



## SUSTAINABILITY REPORT 2022-23



# SUSTAINABILITY

## WAY OF LIFE | WAY OF BUSINESS

Jubilant Industries Limited (JIL) strives towards sustainable business i.e. business not just based on financial performance, but with a broader set of development goals. JIL conducts its business in accordance with the concept of “triple bottom line” focusing equally on economic, social and environment aspects of sustainability.



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“At Jubilant, our foremost priority has been to ensure safety and health of employees and maintain business continuity. Our constant endeavour is to manage and reduce our Environmental and social footprint, even as we expand our Operations”.

## Message From CHAIRMAN

*Dear Stakeholders,*

I am sharing with you the 13th Sustainability Report of Jubilant Industries Limited for the year gone by. This report as in early years is a proactive disclosure of the Company’s performance covering Economic, Environment and Social Aspects. Once again, the Report conforms to the highest “In Accordance – Comprehensive” level of reporting prescribed in the GRI Standards of the Global Reporting Initiative (GRI).

Jubilant is committed to develop products that are safe, durable and have minimal environmental impact. Improvement in Power & Fuel Norms in our various manufacturing plants has reduced energy intensity and GHG emission by 5270 tCO2. Around 50% of total direct energy consumed in FY22-23 came from renewable fuel- Rice husk. Use of rice husk eliminated 2825 MT of coal consumption resulting into reduction of GHG emission by 12389 tCO2. Apart from this, we have eliminated the use of HSD by replacing our diesel gensets with PNG (cleaner fuel) based gensets and switching boilers operation from LDO to PNG at our Sahibabad Plant.





Company's efforts in its drive for sustainable growth has always been recognized in prestigious forums.

- ▶ Gajraula Plant has been awarded RATING-3 for the award of VZ-RSI for outstanding achievement in **"VISION ZERO APPROACH FOR SAFETY, HEALTH AND WELLBEING FOR SUSTAINABLE BUSINESS GROWTH"**
- ▶ Gajraula Plant has received **PLATINUM AWARD** for outstanding achievement in Environment Management in India's Prestigious **"GROW CARE INDIA Award - 2022"**
- ▶ Savli Plant has been Awarded **SILVER RATING** for the **SUSTAINABLE PERFORMANCE**, by **ECOVADIS**

During the Financial Year 2022-23, Jubilant worked in the arena of Health, Education, Livelihood & Rural Development to improve the quality of the life of the community around the manufacturing locations, which is considered as apex stakeholder

Corporate Social Responsibility (CSR) is an integral part of sustainability framework of Jubilant. CSR activities at Jubilant are established in accordance with the provisions of Section 135 read with Schedule VII to the Act.

Jubilant Bhatia Foundation ('JBF'), established in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group is responsible for conceptualization and implementation of CSR activities of all group companies of Jubilant. The CSR programs of Jubilant are strategised in line with the United Nations Sustainable Development Goals (SDGs), also known as Global Goals.

With a thrust on CSR, the company is continuously working towards Economic, Environmental and Social performance. The CSR projects are designed in a way to empower the communities around the area of operations of Jubilant and add value in their life. The projects work on 4P model (Public-Private-People-Partnership). JBF's detailed activities are available on its website [www.jubilantbhartiafoundation.com](http://www.jubilantbhartiafoundation.com).

Jubilant's CSR programs are weaved in with a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving "knowledge generation & sharing, experiential learning and entrepreneurial ecosystem" through JBF.

Priyavrat Bhartia  
Chairman  
25th May, 2023





Risk-taking is an inherent trait of any enterprise. It is essential for growth or creation of value in a company. At the same time, it is important that the risks are properly managed and controlled, so that the Company can achieve its objectives effectively and efficiently.

## Internal Control Systems and Risk Management

### Internal Financial Control Framework

Section 134(5)(e) of the Companies Act, 2013 requires a Company to lay down internal financial controls system (IFC) and to ensure that these are adequate and operating effectively. Internal financial controls, here, means the policy and procedure adopted by the Company for ensuring the orderly and efficient conduct of its business including adherence to Company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records and the timely preparation of reliable financial information. Our Internal Financial Controls (IFC) system has been established with policies and procedures that incorporate all the five elements:





- ▶▶ Orderly and efficient conduct of business
- ▶▶ Safeguarding of its assets
- ▶▶ Adherence to Company's policies
- ▶▶ Prevention and detection of frauds and errors
- ▶▶ Accuracy and completeness of the accounting records and timely preparation of reliable financial information

In addition, we have a transparent framework for periodic evaluation of the IFC through periodic internal audits and quarterly online controls self-assessment through Controls Manager software. This reinforces the Company's commitment to adopt best corporate governance practices.

#### Implementation of Internal Financial Controls

To compete in industry, stringent Corporate Governance and financial control over operations is essential for the Company. To ensure a robust Internal Financial Controls framework, we have worked on three lines of defence strategy:

**Build internal controls into operating processes:** To this end, we have ensured that detailed Delegation of Authority and Standard Operating Procedures (SOPs) for the processes are followed, financial decision making is done through Committees, IT controls are built into the processes, segregation of duties is clear, strong budgetary control framework exists, the entity level controls including Code of Conduct, Ombudsperson office etc. are established.

**Create an efficient review mechanism:** We created a review mechanism under which all the businesses are reviewed for performance once in a month and functions are reviewed once in a quarter by the Chief Executive Officer (CEO).

**Independent assurance:** We have appointed a Big Four firm as our internal auditors to perform systematic independent audit of every aspect of the business to provide independent assurance on the effectiveness of the internal controls and highlight the gaps for continuous improvement.





To improve the controls in operations, we have established, for each line of business, the concept of financial decision-making through operational committees. The entire purchase, credit control and capital expenditure decisions are taken jointly in committees. The key roles of these business committees are as under:

Purchase Committee ensures high quality purchases at economical cost and maintains reliability of supplies from reputed suppliers with long-term relationships.

Capex Committee ensures cost reduction with proper negotiation and monitors time and cost overrun.

Credit Committee evaluates the credit risk and approves the maximum specific credit which can be provided to any particular customer. This committee approves the credit limits annually and is empowered to make changes as and when required.

The Audit Committee act as a governing body to monitor the effectiveness of the Internal Financial Controls framework.

## Risk Management

### Our Vision on Risk Management

To establish and maintain enterprise wide risk management capabilities for active monitoring and mitigation of organizational risks on a continuous and sustainable basis.

### Risk Management Strategy

The Company has a strong risk management framework in place that enables regular and active monitoring of business activities for identification, assessment and mitigation of potential internal or external risks. The Company has in place a well-established processes and guidelines along with a strong reviewing and monitoring system at the Board and senior management levels.

Our senior management team sets the overall tone and risk culture through defined and communicated corporate values, clearly assigned risk responsibilities and appropriately delegated authority. We have laid down procedures to inform Board members about the risk assessment





and risk minimization procedures. As an organization, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

### Risk Management Structure

Our risk management structure comprises the Board of Directors and Audit Committee at the Apex level, supported by the Managing Director, Business Heads, Functional Heads, and Unit Heads. As risk owners, the Heads are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the Managing Director and actions are drawn upon. The Audit Committee, Managing Director, and CFO act as a governing body to monitor the effectiveness of the internal financial controls framework.

### Risk Mitigation Methodology

We have a comprehensive internal audit plan exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same. We have completed twelve years of our certification process wherein, all concerned Control Owners certify the correctness of controls related to key operating, financial and compliance, every quarter. This has made our internal controls and processes stronger and also serves as the basis for compliance as per Regulation 17 (8) read with regulation 33 (2) (a) of Listing Regulation as stipulated by SEBI.

### Management 's Assessment of Risk

The Company identifies and evaluates several risk factors and draws out appropriate mitigation plans associated with the same. Some of the key risks affecting it businesses are laid out below:

### Competition

The Company operates in a competitive business environment in each of its business segments. Climatic conditions have a pivotal role to play in Agri Products prospects. Uncertainty in monsoons and non-uniform distribution of rainfall has repercussions like sudden change in cropping pattern, pest attack, and changes in output prices of commodities. All these factors highly impact the demand and supply balance of fertilizers.





The movement of bulk fertilizers requires timely availability of carriers and railway wagons (rakes) which at times get affected due to movement of other commodities at the same time. In addition, price movements in the international market for alternatives to SSP such as DAP and NPK complexes, poses risk in the form of consumer preference for these alternative products thereby impacting demand for SSP.

In Agri Products is dependent on climate which plays a vital role. The SSP demand is influenced by the availability and import prices of other bulk phosphatic fertilizers like DAP and NPK complex which create intense competition in the market and an alternative to the farmer.

Further, the increase of international price of raw material like rock phosphate, Sulphur also affect the SSP selling price while giving an opportunity to the farmer to opt for alternative products such as DAP /NPK. Government NSBS Policy and guidelines will also impact the demand and selling price of SSP.

In Consumer Product business, low involvement of consumer and price sensitivity makes the Company dependent on channel and influencer for creating demand for its products. The Company has worked out strategies to expand distribution channel, build up product portfolio in high growth segments and strengthen brand usage among influencers with loyalty programs and various interactive marketing initiatives. The company will also embark on a Brand Affinity building drive with End Consumers to establish JivanJor as a strong player in the Adhesives category in their consideration set. This will, in sync with various influencer programs, help amplify brand usage across.

In the Food Polymers and Latex business, the Company contends with international competition including China benefiting from cost advantages. Additionally, export-oriented activities face rivalry from European counterparts within an industry experiencing limited growth, resulting in pricing pressures among the top players. Despite these hurdles, robust customer and account management initiatives have secured long-term commitments, driving profitable outcomes in FY 2023. Plans are in place to replicate this success and sustain growth in the coming years.





## Cost Competitiveness

The Company believes that its growth and market position is due to the quality that it stands for. Rising input prices amidst inflationary market conditions pose a risk to the Company's ability to remain price competitive and build profitability to drive future growth. Volatility in prices of raw materials any surge in logistics cost may have a significant impact on operating margins.

The Company continues to take initiatives to reduce costs by business excellence initiatives, alternate suppliers. Wherever feasible, the Company is entering into long term contracts with volume and price commitments. Alternative supply sources are being identified to negate the adverse impact of short supply of raw materials and R&D initiatives being evaluated to develop cheaper / easily available alternatives. The focus is also on improving profitability by increasing supply chain and R&D effectiveness, thereby reducing manufacturing costs.

## Foreign Currency Fluctuations

Foreign currency exposures arising out of international revenues and significant import of key raw materials could adversely impact the profit margins of the Company. Depreciating rupee poses a risk of imports becoming dearer and raw materials more expensive. Further, volatility and uncertainty in Forex rates creates challenges in determining the right price of the product in the market.

The Company does not use any derivative financial instruments or other hedging techniques to cover the potential exposure as the net foreign currency exposure is not significant.

## Capacity Planning and Optimization

As a part of its growth strategy, the Company makes investments to expand capacity and service capabilities and focuses on debottlenecking the existing plants. Debottlenecking/process improvements helped in generation of additional capacity with the available resources in Fertiliser plant. This is critical to achieve our business objectives of driving growth and maintaining market leadership. Non availability of sufficient capacity due to delayed commissioning, cost overruns and inability to deliver as per standards can significantly impact achievement of revenue targets, margins and expected return on investment (ROI). It can also result in customer dissatisfaction and adverse





impact on reputation. Uncontrollable breakdowns and idle capacities contribute to inefficiencies in manufacturing process. Similarly, unutilized capacity for short periods due to power breakdown, unavailability of labor, transport strike etc. may impact the ability to meet customer demand and garner market share.

The Company has robust processes in place to continuously monitor planned capacities and utilization ratio, aligned with good manufacturing practices and stringent plant maintenance plan. The Company takes additional initiatives to commit to customer orders only after taking into consideration the key capital projects planned for execution. The Company's growth objectives are aligned with project team execution plan. It periodically embarks on debottlenecking and other initiatives to improve efficiencies and build additional capacities.

### Portfolio and mix: Product and Customer Concentration

A balanced portfolio in terms of customers, markets and products is critical for the Company to be able to execute business strategies and monitor the impact of decisions. Any change in customer's organization behavior, needs or expectations may adversely impact the competitive position and margins of the Company. A high customer concentration poses a risk of sudden fall in revenue and margins and share of business due to any change in consumers' needs and trends, preference for a competitor and /or liquidity crunch due to inability to collect dues from customers.

Agri Product, to meet emerging nutrient deficiency in crop produce which creates malnutrition condition, fertilizer industry in collaboration with Government of India makes continuous efforts to provide nutrient rich fertilizers to farmers. This helps farmers maintain crop yields and thus get higher returns. Jubilant also played its role in maintaining soil health and increasing crop yields by introducing more product under FCO – Boronated SSP(Granular), Zincated SSP (Powder), Zincated SSP (Granular), SSP fortified with Boron and Zinc (Super Formula- Granular).

Business is in process of launching Mono Zinc, Nutri mix 5% (State Grade) and Bio-Poshan

As a part of business planning and periodic review meetings, the Company strives to identify and explore new profitable markets for its products as well as new downstream opportunities in terms of applications and alternative uses of the products available in its portfolio.





Food Polymers and Latex business, an over-dependence on single product or few customers, may adversely impact the realization of long term business objectives in the event of any regulation limiting the end use application. We continue to address this issue by adding newer customers as well as applications to the portfolio. Efforts on the Food Polymers continue but the challenge remains with limited customer base and even in that a few holding by far the majority share. Failure to effectively / optimally utilize co-products as per strategy may result in inventory build-up, distress sale and forced losses.

As a part of business planning and periodic review meetings, the Company strives to identify and explore new profitable markets for its products as well as new downstream opportunities in terms of applications and alternative uses of the products available in its portfolio.

### Human Resources – Digital Experience

A Digital work life is a new way of working that brings with it the challenge of affecting this change management across the organization covering employees and even trade partners.

The organization has a clear vision and the same is being communicated with conviction to all the stakeholders. The toll to create a positive impact and succeed at Jubilant will be availability of adequate information with the employees managing the internal and external customer experience. Adequate resources are being deployed to ensure our digital initiatives are user friendly, secure and cleared post UAT. Training is being provided to all the stakeholders on the features of the digital interface to ensure a holistic ownership and commitment to this initiative.

### Human Resources-Acquire and Retain Professional Talent

Our talent management strategy is anchored on the postulate that synergic teams ensure long-term success.

While on one hand, we continually review and assess our talent requirements to be in line with the market and competition, we are always open to external stimulus to bring onboard relevant talent from the market to further the velocity of our initiatives.





The Company has invested in talent planning, assessing and refining the most impactful parts of our hiring process by soliciting feedback from candidates and recent hires to better understand their experience and take the processes of recruitment, selection and onboarding to the next level.

Succession plans for critical roles are aggressively perused to address the inevitable impact on the business objectives in case of talent drain. Many internal movements have been executed which have yielded a positive impact for the organization.

Cross-functional teams at work ensure adequacy of empathy and sensitivity across business and function teams. The organization lays an overarching focus on utilizing the CFTs to mitigate live wire challenges across the board.

Our performance management system starting from target setting, cascade and then the performance assessment is adequately anchored across the financial targets for the organization. The assessment is data centric and differentiates “High Performance High Potential” employees. The sales incentive programs are also strongly aligned to the focus initiative for the specific period which ensures an extremely high level of commitment of the teams to the action agenda.

The Company continues to hire new and specialized talent for scientific and technical roles also, further cemented through the engagement programs being the reward and recognition programs. Focused capability building through need based training programs are provided to identified employees at all levels.

The organization is adequately poised to have an aggressive business plan for the new year which is based on the adequacy of a holistic people strategy.





## Organizational Profile

Jubilant Industries Limited is the flagship Company of the Jubilant Bhartia group. Jubilant Industries Limited is a public limited company with listing on BSE Limited and National Stock Exchange of India Limited (NSE). It's wholly owned subsidiary Jubilant Agri and Consumer Products Limited is a well-diversified company with product portfolio that includes Crop Nutrition & Crop Growth Products; Consumer products like Adhesives, Wood Finishes; Food Polymers; Latex such as Vinyl Pyridine, SBR and NBR latex. The Company's success so far in this business is an outcome of its strategic vision to attain leadership position in each of its business. Driven by a culture of innovation the company focuses on delivering world class products and services to its customers. The Company operates in both Business to Business (B2B) and Business to Customer (B2C) segment.

There has been no significant change in the business structure of the Company in the reporting period.

The Company has membership in following Organisations;

- ▶ Fertilizer Association of India (FAI)
- ▶ International Chewing Gum Association
- ▶ All India Rubber Industries Association
- ▶ Elastomer Technology Development Society (ETDS)
- ▶ Indian Chemical Society
- ▶ American Chemical Society
- ▶ Polymer Processing Academy (PPA)

The Company reported consolidated Revenue from operations of Rs. 14729.18 Million, EBITDA of Rs.1058.10 Million & Net Profit of Rs. 621.40 Million in FY 2022-23. The Basic EPS for FY 2022-23 was Rs. 41.26 Our Agri Products business reported revenue of Rs. 5420.96 Million and Performance Polymer business reported revenue of Rs. 9308.31 Million.

The total capitalization broken down in terms of debt and equity is Rs. 625.02 Million and Rs. 2033.59 Million respectively.

As on 31st March 2023, total number of 810 employees were employed by the Company.





