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VRL/SEC/NSE

June 25th, 2013

National Stock Exchange of India Ltd..
5th Floor , Exchange Plaza
Bandra (E), Mumbai- 400 051

Sub. : Venus Remedies among the Best Companies to Work for

Dear Sir/Madam,

This is to inform you that Venus Remedies Limited is the only company from North India to have made it to the list of Top 100 in the "India's Best Companies to Work for" study conducted by the Great Place to Work Institute, India in association with The Economic Times. Placed at the 72nd position, Venus Remedies has its employees based at its plant at Baddi, Panchkula, Germany and marketing staff spread on pan India.

About 550 organisations registered for this year's study. The survey, considered to be the most comprehensive and representative study of workplace culture in corporate India, was based on the responses of 98,998 employees in these organisations, which included not only Indian and multinational companies but also public sector and not-for-profit organisations.

Venus did remarkably well on various parameters considered for the survey. The Company always try its level best to make all its employees feel wanted from the moment they join Venus. The work timings are employee-friendly. Sitting late at work is not encouraged. Employees are motivated to strike a balance between their personal and professional life. At Venus, light and soothing music is played to create a relaxing atmosphere. The Company has a team of more than 40 in-house faculty members to run the tutor and training programme for employees. This is apart from the technical and non-technical training provided through external agencies, to which a detailed feedback is also sought from them from time-to-time on their level of satisfaction to improvise accordingly.

Venus has a unique practice of a Venus Army, which handles all grievances that are reported to it. Venus Army is available round-the-clock to meet any exigencies and welfare of the employees under a meticulously designed programme called "Manav Utahan Yojana". All employees contribute Rs 50 per month towards the Venus Army Fund, which is used to support employees from economically weaker sections.

Only six companies among the top 50 are new entrants this time, down from 14 in 2012 survey. On the other hand, there are 25 new entrants in the top 100.

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The parameters for the survey include genuine caring for employees, willingness to share wealth and equal opportunity for recognition, candid communication, reliability of managers, collaboration with employees, impartiality and opportunities for career growth. In simple terms, these factors connote the three fundamental relationships that an employee has—relationship with the management, with the work that the employee does and with other co-workers.

The framework of the US-based Great Place to Work Institute is followed by more than 6,500 organisations globally that participate in the annual research on workplace culture across more than 45 countries.

Yours faithfully,
for VENUS REMEDIES LIMITED.

Ramanjit

Ramanjit Kaur
Deputy Manager
Corporate Communication

AN ISO 9001:2008 : ISO 14001-2004 : OHSAS 18001 - 2007
EU - GMP
CERTIFIED COMPANY

VENUS REMEDIES LIMITED

Corporate Office :
51-52, Industrial Area, Phase- I,
Panchkula (Hry.) 134113, India
Regd. Office :
SCO 857, Cabin No. 10, 2nd Floor, NAC,
Manimajra, Chandigarh (U.T.) 160101, India
Website : www.venusremedies.com
www.venusmedicineresearchcentre.com

MOODY INTERNATIONAL
UKAS QUALITY MANAGEMENT
UKAS ENVIRONMENTAL MANAGEMENT

Unit-I :
51-52, Industrial Area, Phase-I, Panchkula (Hry.) 134113, India
Tel. : +91-172-3933094, 3933090, 2565577, Fax : +91-172-2565566
Unit-II :
Hill Top Industrial Estate, Jharmajri EPIP, Phase-I, (Extn.),
Bhatoli Kalan, Baddi (H.P.) 173205, India
Tel. : +91-1795-302100, 302101, 302107, Fax : +91-1795-271272
Unit-V :
VENUS PHARMA GmbH
AM Bahnhof 1-3, D-59368, Werne, Germany

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