

**TAMIL NADU'S
BEST EMPLOYER BRAND
in 2020**

is now

**NATIONAL
BEST EMPLOYER BRAND
in 2022!**



Congratulations!

Team  **Exeltis**
Rethinking healthcare



Exeltis INDIA wins the
Rethinking healthcare

NATIONAL BEST EMPLOYER BRAND

Award



Feedback

“

I have recently joined Exeltis India. I completely admire the work culture that we have here and I am elated to know that Exeltis India has won the 'National Best Employer Brand' Award. I know that this will help us attract correct talent!

”

Swapnil Nigam

“

I feel proud that Exeltis India has bagged the 'National Best Employer Brand' Award. I witness a sense of motivation in the team and have also seen other stakeholders give us the due respect for the same. Great teams make great work places.

”

Sanjoy Chakraborty

“

I have been working with Exeltis India for the past 4 years. The best part about working with Exeltis India is the culture it imbibes. I have gotten numerous opportunities to grow. It truly deserves to win the 'National Best Employer Brand' Award.

”

Girish N R

“

It is a pleasure to work with Exeltis India. Even during the pandemic, all my fellow colleagues extended their perpetual support to ensure that healthcare needs of all were met successfully. Special thanks to the senior leaders for being empathetic always.

”

Syed Tausif Iqbal



Voice @ Exeltis India

MAY 2022

ISSUE - 11

1977



First commercial office in Spain

1984



Manufacturing of hormonal APIs in Italy

1988



Acquisition of WL

2003



Starts branded pharma business with the acquisition of Effik.

2008



Chemo Wan Bang, new-joint venture agreement.

2010



Gets FDA approval for manufacturing in Spain

2012



Launches mAbxience, biopharmaceutical company

2013



BRANDED
Creation of Exeltis, a branded pharmaceutical business worldwide

Dear Exeltians,

We are at the threshold of new beginnings! We stand at an inflection point wherein our actions need to gain momentum till a transformative change becomes clear! Whenever you take a look at companies which perform exceedingly well, time after time, year after year, you will find that there is a single factor behind it. And that single factor is performance oriented culture. Performance is driven at each and every level by setting clear targets and working towards our respective targets. Regular evaluation helps us stay on course.

How to propel yourself to high performance?

a) Take initiative: Don't be afraid to walk the extra mile-go above and beyond what you are expected to do. This may be a task like reporting an adverse reaction or helping a fellow colleague understand an intricate concept.

b) Build your network: Build relations at work. This will not only help you understand the core competencies of your team members but will also help you learn about your leader's expectations. Interpersonal skills will help you establish greater connect with your doctors and patients, fetching you the desired results.

c) Always keep on learning: High performers are always looking for better ways to perform their tasks and stay on top of all the developments in their fields. Many high performers take the initiative to further their education, taking classes for example, or even signing up for courses like Communication Development or Financial Understanding. They, in turn, apply their knowledge to their work.

d) Remain Consistent: Be reliable and always put in your best efforts. Develop a well-rounded and robust work routine such that your leader can count on you for meeting your targets. Your consistency should be an example for others to follow.

e) Act on constructive feedback: Constructive feedback is designed to help people learn and improve. Learn to accept constructive criticism well. Always remember that when a colleague or manager provides you a feedback, he/she is devoting his/her time towards your professional growth.

f) Review your performance periodically: Review your performance in a manner your manager would do. Think about your actions and behaviours, try to assess whether these are helping you reach your workplace performance goals and productivity standards.

With the launch of our theme, 'One Exeltis, One Dream', we communicated our shared vision of joining the 100 crore club and this dream can only turn into reality if we work relentlessly, with all earnestness, to give it everything we have! Now is the time for us to act. Act with speed.

Our employees are our biggest advocates - you are our heroes.

Half of the battles are won with intend. Building a culture of **HEROS** begins with us - It is not what you say but what you do that has the biggest impact on others! We need to look at ourselves in the mirror first to model a culture of achievement in its true sense.

~ **Bishal Roy**,
Chief Operating Officer



Excellerate to 100 Crores

Know your Leader



BVR Prasad

Chief Manager: Distribution Operations

1. Who is your role model and why?
My Mother, she was a school dropout but was very intelligent and daring - she always strived to give the best to her family, till her last breath.

2. What is the last book that you have read/ the last movie that you have watched?
I often read the books pertaining to Swami Vivekananda.

3. Name your favourite cuisine
South Indian, vegetarian dishes.

4. Who is your favourite sportsperson?
Sachin Tendulkar.

5. What is your dream travel destination?
Munnar (Kerala).

6. If given a chance who would you like to be for a day?
Secretary of my housing society, there is a lot to do in that role.

7. What is your nick name at home/ what do your loved ones call you?
Naani, my wife, calls me as "Master".

8. Describe a thing about you which people don't know of
Whole of my schooling was done in Telugu medium.

9. If you could relive this life on a time machine, which profession would you choose?
Doctor.

10. What is that one thing you can't live without?
Divine Support and my family.

Indian Pharma Market NEWS



WHO establishes Global Centre for Traditional Medicine in India.

