

संकल्प 2022

Yes

WE ARE A

Great

Place

Danishyulha

Venus' commitment to serving humanity with its novel & innovative solutions aims to accomplish unmet health needs. With a focused Vision, a roadmap in the form of Mission 2025, and an allegiance to the values to Preserve the Core & Stimulate the Progress, we enduringly comply with the essence of great leadership, sankalp, research, infrastructure, products, business strategies, people, skills, new initiatives, humanitarianism, associations, achievements, culture, and expressions. This and many more of our endeavors will pave our way from Great to Greatest...



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GREAT LEADERSHIP



FROM THE DESK OF **MANAGING DIRECTOR**

Venus is now the right place to work, learn, grow, communicate, and deliver.

Venus has completed its 31 years, and to this day, such moments take me through an emotional ride. When I laid the foundation of Venus in 1989, I did not know that my seed would blossom as a tree, being nurtured by over 1000 dedicated Venusians.

This year, we are also celebrating one year of our independence! And, as we stay focused on our Vision, and pace towards our Mission, I envision an abundance of opportunities for all of us. All we need now is meaningful channelization of all our energies and resources to overcome the challenges that lie ahead of us. I am sure we will outdo ourselves and become a better version of ourselves.

I am happy to have a platform like Sankalp that enables me to pen down my thoughts in words, which will remain engraved in an unvanquishable form.

Hoping for a year full of wisdom and strength for all us.

- Pawan Chaudhary
Chairman & Managing Director

Unwinding the year 2021, with the launch of the fourteenth issue of the Sankalp Magazine, has brought back the memories of our incredible learnings and achievements. This time of the year truly reflects and signifies how we traversed our journey and shaped our plan for the way forward.

Adhering to our consistent approach and disciplined culture, we ensured that Venus always remains relevant and current to our stakeholders, and to the changes taking place in our environment. The constant support of Venusians in helping us maintain our delivery standards while we adopt new skills and technologies deserves a big applause. The year witnessed a freshness — a newness in our culture and working methodologies as we welcomed new faces bringing in fresh insights. It is uncommon to see such inclusiveness among people coming from diverse backgrounds. I believe this is what makes Venus a Great Place to Work!

With the collective efforts of everyone, we concluded the past year and commenced 2022 with a lot many accolades that I honestly did not anticipate. All this inculcated a sense of pride, positivity, and confidence in me, and I have finally come to believe that



Dear Venusians,

Heartiest congratulations for 31st Raising day.

Last year had been a year of consolidation. After 31 long years of struggle, now we are on Take-off Mode as a super-fast rocket, where every Venusian has tightened

his /her seat belts for a safer longer and happier and prosperous journey. Our facilities are upgraded, capacities are enhanced, efficiencies are optimized, and team is fully geared up for Mission 2025. It is well said that penny saved is penny earned. All dead and slow-moving inventories built during Covid period are liquidated and monitored carefully through automated processes. We are peeping into every nook and hole of our systems and processes which need upgradation to beat the race.

Going ahead we must strengthen our systems, introduce technological advancements and automations so that our customers can be proud of MADE IN VENUS QUALITY. Several incentives have been given to teams to motivate them. Internal and external trainings are arranged to upgrade the skills. A lot has been done to conserve energy without compromising productivity. In this era of increasing competition, sustenance along with growth is the main key. Venus has achieved record registrations in various markets in this year with entry into 10 new countries. New Pipeline products are being developed to remain abreast of industrial growth norms.

Venus is continuously working on our mission of sustainable planet and in this endeavour recyclable packaging are being introduced into the system.

In this edition of Sankalp, I would like to congratulate team Sankalp on their efforts to rope in all Venusians together.

Jai Hind.
Jai Venus.

- Manu Chaudhary
Joint Managing Director



Congratulations to all Venusians on the 31st 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 economies 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 along with 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 intentions 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'm delighted on the launch Sankalp Magazine for the year 2021-22. I would like to take this opportunity to congratulate Sankalp Committee, as the launch of the magazine is only possible through commitment of time and effort of the Committee.

I'd like to start by acknowledging the efforts of each and every Venusian - which has made the year 2021 a time worth remembering. The past year was full of achievements and learnings for us. Working together we have made good progress toward our strategic goals while aligning with our Mission, Vision & Values, even amid pandemic that continues to have such a

substantial impact on our work, home lives, as well as on the lives of our customers.

Over the past year you've all demonstrated over and over again our strengths as an organization and made clear that when it comes to Venus, the whole is greater than the sum of the parts. This is because we are an ambitious team that sets high goals and a talented team that works hard to achieve them.

Apparently, 2022 is set to be another exciting year for us. We can look forward to working further on the many initiatives to deliver the best products with outstanding customer experience. We are looking to consolidate our operations and streamline processes to achieve sustained growth to prepare today for the uncertainties that tomorrow may present

Our great people and their commitment are foundation of Venus culture. "Great Place To Work" certification came as a motivation and inspiration to preserve the greatness of this place & its people. Aligned to our priorities, we have seen a meaningful improvement in employee engagement, which interalia is an important driver of performance.

I want to thank every Venusian for continued commitment and effort. Every one of us has an important role to play in the work ahead and I'm confident that together we will achieve great things.

I wish each of you a healthy, purposeful, and insightful year ahead.....!!!!

- Ashutosh Jain
Executive Director



My dear Venusians,
Welcome to the foundation month of Venus Remedies Limited!

This is a month to recollect all the amazing work we do to progress ourselves along with our organization. Our strength lies in our unity and dedication towards a common goal: the social,

economic, and intellectual progress of every employee of Venus.

I am pleased to share that after two years, I am getting to see the faces of people, and I can appreciate humanity more. Our organization is defined by our admirable culture imbibed by the people of Venus, and being able to appreciate the hidden smiles and gestures of dedication is a satisfying feeling.

As we energize ourselves to celebrate working in a Great Place to Work, I want us to acknowledge that we are collectively responsible for making us great.

This month holds a special significance and meaning for us because of the efforts of every Venusian. It is a matter of pride to be working in such unison, driving the collective good of the whole, prioritizing talent and technology building, and delighting our customers along the way.

It is time to upgrade the outlook of our organization. We have a responsibility to get out of the status quo, and lay the foundation of greatness in our minds. Where we go from here would be defined by our willingness and commitment towards our organization. We should not stop knocking on the doors of progress.

This is a special year for us as we are celebrating our first anniversary of Venus' Independence Day – a day that has been marked in the history of Venus for gaining free wings. As we relive that freedom, let us collectively remember that thirty years of painstaking efforts have brought us here. The road to success will always come with challenges – our commitment would be questioned, our ideas would be let down, and our cultural integrity would be tested. But, if we are resolute and united towards our mission and vision, we will outshine the elements limiting our progress. Our commitment will guide us to differentiate an influence from an opportunity.

Be ready for change!

- Akshansh Chaudhary
CTO & President HR



Kudos to each one of us for achieving yet another significant milestone. Our people are our most prominent and vital capital, enabling us to successfully sail through everything, big or small. In 2021, we embarked on the fourth decade of creating a joint legacy for Venus. As many new

people joined our institution, the Venus folklore cultivated our culture.

I firmly believe that the way ahead for us would unleash an ocean of prospects giving us a direction where we'll provide more, grow more, and receive more. Unrestrained should be our only restraint when it comes to our competency, wisdom, knowlge,

potential, and strength. Let the year 2022 mark a thriving phase for all of us individually & collectively!

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



Starting my journey into the organization this year, I sensed something that usually doesn't exist in most organizations. When I counted the number of years, practically lifetimes, a lot of you have spent with the organization, stayed with it through thick and thin, laughed with it, cried for it and have practically grown with it here, it made me question WHY? — a sense of belongingness, a sense of affection, a sense of achievement, a sense of being an entrepreneur, and a sense of self-respect in every individual working at Venus, is what I got as a reply from within.

