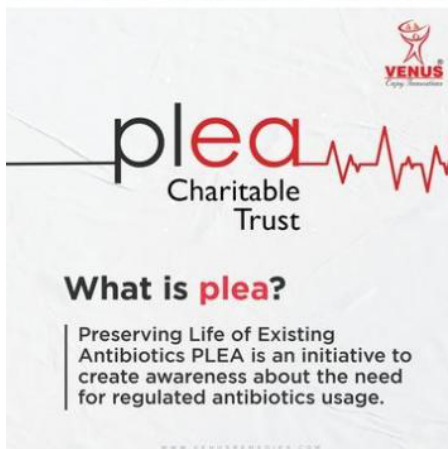
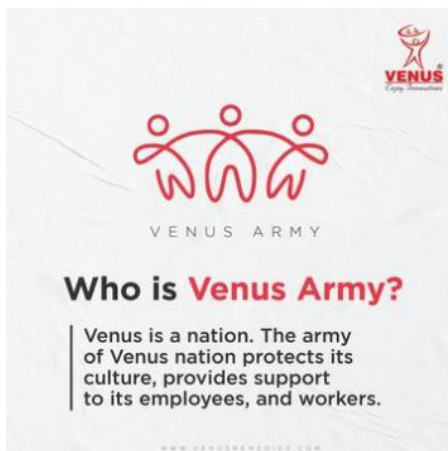
 RANK 01 Mr. Manoj Sani, SR.VP (Commercial & Plant-II)	 RANK 02 Mr. Adhesh Malhotra, SR.VP (IB-VRL INDIA)	 RANK 03 Dr. Parag A. Mondale, SR. Director (Medical Affairs)	 RANK 04 Mr. Vishal Chandra, AVP (VPG)	 RANK 05 Mr. Ashish Mukherjee, AVP (DO)
 RANK 10 Mr. Rakesh Pandit, CGM (Sec. & Banking)	 RANK 12 Mr. Rajesh Kumar, CGM (QC-II)	 RANK 13 Dr. Mohd. Amin Mir, Director (CRD-R & D)	 RANK 15 Ms. Sonia Soni, GM (Finance)	 RANK 16 Mr. Dharmesh Arjaria, GM (QA-II)
 RANK 21 Ms. Deepika Kalra, GM (VSC)	 RANK 22 Mr. Tej Krishan Bhat, GM (EMC)	 RANK 25 Mr. Jitendra Singh, GM (TRANSPORT)	 RANK 26 Mr. Vilas Wale, GM (Deptt. of Law)	 RANK 27 Mr. Prabhesh Sharma, Head Scientist (R&D)
 RANK 32 Mr. Tarun Bansal, DGM (DO)	 RANK 33 Mr. Munish C. Sharma, DGM (Commercial)	 RANK 34 Mr. Sudhanshu Narain, DGM (PMT-I)	 RANK 35 Mr. Tarun Sopra, DGM (PMT-II)	 RANK 36 Mr. Mukesh Kumar, Lead IPR (IPR)
 RANK 47 Mr. Dhawal Puri, DGM (GCC)	 RANK 49 Mr. Rajat Bhattacharyya, DGM (IB-VRL India)	 RANK 50 Mr. Sakshinder Singh Saini, DGM (IB-VRL INDIA)	 RANK 51 Mr. Aman Mehan, DGM (Supply Chain Unit-II)	 RANK 52 Mr. Randeep Singh, DGM (CRA)
 RANK 57 Mr. Kuldeep Sharma, AGM (IC-II)	 RANK 59 Ms. Neha Kodan, AGM (Sec. & Banking)	 RANK 60 Dr. Sumit Saxena, Team Leader CRD (R&D)	 RANK 61 Mr. Dilpreet Singh Dogra, AGM (COA)	 RANK 62 Mr. Satish Kumar, AGM (Operations Unit-II)
 RANK 68 Mr. Madhav Parasad Singh, AGM (DO)	 RANK 69 Mr. Varun Kumar, AGM (Data Analytics Department)	 RANK 70 Mr. Nitin Sharma, AGM (DRA)	 RANK 71 Mr. Manoj Alam, AGM (IB-VRL INDIA)	 RANK 72 Mr. Sanjay Verma, AGM (Supply Chain-II)
 RANK 77 Mr. Sanjay Kaul, ZBM (GCC)	 RANK 78 Ms. Suzanne Maru, Sr. Manager (Accounts, Finance & HR) (IPR)	 RANK 81 Mr. Shalish Kumar, Sr. Research Scientist (R & D)	 RANK 82 Mr. Shashi Kapoor, Sr. Manager (QC-II)	 RANK 83 Mr. Bhupinder Kumar, Sr. Manager (VSC)
 RANK 90 Mr. Bharat Bhushan, Sr. Manager (Commercial)	 RANK 92 Mr. Neenakshi Dalia, Sr. Manager (Finance)	 RANK 94 Mr. Farman Siddiqui, Sr. RBM (GCC)	 RANK 95 Mr. Harish Kaulish, Sr. Manager (Transport)	 RANK 96 Mr. Anil K. Sharma, Sr. Product Manager (PMT-II)
 RANK 91 Mr. Rakesh K. Tiwari, Sr. Manager (QC-I)	 RANK 92 Mr. Dilip K. Pandey, Sr. Manager (QA-II)	 RANK 93 Mr. Proveen Kumar, Sr. Manager (DMD Office)	 RANK 94 Mr. Tarun K. Sharma, Sr. Manager (DRA)	 RANK 95 Mr. Sanjay Chaudhary, Sr. Manager (EMC)