This centre is supported by an investment of US\$ 250 million from the Government of India and it aims to harness the potential of traditional medicine from countries across the world, to improve the health of people.

Sun Pharma has signed a licensing agreement with Lundbeck to market its version of Lundbeck's antidepressant, Vortioxetine.

An IIT Delhi incubated startup, Fabiosys, has developed a medical fabric that destroys bacteria and viruses.

Indian Healthcare Federation, NATHEAL, has released its report on digital health in India. The report says that India will have a billion digital health users by 2030.

Know Your Function - Design Team

Healthcare in India is marred with numerous issues. Often pharmaceutical companies employ a group of marketers, sales persons, doctors, financial experts, information technologists, data scientists and HR professionals to meet the healthcare needs of millions. However, the missing link is the Designers. Great designs are assets for the company. Designs help us to accelerate and connect new ideas, services and products in a seamless manner. Having an in-house Design team aids in simplifying the creative process, reducing costs and saving time.

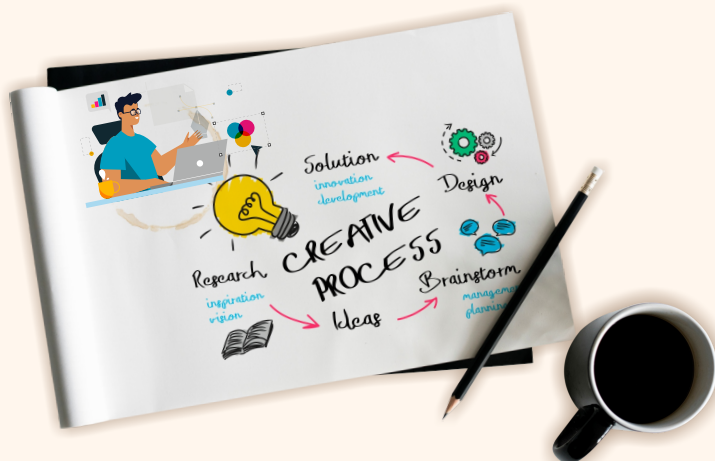
Healthcare related decisions are often driven by emotions. Patients often make choices in the hope of living their lives to the fullest. The designer's expertise lies in extracting intricate details from patient experiences and translating those into tangible solutions!

Some key responsibilities of the Design team function are as follows:

- 1) Target group analysis and using the desired information for product promotion.
- 2) Collaborating with the Product Marketing Team to ensure that the design intent and brand design directives are maintained.
- 3) Creating & positioning subjective visuals and themes to

enhance the communication.

- 4) Developing product package designs to draw customer attention and ensuring that right information is put forth.
- 5) Building appropriate marketing tools for the sales force by designing visual aids, logos, stalls, leaflets, brochures, reminder cards, banners and leave behinds.
- 6) Helping to strengthen Exeltis India brand value by developing videos, creatives, banners, mailers and newsletters



SUPER STAR

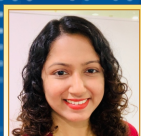
CHEERS to our HEROES



Solomon Christian
General Services



Avadhesh Sinha
Sales - Chronic Care



Ninosha Dsouza
PMT - Pharma



Debangshu Mukherjee
Sales - Chronic Care



Rajesh Lokhande
Design



Kishore S
Finance & Accounting



Ramachandran S
Manufacturing



Tirtha Pratim Das
Human Resources



Nandhakumar P.
Manufacturing



Anup Wilson
Distribution



Gopikrishnan M.
Sales - Chronic Care



Girjananda Das
Sales - Pharma



Nibaran Medhi
Sales - Chronic Care



Prosenjit Paul
Sales - Chronic Care



Soumyajyoti Sen
Sales - Chronic Care



Yadagiri Reddy
Sales - Chronic Care



Girish Ramesh
Pharmacovigilance

Employee Spotlight



Ramesh Durai

Divisional Business Manager
- Chronic Care

1. Who is your role model and why?

Mr. A.P.J. Abdul Kalam - He was a visionary leader who had inspired young talents. He ignited the minds of people and instilled confidence in them. He 'Walked the Talk' till his last breath.

2. What is the last book that you have read/ the last movie that you have watched?

A book that I always refer to is "Tirukkural" written by Thiruvalluvar. This book highlights Truthfulness, Self-restraint, Gratitude, Hospitality & Kindness under three important topics of Virtue, Wealth and Love.

Last watched Movie - KGF 2.

3. Name your favourite cuisine

Fish Fry, Rasgulla.

4. Who is your favourite sportsperson?

M.S. Dhoni - A great Team Leader, who is adept in Situational Leadership.

5. What is your dream travel destination?

South Africa - Wild Animal Safari.

6. If given a chance who would you like to be for a day?

Prime Minister of India.

7. What is your nick name at home/ what do your loved ones call you?

Durai / My kids used to call me "Dattu".

8. Describe a thing about you which people don't know of

I am adept at stand-up comedy.

9. If you could relive this life on a time machine, which profession would you choose?

Tailoring & Fashion designing

10. What is that one thing you can't live without?

Mobile Phone and Internet.

