

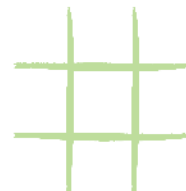
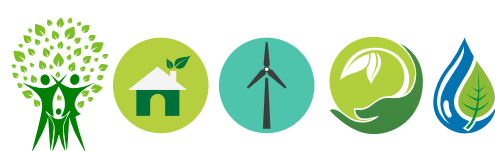


Corporate Sustainability Report 2013 - 14



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“Through this sustainability reporting the Company demonstrates its commitment to its consumer and business partners towards sustainable development.”

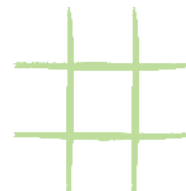
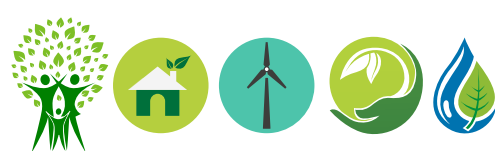


Dear Stakeholders,

As you are aware, World Business Council of Sustainable Development (WBCSD) Action2020 has set out Societal Must Have Priority Areas to influence environmental and social trends impacting globally. The Company has been working on various Sustainability themes that are in line with the Societal Must Have Priority Areas such as Water, Climate Change, Universal access to primary education and health care, improving farming yield through responsible use of better phosphate fertilizers and agrochemicals. The Company has focussed its social development initiatives considering Inclusive growth along with Millenium Development Goals. We have tried to capture various initiatives the company undertook last year to improve its Sustainability performance.

The Company has continued to strengthen and improve the Environment, Health and Safety (EHS) performance across all our businesses. Regular participation by Line Managers in Safety Observation has strengthened Workplace Behavioural Safety among employees and contract personnel across our manufacturing plants. Timely corrective and preventive measures have been taken for all identified Unsafe Acts and Unsafe conditions. The Company had NO Recordable Injury in the reporting period. We have achieved **2.75 Million Accident - Free Safe Man hours** in the year 2013 - 14 cumulative for all manufacturing plants of the Company. Flame detection system has been installed at Gajraula flammable chemical storage area to strengthen Emergency Preparedness against any flammable gas leakage or fire. **Gajraula plant** has received recognition for its Safety performance and has been declared winner of the prestigious **Green Tech Safety Award 2013 - Silver Award – Chemical Sector for consecutive second year** for outstanding achievement in sustaining effective Safety Management System.

The Company has always been taking initiatives to strengthen Environmental Management System and achieve compliance standards higher above the statutory requirements. VFDs (Variable Frequency Drives) have been provided in high energy consuming electrical equipments to reduce Energy consumption and mitigate Climate Change impact. Usage of BEE (Bureau of Energy Efficiency) Star label energy efficient equipments is encouraged. Storm water drains at Kapasan plant have been redesigned and upgraded to collect the rain water during heavy downpour. At Gajraula, the sulphuric



acid plant team have carried out significant reduction in SO₂ emission and improved productivity through process improvement. In recognition of various such efforts, **Gajraula plant** has been declared winner of the prestigious **Green Tech Environment Award 2013 - Silver Category – Chemical Sector** for outstanding achievement in Environment Management System.

The Company has taken measures to strengthen the implementation of the **Green Supply Chain Policy** through vendor site audits.

The Company is cognizant of the community around its manufacturing locations and is working for enhancing their quality of life through various projects through Jubilant Bhartia Foundation. The thrust areas of projects are education, health and vocational training.

‘Project Samridhi’ at Kapasan promotes best agricultural practices through various Crop Nutrition, Crop Growth and Crop Protection in the nearby community. **Krishi Paatshaala** has provided an effective platform to reach farmers in building their farming capability and educating them on crop pattern including use of chemicals and fertilizers and cattle care.

Project **‘Muskaan’** has supported 100 rural government primary schools in improving their learning abilities and development of children.

Kapasan Plant received **‘Letter of Appreciation’** from honourable **Cabinet Minister Dr. Girija Vyas** in recognition of the **CSR activity at Chittorgarh district level** for community health and family planning activities in villages of plant vicinity.

CII Jubilant Bhartia Food and Agriculture Centre of Excellence (FACE) made significant strides in the year 2013. Partnerships with UC Davis on Post Harvest Management Technology, IIT Kharagpur on developing Certified Food Professionals, USAID on implementation of projects in West Bengal and Bihar, University of Maryland and the Spices Board in capacity building, were all operationalized this year. FACE extended capacity building and training services to 3000+ members, furthering the agenda of Food Safety. Through its projects FACE extended its outreach to 5000 + farmers, creating better linkages with the private sector, introducing new technologies and enabling access to markets.