Like every other Venusian, I feel blessed to be a part of an organization with the kind of dynamism and talent in encompasses and has in store. I'm eagerly looking forward to lending a helping hand in nurturing and helping Venus fly like each one of you already is.

I have already seen a plethora of business decisions driven through data. As per our Sankalp on Talent and Technology Building, I envision Venus to be more data-centric where data would be at the heart of each strategy or business plan. I hope to see us start progressing towards using and implementing state of the art technology in Machine Learning and AI which would help Venus be one of the few Pharma Companies that believes in making data-driven business decisions.

Looking forward to lots of learning and technology building together this year!

- Aditi K. Chaudhary



GREAT SANKALP

TECHNOLOGY & TALENT BUILDING

V

enus has taken the Sankalp to build a work force 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 Venusion, 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

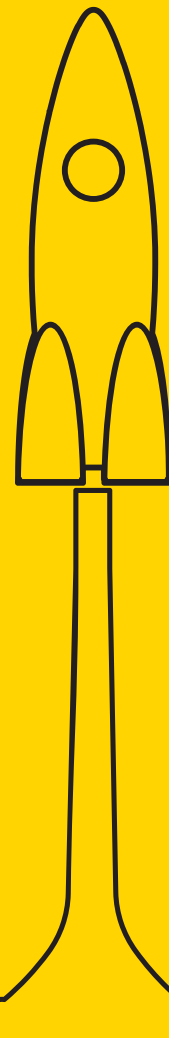
A

t Venus, we take pride in serving our customers and ensuring their satisfaction. This Sankalp builds on the process of customer service by adding the favor 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.

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.

मानव स्वास्थ्य पर सकारात्मक पदचिन्ह छोड़ने के लिए एक ऐसी संस्था का निर्माण करना जो प्राणीमात्र के अस्तित्व से परे, शाश्वत हो।

RESEARCH PIPELINE

MOLECULE	CATEGORY	STATUS
VRT001-C	STN PLATFORM TECHNOLOGY	PRECLINICAL
VRT001-M	STN PLATFORM TECHNOLOGY	PRECLINICAL
VRP-034	RENAL GUARD TECHNOLOGY	CLINICAL
VRP-035	RENAL GUARD TECHNOLOGY	PRECLINICAL
VRP-044	RENAL GUARD TECHNOLOGY	PRECLINICAL
VRP-007	ANTI CANCER TARGET DELIVERY	F & D
VRP-1013	PAIN KILLER	PRECLINICAL
VRP-1010	LIVER DETOXIFIER	PRECLINICAL
VRP-029	WOUND SEALANT GEL	PRECLINICAL
VRP-030	WOUND SEALANT SCAFFOLD	PRECLINICAL
VRP-031	WOUND SEALANT GRANULES	PRECLINICAL

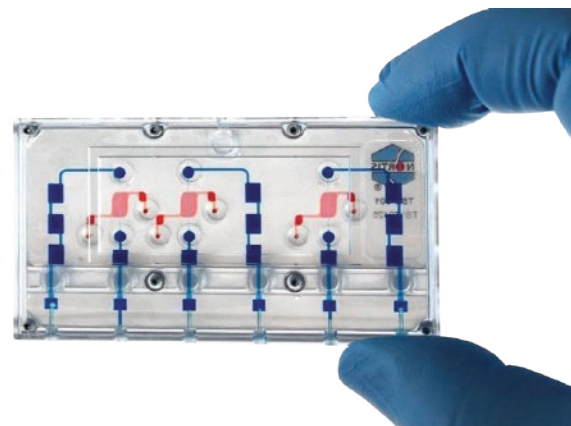
GREAT RESEARCH

Venus has studied the market extensively to frame its blueprint for tomorrow. The R&D team has lined up a robust pipeline to address major therapeutic areas including Antimicrobial Resistance (7 products), Oncology (5 products), Herbal (5 products), Hemostatic (3 products).

Venus Remedies has always been intensely focused on its R&D wing, Venus Medicine Research Centre (VMRC), and making heavy investments to be equipped with a strong drug development infrastructure.

VMRC has always remained at the cutting-edge of technology. This passion widens its capability matrix enabling it to develop complex product that help Venus to stand out of the competitive clutter. During last year, the unit added four new technologies.

Organ on a Chip: It enables us to understand the mechanism of drug action in a way that was never possible before,



VMRC SUCCESSFULLY DEVELOPED AND MONETIZED ITS FLAGSHIP RESEARCH PRODUCT ELORES - IT PLAYED A SIGNIFICANT ROLE IN TURNING THE TIDE IN VENUS' FAVOR!

helping in reducing the time to clinical advancement of their pipeline candidates.

Hollow Fibre: This technology offers higher levels of reproducible control of both concentration and time of drug exposure in complex growth, infection, treatment, and sampling regimens. The Hollow Fiber Infection Model can provide useful data for antibiotic development and dosing.

Red device for rapid equilibrium dialysis: The RED Device has been used extensively for plasma protein binding assays.

LCMS-MS: LC-MS/MS combines the physical separation capabilities of liquid chromatography with the mass analysis capabilities of mass spectrometry (MS) in selective way. It has both qualitative and quantitative application in chemistry.

VMRC is persistently committed to developing effective solutions aimed at addressing a wide range of health concerns.



Venus is among the very few R&D-based pharma firms in the world focusing on AMR for over a decade now. Many of its super-bug-tackling solutions and last-line generic antibiotics have helped millions of patients and prevented the spread of bacterial resistance from one species to another. Few of our antibiotics are also highlighted in World Health Organization's (WHO) pre-clinical antibiotics pipeline listing. Of the 13 pre-clinical antibiotics candidates selected from the Indian subcontinent, five are from Venus!

GREAT INFRASTRUCTURE



Infrastructure is the most fundamental foundation any system stands on. It is a collective term for all the basic facilities an economy and all residing within it deserve. It is the bare minimum set of structures needed for the seamless operation of an enterprise.

Any pharmaceutical industry is steadily heading towards the Fourth Industrial Revolution, and Venus Remedies Limited is no less. Instead, with its mission of creating a robust infrastructure for maintaining and acquiring global quality accreditations, Venus is consistently building new infrastructure while upkeeping and upgrading the existing structures & facilities.

Unit-I, Panchkula, saw major installations and constructions starting from new Electrical, Maintenance, & Briquette Storage rooms, packing conveyor belt, and shed fabrication work. Significant updates were accomplished for various departments, including the PMTs, DRA, Design Studio, & DSM.

Our central research unit, Unit-II in Baddi, witnessed complete renovation, a structured road construction activity, and establishment & extension of various laboratories, chiefly the organ on a chip lab, cell culture lab, microbiology lab, QC lab, and analytical labs. Likewise, The Venu-sian's Chamber in Dappar had new infrastructure installed and the old enhanced for the accommodation of six new departments.



World-Class
Manufacturing
Facilities
acknowledged by
Global Regulatory
Authorities

Establishment of the
Venus Fulfilment
Center (VFC) in
Zirakpur for all
domestic supplies.



Venus Pharma GmbH (VPG)
facilitates Licensing,
Packaging, Product Testing,
Warehousing, and Logistics



Advanced Research and Development facilities have crossed the steepest certification benchmarks. While charting the road ahead, We have added following new instrumentations in R&D infrastructure :

- » Organ on a Chip
- » Hollow Fiber
- » RED Device
- » LCMS-MS



GREAT PRODUCTS

Rising Antimicrobial Resistance is a global concern and the current market dynamics for novel antibiotics and the antibiotic pipeline are not suggestive of any forthcoming solution. This has resulted in the re-initiation in usage of 60-year-old class polymyxin drugs against resistant infections, albeit with their dose-limiting renal toxicity. Understanding this medical need team VMRC under its Renal Guard Technology Program recently introduced a unique and patent protected formulation of polymyxin B which has been found to offer improved renal safety compared to conventional polymyxin B formulations, Multiple pre-clinical studies on Velimixin with encouraging results have been published and presented in prestigious medical conferences across Europe and America and many next level studies are also underway. Velimixin is expected to globally offer a unique solution to optimize the dosing of Polymyxin B against extremely drug resistant infections with relatively favorable renal safety profile, European registration process for this proprietary formulation has already been initiated. Velimixin is expected to reach an annual sale of ₹ 50 Crore by the year 2025.