## Corporate Office and Registered Office:

**Corporate Office:** Plot No. 1A, Sector 16A, Institutional Area, Noida- 201 301, Uttar Pradesh, India  
Tel: +91-120-7186000, Fax: +91-120-7186176/6140

**Registered Office:** Bhartiagram, Gajraula, District Amroha- 244 223, Uttar Pradesh, Tel: +91-5924-252351-60; Website: [www.jubilantindustries.com](http://www.jubilantindustries.com)

## Manufacturing Sites and Research and Development (R&D)

Jubilant Industries Limited is operating through its wholly owned subsidiary company i.e Jubilant Agri & Consumer Products Limited ("JACPL"). JACPL has geographically diversified manufacturing sites situated across India.

It has 4 Manufacturing locations in India: Gajraula, Kapasan, Samlaya and Sahibabad. The company boasts off a highly competitive product lines based on quality, customer service, product performance, price and product innovations.

## R&D

Jubilant’s technical expertise and experience enables maximisation of efficiencies and profitability. Our state of art R&D is based in Noida, where our R&D team with qualified scientists works constantly on developing customised solutions for diverse end applications.

The Company’s success so far in this business is an outcome of its strategic vision to attain leadership position in each of its businesses. Driven by a culture of innovation, the Company focuses on delivering world class products and services to its customers.

## Manufacturing Sites

### Rajasthan

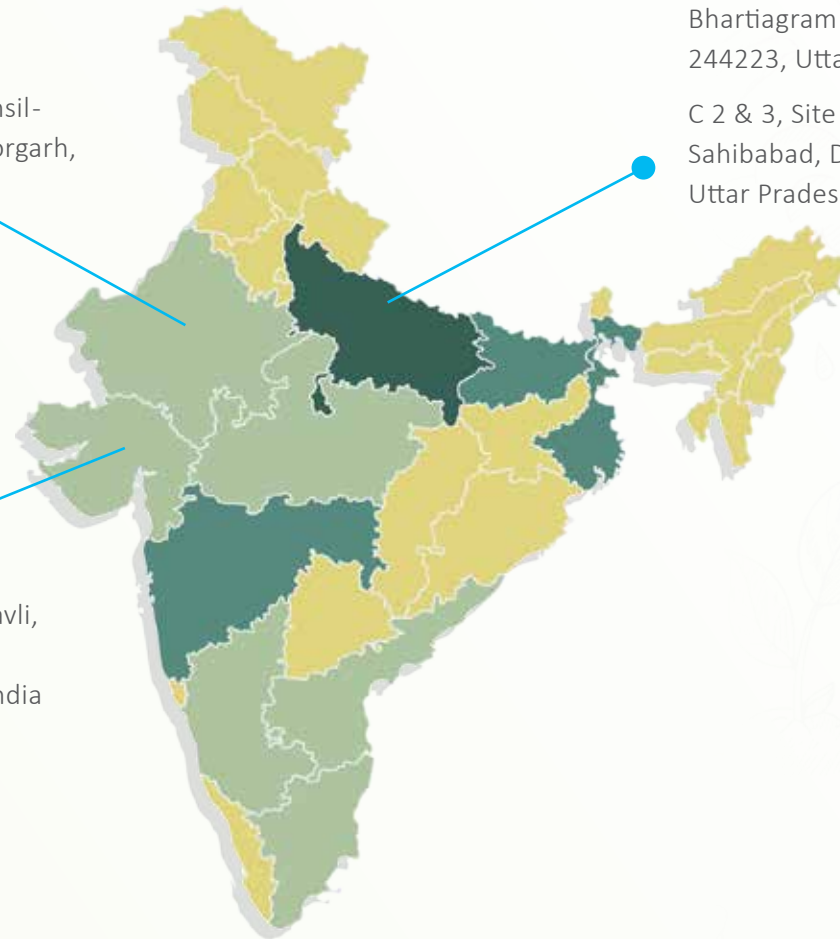
Village Singhpur, Tehsil- Kapasan Distt. Chittorgarh, Rajasthan, India

### Uttar Pradesh

Bhartiagram Gajraula, Distt. Amroha – 244223, Uttar Pradesh, India  
C 2 & 3, Site IV, Sahibabad industrial area Sahibabad, Distt Ghaziabad – 201010 Uttar Pradesh, India

### Gujarat

Block 133, Village Samlaya, Taluka Savli, Distt. Vadodara – 391520 Gujarat, India





## Leadership Position:

The Company has achieved global leadership in its various product brands based on our internal assessment.

Food Polymers No.1 in India and globally No.3 for for PVAc in solid form for chewing gum base

Latex Products No.1 in India and amongst the top 2 players globally for Vinyl Pyridine

Latex for automobile tyres and conveyor belt

Agri Product - Amongst top 3 brands in India for Single Super Phosphate fertilizer and a significant agro nutrient player.

Consumer brand “Jivanjor” is the 2nd largest brand in India in consumer

Consumer Products adhesives and a significant player in the Indian wood finishes market.

Application Polymers Major player in the industrial adhesives market in India catering to PSA, packaging, lamination and other specialized applications.

Jubilant Agri and Consumer Products Limited (JACPL) has following business divisions

1. [Food Polymers Division](#)
2. [Latex Division](#)
3. [Agri Products Division](#)
4. [Consumer Products Division](#)

The products are grouped under various categories based on their applications;

### Food Polymers

**Business Profile** – Jubilant is one of the leading supplier of Polyvinyl Acetate (PVAc) to the chewing gum industry. PVAc is the major raw material for making gum base for chewing gum and bubble gum. Our brand names under this category are ‘Vamipol 5’, ‘Vamipol 14’, ‘Vamipol 15’, ‘Vamipol 17’, ‘Vamipol 30’, ‘Vamipol 60’ and ‘Vamipol 100’. The customer profile of the Company in this business includes the market leaders in chewing gum industry worldwide.

**Industry Overview** – The gum industry is consolidated with top two companies’ together accounting for around 60% market share.





The global market shares for the top five chewing gum companies are estimated to be around 83%.

The chewing gum market is projected to register a CAGR of 4.39% over the coming five years.

Sugared chewing gum sales are declining due to consumers' preference for sugar-free confectionery. However, Sugar free gums, which attract health-conscious consumers, and which also provide additional benefits of dental care, and also functional gums like 'energy gums', 'caffeine gums' are expected to see a stronger growth rate albeit with a lower base.

Chewing gum has several direct substitutes such as mints, mouth-freshening sprays, and bubble gum. Apart from the direct substitutes, there are some indirect ones, like candies and toffee. The preference for mints over chewing gum is likely to affect the demand for gums in the coming times.

Business Performance - Despite substantial challenges this year, the SPVA business achieved improved profitability, attributed to enhanced cost management strategies and improved customer realizations.

**Business Strategy** – The business strategy revolves around two key pivots – New customers, and New product/ application development. During FY 2022-23, the business has worked around these pivots and has been able to include some new customers in Europe & South America. We also increased our global market share through our regular customers, which helped with the volume increase this year. The business continues to have strong plans for new customer's acquisition in international markets and share gain plans in the food applications space.

Jubilant is a global supplier of Ester Gum. Ester Gum is one of the major raw materials for making gum base for Chewing Gum and bubble gum. The products are available under the brand name of JubiGum with wide range of softening points. The product is manufactured at a modern "state of the art" manufacturing facility at Gajraula (UP). All grades of Estergum have been developed by extensive in-house R&D efforts and technology improvements and conform to international standards and food Grade quality. All grades of the product comply with the US FDA Regulations – 21 CFR 172.615. The products as well as the manufacturing facilities are accredited with ISO 9001, ISO 14001 and ISO 45001 certifications. Jubilant's product and the manufacturing facility are Kosher & Halal certified. Jubilant is now expanding its portfolio of products in order to have a wider offering of food grade chemicals. Estregum by Jubilant is sold under the brand trade name of Jubilgum.





Latex:

**Business Profile** – Jubilant ranks No. 1 in India and No. 2 globally, for manufacturing VP Latex(Vinyl Pyridine Latex) used in dipping of automobile tyre cord and conveyor belt fabric. The Company also produces SBR and NBR Latex. The Company is bulk supplier of these lattices to global automobile tyre manufactures and dippers.

The products under this category are ‘Encord VP Latex’ and ‘Encord SBR Latex’. Another product ‘Encord NBR Latex’ is used in automotive gasket jointing.

**Industry Overview** – VP Latex is used to impregnate man made fabrics and enable the adhesion of fabrics to the rubber of automobile tyres and conveyor belts.

Latex Industries achieved growth in domestic and export markets, defying global slowdown signals in the second half of the year. Significant raw material price hikes in the first half of FY23, resulting in higher final product costs, the second half saw a decline in raw material prices, prompting corresponding adjustments in finished goods prices. The Indian tire industry effectively sustained growth momentum in both domestic and export sectors throughout FY23.

**Business Performance** – In FY23 Latex Business maintained a dominant market share in Domestic Market and continued to increase its market share & geographic presence in Exports Market.

**Business Strategy** – In FY 2024, business development activities in the international market continue to be a focus area while maintaining domestic share and margins. At the same time to explore potential opportunities to enter into other lattices segments.

Agri Products

**Business Profile** – In the Agribusiness, we offer a diverse range of Agri-input products within the Crop Nutrition category under the distinguished brand “Ramban”. This brand has earned a robust reputation in regions such as Uttar Pradesh, Uttarakhand, Bihar, and has a prominent presence in Rajasthan as well. Our company is dedicated to the manufacturing of Single Super Phosphate (SSP) in both powder and granulated forms, fortified with essential elements like Boron and Zinc, in accordance with the specifications outlined by the Fertilizer Control Order (FCO). In addition to this, we are also engaged in the production and sale of Shakti-Zyme, Bio-Poshan, and Sulphuric Acid.

We hold the highest market share in Uttar Pradesh. Among the farming community, the RAMBAN brand is highly preferred.





## New Product Launch

### Bento-Sulph (Sulphur 90% Granular):

Bentonite Sulphur is straight Sulphatic fertilizer containing 90% Sulphur and 10% Bentonite clay. This is the highest among other category of Sulphated fertilizers. It makes Bentonite Sulphur more effective in terms of supplying Sulphur to Crops. It helps plant in oil synthesis and improves the quality of Fruits.

Dosage: 10-12 kg/ Acre

Pack Size: 10 kg bag

### Sahaj Potash:

Potash Derived from Molasses (PDM) is a potassium rich fertilizer derived from molasses contains potash 14.5% (WS). It has been launched in 2023. PDM plays a major role in both the vegetative growth phase of plants as well as in the productive phase. It enhances the Potash uptake in plants leading to higher productivity. It also Improves the fertilization of Soil.

Dosage: Depends on crop and soil requirement, generally 120 – 150 Kg/ Acre.

Pack Size: 50 kg bag

Crops: All crops including fruits and vegetables

## Marketing Activities

The company has undertaken various marketing activities to raise awareness about the benefits of our products and to establish the Ramban brand.

### Group Campaign





## Big Farmer Meeting

Fertilizers have played a crucial role in agricultural production, supplying essential nutrients for crops and experiencing growing demand over the years. In India, an agrarian country with a substantial number of small and marginal farmers, issues like low productivity and suboptimal quality persist. Crops are predominantly rain-fed and cultivated on the same plots over time, leading to declining soil fertility in many regions. Consequently, there has been an increased reliance on nitrogen fertilizers in the country. In response, the Indian government has initiated economic reforms and ensured the availability of fertilizers at affordable prices to enhance productivity. Due to subsidy eligibility on notified fertilizers, the Indian fertilizer industry has been able to provide enhanced food security for the country. While agriculture is heavily dependent on the use of fertilizers, the government has met almost all demand for chemical fertilizers.

The most used phosphatic fertilizers are Diammonium Phosphate (DAP), NPKs and SSP. Urea stands as the most highly consumed fertilizer among nitrogenous fertilizers.

SSP is a multi-nutrient fertilizer containing 'Phosphate' as primary nutrient and 'Sulphur' and 'Calcium' as secondary nutrients. SSP is also fortified with Boron and Zinc as the deficiency of micro nutrients in Indian soils is gradually increasing. Hence, fortified SSP will be handy to the farmer to address the deficiencies of Boron, Zinc, Sulphur and Calcium etc.

DAP is the world's most widely used phosphorus fertilizer. It is popular due to its relatively high nutrient content and its excellent physical properties. DAP is a source of phosphorus (P) and nitrogen (N) for plant nutrition.

NPKs, also called compound fertilizers, are fertilizers which contain all three nutrients, nitrogen, phosphorus, and potassium in different proportions. There are many types of NPK products in the market based on different nutrient recipes.

Nano Urea Liquid, is the only Nano Fertilizer approved by the Government of India and included in the Fertilizer Control Order (FCO). It is developed and patented by IFFCO. It is nanotechnology based revolutionary Agri-input which provide nitrogen to plants, save soil and increase the production. Its objective is to reduce the consumption of traditional Urea.

The government of India is willing to strengthen SSP industry. For this, with the guidance of DoF, FAI has constituted a Task Force (TF) to improve the quality of SSP and to promote it as an alternative of DAP.





In India, SSP contributes 11% of the total Phosphatic segment (DAP, NP/NPK and SSP) in FY 2022-23.

In Uttar Pradesh and Uttarakhand, the SSP sales has recorded growth of 6% in FY 23 over FY 22. The sales trend other Phosphatic fertilizers is mentioned below:-

(In Lakhs MT)

Fertilizers	2017-18	2019-20	2019-20	2020-21	2021-22	2022-23
DAP	18.32	19.97	24.15	22.49	19.91	24.91
NPK	5.50	6.90	5.91	6.16	5.52	5.30
SSP	3.78	3.97	4.43	5.25	5.36	5.68

#### Business Performance –

The company's expansion into new states has driven remarkable business growth, bolstered by a heightened focus on innovation that has led to an enriched and diversified product portfolio.

#### Business Strategy –

The company's strategy involves expanding into Gujarat, Maharashtra, Chhattisgarh, and West Bengal, while simultaneously aiming to strengthen its dealer network in Bihar, Rajasthan, Madhya Pradesh, Haryana, and Punjab through value-added products like Fortified SSP with Zinc & Boron (Super Formula), Shaktizyme, and Bio Poshan, ultimately resulting in increased crop yields.

#### Industrial Chemicals

Industrial Chemical offered by Jubilant is Sulphuric Acid ( $H_2SO_4$  98.4%) which is a strong mineral acid. It is a basic raw material used in a wide range of industrial process and manufacturing operations. It has a wide application in Fertilizers, Detergents, Paints, Iron/Steel Pickling, Alum, Dyes, Pharmaceuticals, Sugar/Vegetable oil Refining industry.

#### Performance Polymer

#### Consumer Products

**Business Profile** – Our Consumer Products division specializes in Wood Working Adhesives and Wood Finishes.

- ▶ 'Jivanjor' stands out as a prominent name in the wood working adhesives sector. Our water-based adhesives are known for their quick setting time at room temperature and superior bond strength,





which significantly enhance the durability of furniture and fixtures. Our product portfolio also encompasses a variety of specialty adhesives that cater to diverse requirements within the water-based category. Additionally, we offer contact adhesives that are synthetic rubber-based, providing rapid drying and excellent performance in vertical lamination applications.

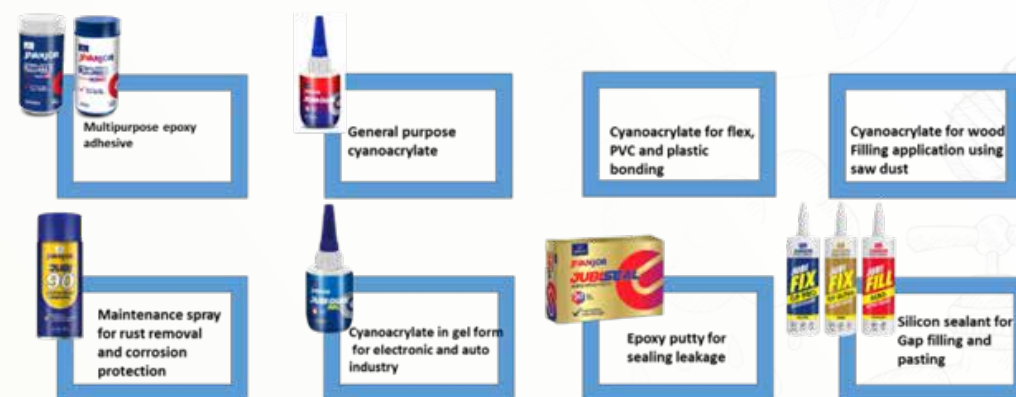
- ▶ Under our Wood Finishes brands ‘Charmwood’ and Ultra Italia PU, we offer a comprehensive wood finishing system, as well as stains and ancillary products for the decoration and protection of wooden furniture. Our wood finishing system comprises Gloss and Matt variants of Melamine finish, Nitrocellulose finish, and PU Alkyd finish. These systems exhibit remarkable fast drying properties and offer resistance against stains and scratches. Moreover, our wide range of Wood stains allows for the creation of unique colors that cater to various consumer preferences. To ensure successful application, we also provide ancillaries such as sealers and thinners. Furthermore, we have ventured into the premium wood-finish market with our exclusive Ultra-Italia range of PU products.

With a nationwide distribution network, our brands ‘Jivanjor’ ‘Charmwood’ and “Ultra Italia” are major players in their respective segments.