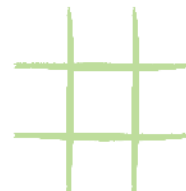
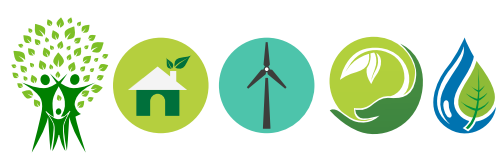
Through this sustainability reporting the Company demonstrates its commitment to its consumer and business partners towards sustainable development. We would like to take the opportunity to thank every stakeholder of the Company for being a part of this growth story and value creation. We remain grateful towards our employees, customers, vendors, bankers and shareholders for their continuous support.

Best Wishes

Hari S. Bhartia

Hari S Bhartia
Chairman





1.2 Internal Control Systems and Risk Management

Risk - taking is an inherent trait of any enterprise. There can be no growth or creation of value in a Company without risk - taking. However, if risks are not properly managed and controlled, they can affect the Company's ability to attain its objectives. Risk management and internal control systems play a key role in directing and guiding the Company's various activities by continually preventing and managing risks.

VISION ON RISK MANAGEMENT

Establish and maintain enterprise wide risk management capabilities for active monitoring & mitigation of organisational risks on a continuous and sustainable basis.

RISK MANAGEMENT STRATEGY

Jubilant has a strong risk management framework in place that enables active monitoring of business activities for identification, assessment and mitigation of potential internal or external risks, given the established processes and guidelines we have in place, 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 organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

RISK MANAGEMENT STRUCTURE

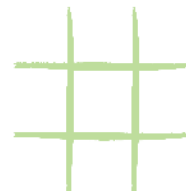
Our risk management structure comprises the Board of Directors and Audit Committee at the Apex level, supported by the Managing Director, Heads of Businesses, Functional Heads, Unit Heads, Divisional Heads of Accounts & Finance and Head of Assurance function. As risk owners, the Heads are entrusted with 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, CFO and Head of Assurance act as a governing body to monitor the effectiveness of the internal controls framework.

There is a perpetual internal audit activity carried out by external agency and the in - house internal audit team, who make an independent assessment of our risk mitigating measures and provide suggestions for improvement.

The Audit Committee, on a quarterly basis, reviews the adequacy and effectiveness of the internal controls being exercised by various businesses and support functions and advises the Board on matters of core concern for being appropriately addressed.

RISK MITIGATION METHODOLOGY

We have a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same. We have completed four years of our certification process wherein, all concerned Control Owners certify the correctness of about 1800 controls related to key operating, financial and compliance related issues,



every quarter. This has made our internal controls and processes stronger and also serves as the basis for compliance with revised Clause 49 of Listing Agreement executed with the Stock Exchanges viz BSE Limited and National Stock Exchange of India Limited (NSE) as mandated by the Securities and Exchange Board of India (SEBI). The new enacted Companies Act, 2013 has become mandatory and the company is geared up to meet the enhanced control requirements under the same.

We have also identified entity level controls for the organisation, covering integrity and ethical values, adequacy of audit and control mechanisms and effectiveness of internal and external communication, there by strengthening the internal control systems and processes with clear documentation on key control points.

MANAGEMENT'S ASSESSMENT OF RISK

The Company identifies and evaluates several risk factors and makes appropriate mitigation plans associated with the same in detail. Some of the key risks affecting its business are laid out below.

COMPETITION

The Company operates in a competitive business environment in each of the business segments. In Fertilizer business, the risk manifests in the form of a number of new entrants resorting to penetration pricing to capture market share as well as competing with established players with a diversified product portfolio and established distribution channels which allows them benefit of economies in supply chain. In addition, price movements in the international markets for alternates (DAP) to core product SSP poses a risk in the form of end consumer shifting preference to these products thereby impacting demand for SSP.

For its wood adhesives and wood finishes business, end - user indifference and consumer price sensitivity exposes the Company to increased dependence on distributors and dealers in creating demand for its products. Regional players, due to lower overhead costs and stronger dealer connect, puts greater pressure on the margins. The Company has drawn out detailed plans and strategies to strengthen brand recall through both static and interactive marketing activities. It is focusing on building a distribution network and run programs to create distributor - dealer loyalty.