Velimixin (Inj. Polymyxin B with Renal Guard Technology)



Cloti-Xa (Clinically Proven Enoxaparin Sodium)



Enoxaparin prepared from porcine intestinal mucosa is the most commonly used anticoagulant clinically and was the first biological agents to be approved under originally intended for non-biologic compounds category. There were significant concerns with the lack of insight of generic enoxaparin formulations including differences in potency, immunogenicity, pharmacodynamics, and potential drug interactions in US due to reported side-effects in generic enoxaparin introductions at the time. Resulting in updation in guidance by USFDA and EMA to further ensure bio-equivalence with the innovator enoxaparin version, Indian authorities still follow the older version of regulations for generic enoxaparin.

Cloti-Xa is a clinically proven biosimilar enoxaparin which has been tested in terms of its safety, purity, potency related parameters through a specially designed human pharmacodynamics study, as per guidance by USFDA and EMA. Additionally, offers an added advantage of NovaGuard® SA Pro Safety System, for patients and healthcare providers with enhanced safety from accidental needle stick injuries, which could lead to the spread of infections like HIV, Hepatitis B and Hepatitis C. Cloti-Xa is expected to reach an annual sale of ₹ 30 Crore by the year 2025.

Lifestyle
Products
Expressions of
Your Values,
Preferences, &
Way of Life!!



R3SET - Natural Pain Management Solution with power of Nano Technology

Lifestyle defines the way of life, and lifestyle pains become the greatest hurdle in that way. People from all walks of life undergo some form of pain in some intensity and frequency during their lifespan. However, living with it and allowing it to become a blocker in enjoying the daily joys of life isn't justified. R3SET came as an elixir that alleviates your pain justifying all your daily tasks. R3SET is a pain relief solution that provides you instant "Relief", "Revives" your energy and "Restores" happiness. The 3R formula forms the fundamental principle of #R3SET. The power of nanotechnology and the magic of essential oils ensure a lasting healing effect. It can be used daily to soothe your body and revitalize your energy. It is a product that can be made a part of your lifestyle and will help you cope with your exhaustive routine. R3SET nurtures your body and prepares you for your everyday life.

Sterloc - HOCl-based Multipurpose Sanitizer & Disinfectant

COVID-19 pandemic shook the very existence of the human race. We realised many things and derealized many others. However, the main realisation that hit us hard was the significance of our health & hygiene that we often ignored earlier. With this came to the forefront the need of something that acts as a shield protecting us from attack of harmful pathogens without resulting in any other complication. The solution came in the form of Sterloc, a quality-intensive and effective hand sanitizer and disinfectant solution that kills 99.9999% of viruses & harmful bacteria. The product is primarily composed of a stabilised form of Hypochlorous acid (HOCl), which is a part of human body's natural defence system and has been recommended as an effective disinfectant by the WHO, US EPA, CDC, and DRDO India. The product is organic, devoid of any artificial fragrance or toxic chemicals, and absolutely safe to be used by people of all ages. It is multi-purpose as well and can be utilised on a wide range of surfaces.

GREAT BUSINESS STRATEGIES

Venus has meticulously established an expansive global footprint across more than 75 countries, including its home country India. What we adopt is a dual strategy. For the domestic market, the field force primarily focuses on institutional business from hospitals, government agencies, and other institutions. For the international business, we have forged strategic partnerships with some of the global marques in the domain to sell its products in its identified markets.

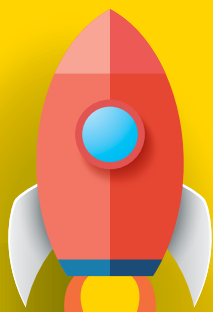
Our strategic alliances with leading pharma marketing companies have enabled us to establish a strong presence in more than 75 nations globally, most of which are developing countries. There are 11 marketing offices outside India to cater to overseas business requirements. Exports account for more than 70% of the total revenue.

Patient and persistent efforts by the domestic marketing team over the years have helped Venus establish an entrenched presence in the domestic market. The Company's network comprises 1,500 stockists and 50,000 retail outlets. Through its consistent efforts, the marketing team has established considerable brand recall among the doctor and patient community. In doing so, revenue from the domestic market has increased steadily over the years.

Over the last two years, we have invested heavily in the technological up-gradation of our supply chain. An end-to-end visibility of our products has been our focus area. We developed our industry-specific and prod-

uct-specific machine-learning algorithms, which allowed us to understand the ecosystem of deliveries across India and elsewhere abroad. AI enables us to offer cost-effective prices to our customers, increase transparency and limit the labor-intensive nature of assessment. We have dashboards to track every order and create a feedback mechanism.





Expanded our reach to 20
new countries



Revival of 51
Products



33 new products launched
in 17 countries



Rs 250 crores+ business
from tenders



Increased customer base in
21 existing countries



12 months PPL target
achieved in 6 months



Rs 90 crores+ sales in
domestic market



GREAT PEOPLE

DIVERSITY, EQUITY, & INCLUSION

Incorporated in 1989, Venus has exhibited an unfaltering growth in terms of culture, values, resources, reach, work environment, technology, service, and social awareness to become what we are today. By following the Diversity, Equity, and Inclusion (DEI) practices, Venus persistently endeavors to ensure the place is an ideal workplace for people from all walks of life. The leadership follows a very direct “To the Employee, From the Employee” approach, thereby welcoming fresh thoughts into the organization’s perspective on the way it operates. Through thorough discussions and frequent interactions, the management does not hesitate to support the Venusians in investing in something new, bold, and worthwhile.

All our operations are aimed at cultivating and encouraging a healthy work environment. Being part of an industry where skilled employees are of utmost importance, we regularly invest in upskilling our employees across the hierarchy to ensure they remain job and industry-relevant. It also aids in the seamless percolation of key strategic decisions of the top management through the various layers of the talent pool, thus ensuring their last-mile execution.

In a consistent journey of preserving the core and stimulating progress, we invest the utmost resources in the physical, social, emotional, spiritual, and intellectual health of our valuable human resources!



It is an honor for me to have completed three great decades with Venus. I started my journey with the organization in 1991, and currently, I head the Finance Department. Accomplishing a tenure so long no longer leaves the association as just of an employee and company but an invincible bond! The credit for achieving this milestone is not mine, but it goes to

Venus' positive and healthy work culture.

The organization fuels an employee-centric workplace that fosters talent and assures that the Venusians are provided with personalized upskilling and training sessions to enhance their abilities. Likewise, Venus has trained and nurtured my professional career to reach this remarkable career milestone.

The 30 years of togetherness were full of challenges, which made our alliance special and stronger. The support during every jerk we received, the confidence that was instilled in us, the celebration after every small success, and the trust Venus placed in us made my attachment with my work, colleagues, the Management, and the organization at large grow by the day!

My sincere thanks to honorable Management for their all-time motivation & encouragement throughout the years and to all Venusians for their team spirit.