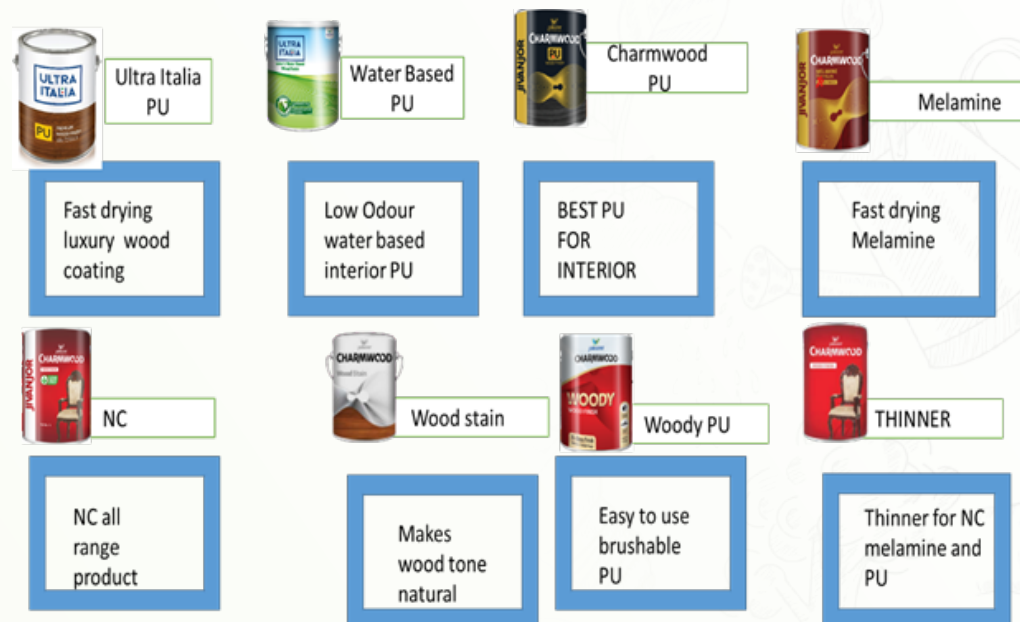
### Wood Working Adhesive Portfolio



### Maintenance Division: Product Portfolio



### Wood Finish Portfolio





A few key strategic Brand Initiatives were rolled out in FY 2023:

Strengthened the New Visual Identity System for Jivanjor

Jivanjor's new brand design and logo were effectively conveyed through like in-shop branding and Dealer boards, creating a distinct presence in the trade sector and garnering positive feedback.

The new VIS and its adaptation to the Jivanjor range of products is as follows:



Continued on Enhanced Visibility in Trade



Launched New Product in Maintenance Range.

One of the Key Initiative was to foray in the Maintenance space catering to market needs in this segment.



Higher visibility in Digital





## New Products

The company's unwavering focus on innovation is reflected in its delivery of distinct offerings to customers and channel partners. We also strengthened the Jivanjor portfolio with a series of new products launches.

## Wood Finish

### ULTRA ITALIA

#### New Product Launches in Imported PU range

The company maintains a constant emphasis on innovation and delivers unique offerings to its customers and channel partners. The company collaborated closely with both its R&D team and Verin Legno (our Italian Partner) team, strategically enhancing our product range to bolster competitiveness and appeal across the market spectrum. A comprehensive approach to innovation was undertaken, considering various stakeholders such as architects, contractors, dealers, and the sales team, recognizing the diverse and distinct requirements. The introduction of Water Base and Special Effects addresses these unique needs, catering to architects' preferences for distinctive and less common options in the market.

In the previous year, the company successfully introduced innovative products such as Polyester, Acrylic PU, water-based PU, Floor Coating, and Special Effects.

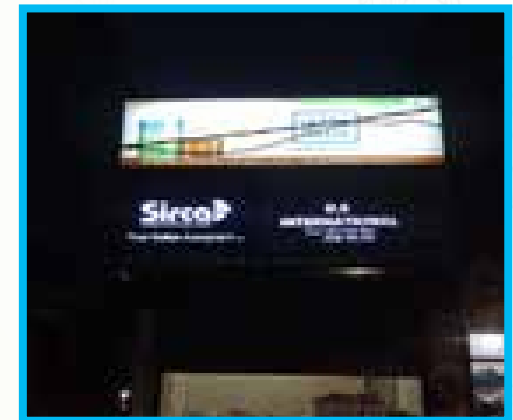


## PU Colour Machine

In the PU segment, the PU colours segments is growing at much faster pace compared to the clear segment. Ultra Italia is committed to giving colour solutions on wood to our dealers so that they can provide the same to their end users.



## Branding Activity





## Architect & Contractor Mass Meetings



## New pack having Jivanjor strip

This is our innovative new packing which came into existence after getting market insight. We can get advantage from our renowned JIVANJOR brand, which is an esteemed brand for Adhesive in India.



## Visibility Dive



## Demand generation Activity.





## Awards and Recognitions



JACPL Gajraula Plant has received **PLATINUM AWARD** for outstanding achievement in Environment Management in India's Prestigious "GROW CARE INDIA Award - 2022"



JACPL Gajraula Plant has Awarded **RATING -3** for the award of VZ-RSI for outstanding achievement in "VISION ZERO APPROCH FOR SAFETY,HEALTH AND WELLBEING FOR SUSTAINABLE BUSINESS GROWTH"



JACPL Savli Plant has been Awarded **SILVER RATING** for the **SUSTAINABLE PERFORMANCE OVERVIEW** by ECOVADIS



# Ethics and Integrity

## OUR VISION

- To acquire and maintain global leadership position in chosen areas of businesses
- To continuously create new opportunities for growth in our strategic businesses
- To be among the top 10 most admired companies to work for
- To continuously achieve a return on invested capital of at least 10 points higher than the cost of capital

Jubilant Industries Limited is guided by the vision, values and Promise of Jubilant Bhartia Group and these have been embraced by all the businesses and functions of the Company

## OUR PROMISE

*Caring, Sharing, Growing*

We will, with utmost care for the environment and society, continue to enhance value for our customers by providing innovative products and economically efficient solutions; and for our stakeholders through growth, cost effectiveness and wise investment of resources

The Company's journey is led by its core values to deliver its promise of Caring, sharing, and growing

## Our Vision is driven by Our Values



We will carefully select, train and develop our people to be creative and empower them to take decisions, so that they respond to all stakeholders with agility, confidence and teamwork.



We stretch ourselves to be cost effective and efficient in all aspects of our operations and focus on flawless delivery to create and provide the best value to our stakeholders.



By sharing our knowledge and learning from each other and from the markets we serve, we will continue to surprise our stakeholders with innovative solutions.



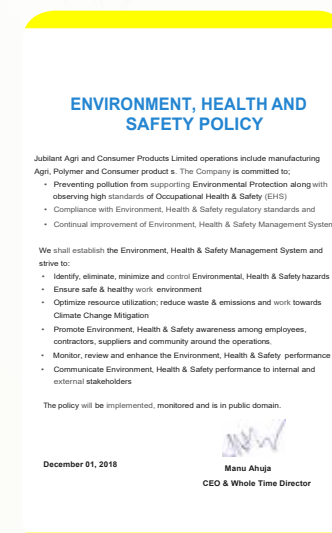
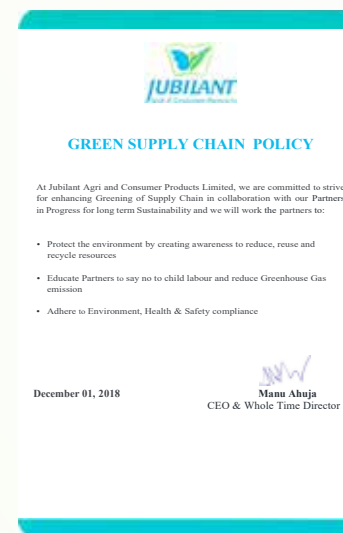
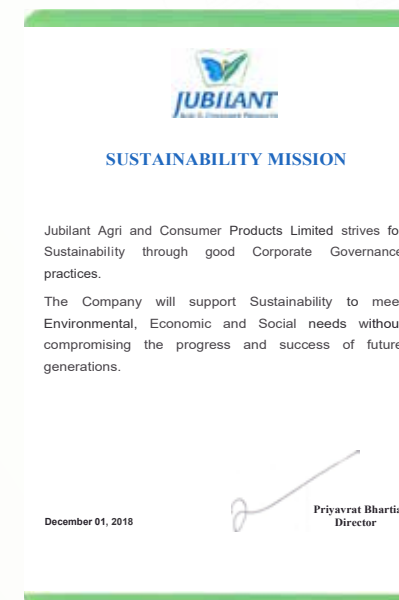
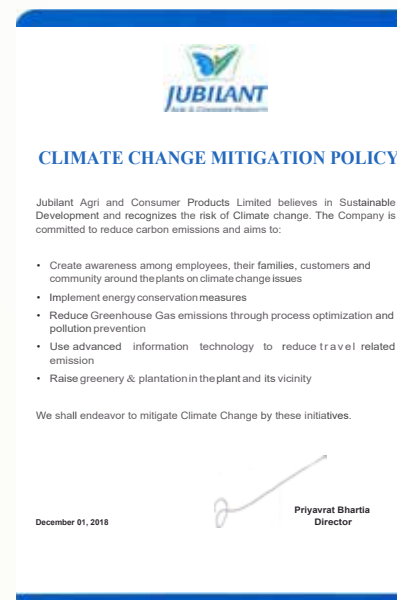
With utmost care for the environment and safety, we will always strive to excel in the quality of our processes, our products and our services.



The Company has internally developed and adopted Codes and Policies for Good Governance, these include;

- ▶ Code of Conduct for directors and Senior Executives
- ▶ Whistle Blower Policy
- ▶ Sustainability mission
- ▶ Environment, Health and Safety Policy
- ▶ Climate Change Mitigation Policy
- ▶ Green Supply Chain Policy
- ▶ Quality Policy
- ▶ Food Safety Policy
- ▶ Code for Prevention of Insider Trading
- ▶ HIV/AIDS Policy
- ▶ Prevention of Sexual Harassment at Workplace

The Company has established a Corporate Ombudsman office for sustaining high standards of Corporate Governance and ethical practices. It addresses stakeholder's concerns, resolve issues efficiently and supports business adherence to the Company's values, ideals and policies including discrimination and grievances of stakeholders covering employees, shareholders, customers, business partners and communities including those for Environmental, Labour Practices, Human Rights, Societal Impacts and anti-corruption. We have a practice to periodically check with the Ombudsman's office on cases or issues registered with them & initiate suitable action, as required. Chief- Strategic & Public Affairs, is the Corporate Ombudsman for Jubilant Bhartia Group. The office of Corporate Ombudsman can be reached by sending an email to ombudsman@jubl.com





## Report Profile and Reporting Principles

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2022 to March 31, 2023 and the time period is considered similar for data collation convenience to other statutory reporting such as Annual Report and Environmental Statement.

The last Corporate Sustainability Report was prepared for the performance period from April 1, 2021 to March 31, 2022 and was Self- Assured by Independent Internal team and was Self-declared as per GRI Standards and released in Annual General Meeting held on 21st September, 2022.

This report will be published on annual basis along with the Annual Report of the Company. The Sustainability performance topic specific standards of GRI Standards are included in the report as per the materiality reporting principle of GRI. The other requirements of these guidelines have also been followed. Jubilant Bhartia Group has strong foundation of Sustainability Reporting. In this report, the efforts are made to adequately address the change in business as well as the challenges and opportunities along with the Economic, Environment and Social performance of the Company. GRI Standards have been referred for 'Applying the Report Content Principles' in preparing the report.

The report covers all four manufacturing sites i.e. Gajraula & Sahibabad in Uttar Pradesh, Kapasan in Rajasthan and Samlaya in Gujarat for the performance. Jubilant Agri and Consumer Products Limited is a subsidiary Company of Jubilant Industries Limited and their material issues are considered in the report. The report includes all major activities which have significant impact on sustainability. The performance for the report does not consider the R&D activities and Corporate Office performance for Sustainability. Also, the aspects for the Jubilant Industries Limited distribution channels, marketing offices, warehouses, out of office business meetings, out of country business supporting offices have not been considered. Labour Practices and Human Rights Performance for Corporate Office have been considered in the Report. The data measurement techniques adopted for reporting are based on its practicability.





The Material Aspects have been identified and accordingly reported for within the organisation. The materiality assessment does not cover any entities across the Value Chain outside the Company other than Sustainability Aspect performance identified in Suppliers Assessment. Measures have been taken for improving the system including strengthening the training and awareness on Sustainability Aspects. Approach of Management Information System (MIS) in form of EHS monthly reporting and updates from manufacturing locations is send to Corporate Office. If any deviation / clarification is needed, the same is reviewed with plant representatives and resolved.

### External Assurance:

This report is internally verified to be 'In Accordance'- Comprehensive Level of Reporting as per GRI Standards and no External Assurance has been taken.

Application Level – Self Declaration	Report Data Verification carried out internally by Senior Team Report is as per GRI Standards 'In Accordance'- Comprehensive level of reporting	V
Third Party Checked		
GRI Checked		

Content Index for the report details is covered in pages no 79 to 92.

All resources consumed are based on actual measurement. There are no re-statements of information in the report. Previous years' figures have been re-grouped / re-arranged wherever found necessary to conform to this year's (FY 2022-23) classification.

The contact person for any questions / clarification / feedback related to this report is;

**Prateek Maheshwari**

Head – EHS & Project

Address: Jubilant Agri & Consumer products Limited

Bhartiagram, Gajraula-244235

Email: jil\_sustainability@jubl.com

### REPORTING SCOPE AND BOUNDARY FOR MATERIAL ASPECTS

A multi-dimensional process to capture material sustainability issues has been followed for this report. The Company recognises that there is a way to align Company's reporting process and continue to improve for integrity and accountability. Analysis of these issues is an important input to Company's business strategy and risk management framework.

The report is structured in seven major focus areas which are the essential elements of sustainability related to the Company's business. However, other required details are also covered. The focus areas are:

- ▶ Internal Controls System and Risk Management
- ▶ Economic Performance
- ▶ Climate Change & Caring for the Environment
- ▶ Occupational Health and Safety
- ▶ Labour Practices and Human Rights
- ▶ Product Responsibility
- ▶ Community Engagement and Corporate Social Responsibility

The Company continues to seek to improve its Sustainability Reporting, moving beyond compliance for Sustainability and believe to inform Company's strategy and long term integration of economic development, environmental quality and improve social performance.





# Stakeholder Engagement

Stakeholder engagement is carried out in line with the inclusivity principles to identify their concern issues.

S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
1	Consumer products	In- Shop Meets	As per calendar	In-Shop meet is an effective platform to engage with influencer set and to educate them about product differentiations and benefits. It also helps in building last mile relationship with key decision makers for the category. These got disrupted in FY 21 due to COVID lockdown in Q1 & Q2, but were resumed in the last 6 months (750+ In-shop Meets with 20000 + contractors)
		Carpenter / Contractor / Dealer meets	As per calendar	These meets are conducted to mark events like product/brand launches, entry to new geography or to drive demand for growth. These got disrupted in FY 21 due to COVID lockdown in Q1 & Q2, but were resumed in the last 6 months (80+ meets with 3000+ contractors,
		TE/ADE Working	On Going	95 TEs / 63 ADEs (Area Development Executives) work on site sampling, site trial, lead generation and organic demand creation at the ground level
		I Club – Key Retail Program	On Going	Key Dealer Program- 1800 + Outlets enrolled on a slab wise Volume (Of Premium Products) program to earn great rewards.
		Consumer Promotions	On Going	To drive off-takes and positive substitution of our brands, we run Consumer Promotion on the Premium and Super Premium Category of our products
		Consumer product Trials	On Going	This is focused to generate positive word of mouth for our products and create organic brand ambassadors within our customer segment. These were done for existing products as well as New Products
		Jivanjor Achievers' Club	On Going	This is a well structured contractor Loyalty program which impacts our influencer segment directly. We leverage on a new age App and a robust IVR structure to make the entire platform experience seamless and hassle-free. We hit an all time high of 18000 contractors buying monthly in March to deliver a record 650 MT volume from the program. Attractive and On time Holi Gifts for Dealers were given out launching the Brand Identity.



## Marketing Activities

Stakeholders	Mode of Engagement	Frequency of Engagement	Material Issues identified / Feedback received / Action taken
Farmers and Dealers / Retailers	<ul style="list-style-type: none"> <li>▶▶ Field Visits</li> <li>▶▶ Phone Calls</li> <li>▶▶ Small and Large Farmer Gatherings</li> <li>▶▶ POP- Material Display</li> </ul>	<p>Continual</p> <p>Continual</p> <p>Continual</p> <p>Continual</p>	<ul style="list-style-type: none"> <li>▶▶ Enriching farmer knowledge base and make them aware with best farming practice, crop and market trends</li> <li>▶▶ Aid them in achieving higher yield and better quality of the produce</li> <li>▶▶ Attending farmer queries and providing solution</li> </ul> <p>The feedback recieved during such interface helps the company to develop and improve products aimed at farmers requirements</p> <p>In FY 22-23, our focus was on strengthening Last Link (Retailer), Dealer Network and create awareness among farmers about RAMBAN SSP</p> <p>No of farmer meetings- 10000 (including spot meetings)</p> <p>Participation in Kisan Mela : 2</p> <p>Campaign : 30 days</p>



100

The Independent Directors are paid sitting fees and other out of pocket expenses to meet the expenditure incurred by them in attending the Board meetings, which is duly approved by the Board of Directors and is in accordance with the Government guidelines.