Mr. Rajiv Sharma, AYP (IND)	Mr. Rajeev Handa, AYP (GCC)	Mr. Rajesh Kumar Bali, AYP (PMT-III)	Mr. Rajeev Sharma, AYP (GBU)	Mr. Ajeet Kumar, CGM (Accounts)
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Mr. Shammil Kumar, DGM (IND)	Mr. Vinod Kumar, DGM (GBU)	Mr. Pardeep K. Sharma, DGM (DMSD)	Mr. Rajesh K. Trivedi, DGM (DO)	Mr. Manoj Kumar, DGM (Commercial)
Mr. C S Dogra, DGM (Operation-UNIT-II)	Mr. Vinod Lahorey, AGM (DO)	Ms. Gisha Choudhary, AGM (MD Office)	Mr. Tanika Bahadur, AGS (Security)	Mr. Vijay Kumar Pal, AGM (Department of Law)
Ms. Pushpa Ghugyal, AGM (Admin)	Mr. Bhupinder Pant, AGM (ED Office)	Mr. Sanjeev K. Thakur, AGM (QC-II)	Mr. Manish Sharda, AGM (Accounts)	Ms. Xuan Tri, AGM, Vietnam IB-YRL INDIA)
Mr. Yivek Mimal, AGM (Commercial)	Mr. Amit Goyal, AGM (COA)	Mr. Anil Kumar B Singh, AGM (GCC)	Mr. Anmol Aggarwal, AGM (S & BD)	Mr. Neelamber Sharma, AGM (QA-UNIT-II)
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VENUS SOCIAL TIMES



FOLLOW VENUS ON SOCIAL MEDIA



- A** - Antimicrobial Resistance, ARD
- B** - Building Talent
- C** - Customer Delight, Collaboration with Cipla
- D** - Digitalization, Design Studio, Debt-Free VRL
- E** - Eloquent, Enoxaparin, E-Commerce,
- F** - Fortune 100, Financial Independence
- G** - Global Presence, GMP
- H** - Happiness Index
- I** - Innovations
- J** - Join Venus Army
- K** - Kaun Banega Champion
- L** - Launch of New Products
- M** - Meropenem
- N** - New Generic Opportunity
- O** - OTC Market
- P** - Passion Premium League (PPL)
- Q** - Quality Products
- R** - R3SET, Renal Guard Technology
- S** - Social Media Initiative, Sterloc, STN
- T** - Tableau, Talent & Technology
- U** - United against AMR
- V** - Velimixin, Value Addition
- W** - Welcoming Digitization in VRL
- X** - X- Factor (Women in VRL)
- Y** - Young at 30 #Venus
- Z** - Zooming Ahead