SONIA SONI
C.G.M. - FINANCE

“People constitute one of the biggest and most vital capital for Venus Remedies. Apart from setting the benchmark in terms of creating a great workplace for employees, we believe in creating lifelong partnerships through our social welfare schemes for Venusians. We extend monetary support to our employees for catering to their different requirements such as marriage, education, condolence events, loan facilities at the time of need of an employee, for meritorious children of workers and much more,

- Akshansh Chaudhary
CTO & President HR



Intellectual Capital with a competent workforce comprising of **88% male employees & 12% female employees**, from a diverse culture speaking **38 different languages & from 28 different states!**



Nine months back, when I started my association with Venus Remedies Limited as a General Manager – Hospitality, I wasn't so sure of my decision. I had several thoughts and questions running through my mind.

The doubts faded away as I became familiar with the system and rich cultural heritage of VENUS and the Company's far-sighted vision and innovative ways of achieving the targets well ahead of time.

I realized this organization provides everyone a platform where talents and performers are showered with rewards and more responsibilities beyond the pre-defined schedule of appraisals and norms – the hard work is rewarded instantly, and it motivates them to give the rest and be the best.

The motivation from the Respected Management makes me feel comfortable and confident all the time and inspires me to innovate and create a value-addition in the system through proper talent management and collaborative teamwork.

Here we believe, “The organization is supreme, not the individuals,” and it's true.

MUKESH KUMAR JHA
G.M. - HOSPITALITY

RANK 01		RANK 01	RANK 02		RANK 02	RANK 03		RANK 03	RANK 04		RANK 04	RANK 05		RANK 05
RANK 11		RANK 11	RANK 12		RANK 12	RANK 14		RANK 13	RANK 15		RANK 14	RANK 16		RANK 15
RANK 23		RANK 21	RANK 24		RANK 22	RANK 25		RANK 23	RANK 26		RANK 24	RANK 27		RANK 25
RANK 33		RANK 31	RANK 34		RANK 32	RANK 33		RANK 33	RANK 34		RANK 34	RANK 31		RANK 35
RANK 41		RANK 41	RANK 42		RANK 42	RANK 43		RANK 43	RANK 44		RANK 44	RANK 45		RANK 45
RANK 94		RANK 51	RANK 52		RANK 52	RANK 53		RANK 53	RANK 47		RANK 54	RANK 48		RANK 55
RANK 57		RANK 61	RANK 59		RANK 62	RANK 60		RANK 63	RANK 61		RANK 64	RANK 62		RANK 65
RANK 68		RANK 71	RANK 69		RANK 72	RANK 70		RANK 73	RANK 74		RANK 74	RANK 91		RANK 75
RANK 86		RANK 81	RANK 89		RANK 82	RANK 83		RANK 83	RANK 72		RANK 84	RANK 73		RANK 85
RANK 82		RANK 91	RANK 83		RANK 92	RANK 87		RANK 93	RANK 88		RANK 94	RANK 90		RANK 95

Rank in 2021
 Rank in 2022
 Sustained or Level Up Ranks

<div> <div>RANK</div> <div>07</div>  <div>RANK</div> <div>06</div> </div> <div>Mr. Rajeev Handa, AVP (GCC)</div>	<div> <div>RANK</div> <div>08</div>  <div>RANK</div> <div>07</div> </div> <div>Mr. Rajesh Kumar Bali, AVP (PMT-III)</div>	<div> <div>RANK</div> <div>09</div>  <div>RANK</div> <div>08</div> </div> <div>Mr. Rajeev Sharma, AVP (GBU)</div>	<div> <div>RANK</div> <div>10</div>  <div>RANK</div> <div>09</div> </div> <div>Mr. Ajeet Kumar, CGM (CAAR Division)</div>	<div> <div>RANK</div> <div></div>  <div>RANK</div> <div>10</div> </div> <div>Mr. Gurpreet Singh Gill, AVP (CHD)</div>
<div> <div>RANK</div> <div></div>  <div>RANK</div> <div>16</div> </div> <div>Mr. Gladwin Sandeep Nayyar, CGM (HRA)</div>	<div> <div>RANK</div> <div>17</div>  <div>RANK</div> <div>17</div> </div> <div>Mr. Ansgar Wisse, GM (Prod. & Warehouse, VPC)</div>	<div> <div>RANK</div> <div>18</div>  <div>RANK</div> <div>18</div> </div> <div>Dr. Anurag Payasi, Head Scientist (CCMB)</div>	<div> <div>RANK</div> <div>20</div>  <div>RANK</div> <div>19</div> </div> <div>Mr. H.D. Jain, GM (Supply Chain-I)</div>	<div> <div>RANK</div> <div>22</div>  <div>RANK</div> <div>20</div> </div> <div>Mr. Tej Krishan Bhat, GM (EMC)</div>
<div> <div>RANK</div> <div>28</div>  <div>RANK</div> <div>26</div> </div> <div>Mr. Andres Villamizar, GM, IB (VRL-INDIA)</div>	<div> <div>RANK</div> <div>29</div>  <div>RANK</div> <div>27</div> </div> <div>Mr. Pawan Sharma, GM (GLP)</div>	<div> <div>RANK</div> <div>30</div>  <div>RANK</div> <div>28</div> </div> <div>Mr. Keshab C. Ray, GM (Operation-II)</div>	<div> <div>RANK</div> <div>36</div>  <div>RANK</div> <div>29</div> </div> <div>Mr. Shammil Kumar, GM (IMD)</div>	<div> <div>RANK</div> <div>38</div>  <div>RANK</div> <div>30</div> </div> <div>Mr. Pardeep Kumar Sharma, GM (DMSD)</div>
<div> <div>RANK</div> <div>32</div>  <div>RANK</div> <div>36</div> </div> <div>Mr. Munish C. Sharma, DGM (Commercial)</div>	<div> <div>RANK</div> <div>35</div>  <div>RANK</div> <div>37</div> </div> <div>Mr. Mukesh Kumar, Lead IPR (IPR)</div>	<div> <div>RANK</div> <div>37</div>  <div>RANK</div> <div>38</div> </div> <div>Mr. Vinod Kumar, DGM (GBU)</div>	<div> <div>RANK</div> <div>39</div>  <div>RANK</div> <div>39</div> </div> <div>Mr. Rajesh Kumar Trivedi, DGM (DO)</div>	<div> <div>RANK</div> <div>40</div>  <div>RANK</div> <div>40</div> </div> <div>Mr. Manoj Kumar, DGM (Commercial)</div>
<div> <div>RANK</div> <div>46</div>  <div>RANK</div> <div>46</div> </div> <div>Mr. C S Dogra, DGM (Operation-II)</div>	<div> <div>RANK</div> <div>51</div>  <div>RANK</div> <div>47</div> </div> <div>Mr. Kuldeep Sharma, DGM (IC-II)</div>	<div> <div>RANK</div> <div>58</div>  <div>RANK</div> <div>48</div> </div> <div>Mr. Sanjeev K. Thakur, DGM (QC-II)</div>	<div> <div>RANK</div> <div>52</div>  <div>RANK</div> <div>49</div> </div> <div>Ms. Neha Kodan, DGM (Sect. & Banking)</div>	<div> <div>RANK</div> <div>53</div>  <div>RANK</div> <div>50</div> </div> <div>Dr. Sumit Saxena, DGM (PHARMACOVIGILANCE)</div>
<div> <div>RANK</div> <div>49</div>  <div>RANK</div> <div>56</div> </div> <div>Mr. Tanka Bahadur, AGS (SECURITY)</div>	<div> <div>RANK</div> <div>50</div>  <div>RANK</div> <div>57</div> </div> <div>Mr. Vijay Kumar Pal, AGM (Dept. of Law)</div>	<div> <div>RANK</div> <div>54</div>  <div>RANK</div> <div>58</div> </div> <div>Mr. Dilpreet Singh Dogra, AGM (QA-I)</div>	<div> <div>RANK</div> <div>55</div>  <div>RANK</div> <div>59</div> </div> <div>Mr. Satish Kumar, AGM (Operations-II)</div>	<div> <div>RANK</div> <div>56</div>  <div>RANK</div> <div>60</div> </div> <div>Ms. Pushpa Ghugtyal, AGM (Administration)</div>
<div> <div>RANK</div> <div>64</div>  <div>RANK</div> <div>66</div> </div> <div>Mr. Meraj Alam, AGM (IB-VRL INDIA)</div>	<div> <div>RANK</div> <div>65</div>  <div>RANK</div> <div>67</div> </div> <div>Mr. Sanjay Verma, AGM (Supply Chain-I)</div>	<div> <div>RANK</div> <div>66</div>  <div>RANK</div> <div>68</div> </div> <div>Mr. Vivek Mittal, AGM (Commercial)</div>	<div> <div>RANK</div> <div></div>  <div>RANK</div> <div>69</div> </div> <div>Mr. Amit Verma, AGM (IB-VRL INDIA)</div>	<div> <div>RANK</div> <div>67</div>  <div>RANK</div> <div>70</div> </div> <div>Mr. Amit Goyal, AGM (CQA)</div>
<div> <div>RANK</div> <div>92</div>  <div>RANK</div> <div>76</div> </div> <div>Mr. Dilip Kumar Pandey, AGM (QA-II)</div>	<div> <div>RANK</div> <div>93</div>  <div>RANK</div> <div>77</div> </div> <div>Mr. Praveen Kumar, AGM (DMD Office)</div>	<div> <div>RANK</div> <div>84</div>  <div>RANK</div> <div>78</div> </div> <div>Mr. Hartik Kaushik, AGM (TRANSPORT)</div>	<div> <div>RANK</div> <div>71</div>  <div>RANK</div> <div>79</div> </div> <div>Mr. Sanjay Koul, AGM (GCC)</div>	<div> <div>RANK</div> <div>85</div>  <div>RANK</div> <div>80</div> </div> <div>Mr. Anil Kumar Sharma, AGM (PMT-II)</div>
<div> <div>RANK</div> <div>75</div>  <div>RANK</div> <div>86</div> </div> <div>Mr. Bhupinder Kumar, Sr. Manager (VSC)</div>	<div> <div>RANK</div> <div>76</div>  <div>RANK</div> <div>87</div> </div> <div>Mr. Ravi Kr. Gupta, Sr. RBM (GCC)</div>	<div> <div>RANK</div> <div>78</div>  <div>RANK</div> <div>88</div> </div> <div>Mr. Baitul Hasan, Sr. Manager (Operations-I)</div>	<div> <div>RANK</div> <div>80</div>  <div>RANK</div> <div>89</div> </div> <div>Mr. Manoj Kumar, Sr. Manager (Corporate Audit)</div>	<div> <div>RANK</div> <div>81</div>  <div>RANK</div> <div>90</div> </div> <div>Mr. Bharat Bhushan, Sr. Manager (Commercial)</div>
<div> <div>RANK</div> <div>95</div>  <div>RANK</div> <div>96</div> </div> <div>Mr. Sanjay Chaudhary, Sr. Manager (EMC)</div>	<div> <div>RANK</div> <div>97</div>  <div>RANK</div> <div>97</div> </div> <div>Mr. Rajesh Kumar Goyal, Sr. Manager (CRA)</div>	<div> <div>RANK</div> <div>98</div>  <div>RANK</div> <div>98</div> </div> <div>Mr. Anil Kr. Chaurasia, Sr. Manager (GBU)</div>	<div> <div>RANK</div> <div>99</div>  <div>RANK</div> <div>99</div> </div> <div>Ms. Sakshi Soi, Sr. Manager (LB. VPG-INDIA)</div>	<div> <div>RANK</div> <div>100</div>  <div>RANK</div> <div>100</div> </div> <div>Mr. Sampurna Nand Raturi, Sr. Research Scientist (ARQC)</div>