Pursuant to the provisions of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated a policy for evaluating the performance of Board, Committee, Chairperson and directors individually. The Company's executive compensation policies are structured in line with the current business norms and practices. The compensation is also based on their achievements of non-financial parameters.

The Company has various Board level Committees including Audit Committee, Stakeholders Relationship Committee, Nomination, Remuneration and Compensation Committee and Sustainability and Corporate Social Responsibility Committee to meet regulatory requirements as well as to discharge critical functions delegated by the Board. Some of the other Committees are Finance Committee, Business Strategy Committee and Restructuring Committee.

There are formal procedures in place for appointing members of the Board wherein the composition of the Board is studied to assess and maintain proper balance at the strategic level. For appointing a new Director, suitable candidates are short-listed, based on the criteria set by the Board, including the area of expertise/specialization. The final selection is done by the Board.

The Company's Board is a judicious mix of Executive, Non-Executive and Independent Directors. Out of the total of Six Directors, Five are Non-Executive out of which three Directors are Independent Directors. Four Directors are in the age group of > 50 years and Two Directors are in the age group of 30 – 50 years. Non-Executive Directors are those who are not associated with the Company in an executive capacity. Per Se, an Independent Director is a Non-Executive Director who apart from receiving Director's remuneration does not have any material pecuniary relationship with the Company. Further, Independent Directors are those Non-Executive Directors other than Nominee Director who possess the attributes as mentioned in the Section 149 of Companies Act, 2013 & Regulation 16 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. There is no formal written policy for conflict resolution. The conflicts within senior management level are resolved through informal channels.





Sustainability and Corporate Social Responsibility Committee monitors Economic, Environment and Social performance parameters including risks associated with them. It also takes strategic initiatives for mitigation of Climate Change and the risks associated and formulates and recommends to the Board, a Corporate Social Responsibility Policy (CSR Policy). It also monitors the CSR Policy and recommends the amount of expenditure to be incurred for activities referred under the Policy.

The Board/Committees regularly monitor:

- ▶ Internal Audit Reports
- ▶ Risk Management Processes
- ▶ Business Strategy and long term plans
- ▶ Financial performance
- ▶ Foreign Exchange exposures
- ▶ Statutory Compliance

The Company is striving to improve the quality of service rendered to its stakeholders including shareholders.

Annual General Meeting is an important platform where shareholders can share their views and give valuable suggestions and ideas to the Directors. Due consideration is given to the suggestions/ideas given by the shareholders, and to the extent found practicable, appropriate and suitable actions are taken in the interest of the Company. The minutes of the meetings of members are prepared as per the requirements of law. The Company sends Notice of Annual General Meeting and Annual Report to shareholders.

A copy of this Sustainability Report will also be available on the website of the Company  
([www.jubilantindustries.com](http://www.jubilantindustries.com)) and GRI database.



# Economic Perormance

## Management Approach Disclosure

Jubilant Industries Limited is committed for enriching the business environment through profit generation and opportunities creation and ensuring direct responsibility for the economic value generation and operating costs. The Company encourages sustainable growth through energy efficiency improvements, climate change mitigation and community development.

Economic aspects are fundamental to business. Generating revenue profitability is prime focus of sustained organisational growth. Business strategies are regularly fine-tuned based on the market feedback and systems are in place to trap the feedback percolating from business environment.

Company holds the responsibility of shareholders returns. All the Company taxes are managed and paid on time.

Strategic decisions are taken for community investments based on the community social needs assessment and are considered significant in line with Sustainability Development Goals (SDG) identified and defined through JBF.

Benefit plans for employees are in place in compliance with regulatory requirement such as Provident Fund and Gratuity.

Financial implications due to climate change risks and regulatory risks are considered in business decisions and adequate safe guards planned. Investment decisions for new technologies or modernization of processes are also considered to have minimal impact of climate change.





The responsibility to drive economic growth of the organisation lies with Managing Director and is assisted by capable Business and Function Heads.

Profit is integral to survival. It revives, renews and replenishes. Without a surplus – especially in sustainable way- there will be no funds to invest in the environmental and social drivers of sustainable development. The Company constantly focuses on growing business with the objective to enhance value for all its stakeholders. Strong financial management and growth across the value chain enables the Company to undertake environmental and social initiatives year after year without compromising.

Revenues generated from operations are detailed below;

Revenue generated (Rs. In Million)	FY 2020-21	FY 2021-22	FY 2022-23
Total Revenue	6214.83	11658.02	14729.18
Agri Business Revenue	2838.53	4842.03	5420.96
Performance Polymer Revenue	3376.30	6815.99	9308.31

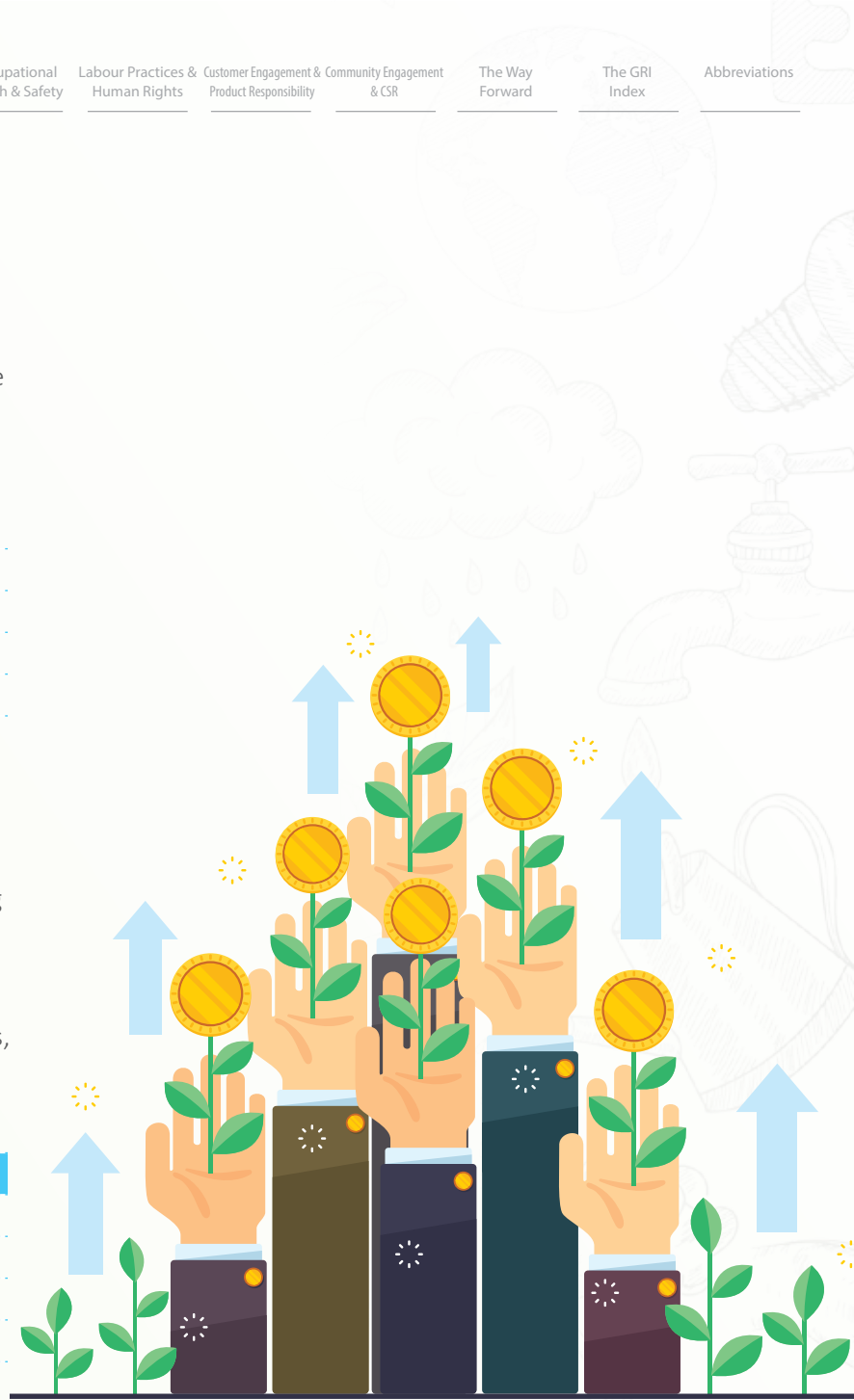
The revenue generation from export during FY2022-23 is Rs. 2972.12 Million which is 20.18% of the total revenue generation.

## Value Distribution

Continuous supply of quality raw material is important for any business. The Company has been working with its Partner in Progress to ensure sustainability of the business. A significant part of raw materials and supply procurement is done by advance payment or through Letter of Credit.

Although the Company does not follow any policy for procurement of materials from only local suppliers, the Company procures major part of the materials from the locally based (within India) suppliers and tries to connect our Partners in Progress with Green Supply Chain Management as defined in the policy.

S. No.	Raw Materials Quantity (MT)	FY2020-21	FY2021-22	FY2022-23
1	Process Chemicals	14534.08	28891.72	32065.88
2	Rock Phosphate	157484.61	192033.72	195823.84
3	Sulphur and Sulphuric acid	90939.09	105918.51	114454.63
4	Chemicals for Latex	5736.75	8198.65	9320.28
5	Vinyl Acetate Monomer	8419.11	12953.08	15211.97





The main products of the Company for the reporting year are as follows;

Sr. No	Products Sales Quantity (MT)	FY 2020-21	FY 2021-22	FY 2022-23
1	Polymers including SPVA, latex, SPD & WF	32693	45949.30	53258.93
2	Fertilizers and Agro Chemicals	268468	327224.03	323382.59
3	Sulphuric acid	36079	33441.47	46999.98
4	IMFL (KL)	NIL	NIL	NIL

The overall manufacturing expenses including raw material, power and fuel, advertisement and publicity etc. are given below;

Item (Rs. In Million)	FY 2020-21	FY 2021-22	FY 2022-23
Total	5019	9,824.84	12777.75

The staff cost as a percentage of net sales is 7.22 % for the FY 2022-23. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

Item (Rs. In Million)	FY 2020-21	FY 2021-22	FY 2022-23
Salaries, Wages, Bonus, Gratuity & Allowances	734.91	870.29	953.26
Contribution to Provident Fund and Superannuation Fund	30.37	37.06	41.98
Employee share-based payment	3.08	7.67	13.67
Staff Welfare Expenses	34.76	47.57	55.21
<b>Total</b>	<b>803.12</b>	<b>962.59</b>	<b>1064.12</b>

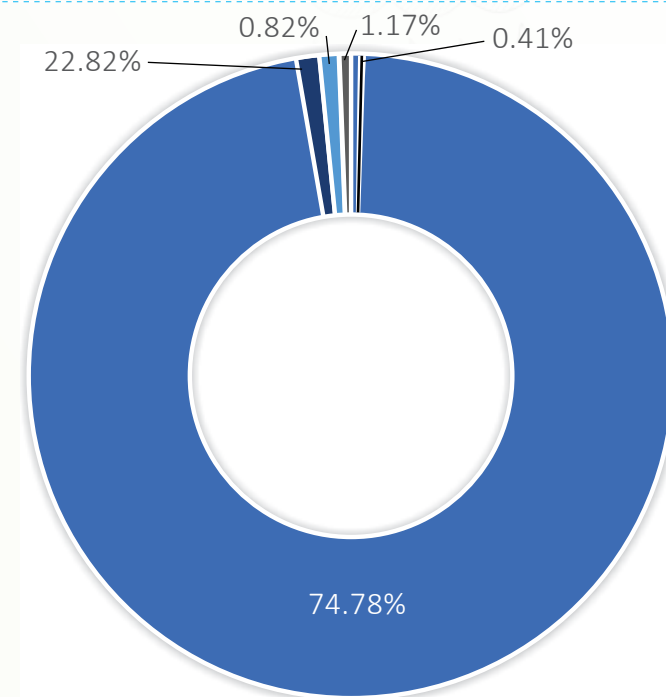
Provident fund contributions of employees is maintained by Trust managed by Jubilant Group.

The Company receives subsidies on the sale of fertilizers. During the year 2022-23, the amount received from the Government against subsidy, is Rs 2404.43 Million.

The Company received export incentives of Rs 1.70 Million as financial assistance from Government for the year 2022-23.

Shareholding Pattern of the Company as on March 31, 2023 is as under:

Promoter & Promoter Group	74.78%
Mutual Funds Domestic Companies	1.17%
Non Resident Indians	0.82%
Indian Public / Trust / Others	22.82%
Investor Education and Protection Fund Authority- Ministry of Corporate Affairs	0.41%





# Climate Change and Caring for Environment

## Management Approach for Environmental Indicators

The Company through its EHS Policy has committed towards maintaining high standards of Environment, Health & Safety (EHS) across all manufacturing plants. The policy guides the plants on addressing through systemic approach the environmental material issues related to Materials, Energy, Water, Biodiversity, Emissions, Effluents and Waste from its products and services. Aspects – Impact analysis are reviewed for the operation and maintenance tasks and the

changes. The significant impacts are mitigated or controlled through management programs and operational control procedures respectively. Legal EHS Compliance review is an integral process of EHS Management system. All four manufacturing locations – Gajraula, Kapasan, Sahibabad and Samlaya are certified for ISO 9001, ISO 14001 and ISO 45001 through accredited auditing agencies.

JACPL operations are looked after by the CEO & Whole Time Director as Occupier. EHS and Sustainability is overseen by Chief of Manufacturing. At plant level, these activities are performed by a team of EHS personnel which reports to Unit Heads and all Unit Heads report to Chief of Manufacturing.

The Board has also constituted a Sustainability Committee for better management of Economic, Environmental and Social Performance as well as initiatives for mitigation of Climate Change.

The new recruits including executives, workmen are provided training and awareness on EHS aspects related to the nature of their work before they take charge of their responsibilities at their respective manufacturing locations. The Company has been proactive in taking steps for awareness about importance of environment and its related issues amongst employees across the plants.





Monitoring is an important aspect to keep a check on whether the intended results are achieved because of the proposed activity for environmental conservation. The EHS personnel perform an internal audit to find out gaps in the new projects right from the proposal to the implementation stage. The Company monitors the EHS data and other indicators of sustainability at regular intervals.

Chief of Manufacturing reviews the environmental performance every quarter. At operational level, the performance on environment aspects is reviewed monthly involving the Unit Head (highest designated authority at the Manufacturing Unit). Environment performance has been a part of annual strategy and also an important aspect for all capital expenditure proposals of the Company. Precautionary approach principle is followed as any significant environmental issue / impact is identified, adequate investment and systems are put in place for mitigating the risk and avoiding environmental degradation caused from Company operation.

Energy consumption outside of the organisation is not reported as no mechanism have been developed for data capturing and not covered within the reporting boundaries.

The total direct energy consumption from fossil fuel is presented in the table.

S. No.	Parameter	Unit	Value in 2020-21	Value in 2021-22	Value in 2022-23
1	Coal	MT	4004	9334	3374
	Energy	GJ	71140	137978	59952
2	High Speed Diesel (HSD)	KL	143	148	122
	Energy	GJ	5560	5744	4758
3	Light Speed Diesel (LDO)	KL	36	59	0
	Energy	GJ	1581	2601	0
4	Agro Fuel (Rice Husk)	MT	5330	6989	10472
	Energy	GJ	66838	87649	131321
5	Piped Natural Gas (PNG)	SCM	-	-	85567
	Energy	GJ	-	-	3355
<b>Total Direct Energy consumed</b>		<b>GJ</b>	<b>145120</b>	<b>203693</b>	<b>199386</b>





In FY'22-23 company has used around 66 % green Fuel. Rice Husk (Agro Waste) renewable fuel usage in place of coal in Gajraula fertilizer plant. Total 2825 MT of coal consumption (energy equivalent to 50192 GJ) avoided through use of rice husk.

The total indirect energy consumption is presented below:

S. No.	Parameter ( Major)	Unit	Value in 2020-21	Value in 2021-22	Value in 2022-23
1	Electricity purchased	KWH	18314415	24722973	26329085
	Electrical Energy purchased	GJ	65931	89003	94784
2	Steam purchased	MT	11957	16370	18025
	Energy in form of steam purchased	GJ	33480	45836	50470
	Total Indirect Energy purchased	GJ	100129	134839	145254

Indirect Energy details have been reported for quantity of electricity purchased and utilities purchased in form of steam, chilled water, Compressed Nitrogen and Compressed Air purchased from the Jubilant Ingrevia Limited and State Electricity Power Supplying Company in respective states.

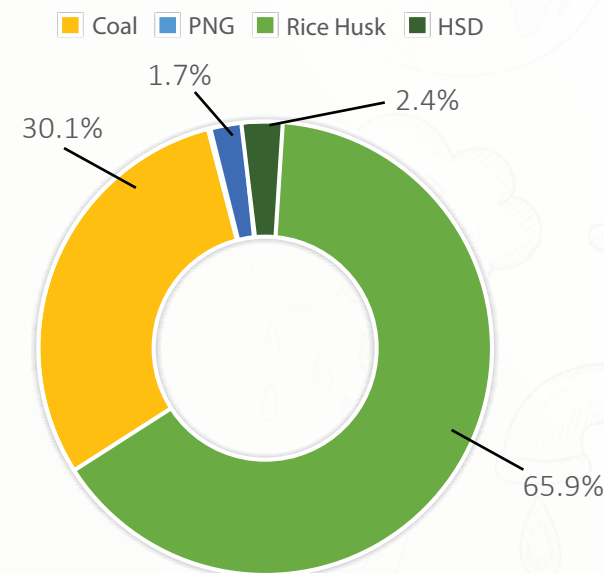
At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Ingrevia Limited. For the reporting period 78963 MT steam has been generated and supplied to Jubilant Ingrevia Limited amounting to 221096 GJ of energy. This has also avoided 21247 tCO2 emissions by eliminating the use of coal.