LONGER ASSOCIATIONS





PARDEEP KUMAR
TOA : 29 Years 9 Months



KUSUM LATA
TOA : 29 Years 4 Months



SONIA SONI
TOA : 29 Years 2 Months



SHASHI KUMAR
TOA : 29 Years 0 Months



JIVENDER JHA
TOA : 28 Years 1 Months



JAI RAM
TOA : 27 Years 9 Months



SUJEET PANDEY
TOA : 27 Years 8 Months



ANJANA RANA
TOA : 27 Years 8 Months



MANAV SONI
TOA : 27 Years 6 Months



ASHA DEVI
TOA : 27 Years 5 Months



GABBAR SINGH
TOA : 26 Years 7 Months



TANKA BAHADUR
TOA : 26 Years 6 Months



RAJBIR SINGH
TOA : 26 Years 2 Months



VISHWAMANI KAUSHAL
TOA : 25 Years 7 Months



MAHESH C. JOSHI
TOA : 25 Years 3 Months



JHARMAL SINGH
TOA : 25 Years 10 Months

SLICE OF LIFE

JADDOO KI JHAPPI

Annapurna, a place where we all gather and enjoy our food, it is not only an utilitarian eating space but a place where cultures and cuisines mix, ideas are shared and we all come together. Through this edition of Sankalp magazine we would like to extend our thanks and gratitude to team Annapurna for making delicious and delightful food for all the Venusians. They are always ready with delectable food, be its tea time, snacks time or lunch time. During Covid-19 Pandemic also they served 24x7 without fearing for their own health. For satiating our hunger with best food made with love, team Annapurna deserves a Magic Hug, bole toh JADDOO KI JHAPPI...



Annapurna Staff, Panchkula



Annapurna Staff, Baddi

CREATIVE CORNER



उम्र

उम्र अगर इंसान होती, मेरी तेरी तरह ही होती।
फर्क करती जमाने में, जो होता दिल के करीब
जो लगता अपना, बस वही ठहर जाती,
न घटती न बढ़ती, बस खूबसूरत सा पल,
जैसे चांद बन थम जाती।
अमीरों के लिए, जैसा खिला गुलाब सा ठहर
जाती।
गरीबों के लिए, जैसे खिलने से पहले बिखर
जाती।
षुक है उम्र इंसान नहीं
आती है, अमीर गरीब, गोरा काला, इंसान जानवर
फूल पेड़, सबको गोदी में खिलाती है।
फिर जवानी सी निखारती है।
फिर बुढ़ापे सी सिमट जाती है।
षुक है उम्र इंसान नहीं

Ashwani Thapa
Manager - DMSD

बेहतर समझ पाते

निकलकर अपने अहम से बाहर,
गर आंखों में मेरी झांकते तुम,
तो मुझे बेहतर समझ पाते तुम.....
भूलकर अपने वहम को,
गर पल भर को मुझे निहारते तुम,
तो मुझे बेहतर समझ पाते तुम.....
दूर जाने का रास्ता दिखाया जिन हाथों से,
गर उसे मेरे दिल पर रखते तुम,
तो मुझे बेहतर समझ पाते तुम.....

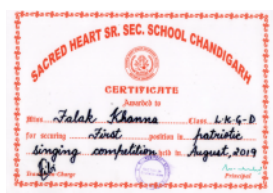
Pretty Sharma
DM - DMSD

Journey of Life

छोटी सी उम्मीद
कभी-कभी छोटी सी उम्मीद भी
हमें एक सुखद अहसास कराती है
दीपक सी टिमटिमाती लौ की तरह
जीवन में आशा का दीप जलाती है ।
एक छोटा सा बच्चा सुबह उठकर
ऑनलाइन क्लास में पढ़ता है
उसे दुख है वह स्कूल नहीं जा पा रहा
अपने सहपाठियों से नहीं मिल पा रहा है
लेकिन वह एक उम्मीद के साथ आगे बढ़ता है
कि कोरोना का बुरा समय बीतेगा हमारा स्कूल
फिर से
खुलेगा और वह पहले जैसी
मस्ती के साथ पढाई करेगा ।
एक डॉक्टर मुंह पर मास्क लगाए
खुशी-खुशी अस्पताल जाता है
कोविड के मरीजों का इलाज करता है
एक उम्मीद के साथ आगे बढ़ता है
कि कोरोना की वैक्सीन आएगी और हमारे
समाज को
इस महामारी से मुक्ति दिलाएगी ।
यही उम्मीद की आस हमें जीना सिखाती है
बुरे वक्त में हमारी हिम्मत बन जाती है
इस उम्मीद को जीवन के हर पथ पर हमें कायम
रखना है
और सफलता के नए आयाम लिखना है ।।

Suneel Nikhra
DM - QC II

RISING STARS



Falak Khanna D/O Preeti Pruthi (Manager - Accounts) won First Place in School singing competition.