Events @ Exeltis

Q1 Town Hall :

In an effort to bring our teams closer and reflect on quarterly outcomes, we had organized Q1 Town Hall 2022. During this event, our leaders shared their valuable insights of Q1 2022 and the way forward. This event ended on a high note with our Value Champions being rewarded for demonstrating Exeltis India Values in their work lives.

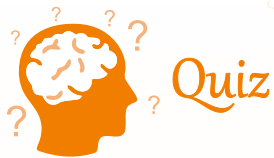


Visit by our global leaders



Life @ Exeltis





- 1) Which was the first book to set the stage for society to become more environmentally aware?
- 2) The use of microbes to remove pollutants (like oil spills) from the water bodies is known as?
- 3) Is the air quality of a commercial aircraft better than that of your living room?
- 4) Which country has permanently closed all of its formerly functioning nuclear plants?

Answers of the previous quiz

1) 4 chambers 2) Soy Milk 3) True 4) Jonas Salk 5) Mahadev Lal Schroff

Interesting Facts

Climate change affects the social and environmental determinants of health i.e. air, water, food and shelter.

Between 2030 and 2050, climate change is expected to cause approximately 2,50,000 additional deaths per year.

The direct damage costs to health (i.e. excluding agriculture and sanitation costs), is estimated to be in the range of USD 2-4 billion/year by 2030.

Areas with weak health infrastructure will be the least able to cope (without assistance to prepare and respond).

Reducing emissions of greenhouse gases (through better transport, food and energy consumption choices) can result in improved health.



Please send your answers to: khushboo.shroff@exeltis.com

Editorial Board: Khushboo Shroff, Rohit Kale & Girish Ramesh
Design Team: Pasupathy G & Rajesh Lokhande



Exeltis India, Ordain Health Care Global Pvt.Ltd., Phoenix Paragon Plaza, Unit No. 4B-11-15,
4th Floor, Phoenix Market city, L.B.S Marg, Kurla (West), Mumbai - 400 070.



Shahi Paneer

Masterchef Exeltis
Chef: Reena Verma
BE : Pharma



Ingredients

- 250 grams of Paneer
- 2 Onions; medium sized
- 2 Tomatoes; medium sized
- 6-7 Cashews
- 150 mL Milk
- 2 pinches of Musk Methi and a pinch Asafoetida
- Red chilli
- Kitchen King Masala

Procedure

- 1) For 250 grams of paneer, use 2 onions and 2 tomatoes. Cut these into medium size pieces, put 1/2 tsp oil in the pan and fry these lightly.
- 2) On the other hand, cut 250 grams of paneer into pieces and put these cubes in 150 mL milk. Add some salt.
- 3) Grind the roasted onions & tomatoes in a mixer and add 5-6 cashew nuts together.
- 4) Now put 2 spoons of oil in a pan, add a pinch of asafoetida in it. Put the prepared paste in it and let it cook on slow flame for 2 minutes.
- 5) Add a pinch of musk methi dal, a spoon of kitchen king masala, salt and red chili powder according to your taste.
- 6) Add paneer with milk and let it cook for 6-7 minutes. Serve it hot, you can eat it with puri, parantha or roti.

New Joinees



- | | | |
|------------------------------|------------------------------------|------------------------------|
| • Aarti Vijay Tarkas | • Loganathan Neelappan | • Rajasekaran R |
| • Ajaz Khan Arif Khan | • M Parameswara Aradhya | • Rajesh K |
| • Anirban De | • Madhu C | • Rajguru Nilesh Chandrakant |
| • Anushri Shrikant Birmal | • Manas Ranjan Mallick | • Raju N |
| • Aravind V | • Mohanasundaram Devan | • Ranjeet Kumar |
| • Ashita Admane | • Mounab Nandi | • Shah Vrajesh Rajeshbhai |
| • Avinash Harishankar Tiwari | • Nandeibam Satrajit Singh | • Shubham Kumar |
| • Bidhan Banik | • Naved Ahmed Khan Salahuddin Khan | • Subhankar Das |
| • Biplab Bala | • Nishel Vijayan Thayyil | • Subrata Kumar Subudhi |
| • Brahmhatt Parth Jayrajbhai | • Nishvitha P Poojary | • Supratit Dutta |
| • C Ramakrishna | • Onkar Aravind Satapute | • Sura Bhaskar Rao |
| • Chandrasekar Jayapal | • Piyush Jitendrakumar Dwivedi | • Suryakanta Sahoo |
| • Deepak Balasaheb Erande | • Prashant Kumar Shukla | • Swapnil Nigam |
| • Joydeb Kumar Das | • Praveen K | • Swaraj Singh |
| • Kaushal Kishor Karjei | • Pritam Thakur | • Swaraj Vijay Lad |
| • Latif Khan | • Raja Mohammed S | • Syed Mudassar Pasha |
| | • Raja Sarkar | • Ujjwal Kumar Tiwari |
| | | • Utsav Dineshbhai Trivedi |
| | | • Vijaya Mahanthesh M |

Winners of the Previous Quiz:



1. Sandip Pakhre
2. Asha Perumal



3. Babu Ravi
4. Achintya Chakravarty