Rank in 2021
Rank in 2022
Sustained or Level Up Ranks

THE VENUS FAMILY

ALL OUR PEOPLE
COEXIST & BLEND IN
SEAMLESSLY!

Successfully launched naturally enhanced nano-tech based pain management solution and natural pain reliever **RESET**



Venus HealthCare Division is committed to helping people accomplish more, stay well, and live more. With the mission to enhance the

quality of life of the consumers, the consumer healthcare business is built on the strong heritage of research and innovation. This legacy of science fuels the development of all the products, putting cutting-edge technological advances directly in the hands of the consumers. With consumer safety as their top priority, their manufacturing process meets government regulations, the highest industry standards, and internal QA/QC standards. They believe in being transparent about the product's ingredients to enable the consumers to make informed choices.

Ensured seamless executions and data accuracy through diligent audits resulting in precise decision making.



The Corporate Audit Department was branched out of the Accounts Department in the year 2021. The department takes care of timely thorough audits to ensure the accuracy of every data/report generated by all departments. All the expenses pass through this department for credibility check before receiving approvals from the Management. The department also



ensures the accurate compliance with regulatory authorities. It also makes sure that each department functions as per the Standard Operating Procedures (SOPs). Any department that seeks to enhance its productivity and accuracy through automation reaches out to the CAD for assistance. The team also verifies the well-being of the fixed assets allocated to everyone in the organization.

Created about 200 Promotional creatives for PMT Teams this year and Launched project management tool "ClickUp" for Automation



Creativity and artwork form the core of any organization. VRL's motto of stimulating progress would have been incomplete without the creation of the Design Studio Department. Great design and effective communication are vital ingredients for any brand. The department amalgamates creative and technical talent to assist the marketing teams in their promotional campaigns. With a strength of five expert designers, the team excels at branding, photo editing, print media graphic designing, digital media graphic designing, video editing, motion graphics, 2D animation, and 3D designing. The management and maintenance of the Recording Studio is another exceptional feature by the D-Studio Department that helps connect the Venusians to the world!

Developed a positive social panorama defining Venus' culture



It's a famous saying, "God could not be everywhere, so He made Mothers!" Likewise, Venus could not be physically present everywhere, so it made DSM. Swish & Whoosh is how the World moves these days - things just change with the blink of an eye. Hence, it becomes extremely crucial to

stay abreast with this fast-transitioning planet and let everyone know our valuable positioning across the globe. Here is where the Digital & Social Media (DSM) Department comes into the picture. DSM aims to strengthen and extend the roots of VRL to places far and near. It ensures adequate representation across all digital platforms and appropriate engagement with the target audiences!

Exquisite food with fresh aroma and beautiful presentations.



The Hospitality Department is committed to facilitating to every Venusian in a wide range of fields within the service area that includes meals and other F&B services, pantry services in office premises, food and lodging facility at Ashiana, event planning and execution as per events organized at Venus! Adopting the best hospitality practices and enhancing the hygienic environment. The team is constantly working on making Annapurna a brand by introducing new and healthy cuisines.

Bagged an award during the National Pharmacovigilance Week 2021 organized by PvPI, India



Drug safety monitoring is a continuous process in a drug product life cycle to further update drug safety profiles. It involves monitoring unwanted effects/other safety-related aspects of drugs already available in the market—this endeavor to promote rational use of medicinal products with minimum risk to all consumers. The Pharmacovigilance Department encourages Adverse Drug Reaction (ADR) reporting by all health care professionals' (HCPs) and consumers of complaints associated with intake or administration of our drug products. This helps us in the continuous assessment of the benefit-risk of all drug products. Venus

ensures the manufacturing of good quality products & the safety of its medicines through this department.

Instilled a new direction for learning, development, self-grooming, and celebrations



Skill Development, an Institution within an Institution, was introduced in the year 2021 with a Vision to continue the legacy of learning and development within the organization. The journey was initiated with training in Self-Awareness, Communication Skills, Corporate Culture & Ethics, Personal Behavior & Team Building. The department fosters the learning-driven culture of Venus. It aims at stimulating the intellectual, emotional, and social progress of every employee of the organization. Not only is the department at the top of its game for developing the skills, but it also is one step ahead when it comes to the celebration of the festivals and events across the organization.

