

Sun Pharmaceutical Industries Ltd.

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October 12, 2016

National Stock Exchange of India Ltd,
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra Kurla Complex,
Bandra (East),
Mumbai – 400 051.
NSE Code – SUNPHARMA

BSE Limited.,
Market Operations Dept.
P. J. Towers,
Dalal Street,
Mumbai - 400 001.
BSE Code– 524715

Dear Sirs,

Sub: Clarification on the strike by some Medical Representatives and the ongoing court case

This is in reference to recent news articles concerning the strike by some Medical Representatives (MRs) and the ongoing court case with said MRs, of our two Business Units operating in India. We would like to put on record our clarification on the matter.

The MRs of erstwhile Ranbaxy Laboratories Limited were using a software application to record their Daily Activity Reports (DAR) which was also used to record their daily attendance for monthly salary generation while Sun Pharma MRs used a different software application since 2001 .

As part of the integration of erstwhile Ranbaxy in Sun Pharma, it was decided to use the Sun Pharma software application (Target Application) as a single platform for DAR for the India Field Force and the same was implemented in a phased manner to cover erstwhile Ranbaxy MRs. The MRs of erstwhile Ranbaxy were given necessary training for smooth migration to Target Application for their DAR.

As on today, the migration of all MRs of erstwhile Ranbaxy to Target Application has been completed and around 94% of them are reporting on the Target Application . The balance 6% of the MRs are refusing to submit their DAR on Target A application.


Since these MRs did not submit their DAR on Target Application , there is no attendance record for them. As a consequence, there is no payroll input. Hence their salaries were not generated from May 1, 2016. The said employees challenged implementation of Target Application in the Industrial Court, Mumbai and obtained an interim order. The interim order was contested by our Company in the Hon'ble High Court of Mumbai. The Hon'ble High Court has granted Sun Pharma's request for using Target Application as the platform for DAR and passed an order in

which it has directed the said MRs to start reporting on the Target Application retrospectively. We have stated very clearly in the court that the Company will release the salaries, provided these MRs submit their DAR using Target Application.

Since this matter has been reported extensively by the media, this clarification is being issued for your information and record.

Thanking you,

Yours faithfully,
For Sun Pharmaceutical Industries Ltd.,


Ashok I. Bhuta
Compliance Officer