Energy Intensity for Total Energy (combined Direct Energy and In-Direct Energy) against the total production for the reporting period is represented in graph below. It supports in identifying the change in trend and the corrective measures such as Energy Audit for reducing the Energy consumption in high intensity processes.

Various Energy Conservation initiatives have been taken across plants in FY' 2022-23;

- ▶ Improvement in Rice Husk Norms in SSP Process at Gajraula plant. Norms achieved 12.06 kg/MT against baseline 15.53 kg/MT. Achieved saving of Rs 24.7 lacs
- ▶ Power consumption norms in SPVA Gajraula improved to 277 kWh/MT against baseline of 295 kWh/MT. Saving achieved Rs 7.20 lacs

## FUEL MIX RATIO (%) FY 22-23





- ▶ Fuel norm improvement at Kapasan plant. Norms achieved in SSP Rs 95.35/MT from baseline of Rs 150/MT and in GSSP Rs 316.88/MT from baseline of Rs 360/MT. Achieved savings of Rs 126.7 lacs by optimizing husk replacing coal during plant operations.

The Company is making continuous efforts to further reduce its carbon footprint through various initiatives like:

- ▶ Involvement of employees to create awareness about climate change and inculcate responsible behavior in day-to-day activities like replacement of ordinary lamps with LEDs and using natural light during day time in offices and at home wherever feasible.
- ▶ Celebrate World Environment Day, Earth Hour and other events for creating Environmental awareness at all levels.
- ▶ Continue to invest in information technology to reduce the need to travel for internal meetings.
- ▶ Though each of Company's location has specific transport plans, however, staff is encouraged to use the lowest carbon mode of travel for business-related journeys and travel to work, where practicable.

## GHG Emission

The CO<sub>2</sub> emission is from the combustion of fuels used in manufacturing processes that are used for generation of heat energy in the form of steam or hot air used in Company's process plants. CO<sub>2</sub> is also generated indirectly by the use of electricity in various plants. The Green House Gas (GHG) emissions are tabled below;

Parameters	Units	Value in 2020-21	Value in 2021-22	Value in 2022-23
Scope 1 – Direct Energy GHG Emissions	tCO <sub>2e</sub>	7093	10617	6059
Scope 2 – Indirect Energy GHG Emissions	tCO <sub>2e</sub>	18584	25138	26786

Company is looking for replacing coal with suitable green fuel at our Rajasthan Plant in future to reduce GHG emission.





Direct Energy GHG emissions (Scope 1) are calculated referring United States Environmental Protection Agency (EPA) emission factor guidelines and Indirect Energy GHG emissions (Scope 2) are calculated using weighted average emission rate delineated in Central Electrical Authority (CEA) User Guide Version 11 of Ministry of Power, Government of India.

### Scope 3

The emission from employees travel, raw material and finished goods transportation is not monitored and hence not reported as currently it is not covered within the reporting boundary. The Company will work on improving the data collection for these emission monitoring in future.

### GHG Intensity

GHG Intensity for the GHG Emissions from the Total Energy (combined Direct Energy and In-Direct Energy) consumed against the total production for the reporting period is represented in graph below. It supports in identifying the selection of energy sources to control and reduce the GHG Emission from the energy consumed in high intensity processes.

### EARTH HOUR 2023

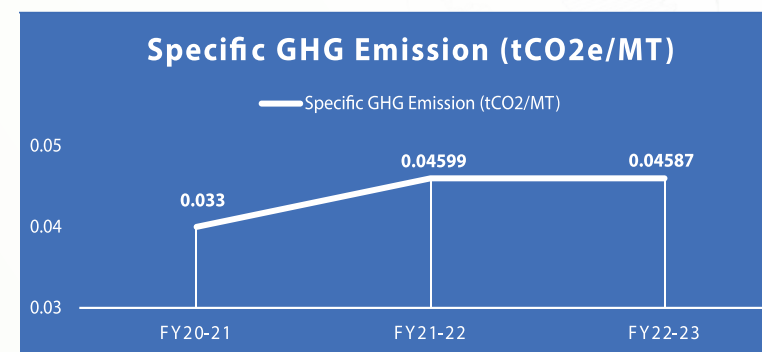
2030 Hrs, March 25, 2023

Awareness drive was conducted among employees across plants to participate and support the cause of EARTH HOUR.

Ozone Depleting Substances (ODS):

The Company neither uses Chloro Fluoro Carbon (CFC) in its operations nor uses any products with CFC.

The Company does not purchase any CFC directly or equipment containing CFC. Under the Montreal Protocol the use of Hydro Chloro Fluoro Carbon (HCFC) is permitted in India and is specified in Ozone Depleting Substances-ODS (Regulations and Control) Rules, 2000, Ministry of Environment & Forests (MoEF), Government of India. 280.80 Kg of HCFC- 22 was consumed in refrigeration and it represents 15.44 kg equivalent CFC- 11 Global Warming Potential (GWP).





## Air Emissions

The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance. The flue gas emissions mainly from Boilers, Furnaces and Diesel Generator (DG) sets, etc. are provided with the adequate stack height for effective dispersion. For control of particulate matter emissions from stack, multi cyclones and bag filters are provided in Gajraula to meet the stipulated consent standards. Diesel Generators installed have acoustic enclosures and exhaust mufflers for noise control. Regular monitoring of all stacks is carried out by Ministry of Environment and Forest approved laboratories to check the concentration levels of pollutants being released into the atmosphere. The air emissions are well within the levels stipulated by the regulatory bodies and these reports are submitted to the regulatory agencies regularly at defined reporting periods and also as and when required by the authorities.

The Company's air emissions load of SO<sub>2</sub>, NO<sub>x</sub>, Fluoride (as F) and particulate matter (PM) are generated mainly from the combustion of fossil fuel and from the process reactions in its manufacturing locations. The Company monitors particulate matter (PM), Fluoride (as F), SO<sub>2</sub> and NO<sub>x</sub> emissions from the stacks placed in its various manufacturing locations.

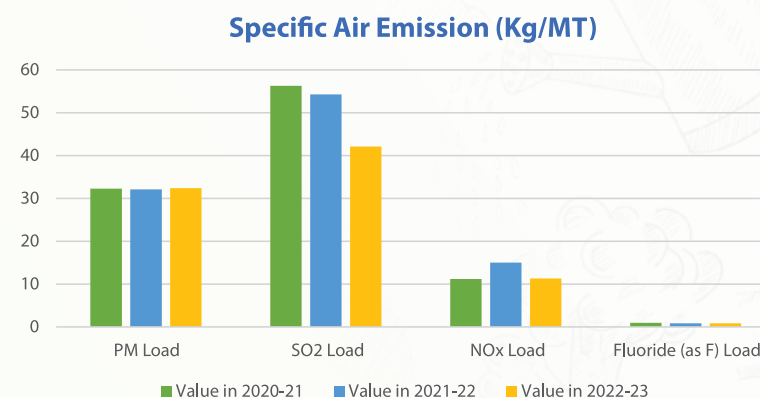
The details of these emissions are given below;

	Units	Value in 2020-21	Value in 2021-22	Value in 2022-23
PM Load	Ton	32.3	32.1	32.4
SO <sub>2</sub> Load	Ton	56.3	54.3	42.1
NO <sub>x</sub> Load	Ton	11.2	15.0	11.3
Fluoride (as F) Load	Ton	0.94	0.86	0.87

## Specific Air Emission (kg/MT)

Overall Specific emissions in FY 22-23 have gone down as compared to FY 21-22 & FY 20-21.

The Company uses advanced technology equipment currently available for control of air pollution including control of workplace machinery noise at its various manufacturing locations to minimise adverse environmental impacts due to emissions.





Regular monitoring of the environmental parameters as recommended by regulatory agencies is carried out at our manufacturing locations and reports are regularly submitted to the statutory and regulatory authorities. The various emission analysis confirm that existing emissions comply with the requirements and are well within the limits specified by the regulatory agency, as applicable at respective manufacturing locations. These systems enable the Company to track emission performance and thereby reduce the risk to communities and staff living in the vicinity of manufacturing locations.

At Gajraula and Kapasan plant, online continuous monitoring system for particulate matter (PM) is installed on the stacks of Rock Dryer/ Ball Mill, SSP Plant, GSSP-1 and GSSP-2 plant. HF Analyzer is installed on SSP Plant Stack and waste water flow monitoring in Fertilizer Unit waste water recycle – reuse line and Polymer Unit Effluent line sent to Jubilant Ingrevia Ltd ETP for treatment in compliance to the CPCB/SPCB guidelines for online monitoring system

As an Environmentally Responsible Company, continual efforts are made to reduce environmental impacts through an extension beyond statutory compliance. The Company follows the 3R approach – Reduce, Reuse and Recycle to conserve natural resources and minimise environmental impact.

An in-house Environmental laboratory is already there at Gajraula for monitoring stack emission, ambient air quality monitoring and waste water analysis.

## Water

The Company understands business risks and opportunities relating to water scarcity and is committed to promote responsible water management. The Company acknowledged the fundamental need for more detailed work on water conservation, efficiency and productivity. The strategy adopted by the Company is to use water efficiently, recycle and reuse wherever possible.

The Company monitors the amount of water used by individual units to improve the consumption norms by implementing various conservation efforts. For minimizing usage of water, various efforts such as mopping in place of hosing for cleaning of floors, reusing low graded products for cleaning the blending vessels and reactors of high graded products and regular monitoring of water usage etc. are practiced in the plants.

There is no significant affect reported by withdrawal or purchase of water on the water sources at our plant locations.





Water consumption details are tabled below;

Sources of Water consumed	Units	Value in 2020-21	Value in 2021-22	Value in 2022-23
Withdrawn from Surface	KL	60	0	0
Withdrawn from ground	KL	86034	45090	96050
Purchased from municipality	KL	9521	9174	10322
Purchased from Jubilant Ingrevia Ltd	KL	233846	281948	234279
Total water Consumed	KL	329461	336212	340652

The Company continuously strives to reduce its water consumption. Condensate from the process is recycled and reused. Quantity of waste water recycled and reused both with and without treatment across all manufacturing locations is 16720 KL (Approx. 5% of total water consumed) for the reporting period. The Company uses rain water harvesting measures to recharge the ground water.

## Waste Water

The effluent management is on high priority for the Company to reduce its ecological impact. The Company encourages and has taken innovative and efficient ways to reduce the effluent. There is no discharge of effluent from any of the manufacturing facilities to any surface water body.

At Gajraula 11955 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Ingrevia Limited and 4257 KL of STP treated waste water is used for gardening in plant.

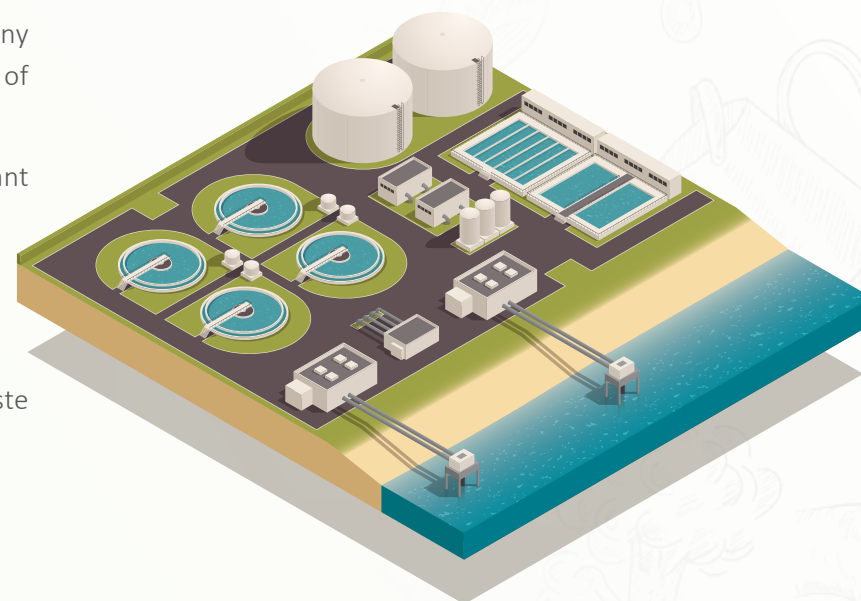
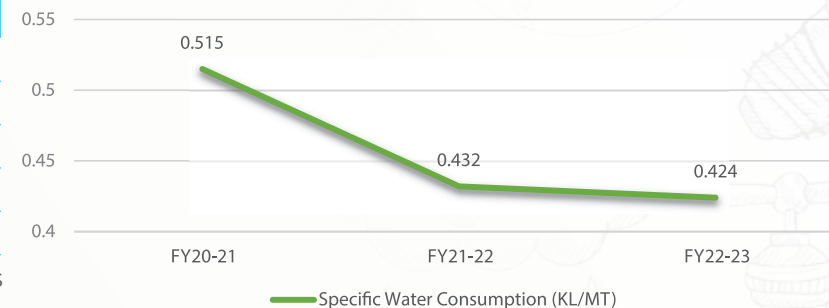
At Samlaya unit, 2508 KL effluent was sent to Jubilant Ingrevia Limited ETP for treatment

## Waste Utilisation

The Company is continuously working towards waste minimisation through systematically reducing waste at source. The various measures include;

- ▶ Prevention and reduction of waste generation
- ▶ Efficient use of raw materials and packaging materials
- ▶ Encouraging re-use, recycling and recovery

## Specific Water Consumption (KL/MT)





The Company generates very low quantity of hazardous waste from its operations and follows methodologies to reuse the waste generated in the plants. The sulphur from sludge is reused in the fertilizer plant at Gajraula unit. Reuse of silica in SSP is another example of waste utilisation in the fertilizer plants at Gajraula.

At Gajraula during the FY 2022-23, No Sulphur sludge has been processed/ recovered.

The hazardous wastes generated from Company’s operation are categorised into Incinerable and non-Incinerable wastes. Incinerable as well as non-Incinerable wastes are sent to MoEF authorised treatment and disposal facility as per the regulatory requirements.

Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) approved by Ministry of Environment, Forests and Climate Change (MoEF) while the used oil generated from the Company’s operation is sold to MoEF authorised re-processors. The hazardous wastes during the year were disposed of as per requisite approvals.

The hazardous waste generation is maintained in Form 3 as per prevailing laws and the total quantity of hazardous waste generated in the reporting period is 624 MT.

The Company has also sold non-hazardous materials other than fly ash during the reporting year, which falls in the category of scrap material. These materials include metal, plastic scrap, paper, packaging material etc.

The Company has developed process for proper disposal of e-waste comprising of discarded, obsolete or broken electrical or electronic devices. No e-waste was generated in the reporting period.

The Company’s operation involved lot of chemicals, solvents as well as other aqueous material and waste water. The operations are well equipped with storage, handling and treatment facilities to prevent and protect from material spillages. No significant spillage was reported from any of the plants during the reporting year.

The Company has not transported, imported, exported, or treated waste deemed hazardous under the Basel Convention. During the reporting period, waste management practices are in line with the disposal process stipulated by the Central Pollution Control Board and State Pollution Control Boards and are well within the permitted limits.





No adverse impact has been reported on any water body including ground water and community due to the rain water run-off from premises of all the four manufacturing units.

## BIODIVERSITY:



All five manufacturing locations of the Company do not fall in or adjacent to Protected Area, Sanctuary, Reserve Forests or area of importance of biodiversity and thus have no impact on the biodiversity of such areas. The major units are located in industrial area. There are no Habitats in vicinity of plants and there are no International Union on Conservation of Nature (IUCN) Red List of Threatened Species and no national conservation list species in plant vicinity that are affected by plant operations. The Company regularly reviews its environmental strategies for any impacts on biodiversity. Due to better environmental management, aesthetic environment around the manufacturing facilities is maintained with green plants.

## Tree Plantation and Green Area Development

Initiatives across all five manufacturing plants have been carried out for improving the green belt and tree plantations. Saplings of locally found trees which grow in the ambient climatic conditions of the manufacturing plants and also supports in noise control have been preferably used in the plants.

World Environment Day with monsoon season is most suitable period preferred for trees plantation. Awareness programs are carried out among employees and contractor personnel for encouraging them to plant more trees and increase greenery. Tree plantation drive is also carried out in local communities and villages and awareness and saplings are provided by the Company. Total 15732 trees have been planted across manufacturing units & nearby communities.

## Impact Mitigation of Products

The Company's R&D efforts are to improve the product yield, reduction in the use of solvents, as well as to reduce the effluent generation. The Company believes in waste minimisation and cleaner production.





The Company’s product safety focus is operational through focus on safe handling of products from point of production to point of distribution. Standard Operating Procedures (SOP) ensures safe handling and transport of products. Every product consignment is dispatched in accordance with SOP formulated. The Company does not have a formal end-use and end-product assessment mechanism in place as a result of which product lifecycle analysis was not undertaken. The Company activities are to manufacture consumable products. These are not reclaimable. Some of the bulk material such as Latex is supplied through tankers which does not involve any packaging material. The other consumer goods and exported products are packed with suitable material as required. However, these packaging materials are not reclaimed by the Company.