GREAT SKILLS

24

DEPARTMENTS

1763

TRAINING HOURS

10+

TRAINING TYPES



The Skill Development department has taken many initiatives to provide composure and intellectual growth to the employees. Starting from self-awareness, the division covered the aspects of empathy and user interaction by targeting communication. Employees were given a thrust of positivity with regular blogs and self-improvement tips. Internal trainings were conducted that focused on five elements of personal transformation, i.e., Intelligence Quotient, Emotional Quotient, Social Quotient, Image Quotient, and Spiritual Quotient. An “English Vinglish Club” was formed to help employees gain command and confidence in the language. The Venusians also benefited from various self-awareness and meditation courses.





Effective stakeholder engagement is at the heart of executing strategy. It integrates the multiple kegs of the business wheel firmly together. It aligns diverse minds towards a common goal. It ignites the business engines. It makes winning together a reality. It makes success sustainable. Consequently, crafting an engagement strategy that positively influences stakeholders is the most crucial task. At Venus, we have not just drawn an extensive blueprint of our stakeholder engagement strategy but have taken decisive steps on that journey. The rock-solid support of our stakeholders has always helped us sail through rough waters. Hence, our efforts are always towards turning things for the better for all our stakeholders. Our customers make the cash box ring, and we endeavor to keep them educated so

that we have an informed customer base. Our workforce is the cornerstone of our success. Their rock-solid support has sustained our progress in good times and bad. We engage meaningfully with the government officials and industry bodies to contribute to the public debate and development of effective public health laws, regulations, and policies. We are thankful to our shareholders for their unflinching support, constant guidance, and trust in Venus. Our Vendors are our lifeline. Through their continued supply chain support, we have been able to deliver on our commitments to our customers and develop future growth drivers for the organization. We also continually work with commitment and dedication to serving the community.

Venus Joins



Venus Remedies has joined prestigious AMR Industry Alliance - a league of over 100 globally renowned organizations - to develop solutions to combat the grave public health threat posed by antimicrobial resistance. AMR Industry Alliance is a group of more than 100 biotechnology, diagnostics, generics, and research-based pharmaceutical companies and associations established to provide sustainable solutions to combat AMR, including by facilitating collaboration between public and private sectors. The AMR Industry Alliance brings together different stakeholders to advance initiatives to curb AMR across four distinct pillars, i.e. appropriate use of antibiotics, access to quality antibiotics, mitigating the environmental impact of manufacturing, and investing in research & science.

“ We are delighted to have Venus Remedies join our ranks. As an organization, they lead by example and make commendable efforts to counter the threat of AMR by improving the access of AMR-relevant drugs to third-world countries and encouraging appropriate antibiotic use, along with good stewardship activities. They are playing a vital role in the mitigation of AMR and continue to strengthen multi-stakeholder collaborations,”

Melissa Mitchell,
Secretariat Lead
AMR Industry Alliance

“ It is an honor to collaborate with the global life sciences industry under the aegis of the AMR Industry Alliance and devise sustainable solutions to AMR. I hope this association will amplify our existing efforts against AMR at a global level by shaping relevant AMR policies and plugging the leaks in the current antibiotic research and manufacturing landscape with a focus on access and appropriate use,”

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

”

GREAT INITIATIVES

Venus participated in and supported the FICCI CASCADE's initiated Anti-Smuggling Campaign. We also partook in the earmarked Anti-Smuggling Day on February 11, 2021. Smuggling has been an enduring problem, which has escalated in scope and magnitude, impacting industries, government, economies, and, more importantly, the health and safety of the consumers. The effects of smuggling are numerous and economically significant. Anti-Smuggling Day aims to draw attention to the global scourge of smuggling, its impact on societies, and the importance of a coordinated approach to raise awareness. Pharmaceutical illicit trafficking and smuggling is also a huge problem worldwide; hence VRL being a responsible pharma player, highlighted the issue during the campaign.



Disinfection Wali Gaadi

Intending to disinfect each home of the Tricity, our #DisinfectionWaliGaadi journeyed over every road and lane of Chandigarh, Panchkula, and Mohali, during the COVID peak of 2021. Keeping the criticality of the situation in mind, the health and safety of people a priority, and an understanding towards #CoronaWarriors, we launched this campaign in Tricity to Disinfect the homes of the residents, and Provide free disinfection service to every healthcare provider!

We disinfected the target areas with our HOCl-based and alcohol-free disinfectant Sterloc. Positive feedback and smiles on faces kept us on the move. With this, we also conducted disinfection of a couple of COVID-19 vaccination centers across Zirakpur.



FREEDOM RUN 2021

Venus organized a Freedom Run on August 29, 2021. Witnessed by great guests, enthusiastic participants, and supported by grand sponsors, the event was a great success. Freedom Run 2021 was dedicated to Major Dhyan Chand - The Pride Of India! August 29 commemorates the birth anniversary of Major Dhyan Chand as the National Sports Day. The money raised from the event was donated to the Sankalp NGO for the betterment of society. The event witnessed active participation from all the participants. The event also saw participation from some celebrated marathoners, like Ms. Kulpreet Brar and Mr. Amar Singh Chauhan. Our main aim of driving a marathon as an event dedicated towards society was to promote the concept of physical & mental wellness.

Change your Thoughts, Change your Life

A life-changing seminar for Venusians by Dr. Hitu Khera! The seminar was aimed at contributing to the emotional well-being of employees. Dr. Hitu helped Venusians identify their strengths and areas of concern and encouraged them to leverage their strengths to address their concerns, allowing them to live a fuller, meaningful life that empowers the employees to be better at the workplace and personal life. The seminar was conducted at Unit II, Baddi & witnessed enthusiastic participation from many. There were laurels for Mr. Amit Verma Ji & Mr. Sanjeev Kumar Ji for being the two winners to win a free individual counseling session with Dr. Hitu Khera.



GO BLUE FOR AMR

The World Health Organization encourages the global community to 'Go Blue for AMR.' The new Go Blue for AMR campaign calls upon individuals, organizations, and communities to mark the week by going blue.

Venus Remedies Limited supports the 'One Health' approach by "Going Blue" to spread awareness about Antimicrobial Resistance during World Antimicrobial Awareness Week (WAAW) from November 18, 2021 to November 24, 2021. On the 24th of November, to conclude the final day of World Antimicrobial Awareness Week, Venus was illuminated with blue to show support for spreading awareness about Antimicrobial Resistance. Venusians went blue and showcased the standard of diversity at Venus as employees of different parts of the country came forward to support the Go Blue campaign of World Antimicrobial Awareness Week. Venusians were dressed in blue outfits and illuminated the workplace with blue lights.



Venus stood up to be a part of the answer to resolving the most significant public health disaster in a century and addressing the disparities in the health system and society exposed by the pandemic. The immunization drive organized by Venus has aided in the protection of Venusians and their families. The vaccination drives are a part of the attempt to revitalize the economy and establish the infrastructure required to overcome similar crises in the future. Venus ensured that every employee was vaccinated to help secure the organization and assist society in overcoming deeply ingrained anti-vaccination views that were detrimental to all of us.

We are 100% Vaccinated

#VRLVaccineDrive

COVID-19 VACCINATION DRIVE



GREAT HUMANITARIANISM

VENUS STANDS WITH



[preserving life of existing antibiotics]

PLEA, a brainchild of the Venus Medicine Research Centre (VMRC), the R&D wing of Venus Remedies, waged a determined battle against antibiotic-resistant bacteria, administered a pledge to more than 1,000 healthcare professionals, including doctors, pharmacists, nurses, and lab technicians, during the World Antimicrobial Awareness Week 2021 to do everything within their means to stop the misuse of antibiotics. Some of the significant PLEA activities include promoting research in the areas of ARB, spreading awareness on antibiotics use & abuse, promoting antibiotic stewardship, partnering with various organizations to raise global awareness, and providing a platform for knowledge sharing amongst all stakeholders.