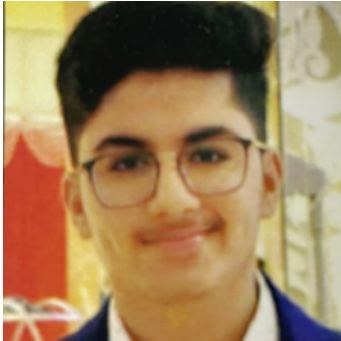
Aarav Arora S/O Varun Arora (AGM- Data Analytics) won Silver Medal in Akhil Bhartiya Hindi Olympiad 2020-21



Aditya Sapra S/O Tarun Sapra (DGM - PMT-2) Secured 95% marks in 10th class in CBSE Board.



Pammi Khatkar D/O Rajesh Khatkar (Deputy Manager- Commercial) secured 97.4% marks in calss 10th ICSE Board.



Arpit Narang S/O Preeti Narang (Manager - Finance) Secured 97.6% marks in 10th class in CBSE Board



VRL BIDS ADIEU...



For over 2 decades Mr. Rajiv Sharma has been integral part of Venus Remedies. He has shaped the Institutional Marketing Department of the company in a successful manner. VRL Bids Adieu to Mr. Rajiv Sharma for his tenure in Venus.

Here are some excerpts from our recent conversation with him:

It was really a long journey of more than 22 years with great rich learning in the company. I was given the opportunity to handle many portfolios and businesses. I got great support from my colleagues.

My Best Memory is to be associated with the company with ever supporting and guiding working environment.

My Message for Venus is to keep on working with honesty and dedication and results will follow.

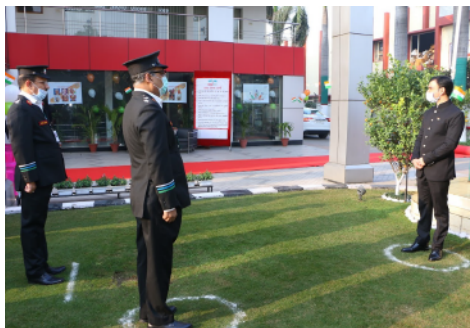
MR. RAJIV SHARMA CGM-IMD

SHAPATH

MANAV UTHAN YOJNA



CELEBRATION OF REPUBLIC DAY



Venus Army's support to the Isha Foundation's #CauveryCalling initiative continued through the donation one thousand trees/month with the objective of the Preservation and Conservation of the resources of mother Earth for the sustainability of future generations of all living beings.

Venus Army joined hands with the Manna Society -Jaipur to Provide care & support to orphan & vulnerable children by facilitating Home, Education, Good Nutrition, counselling, Healthcare so as to enable these children to become responsible Citizens of the Society and also to have the capabilities of earning a respectful livelihood in future.



VENUS SONG



वीनस राष्ट्र के आदर्शों को भुलाना है नहीं
कर्मनिष्ठ होकर कर्तव्यों को निभाना है यहीं।
रेत से जो फिसल जाएँ, वो इरादे न हों कभी
प्रगति पर अग्रसर करें जो, वही कर्म हो सभी।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं।