## Transport

Emissions due to employee travel and movement of goods have not been included in the report as the data is not available extensively for all plants. The Company encourages using environment friendly transportation modes and provides benefits for carpooling to employees at Corporate Office. The Company has provided CNG fuelled bus facility for employees not travelling by car pooling at Corporate Office. The Company has also arranged pooled cab facility for employees to travel between Corporate Office and Gajraula plant. The transport arrangement is ensured to follow the road safety regulations and regularly checked for its vehicles emissions level to meet the stipulated norms and update its PUC Certificate. The Company encourages employees to share their cars on pooling basis for travel to work.

## Environmental Compliance

The Company has not been fined for any non-compliance of environmental laws and regulations in the year 2022-23.

## Environmental Expenditure

Regular environmental monitoring of ETP, STP, stack emissions, installation of online monitoring system for stack emission and flow monitoring of waste water generation and ambient air quality and up-gradation of environment pollution control equipments and disposal of hazardous waste are included in the overall cost of manufacturing operations at respective units. Capital expenditure done on various activities to conserve the environment in FY22-23 was 8.3 million India Rupees.





# Occupational Health and Safety

The Company’s approach to Occupational health and workplace safety is guided by its Environment, Health and Safety Policy. The Company aims to improve the work- life quality of its employees by providing a safe and healthy working environment. The Company’s safety practices and occupational health facilities are of high standard & deploys best practices and are subjected to ongoing up gradation.

During the reporting period, No Reportable Accident has occurred at any of our units.

The Company intends that the behavioural approach to risk awareness and management will make a major contribution in reducing and improving safety and health in the workplace across all the manufacturing locations.

The Company has successfully implemented Observation of Unsafe Acts and Unsafe Conditions across all five manufacturing plants. It has strengthened Line Managers in building Behavioral safety among the employees and contract personnel. Our Shift In-charge are taking self-ownership to improve workplace safety, issue daily permit to work and ensure their compliance adherence. Training are provided on behavioral safety, best safety practices shared. Unsafe Acts and Unsafe Conditions have been tracked and the hazards mitigated through corrective and preventive measures.

On-Spot coaching has been provided to personnel found following Unsafe Acts. Refresher Training has been continuously provided emphasizing the importance of improving and following safe work practices. For the reporting period, total 28447number of Unsafe Acts and Unsafe Conditions have been observed, out of which 21807 number of Unsafe Acts and Unsafe Conditions have been corrected.





## Safety Motivation

The Company organized various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2023, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

Activities carried out in Safety Week are Safety Pledge Administration, Safety training, Safety Rally, fire-fighting equipment and PPE exhibition, Poster competition for awareness among employees and contractor personnel on emergency, operation and maintenance safety measures.

Glimpses of the Various Safety activities at the manufacturing plants are mentioned below;

### Safety embedded in training

EHS Training organized covered topics such as process safety, emergency preparedness, use of self-contained breathing apparatus (SCBA), emergency management, emergency kit handling, fire safety and prevention, fire-fighting, general safety, material handling and first-aid training.





Regular trainings are carried out during the year to raise awareness and encourage safe behavior in all work-related activities and also extend it to offsite safety. Safety Awareness Display Boards are provided across plants for regular update for employees and ease of reach as located within work places.



### Managing safety

The Company's EHS policy recognises that the compliance to regulatory standards on environment, health and safety is of utmost importance. At each manufacturing location the EHS Manager / Executive is responsible to oversee and ensure these compliances.

The Company promoted better health and safety awareness through the following initiatives:

- ▶ In-house healthcare facilities, first-aid and emergency care services for all employees
- ▶ Full-time / Visiting doctors at the plant and paramedical staff at on- site clinic
- ▶ Employee health checks regularly
- ▶ Safety committee meeting at all manufacturing locations at regular interval with minimum 50% committee members from workers
- ▶ Regular safety audits
- ▶ Awareness program for workplace safety with regular campaigns



- ▶ Usage of safety protection equipment such as safety helmets, gloves, respirators
- ▶ Regular mock drills involving concerned persons
- ▶ Safety Day / Week celebrations with employee's involvement

The governing regulations as per Factories Act 1948 in the plant encapsulate the guidelines related to good health and safety practices for employees and contract workmen. Also plant certified for ISO45001 and ISO 14001 have procedures defined to be followed in plant. Workmen agreements cover clause for adhering compliance to statutory legislations such as Factories Act 1948 and follow the safe operating procedures (SOP) defined for the processes.

## EHS Improvements

EHS Improvements initiatives have been taken across plants based on the opportunities identified in EHS Audits.

Use of PNG Based Gensets & Boilers at Sahibabad (Clean Fuel)





Commissioning of Multi Stage Scrubbing System for SAP at Gajraula



Commissioning of Silica Filter Press at Kapasan







**LOTO**  
has been  
successfully  
Implemented  
at Gajraula  
Site



## Occupational Health Services

The approach to Occupational Health Services at Jubilant Industries Limited is multi-dimensional encompassing important spheres related to preventive and curative health. Pre-employment checks for newly recruited employees, periodic medical examination at regular six monthly / annual intervals and executive health check-up are done at all plant locations. Plant hazard mapping and monitoring is also a vital part of Occupational Health Services. Work activities involve use of hazardous chemicals of flammable/ toxic/ reactive nature, and handling of concentrated sulphuric acid, dusty ambient air due to fugitive emissions in powdered material packaging, high noise from operation of blowers, compressors, diesel generators, and compressed air/ nitrogen usage in equipment. Acoustic enclosures are provided across DG, sound barriers/ partition wall to control and suppress the high noise level. Regular workplace chemical exposure monitoring, noise, illumination surveys are carried out and reports analysed for corrective actions. Canteen hygiene survey is routinely done. Vaccination for Hepatitis A and typhoid of concerned food product handling personnel was carried out in Gajraula plant.

Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY 2022-23.

At Gajraula, training programs related to occupational health are conducted at Occupational Health Centre and employees and their families are made aware about occupation related health ailments. Range of Health talks and wellness programs are organized at Corporate Office, while in plants health, education and awareness on food hygiene, first aid, AIDS, tobacco & cancer awareness etc are conducted on regular basis. As a step forward & striving towards better services at Gajraula, e-healthcare presentations are regularly circulated to all employees through intranet.





# Labour Practices and Human Rights

## Disclosure on Management Approach

### – Labour Practice

#### ►► Goals & Performance

Our approach is beyond the paradigm of adhering to laws. We manage our human resources as a strategic asset, adopting a rational approach towards leveraging this talent for competitive advantage. The inherent belief of going beyond the usual practice of legal paradigm enable

us to demonstrate the organisational Values – **Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality**. The Company understands, the effectiveness with which we manage, develop and stimulate our employees is an important cornerstone & directly impacts the organisation profitability.

Jubilant Industries’ human resources policies seek to enable effective delivery of its business strategy. The Company provides a work environment that attracts, develops and retains the best talent, promotes a values-driven, high-performance culture embedding diversity and transformation. The Company has continued to focus on critical skills development to ensure that teams have the right skills base and culture for smoother performance at present and to accelerate future growth.

At Jubilant Industries, our employees have always at the core of our strategy. This year was a consolidation year wherein the strides & initiatives taken during the last year spanning across all the businesses are critically reviewed on the stage gated success milestones.





“Caring, Sharing and Growing” are our core guiding principles get amplified through our integrated Talent Management initiatives, which is closely knit to the business strategy. This defines who we are & what we stand for.

In an ever-increasing competitive and challenging world, we continue to focus on our ‘People Pillar’ as a key to achieve our core objective of sustainable growth and social objectives. The Company acknowledges the role of the Human Resource Inventory as a strategic business partner in the organization and continues to invest in a wide variety of HR engagement initiatives.

### Key dimensions of People Agenda:

Skilled, experienced, diverse and productive people enable the Company to operate safely, reliably and sustainably.

A safe operation culture- safe plants are stable plants, allowing the Company to meet production targets, providing a safe work environment where employees are healthy and engaged.

**Inclusive & Engaged Workforce** - A participative approach & an inclusive Talent Management philosophy.

**Safety of employees** - Internal Talent Reservoir- ensuring that the Company has the right talent in the right place at the right time enabling transformation and growth.

The focus for the last two years has been to ensure our transition as a Digital organization. The core team at the corporate office & a pool of strategic partnerships is working round the clock to ensure a phased Digital Ecosystem for all the businesses. The Digital strategy is two pronged while the key focus has been to ensure that the work life of our field champions transforms, the internal back office system is also experiencing a digital revolution to ensure holistic integration. The digital blue print is based on our vision of achieving “The Power to You”, empowering our customer facing employees to leverage this technology edge & deliver a superior customer delight & improved business results.

Talent management has been a key focus area for the HR function in the organization. We actively endeavor that our employees look at job enlargement and rotation opportunities as supporting such a journey is a win-win arrangement wherein employees discover avenues of growth and the organization can leverage well-inducted candidates with a deep understanding of its business and culture.





We maintain a continuous flow of communication with the employees, which is interactive in nature. This ranges from the CEO's Town hall for the entire organization across geographies to structured & formal organization updates. These events act as a platform for open dialogue between leaders and employees, sharing of important updates, addressing concerns, if any, and thereby building a culture of transparency, trust and collaboration.

Apart from our tiered development approach, the Company works on strengthening the capabilities of its employees with the help of training programs, on-the-job learning and special projects to bridge the identified gaps to ensure future ready talent. The Sales Excellence vertical works very closely with the B2C business delivering on the two Ps, People capability & Process. All customer-interfacing roles get assessed for competencies to ensure "The Jubilant Way of Selling" is delivered across the geography. This also includes the Influencer engagement teams who have the key responsibility to engage with influencers and deliver the Sell-out. The training & certification programs are being delivered Pan-India and this investment is showing early promising signs translating in to business results. In the prevalent ecosystems, HR Practices too are ever changing and dynamic and with this, it becomes all the more critical to have a strong focus on sustained growth.

Our Policies and Practices include Talent Acquisition, Performance Management, focused learning, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also includes strict measures to deal with child labour, prevention of forced and compulsory labour. The organizational policies are available on the intranet portal and the employees are well aware of these policies. The organization believes that growth is possible only when there is a coherent approach amongst the team and genuine desire to prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status. The Company also ensures safe and healthy working conditions for all its employees.

The managerial responsibility for protection of Labour Practices and Human Rights reserves with the Head of Human Resources, Unit Heads at respective manufacturing locations.





People and processes are the pillars of our businesses. To drive these more broadly and deeply into the business, we have in place a robust integrated strategic planning & Performance planning system for our employees. The employee performance evaluation process, includes goal setting, performance measurement, regular performance feedback, self-evaluation, employee recognition, and documentation of employee progress. The compensation for employees is reviewed annually through the structured mechanism.

The conviction of Human Resource to thrive with the prosperity of the Organization will definitely comprehend with more rigors in meeting and beating all business challenges. This is how we are determined to set up the win-win situation across all businesses and functions at Jubilant Industries Limited. All the employees details mentioned in the report are of permanent and full time employees.

No. of Employees as on 31st March 2023 (FY 2022-23)		898	
Corporate/Branches		594	Executives = 594, Workers = 0
R&D – I		14	Executives = 14, Workers = 0
Gajraula		161	Executives = 110, Workers = 51
Samlaya		63	Executives = 54, Workers = 9
Sahibabad		40	Executives = 22, Workers = 18
Kapasan		26	Executives = 26, Workers = 0
No. of Executives (as on 31st March 2023)	820	Gender (Executives): Male- 812, Female – 8	
No. of Workers (as on 31st March 2023)	78	Gender (Workers): Male – 78	
Percentage of employees in the gender category (as on 31st March 2023)		Male – 99%, Female – 1%	
Percentage of employees by age group (as on 31st March 2023)		<30yrs = 17%, (30- 50yrs) = 66%, >50yrs = 17%	

We provide benefits like Personal Accident Insurance, Group Term insurance and Healthcare Coverage with the TOP UP Plan for employees and their dependents, also complying to their social and security needs.





We also offer housing facilities number of our employees at our Gajruala plant and provide funding for schools for our employees’ children, health Check-up at Gajruala. The wages and benefits of our unionised employees are generally established by collective bargaining agreement.

No. of employees by gender that were entitled to parental leave	0	Male
	8	Female
No. of employees by gender that took parental leave	0	Male
	1	Female
No. of employees who returned to work after parental leave ended	1	Female
The number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	NA	
The return to work and retention rates of employees who returned to work after leave ended, by gender.	NA	

**Learning & Development is our winning strategy.** The key drivers for L& D continue to build upon enhancing the organisational efficiency & Leadership development. The process encourages “Learning by doing” & cross working collaboration with different teams for sharing knowledge, ideas & expertise, this is a positive indication of a shift away from top-down learning towards the natural flow of learning in organisations. Learning mechanism is segmented into Functional & Technical, Behavioural, Quality, and Safety & Leadership Integration programs. To name few of our flagship programmes, Sales Excellence Workshop, Talent & Succession Planning, Competency Assessment exercises and Goal Setting, Managing High performance, Outbound programs etc., Array of training programs, pertaining to efficiency & expertise development on functional skills of employees are conducted on monthly basis internally. Persistent Industry & market exposure to the employees is ensured through external training programs conducted by highly specialised & professional agencies. We as an organisation do not have a policy on provision of sabbatical periods with guaranteed return to employment.

Average number of training man days per employee for reporting period (executives)	15.6	Total training man days stand to be 1367 (16404 Man Hours) (Training man hrs for Executives – 11634 hrs & Workers 1190 hr)
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For the reporting period, the total number of training hours for male executives is 11221 hrs and for female executives is 1603 hrs. There are 8 female workers in the Company.

The various Company Level Annual R & R programs were leveraged; Spot-On & Star of the Month Awards were structurally organised.

Percentage of total employees by gender who received a formal performance appraisal and review during the reporting period.	650 (Male – 646 (99%) & Female 4 (1%)
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Total number of new employees hired during reporting period	352	Male
	0	Female
Rate of new employees hired (Average Base is 78)	100%	Male
	1%	Female

Total number of new employees hired (Age group wise)	352	<30yrs = 105, (30- 50yrs) = 239, >50yrs=8
Rate of new employees hired (Age group wise)		<30yrs = 29%, (30- 50yrs) = 67%, >50yrs=4%
Total number of employees leaving during reporting period	255	Male
	6	Female
Rate of employees leaving during reporting period (Base figure =105)	98%	Male
	2%	Female
Total number of employees leaving employment (Age group wise)	255	<30yrs =63, (30- 50yrs) = 180, >50yrs = 12
Rate of employees leaving employment (Age group wise)		<30yrs = 25%, (30- 50yrs) = 70%, >50yrs = 5%

We are an equal opportunity employer and no discrimination is made on account of caste, creed, gender, religion, etc. No discrimination on remuneration for women and men irrespective of category & grades are followed rather it is on the basis of performance, credentials and deliverables.





Taking every piece of it in the times to come, the conviction of Human Resources to prosper with the prosperity of the organisation will definitely be realised with more rigors. This is how we intend to establish the Win-Win environment across all businesses and functions in organisation. We are brave in our stride, we learn from both our successes & slips to ensure an environment of continual improvement.

## Human Rights

### Disclosure on Management Approach- Human Rights

#### ▶▶ Goals & Performance

Jubilant Industries Limited is determined to contribute to the promotion and protection of Human Rights. The Company ensures direct responsibility to value human rights in their own operations by adhering to laws of land.

#### ▶▶ Policy

We believe in facilitating an ethically complaint & corporate governance centric environment for our employees. We ensure that our policies and practices prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status.

Related policy includes recruitment, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also include measures to deal with child labour, prevention of forced and compulsory labour. The Company maintains its own internal financial and quality controls, which are periodically verified by external independent auditors.

#### ▶▶ Organisational Responsibility

The managerial responsibility for the promotion and protection of Human Rights is of the Head of Human Resources and the Unit Heads at respective manufacturing locations.

#### ▶▶ Monitoring & Follow-up

The primary responsibility for monitoring Company policies and practices lies with Head -Human Resources at the Corporate and the Unit Heads at respective manufacturing locations.





Sankalp

‘Sankalp’ is an endeavour to encourage the creativity of employees and their participation by way of contributing new ideas/suggestions for improving organisational efficiency and productivity. This activity is categorically aimed at engaging employees in the workmen cadre to participate in idea generation and implementation for improvement at the shop floor as well as plant location. Their contributions in this regard are suitably rewarded and acknowledged. The objective of laying continuous efforts for continuous improvement is certainly visualised through this wise initiative across all plant locations.

Governance Policies like Code of Conduct and other policies govern the Company ethics. These policies encourage intellectual honesty, employees conduct, freedom of association etc. in every aspect. The Company advocates fair business practices, which are centred on transparency, equal opportunity, lawfulness and integrity of records. Each employee is given training on the Company’s policies & Code of conduct at the time of joining, during orientation and as & when required. The Governance policies are available on Company’s intranet as well as available on demand for ready reference.

The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. 100% of ‘A’ Class suppliers of packing material have been audited and found to have not engaged any child in their plants. They have also put a board outside their plants indicating NO TO CHILD LABOUR.

The Company follows a policy of non- discrimination on the grounds of gender, caste, religion and others. No case of discrimination has been reported. There are no areas in the Company’s operations where right to exercise freedom of association and collective bargaining may be at risk.

Percentage of total employees covered by collective bar- gaining agreements.	12%	The total no. of workers as on 31st March, 2023 across all manufacturing locations 79. They are covered by Long term settlement by way of workmen committees. Long term settlements are considered equivalent to collective bargaining agreements as we do not have trade unions..
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The communication is shared via the notice display boards or mails in case of any substantially affecting initiatives organisation takes.