CHILD RIGHTS AND YOU (CRY)



Child Rights and You is an Indian non-governmental organization (NGO) that works towards ensuring children's rights. The organization was founded in 1979 by Rippan Kapur, an Indian Airlines purser. With headquarters located in Mumbai, CRY works with 99 grassroots projects across 19 states in India and has impacted the lives of over three million children. Venus makes monthly contribution towards CRY to support children across the country.



Our hearts truly beat with the people of Ukraine and we salute their valour and courage.

As a compassionate organization and, above all human beings, we condemn any form of killing, and it is a principle we are willing to uphold against all odds. In that spirit, we come together as Venu-sians to stand as one with the people of Ukraine.





Venus Army is a force of highly dedicated members of the Organization who have pledged to selflessly uphold the Values, Ethics and Culture of the Organization.

It also serves as the outpost for our corporate social responsibility activities to name few as follow:

Manav Uthaan Yojna: Under Manav Uthaan Yojna, 'Griha Lakshmi incentives' in kind i.e. grocery, other household items are distributed to workers on every 10th day of each month.

Samaaj Uthaan Yojna: Venus is contributing financial assistance per month to Tek Chand Sud memorial Trust, which is taking care of Special Children of Almighty so that mentally challenged can live with dignity and also provided monthly financial assistance to Manna at the Desert Society, a Jaipur-based welfare society.

Environment Uthaan Yojna: Venus Army continued its support to Isha Foundation's "Cauvery Calling" initiative through donating 1,000 trees per month with an objective of the preservation and conservation of the resources of mother Earth and make our nature more safer and beautiful. The foods we eat, the air we breathe, the water we drink and the climate that makes our planet habitable all come from nature.

Venus Army also organize various festival celebrations which provide a platform to connect its people socially.



GREAT ACHIEVEMENTS

ASIA'S BEST EMPLOYER BRAND AWARDS

Venus won two titles in the 12th edition of Asia's Best Employer Brand Awards hosted by Employer Branding Institute of India!

Award for Managing Health at Work - Organization
Employees are of the highest priority as they are the organization's heart. Venus has provided the safest work environment for the employees, a workplace that aligns with world-class safety standards & an organizational culture that is employee-centered.

Women at Work Leadership Award - Dr. Manu Chaudhary

Dr. Manu Chaudhary is a perfect example of a leader who leads by example. She realizes the potential of people & helps them live a life of success.



GOOD DISTRIBUTION PRACTICES (GDP) CERTIFICATION

Another moment of pride wherein Venus gets awarded the Good Distribution Practices (GDP) Certification by SGS (Société Générale de Surveillance) for the quality services offered by our Supply Chain Cycle, i.e., the cycle from product manufacturing to delivery.

We celebrated this honorable moment with a Cake-Cutting ceremony via which our Respected Management congratulated all the Venusians and recognized the efforts of the Supply Chain & CQA Team.



VENUS SELECTED FOR PRODUCTION LINKED INCENTIVE SCHEME OF GOVT. OF INDIA



Department of Pharmaceuticals
Ministry of Chemicals and Fertilizers
Government of India

Venus Remedies Limited received approval from the Government of India under PLI 2.0 of the Production Linked Incentive Scheme for manufacturers of pharmaceutical goods registered in India based on their Global Manufacturing Revenue (GMR). Venus is one of the ten non-MSME pharmaceutical companies under Category-C, which has been granted approval under the Production Linked Incentive Scheme. The Company will get the incentive from the financial year (FY) 2022-23 to the financial year 2027-28.

VENUS RECEIVED THE CERTIFICATION OF GREAT PLACE TO WORK



Great Culture. Great Workforce. Great Place To Work.

It's a matter of great pride and honor for the Venus Family, as Venus Remedies Limited (VRL) has been certified as a Great Place to Work by Great Place to Work® Institute, India.

Great Place to Work® is the global authority on building, sustaining, and recognizing excellence in workplace culture. The Institute acknowledges Venus for constantly delivering a consistent experience to all the employees, irrespective of their role, gender, tenure, or level in the organization.



VENUS SECURED THE SECOND POSITION IN THE ESSAY COMPETITION ORGANIZED DURING THE NATIONAL PHARMACOVIGILANCE WEEK

Team Venus secured the second position in the Essay Competition organized during the National Pharmacovigilance Week from 17th to 23rd September 2021. This was the first Pharmacovigilance Week organized by the National Coordination Centre-Pharmacovigilance Programme of India (NCC-PvPI). It is a matter of pride for a pharmaceutical company to participate with and be recognized by the Indian Health Ministry.

GREAT CULTURE

WITH A HARD-CORE VISION AND A WELL-DEFINED MISSION, ALL VENUSIANS STRIVE FOR COMMON AND DIRECTED GOALS. LIKEWISE, THE VRL'S POLICIES ARE EMPLOYEE-CENTRIC AND CREATE A HEALTHY WORK CULTURE

IDEATED WITH INDPENDENCE INSPIRED BY CULTURE

March 18 is a date that is very important and special for all of us. It is a date that will always remain unforgettable in the history of Venus. A year ago, on this very date, 18 March 2021, our organization regained debt-free status after a long wait of 30 years.

The sense of being independent is a matter of great pride for every nation, institution, and individual. The credit of this pride for Venus Nation goes to every single Venusian. At the time when the world was gripped with the COVID-19 pandemic, Venus broke the shackles to come out stronger. The relentless struggle of 30 years resulted in something so glorious and eternal that will remain memorable for generations to come! We marked this day with a grand celebration - it was a moment of rejoicing for us all and a time of reflection wherein we appreciated ourselves, acknowledged the support we received from each other, remembered the hardships endured & the battles won, with a promise to constantly march on the road towards betterment.

OUR POLICIES NURTURING THE CULTURE

- SOCIAL WELFARE POLICY
- GROUP ACCIDENTAL INSURANCE POLICY
- GROUP MEDICLAIM POLICY
- WORK FROM HOME POLICY
- PoSH (PREVENTION OF SEXUAL HARRASSMENT) POLICY
- PERFORMANCE LINKED INCENTIVE (PLI) POLICY
- SAFETY, HEALTH & ENVIRONMENT (SHE) POLICY





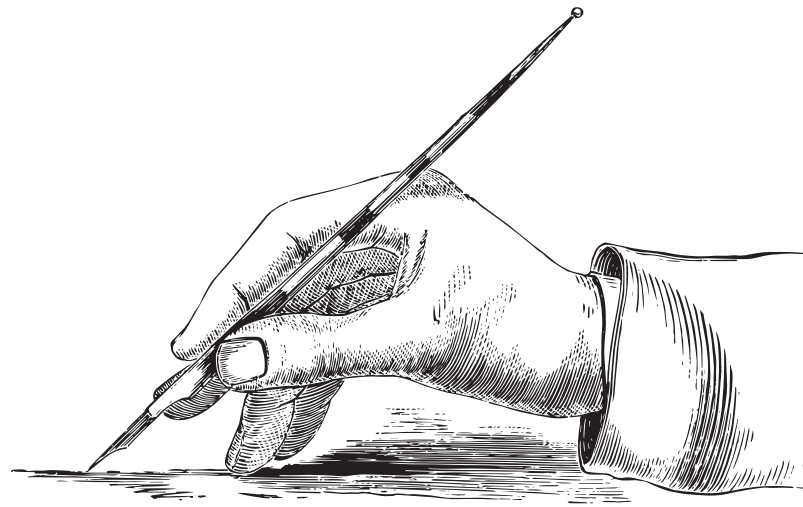
The More We Celebrate...
The More There Is to
Celebrate!!