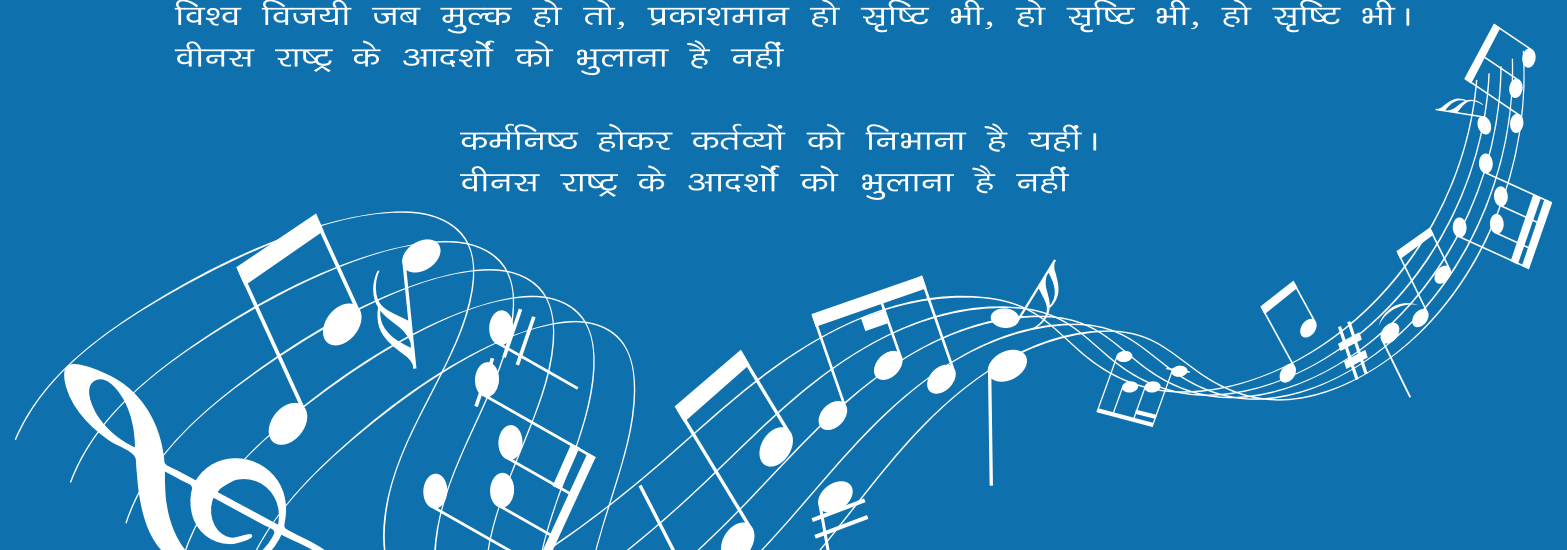
नूतन विचारों, नई सोच को, बढ़ावा मिले यहीं,
इच्छा शक्ति प्रबल हो, विश्वास हो बुलंद सभी।
नैतिकता और सदाचार को मिटाना है नहीं,
प्रेम, एकता और शान्ति को फैलाना है यहीं।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं।

स्वाती की हर एक बूंद और चातक दे संदेश सभी,
एकाकी दृष्टि लक्ष्य हो, तो तुच्छ प्रतीत हों बाधाएँ भी।
मिल कर जड़ों को सीचें, तो नूतन पत्र खिलें तभी।
हम राष्ट्र से हैं सभी, राष्ट्र हम से है नहीं।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं।

वतन की आन-बान और शान, को बढ़ाना है यहीं,
मीट जाए जो वतन पर, वो जजबा दिखाना है यहीं।
मर्यादा और संस्कारों को प्रतिष्ठित करें हम सभी,
याद रहे जो युगों तक, वो दृष्टांत परिणित हों अभी।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं।

जन जन सुखी हो राष्ट्र का, समृद्ध हों सैनिक सभी,
विश्व विजयी जब मुल्क हो तो, प्रकाशमान हो सृष्टि भी, हो सृष्टि भी, हो सृष्टि भी।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं

कर्मनिष्ठ होकर कर्तव्यों को निभाना है यहीं।
वीनस राष्ट्र के आदर्शों को भुलाना है नहीं



Publisher:

VENUS REMEDIES LIMITED

Editorial Committee:

Mr. Mukesh Kumar (Co-ordinator)

Mr. Devesh Yadav (Member)

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Editorial Advisors:

Mr. Pawan Chaudhary

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Unit-I & Corporate Office :
51-52, Industrial Area, Phase-I,
Panchkula (Haryana), India

Unit-II:
Hill Top Industrial Estate, Jharmajri,
EPIP, Phase-I (Extn.), Bhatoli Kalan,
Baddi, Distt. Solan, Himachal Pradesh, India

Unit-V:
VENUS Pharma GmbH
(A wholly owned subsidiary of
VENUS REMEDIES LIMITED)
Am Bahnhof 1-3, D9368,
WERNE, GERMANY
Website: www.venusremedies.com

For feedback & suggestions:
sankalp@venusremedies.com