All the 4 manufacturing sites (100%) of the Company’s operations have been internally audited to ensure NO Child Labour had been deployed. Company has defined governance mechanism with its Ombudsman Office to address issues, concerns and grievances of stakeholders covering employees, shareholders, customers, business partners and communities including those for human rights, compliances and anti-corruption. We have a practice to periodically check with the Ombudsman’s office on cases or issues registered with them & initiate suitable action, as required. All the security personnel are inducted to the organizational policies and practices and their behaviour is aligned to the organization’s values. This is also driven through common meetings within the group companies.

No incidence of discrimination and grievance related to human rights and corruption was reported during the year. The Company has not reported any anti-competitive behaviour and has not been fined for non-compliance with laws and regulations. The Company is governed by code of business conduct and ethics guidelines for all employees.

Raw material and packing material for the Company procured by Supply Chain team located at HO and Plant. Sourcing of Raw material, packing material, Project procurement & Indirect Procurement is being done through on line tools/platform.

Raw material and packing material for the Company procured by Supply Chain team located at HO and Plant. Sourcing of Raw material, packing material, Project procurement & Indirect Procurement is being done through on line tools/platform.

About 30 to 35 % raw material is Imported and rest procured locally within the country. Packing material is completely procured locally. Supply Chain have tie-up for storage facilities at key ports of Kandla, Mundra, Dahej, Hazira in Gujarat and JNPT Mumbai in Maharashtra. Most of the Rock Phosphate a key raw material for fertilizer is procured from locally from Rajasthan. Apart from domestic, also procuring Imported Rock Phosphate from Egypt & Jordan to fulfil our complete requirement. Sulphur is procured from refineries, Mathura in Uttar Pradesh, Panipat in Haryana and Bhatinda in Punjab. All the materials are transported internally through rakes, trucks, and tankers based on logistics availability and cost benefit consideration. Timely availability of material is tracked as per Business sales plan and production plan. Inventory norms are defined based on lead time and ABC classifications for different raw /packing material. The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. The questionnaire checklist has been revised for assessment of Suppliers for Sustainability Aspects. Total 40 new raw materials and packaging suppliers have been reviewed for EHS & Sustainability Aspects including Environmental, Labour Practices, Human Rights and Societal Impacts. No actual or potential negative impact for Environmental, Labour Practices, Human Rights or Impact on Society at supplier locations have been identified in the assessment.

All contractors & service providers engaged in the plants were reviewed to ensure NO Child Labour has been engaged by them and further their performance reviewed regularly by Supply Chain team with support of cross functional to ensure they do not violate any legal requirements / standards. **Total 15 numbers** of contractors and service agencies have been reviewed for human rights.



# Customer Engagement and Product Responsibility

## Management Approach – Product Responsibility

Jubilant Industries Limited is committed to responsible management of products. The Company ensures direct responsibility and objectives are defined right from product development, labelling and packaging to marketing and advertisements of products.

Product Responsibility aspects are considered starting from the stages of product concept and development. R&D considers and reviews the MSDS of chemicals as per their formulation for the Health and Safety aspects of new products. The revised chemicals MSDS are framed using the Global Harmonised System (GHS) guidelines. They are reviewed and utmost consideration and care is taken for no adverse effect on the customers' health and safety.

The products are labelled in accordance with the statutory requirements and specific customer requirements, if any. Health and Safety features such as flammable symbols and handling precautions measures are also included in products as identified necessary in product Health and Safety review.

Advertisements and marketing communications are framed as per product features and products applications. Regulatory compliance is adhered in these communications.

Jubilant Industries Limited considers and holds the customer details in strict privacy and no breach for customer details leakage is ensured. Intellectual Property Rights (IPR) code of conduct for protection of product details and business is ensured to be aligned and agreed by each employee and concerned business partners.





The managerial responsibility for the Product Responsibility is of the Business Head of each Division and the Unit Heads at respective manufacturing locations and R&D. Legal department is responsible for ensuring all statutory compliances in domestic and international products packaging and labelling.

The Company facilitates the establishment of programs for Product Responsibility awareness and guidance of concerned employees within the Company and encourage collective action in business associations to promote respect among each other.

Customer complaints and legal notices for non-compliances are two main indicators of failures in this aspect. Legal aspects are updated by the legal department. Business Heads ensure country specific legal requirements for exports. It is reviewed annually or at the time of change in legal requirement whichever is earlier.

The Customer engagement helps in shaping a benefit service and ensures that it is delivered in response to known needs rather than perceptions. Through improved engagement with the benefit service, the Company designed the approach which targets customer needs directly.

The Company works closely with the customers and suppliers, so that services can be developed to meet local requirements in a balanced manner

The activities identified and practiced at the Company are:

- ▶ [Measuring customer satisfaction](#)
- ▶ [Developing customer service data system](#)
- ▶ [Working with customers](#)
- ▶ [Helping staff to work with customer satisfaction](#)

The collection of customer feedback from a variety of sources helps to develop a balanced view of the service. The Company collects information about customer satisfaction from complaints forms, mystery shopping exercises and surveys at customer access points. These are used to identify quick wins and ensure that improvements are responsive to customer needs.

The Company is continuously engaged towards product safety in line with the Vision of no accidents, injuries or harm to its personnel and environment. The Company provides customers with products and services that meet their needs exactly and provides necessary information and support, so that customers can use the



## QUALITY POLICY

Jubilant Agri and Consumer Products Limited is engaged in design, development and sales of Polymer, Consumer and Agri products. The company is committed to:

- Continuously exploring opportunities which are appropriate for the purpose and Context of the Organization to upgrade manufacturing standard process to achieve Global Quality Standards.
- Ensuring compliance of national and international regulatory standards
- Continual improvement of Quality Management System and performance

The Quality Management System will strive to:

- Promote Quality awareness among employees, contractors & suppliers.
- Minimize Quality defects by improving controls
- Monitor, review and enhance Quality Management performance
- Provide prompt and reliable services towards total customer satisfaction
- Understand and meet Customer needs and expectations

The policy will be implemented, monitored and available in public domain.

  
Manu Ahuja

CEO & Whole Time Director

December 01, 2018



products safely and effectively. The products at all the locations are manufactured with highest quality standards as per the Quality Policy framed. The robust quality management systems are followed at all the units to deliver quality products to the customers.

The collection of customer feedback from a variety of sources helps to develop a balanced view of the service.

The Company collects information about customer satisfaction from complaints forms, mystery shopping exercises and surveys at customer access points. These are used to identify quick wins and ensure that improvements are responsive to customer needs.

The Company’s Business does not have any non- compliance with regulations and voluntary codes concerning health and safety of its products during the reporting year. The health and safety features of Agri products are strictly adhered to as per the provisions of the Fertilizer Control Order and Pesticide Control Order for the Agri business.

For information & labelling on Single Super Phosphate (SSP) and Agrochemicals marketed, the Company strictly comply with the Fertilizer Control Order (FCO) and CIB & RC as enforced by the Ministry of Fertilizers and Chemicals, Government of India. The labelling regulations, as governed by the above regulations, stipulates the divulgence of information in the prescribed format on each of the parameters, contents, applications, safety, quality, usage etc.

The Agribusiness division does not have any non-compliance with regulations and voluntary codes concerning product information and labelling of any of its products during reporting year.

The customer satisfaction surveys are conducted periodically with customers. Consumer Products manufacturing is governed with ISO 9001: 2015 certification and customer i.e. dealer satisfaction levels are measured and tabulated as per the quality module through a structured questionnaire. Quality management processes in these manufacturing sites are regularly audited by internal certified auditors and external auditors from accredited agencies.

There are no complaints against the Company’s business with regard to breach of customer privacy and/or losses of customer data. No sanctions, administrative or judicial, or any monetary fine has been levied on the Company’s business for non-compliance with laws and regulations concerning the provision and use of products manufactured and/or marketed by it.





The Company had no incident of non-compliance and has paid no fines for non-compliance with laws and regulations concerning the provision and use of products and services and marketing communications

### Brand Building- Farmer & Dealer involvement activities

Jubilant Agri and Consumer Products Limited engages with the stakeholders through extension programs and field activities at farmer level.

BTL activities like farmer meetings, kisan melas, jeep campaigns, retailer trainings/ meetings, field demonstrations and product trials are being organized at district/village level for intensive communication & interaction.

Different branding tools (like crop specific POP material) are being used to showcase product range and their usage with recommendations on different crops. Various tools used for brand visibility are- Wall- paintings, posters, banners and Bunting.

Door to door campaigning in the season time through jeep campaigns and meetings helps educating them with useful tools and techniques from sowing till harvesting viz. field preparation, new and high yielding crop varieties, seed treatment, balanced fertilization and crop protection methods and products with their dosages and usage.

Detailed discussions are also held with farmers on the usage of Ramban products for increasing yield and bringing about an appreciable improvement in the quality and appearance of crops. They are educated on economic as well as crop and soil benefits of SSP vs DAP, Granular fertilizer, Fortified fertilizer (Boronated GSSP), Organic fertilizers & other Specialty products. Trials show that benefits extended by Ramban SSP far outweigh the input cost, bringing better profitability per acre of land to the farmers.

Participation in Kisan melas which are held by local government bodies plays a vital role in interaction with farmers on large scale that too at a common platform. Farm and cropping solutions are provided to the farmers through these melas.





## Farmer Meeting/ Field Visits/ Kisan Mela/ Spot Meetings



Farmer Meeting



Field Visit



Kisan Mela



Kisan Mela



Spot Meeting

## Banner / Sticker / Leaflet / Posters

### POP Materials



Wall Painting



Banners



Posters



Literature



The SPVA product bags and pallets are labelled as per the country regulations of customer such as Food Safety Law and labelling requirement of Department of Customs of different countries. The Company strictly follows these laws and regulations. There have been no incidents of non-compliance with regard to labelling requirements of products from the countries.

In Latex business, For supplies to European Union (EU) market and South Korea market, the Safety Data Sheet (SDS) comply with Classification Labelling and Packaging (CLP) notification under Registration Evaluation and Authorisation and Restriction of Chemicals (REACH) regulation of EU and REACH regulation of Korea respectively. The Company has completed pre-registration and registration for EU REACH compliance of latex products.

### Achievers Club



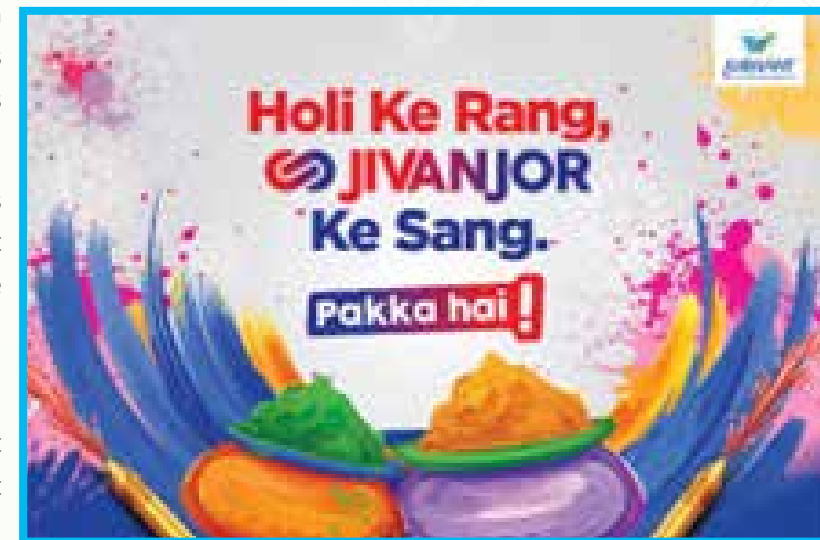
‘JIVANJOR’ & ‘CHARMWOOD’ are established brands of Jubilant Agri and Consumer Products Limited. The Company believes and practices a holistic approach towards the business of its choice. Along with the attainment of financial objectives, the existence of influencer satisfaction is of the utmost importance to the brand. An effective influencer loyalty Program needs to be present and maintained with much competence. ‘JIVANJOR’ initiative Achievers Club is our effort towards realising this

objective. We have more than 1.7 L+ Unique buyers (Since program inception) i.e. carpenters/contractors & polishers with us whom we Interact directly through our team and the call centre .

Essentially, Jivanjor Achievers Club is an endeavour on the part of Jubilant to reach out to the influencers and make them feel special for their association with the Company. It represents the Company’s heartfelt gratitude and the desire to continuously evolve as a business entity. The structure leverages on state of the art App and a robust IVR system to extend a seamless user experience to the influencer segment.

### Retailers & Contractor Engagement:

Retailers and Influencers play an important role in Consumer product business, we have been in constant touch with them to understand their needs and requirements and have conducted various engagement programs for Contractors and Dealers





Retail branding – The New Visual Identity was rolled out in Trade with Dealer Boards across the country



Jivanjor connected with its consumers on the Digital landscape, with a variety of content aimed at entertaining the consumer and strengthening our Strong Jod with them.





# Community Engagement and Corporate Social Responsibility

The Corporate Social Responsibility (CSR) plays a critical role in Jubilant's endeavours towards sustainable & responsible growth. CSR activities at Jubilant are established in accordance with the provisions of Section 135 read with Schedule VII to the Act

Jubilant Bhatia Foundation ('JBF'), established in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group is responsible for conceptualization and implementation of CSR activities of all group companies of Jubilant.

Through CSR, the company is working in the domain of Health, Education & Livelihood.

The CSR projects focus towards empowering and adding value in the lives of the communities around the area of operations of Jubilant with a 4P (Public-Private-People-Partnership) during the implementation. JBF's detailed activities are available on its website [www.jubilantbhartiafoundation.com](http://www.jubilantbhartiafoundation.com).

With a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving "knowledge generation & sharing, experiential learning and entrepreneurial ecosystem", during the Financial Year 2023, Jubilant continued working towards enhancing the quality of life of the community around the manufacturing locations, considered as an apex stakeholder.

The brief information is given below:

**Muskaan** - Supporting Rural Government Primary Education through:

- ▶▶ Khushiyon Ki Pathshala (KKP)-Value Based Education
- ▶▶ Focus on promotion of Science & Technology bridging Digital Divide with projects like Mobile Science Lab and Muskaan Kitaab Ghar





**Aarogya** - Rendering Basic Healthcare services to the community through:

- ▶▶ Providing affordable healthcare through mobile clinic enabled with JUBICARE- Tele-clinic platform
- ▶▶ Tuberculosis(TB) Awareness Program

**Livelihood Initiatives**- Implementing livelihood programs for the community through:

- ▶▶ Paryavaran Sakhi
- ▶▶ Jansuvidha Kendra/Yojna Kendra-Linking community to welfare schemes of Government
- ▶▶ Online Learning School-Jubilant Virtual Academy

Besides, the CSR initiatives at the company are in line with the United Nations Sustainable Development Goals (SDGs).



The company, working towards the goal of No Poverty, has extended various livelihood initiative for the community around manufacturing locations. This year Foundation has implemented various livelihood program. Also, Jubilant facilitated in linking community member to various social welfare schemes for the community for their social security.

1. **Paryavaran Sakhi** - It is a unique effort to engaged rural women for Neem based social agro forestry. The project involves plantation of neem saplings in the waste land followed by selection of Paryavaran Sakhis & formation of SHG. These women are responsible for the maintenance of neem tree. JBF will ensure end to end market linkage of harvest obtained from Neem plantation after 3 years. A total of 300 Paryavaran Sakhis are registered by JBF this year in the community around manufacturing unit of Gajraula, Nira, Savli Bharuch and Kapasan.
2. **Jansuvidha Kendra/Yojna Kendra** - Linking community to welfare schemes of Government. The Jansuvidha Kendra/Yojna Kendra are Digital Community Information Resource Centres that act as a single window point to connect community to various welfare schemes of the Government of India .This initiative ensures social security for the marginalized section of the society. Through Digital Empowerment Foundation 5 soochnapreneurs at Kapasan are facilitating various welfare schemes for the community.
3. **Online Learning School** - Jubilant Bhartia Foundation has launched a Jubilant Virtual Academy to cater to the needs of skill development and vocational training among youth in country. This will aid in bridging the growing skill demand vis-à-vis industrial demand. Jubilant Virtual Academy is a virtual platform, which can be easily accessed on mobile, & web. It has mobile app for candidates and a web dashboard for Partner to monitor. Currently an Entrepreneurship Development Course Module in running on this.

**Nayee Disha** - The vocational trainings/Skill development program where training is imparted to youths & women in Gajraula , Bharuch and Nira on various vocational trades like tailoring, soft skills, embroidery, personality development & baking etc.



**Logistics and Supply Chain Management training** -JBF at Bharuch conducted hybrid training in association with Safeducate that makes sure that the trainees get employable and marketable skill development with placement assistance.



Jubilant continued, the project on combating malnutrition through real time growth monitoring of children of age group 0-5 years continued in covering 32 villages around Gajraula location in Uttar Pradesh. The initiative is a step towards the fulfilment of SDG with respect to Zero Hunger. The growth monitoring of target children is done through mobile based biometric enabled IT platform by the select women health guard (Swasthya Praharis) followed by the grading of the target children as per their weight. The malnourished children are advised on improvement of diet and nutrition. The children in Severe Acute Malnutrition (SAM) category are recommended for Nutrition Rehabilitation Center (NRC), a Government health facility where SAM children are admitted and managed.