GREAT EXPRESSIONS

Expression of thoughts...

Voicing of opinions...

Sharing of concerns....



कामयाब कौन

कुछ भी कहो, चलने लगे हैं हम
धीरे— धीरे ही सही, बढ़ने लगे हैं कदम
ऐसे भाग कर जाना भी कहाँ हैं
कामयाब तो हर दिन हो रहे हैं हम
आखिर कामयाबी हैं क्या

क्या हैं कामयाबी ? क्या ?
यही सवाल हर रोज़ मेरे मन में आता है
जवाब देखो तो मेरा कुछ और
और
लोगो का कुछ और होता है

इस दुनिया में कामयाब किस को कहूँ
नाम को, पैसे को, या फिर शोहरत को
सुन कर इन सब का नाम, मन में लालच तो
आता है
मगर फिर से एक सवाल दस्तक दे जाता है की
आखिर कामयाबी हैं क्या
क्या हैं यह कामयाबी

मैंने भूखे को रोटी मिलने का जशन मानते
देखा है
होटों के किनारे को, खिलखिलाते देखा है
वो बच्चा जो बिन मतलब के दूर तक दौड़
गया था
मिट्टी में लथपथ उसे हमपते देखा है

ना कपड़ों की गंदे होने की परवाह थी और ना
लोगों के घूरने का डर
रेत का मैदान, नदी और कंचे बस यही था
उसका शौक

शौकीन भी क्या खूब था , शौकीन भी क्या खूब
था
की अम्मा की डांट को भी हस्सी में बदल देता
था उसका बचपना
बिना सोचे समझे कुछ भी, कही भी कुछ भी
उगल देता था
फिर भी सामने आकर, बिना डरें आँखों में आंखें
झाल कर पूछा करता था
की कामयाबी क्या हैं, आखिर क्या हैं यह
कामयाबी
कामयाब कौन

अगर पैसा कामना, नाम दौलत कामना कामयाबी
हैं तो
क्यों मेने कामयाब आदमी को भी छीलते देखा है
क्यों व्यापारी को भी अंधेरी रात के सनाटे में
करवटें बदलते देखा है
अंत में बस यह ही पूछना है की
तो क्या आप बता सकते हो की आखिर कौन हैं
कामयाब और क्या हैं कामयाबी

ANAMIKA SHARMA
E.A. - CHD

चलो आज थोड़ा मुस्कुराते हैं

संघर्ष के कठिन समय से, क्यों हम अक्सर डर जाते हैं,

जैसा भी है, बीत जायेगा ये भी

इसलिए चलो आज थोड़ा मुस्कुराते हैं.....

खुशियों के बाद गम की दस्तक आने से,

क्यों हम कतराते हैं

दोनों को ही समभाव से अपना कर,

चलो आज थोड़ा मुस्कुराते हैं.....

संघर्ष तो है जीवन का अभिन्न हिस्सा,

क्यों इस सत्य को हम अपना नहीं पाते हैं

क्यों अक्सर खुशियों की तलाश में,

हम खुश रहना ही भूल जाते हैं

इसलिए कठिन समय में थोड़ा मुस्कुरा कर

खुद को ही सशक्त बनाते हैं

इसलिए चलो आज थोड़ा मुस्कुराते हैं

थोड़ा मुस्कुराते हैं.....

TARUNA KALRA
SR.E.O. - DRA

वक़्त

घर बनाने में वक़्त लगता है,

पर मिटाने में पल नहीं लगता है,

दोस्ती बड़ी मुश्किल से बनती है,

पर दुश्मनी में वक़्त नहीं लगता,

गुजर जाती है उम्र रिश्ते बनाने में,

पर बिघड़ने में वक़्त नहीं लगता,

जो कमाता है महिनो में आदमी,

उसे गंवाने में वक़्त नहीं लगता,

पल – पल कर उम्र पाती है जिंदगी,

प्र मिट जाने में वक़्त नहीं लगता,

जो उड़ते हैं अहम के आसमानों में,

जमीं पर आने में वक़्त नहीं लगता,

हर तरह का वक़्त आता है जिंदगी में,

वक़्त के गुज़रने में वक़्त नहीं लगता

PRETTY SHRMA
DY.MGR. - DMSD

एक कागज़ की पहचान

यह कहते हैं की कागज के फूलों से कभी
खुशबू आ नहीं सकती

पर एक सच ये भी है की कागज के बिना
जिंदगी गुजर भी नहीं सकती

जीवन के हर मोड़ पर काम आता है कागज

सुबह के अखबार से लेकर

डिनर टेबल तक टीशू पेपर के रूप में

काम आता है कागज

जन्म से लेकर मृत्यु तक का प्रमाण होता है
कागज

स्कूल कॉपी से लेकर रिसर्च पेपर तक

ब्यूरोक्रेट से लेकर ऑडिट तक

हर सफलता की कहानी बयां करता है कागज

शादी की शहनाई से लेकर उठावनी की रस्मों
तक

हर सामाजिक कार्यक्रम का रिवाज होता है
कागज

घर से लेकर पाउंड तक

रुपए से लेकर डॉलर तक हर देश की करेंसी
की पहचान होता है कागज

इसलिए हमें कागज का महत्व जानना चाहिए
उसका उपयोग एक ताकत के रूप में करना
चाहिए

ताकि कागज के जन्मदाता वृक्षों के साथ साथ
मानवीय पर्यावरण स्वच्छ रह सके

क्योंकि आज कल फिर कल बन जायेगा और
उसका इतिहास कागज पर ही लिखा जायेगा

SUNEEL NEEKHRA
MANAGER -QC

OUR RISING STARS

Arpit Narang S/O Preeti Narang (Manager - Finance)
Secured All India Rank of 744 in SA stream for the year
2020-2021



WE ARE WINNER AGAIN

Venus has bagged the first price in 34th
Spring Fest by HSVP Govt. of Haryana,
2022



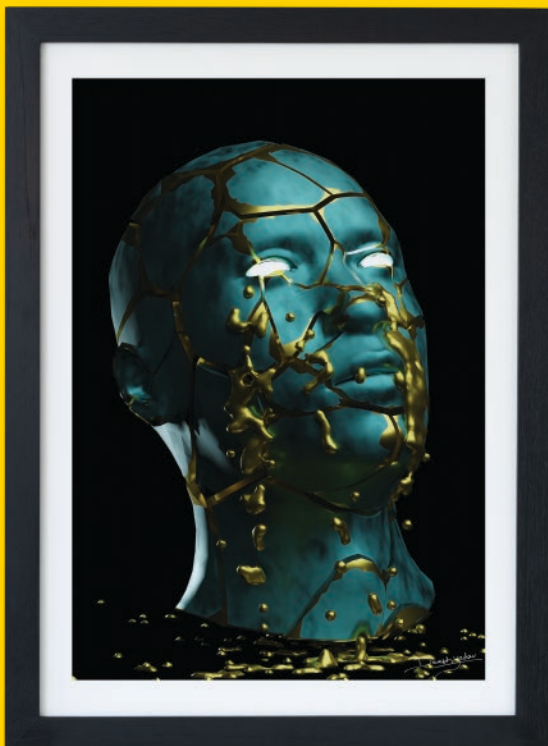
Arpit Dolia S/O PMeenakshi Dolia (Sr.Manager - Finance)
Secured First Position in U-17 Karate Competition



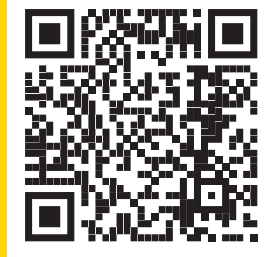
“THE SOUL LESS HEAD”



Devesh Yadav, Design manager
(Design Studio) participated in
World Digital Art Fair 2022 and
his digital art was selected and
displayed at The World Digital Art
Fair 2022 Exhibition Hall



GREAT 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



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