Besides, the company facilitates Audio Messages and counselling for expecting mothers through a pre-recorded voice messages being sent through Interactive voice response systems (IVRS) platform to the expecting/pregnant mothers which includes information on their well-being and nutritional requirements at Gajraula, Nira, Savli and Bharuch.



### Good Health and Well-being

Jubilant through Arogya program promotes health-seeking behaviour in the community at Kapasan around the manufacturing unit of the Company. It provides effective basic healthcare to the community through Mobile Dispensary that is equipped with JubiCare- Tele clinic. The health programme implemented by Jubilant Bhartia Foundation aims at reaching out to the communities with a lack of good health services and basic information of diseases along with providing preventive and curative health service in the project areas. This year, over 9000 patients were consulted covering 20 villages in Kapasan Block.

About JubiCare Tele-clinic- a telemedicine application conceptualized & developed by Jubilant Bhartia Foundation (JBF). This telemedicine interface provides a real-time Patient- Doctor Consultation through text/audio/video. JubiCare app uses ICT for the exchange of information for the diagnosis and treatment of diseases by a certified medical professional. The applications aim at addressing the health issues of patients by health workers without unnecessary exposure to infections. The application provides immediate support and delivery of healthcare services to the underserved communities in rural and urban areas without travel.

**Tuberculosis Awareness Program** - JBF is facilitating early diagnosis of tuberculosis including creating awareness among people and systematic screening of contacts and high-risk groups through health volunteers.



### Quality Education

With an aim to strengthen education and learning environment in rural areas for enhancing the quality of education for the rural community, Jubilant Bhartia Foundation implemented following initiatives:



- ▶ **Khushiyon ki Pathshala-** With an aim to help in holistic development of a child and facilitate in creating a value based society along with providing teachers the space to familiarize themselves with new ideas and concept, JBF launched Khushiyon ki Pathshala initiative reaching out to 50 teachers & 10 Youths with a pre designed framework.
- ▶ **Muskaan Vigyaanshala (Mobile Science Lab)** - To Increase access to practical, hands-on science education for government school children and to spark curiosity, creativity and build leadership skills among children, JBF has collaborated with Agastya Foundation that takes innovation to new levels by imparting knowledge to children who have no access to hands-on learning.
- ▶ The Mobile Science Labs are vans that carry Science models and experiments and traverse long distances to reach students at under-resourced schools. Two knowledgeable, enthusiastic Agastya Instructors accompany each van to explain the science and functionality of the models. The Mobile Science Labs expose rural children to a scientific way of thinking while kindling their curiosity. They learn scientific concepts in a hands-on manner by exploring, experimenting, and experiencing. By bringing science to life, the Mobile Labs make understanding abstract concepts easy to grasp. An added advantage is that the Mobile Science Labs are actively engaging with adult community members by displaying everyday concepts of ecology, biology, physics, and chemistry through working models. The community members around Kapasan along with students & teachers were benefited from the program.
- ▶ **Muskaan Kitaab Ghar** - To increase accessibility of books for every child and to improve readability in 40 rural schools, Muskaan Kitaab Ghar was launched with a feature Library Management System.



#### Gender Equality -

The Company adheres to its policy of non-discrimination and ensures every one with equal access to health care, quality education, career and vocational guidance, employment, remuneration, occupational health and safety and social security etc.

The projects oriented towards women empowerment are Neem Pulverization Project at Savli, Project Swasthya Prahari (Women Health Guards are actively involved in most of the health projects at Gajraula), Prayavaran Sakhi (Neem Plantation for Livelihood) & Pashu Sakhi (Livestock Farming Project).

These projects contribute towards gender equality in respective communities they work for.



Water purification unit for community at Gajraula & Bharuch are helping community to have an access to clean drinking water.





## Partnerships for the Goals –

Jubilant engages and collaborates with several local and global organization on continuous basis for optimal outcomes of its program. Some of the major engagements during this year with different organizations in strengthening our social development projects are:

- ▶ **Schwab Foundation for Social Entrepreneurship** - The Social Entrepreneur of the Year Award celebrates the advancement of social innovation Worldwide. The award recognizes the individuals and organizations who implement innovative, sustainable and large-scale solutions to address poverty, indignity and the lack of basic services and resources in Bottom of the Pyramid and ultra-poor communities. They work in areas as diverse as health, education, job creation, water, clean energy and building identity and entitlements and access to information and technology. Jubilant Bhartia Foundation in partnership with the Schwab Foundation is working towards to providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.
- ▶ **Pravah** - Jubilant Bhartia Foundation has partnered with Pravah for training of the youths under the initiative of Muskaan Fellowship-A youth development program and training of teachers on value based learning of students through Khushiyaon ki Pathshala initiative.
- ▶ **HP** - JBF partnered with HP for Digital Education Program
- ▶ **Digital Empowerment Foundation** - Jubilant in Partnership with Digital Empowerment Foundation is implementing Jansuvidha Kendra (Lead Community Information Resource Centre) initiative.
- ▶ **Agastya Foundation** - Jubilant in association with Agastya Foundation in running Mobila Science lab.
- ▶ **Pratham Books** - Jubilant for establishing Muskaan Kitaab Ghar procured books from Pratham.



# The Way Forward

The Company always strive to be a responsible corporate citizen. Our endeavor is to transcend beyond compliance. The Company strives to integrate Economic development, Environmental quality and Social equity into core business practices and continues to improve its Sustainability performance.

Following is the road map to leverage sustainability in business strategy:

- 1. Community Engagement:** The Company will keep on working towards social development of the community around its manufacturing locations through Jubilant Bhartia Foundation. The thrust area of social development for the company is primary schooling in rural areas, provision of basic health care and vocational training. The Company would continue supporting “CII-Jubilant Bhartia Food and Agriculture Centre of Excellence”. The efforts of the Company are in line with Social Development Goals (SDGs). Taking in cognizance of the various products manufactured by the Company, the focus of the social development activities will be introducing projects which can provide skill based apprenticeship and improve agricultural productivity.
- 2. Resource Conservation:** Continue to drive the 3R's – Reduce, Reuse and Recycle for waste minimisation and waste disposal from manufacturing operations.
- 3. Energy Conservation and Climate change mitigation:** Continue to identify opportunities for Energy Conservation and implement measures for realising this by improving manufacturing process efficiencies, use of energy efficient equipment, cycle time reduction and batch size optimisation to reduce energy requirement and emissions.
- 4. Behavioral Safety:** Consolidate employee engagement further at sites on HSE by focusing continued on Behavioural Safety, tracking and addressing issues of unsafe act and unsafe condition by involving all the employees in the initiative and use of online reporting and tracking tool Sanchetna.
- 5. Good Governance:** Demonstrate good governance and be profitable being accountable and transparent to enhance stakeholder confidence. Ensure investors a sustainable return on investment.
- 6. Capability Building** Attract and retain high quality workforce of diverse nature and develop a culture of belonging by encouragement, support and reward. This workforce will drive the Sustainability Mission for inclusive growth, as Company's promise of Caring, Sharing and Growing.





# The GRI Index

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	103-2 The management approach and its components	46-47	-	-	-
	103-3 Evaluation of the management approach	46-47	-	-	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	47-49	-	-	-
	201-2 Financial implications and other risks and opportunities due to climate change	16	-	-	-
	201-3 Defined benefit plan obligations and other retirement plans	49	-	-	-
	201-4 Financial assistance received from government	50	-	-	-
Market Presence					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	39-41	-	-	-
	103-2 The management approach and its components	39-41	-	-	-
	103-3 Evaluation of the management approach	39-41	-	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	40-41	-	-	-
	202-2 Proportion of senior management hired from the local community	40-41	-	-	-
Indirect Economic Impacts					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	40-41	-	-	-
	103-2 The management approach and its components	40-41	-	-	-
	103-3 Evaluation of the management approach	40-41	-	-	-
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	47-54	-	-	-
	203-2 Significant indirect economic impacts	47-54	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Procurement Practices					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	39-41	-	-	-
	103-2 The management approach and its components	39-41	-	-	-
	103-3 Evaluation of the management approach	39-41	-	-	-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	69	-	-	-
Anti-Corruption					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	39-41	-	-	-
	103-2 The management approach and its components	39-41	-	-	-
	103-3 Evaluation of the management approach	39-41	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	45-46	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	45			
	205-3 Confirmed incidents of corruption and actions taken	46	-	-	-
Anti-Competitive Behaviour					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	45-46	-	-	-
	103-2 The management approach and its components	45-46	-	-	-
	103-3 Evaluation of the management approach	45-46	-	-	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	46	-	-	-
GRI 300 Environmental Standard Series					
Materials					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	39-41	-	-	-
	103-2 The management approach and its components	39-41	-	-	-
	103-3 Evaluation of the management approach	39-41	-	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	59, 61-62	-	-	-
	301-2 Recycled input materials used	61-62			
	301-3 Reclaimed products and their packaging materials	65			



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Energy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	53-54	-	-	-
	302-2 Energy consumption outside of the organization	-	Not Covered	Information unavailable	Will be taken up in future
	302-3 Energy intensity	53-54	-	-	-
	302-4 Reduction of energy consumption	54-55	-	-	-
	302-5 Reduction in energy requirements of products and services	54-55	-	-	-
Water					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-
GRI 303: Water 2016	303-1 Water withdrawal by source	59-60	-	-	-
	303-2 Water sources significantly affected by withdrawal of water	59-60	-	-	-
	303-3 Water recycled and reused	59-60	-	-	-
Biodiversity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	63	-	-	-
	304-2 Significant impacts of activities, products, and services on biodiversity	63	-	-	-
	304-3 Habitats protected or restored	63	-	-	-
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	63	-	-	-
Emissions					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	56	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	56	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	56	-	-	-
	305-4 GHG emissions intensity	56	-	-	-
	305-5 Reduction of GHG emissions	55	-	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	57	-	-	-
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	57-59	-	-	-
Effluents and Waste					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	59-60	-	-	-
	306-2 Waste by type and disposal method	60-61	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
GRI 306: Effluents and Waste 2016	306-3 Significant spills	62	-	-	-
	306-4 Transport of hazardous waste	62	-	-	-
	306-5 Water bodies affected by water discharges and/or runoff	62	-	-	-
Environmental Compliance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	51-52	-	-	-
	103-2 The management approach and its components	51-52	-	-	-
	103-3 Evaluation of the management approach	51-52	-	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	64	-	-	-
Supplier Environmental Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	86	-	-	-
	103-2 The management approach and its components	86	-	-	-
	103-3 Evaluation of the management approach	86	-	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	86	-	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	86	-	-	-
GRI 400 Social Standard Series					
Employment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	63-67	-	-	-
	103-2 The management approach and its components	63-67	-	-	-
	103-3 Evaluation of the management approach	63-67	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	69	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	69-70	-	-	-
	401-3 Parental leave	70	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Labor/Management Relations					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-67	-	-	-
	103-2 The management approach and its components	65-67	-	-	-
	103-3 Evaluation of the management approach	65-67	-	-	-
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	69	-	-	-
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-66	-	-	-
	103-2 The management approach and its components	65-66	-	-	-
	103-3 Evaluation of the management approach	65-66	-	-	-
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management– worker health and safety committees	66-68	-	-	-
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	67			
	403-3 Workers with high incidence or high risk of diseases related to their occupation	67			
	403-4 Health and safety topics covered in formal agreements with trade unions	62	-	-	-
Training and Education					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-67	-	-	-
	103-2 The management approach and its components	65-67	-	-	-
	103-3 Evaluation of the management approach	65-67	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	69	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	70			
	404-3 Percentage of employees receiving regular performance and career development reviews	70			



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Diversity and Equal Opportunity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	69	-	-	-
	103-2 The management approach and its components	69	-	-	-
	103-3 Evaluation of the management approach	69	-	-	-
GRI 405:Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	69	-	-	-
	405-2 Ratio of basic salary and remuneration of women to men	69			
Non-discrimination					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-67	-	-	-
	103-2 The management approach and its components	65-67	-	-	-
	103-3 Evaluation of the management approach	65-67	-	-	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken Freedom of Association and Collective Bargaining	65	-	-	-
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-69	-	-	-
	103-2 The management approach and its components	67-69	-	-	-
	103-3 Evaluation of the management approach	67-69	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	67-69	-	-	-
Child Labor					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-68	-	-	-
	103-2 The management approach and its components	67-68	-	-	-
	103-3 Evaluation of the management approach	67-68	-	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	68	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Forced or Compulsory Labor					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-69	-	-	-
	103-2 The management approach and its components	67-69	-	-	-
	103-3 Evaluation of the management approach	67-69	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	68	-	-	-
Security Practices					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-69	-	-	-
	103-2 The management approach and its components	67-69	-	-	-
	103-3 Evaluation of the management approach	67-69	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	68	-	-	-
Rights of Indigenous Peoples					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries		-	-	-
	103-2 The management approach and its components		-	-	-
	103-3 Evaluation of the management approach		-	-	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		No new plant is set-up	Not Applicable	No new plant is set-up
Human Rights Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-67	-	-	-
	103-2 The management approach and its components	65-67	-	-	-
	103-3 Evaluation of the management approach	65-67	-	-	-
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	67-69	-	-	-
	412-2 Employee training on human rights policies or procedures	67-69	-	-	-



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
GRI 412: Human Rights Assessment 2016	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	65-67	-	-	-
Local Communities					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-69	-	-	-
	103-2 The management approach and its components	67-69	-	-	-
	103-3 Evaluation of the management approach	67-69	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	73-75	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	73-75	-	-	-
Supplier Social Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	72	-	-	-
	103-2 The management approach and its components	72	-	-	-
	103-3 Evaluation of the management approach	72	-	-	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	72			
	414-2 Negative social impacts in the supply chain and actions taken	72			
Public Policy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries		-	-	-
	103-2 The management approach and its components		-	-	-
	103-3 Evaluation of the management approach		-	-	-
GRI 415: Public Policy 2016	415-1 Political contributions	-	Company does not encourage such practices		



GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Customer Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	65-67	-	-	-
	103-2 The management approach and its components	65-67	-	-	-
	103-3 Evaluation of the management approach	65-67	-	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	67-69			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	67-69			
Marketing and Labeling					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	67-69	-	-	-
	103-2 The management approach and its components	67-69	-	-	-
	103-3 Evaluation of the management approach	67-69	-	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	69-70			
	417-2 Incidents of non-compliance concerning product and service information and labeling	69-70			
	417-3 Incidents of non- compliance concerning marketing communications	69-70			
Customer Privacy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	69-70	-	-	-
	103-2 The management approach and its components	69-70	-	-	-
	103-3 Evaluation of the management approach	69-70	-	-	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	69-70			





GRI Standard	Disclosure	Page number(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Socioeconomic Compliance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	69-70	-	-	-
	103-2 The management approach and its components	69-70	-	-	-
	103-3 Evaluation of the management approach	69-70	-	-	-
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	69-70			



## Abbreviations

<b>AIDS</b>	Acquired Immune Deficiency Syndrome	<b>KSA</b>	Kingdom of Saudi Arabia
<b>BSE</b>	Bombay Stock Exchange Limited	<b>MSDS</b>	Material Safety Data Sheet
<b>CFC</b>	Chloro Fluoro Carbon	<b>MT</b>	Metric tons
<b>CII</b>	Confederation of Indian Industry	<b>NOx</b>	Oxides of Nitrogen
<b>CLP</b>	Classification Labeling and Packaging	<b>NSE</b>	National Stock Exchange of India Limited
<b>CSR</b>	Corporate Sustainability Report	<b>OHSAS</b>	Occupational Health and Safety Assessment Series
<b>ETP</b>	Effluent Treatment Plant	<b>PPEs</b>	Personal Protective Equipments
<b>EU</b>	European Union	<b>PVA</b>	Poly Vinyl Alcohol
<b>FY</b>	Financial Year	<b>SLF</b>	Secured Landfill Facility
<b>GHG</b>	Greenhouse Gases	<b>SO<sub>2</sub></b>	<b>Sulphur Dioxide</b>
<b>GHS</b>	Global Harmonised System	<b>SOP</b>	Standard Operating Procedure
<b>GRI</b>	Global Reporting Initiative	<b>SPVA</b>	Solid Poly Vinyl Acetate
<b>HAZOP</b>	Hazard Analysis and Operability Studies	<b>SSP</b>	Single Super Phosphate
<b>HCFC</b>	Hydro Chloro Fluoro Carbons	<b>tCO<sub>2e</sub></b>	Tons Carbon Dioxide Equivalent
<b>HIV</b>	Human Immunodeficiency Virus	<b>REACH</b>	Registration Evaluation Authorisation & Restriction of Chemicals
<b>IMFL</b>	Indian Manufactured Foreign Liquor	<b>VFD</b>	Variable Frequency Drive
<b>ISO</b>	International Organization for Standardisation	<b>VP</b>	Vinyl Pyridine
<b>JBF</b>	Jubilant Bhartia Foundation KL		
	Kilo Litres		



## Feed Back Form

### Corporate Sustainability Report 2022-23

Details of information provided on issues covered in the Report:

Comprehensive ☐ Adequate ☐ Inadequate ☐

**Suggest areas, if any where more details should be reported:**

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**Clarity of information provided in the Report:**

☐ medium ☐ low ☐ low

**The quality of design and layout of the report:**

☐ Excellent ☐ good ☐ average ☐ poor

**Your comments for adding value to the Report:**

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Name: \_\_\_\_\_

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.... Bonding all for Sustainability



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