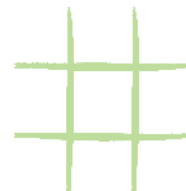
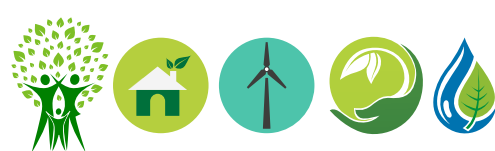
For its Food Polymer and Latex business, where it commands a significant share of business for leading chewing gum and tyre manufacturers, it faces competition from international territories including China in terms of cost advantage enjoyed by these companies. The Company has strong customer and account management programs to secure long term commitments from these players. Also, it has plans in place to identify new geographies, re - align its product and market mix and focus on building premium range to get competitive advantage.

For its Agri business, the Company has added a number of dealers to build up strong distribution network.

COST COMPETITIVENESS

The Company believes that its growth and market position is due to the cost competitiveness of its products in addition to the quality that it stands for. Constant and rising input prices amidst inflationary market conditions poses a risk to the Company's ability to remain price competitive and build reserves to drive future growth. Volatility in raw material prices like Rock Phosphate, VAM, Catalysts, Butadiene, 2VP Monomer etc, and also surge in logistics cost may have a significant impact on operating margins.

The Company continues to take initiatives to reduce costs by employing business excellence initiatives. Wherever feasible the Company is entering into long term contracts with volume and prices



commitments. Alternate 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.

COMPLIANCE AND REGULATORY FRAMEWORK

We need to comply with a broad range of statutory compliances like obtaining approvals, licenses, registrations and permits for smooth working of our business, and failure to obtain or renew them in a timely manner may adversely impact the routine operations. For businesses like Latex and SPVA, compliance has become a critical factor due to ever increasing demand from key customers to obtain international approvals and licenses. Failure to achieve regulatory approval of new products can mean that we do not recoup our R&D investment through the sale of final products. Any change in regulations or reassessment of safety and efficacy of products based on new scientific knowledge or other factors could result in the amendment or withdrawal of existing approvals to market our products, which in turn could result in revenue loss. This may occur even if regulators take action falling short of actual withdrawal. We have adopted measures to address these stricter regulations by increasing the efficiency of our R&D process, reduce the impact of extended testing and making our products available in time.

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.

To mitigate foreign currency related risks, the Company has a strategy in place to take measured risks through hedges and forward covers. It has dedicated experts and professionals to guide on matters relating to foreign currency risk management for example consolidating inbound / outbound exposures for natural hedge. The risk management team formulates policies and guidelines which are periodically reviewed to align with external environment and business exigency. A quarterly update on foreign exchange exposures, outstanding forward contracts and derivatives is placed before the Board.

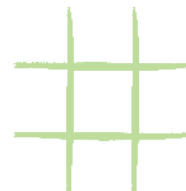
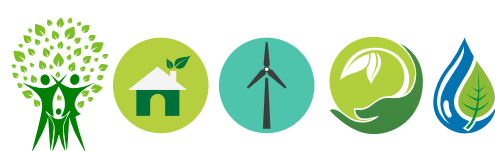
HUMAN RESOURCE Acquire and Retain Professional Talent

Focus on recruiting, retaining and developing right talent is critical to maintain desired operational standards. Also, insufficient focus on developing credible successors may impose risk of adversely impacting business objective in case of unexpected departures in key positions. Inability to attract and retain right talent particularly in critical areas may impact efficiency of operations coupled with knowledge drain and loss of key business excellence.

The Company has initiated several programs with special focus on training and developing existing talent and building a strong brand image which would help in attracting best industry talents. To execute its growth and diversification plans, Company continues to hire new, highly skilled scientific & technical personnel staff and has also introduced rewards and recognition policies for effective employee engagement. Regular training is provided to employees at all levels.

ENVIRONMENT HEALTH AND SAFETY (EHS)

In the current business climate of reputational threats and rising political backlash, corporate need to tread carefully to maintain public trust. Social acceptance and Corporate Social Responsibility (CSR) have become increasingly important over the last decade. Non - Compliance with stringent emission standards for the manufacturing facilities and other environmental regulations may adversely affect the



business. Manufacturing of Company products involve hazardous chemicals, process and by - products and are subjected to stringent regulations. Proximity of plant locations to residential colonies amidst rapidly changing urbanization dynamics poses additional risk to its business.

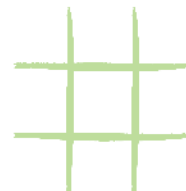
The Company anticipates that environmental laws and regulations in the jurisdictions, where it operates, may become more restrictive and be enforced more strictly in the future. It also anticipates that customer requirements as to the quality and safety of products will continue to increase. In anticipation of such requirements, the Company has incurred substantial expenditure and allocated other resources to proactively adopt and implement manufacturing processes to increase its adherence to environmental quality standards and enhance its industrial safety levels.

At Jubilant, the challenges due to Company's operations related to EHS aspects of the business, employees and society are mapped and mitigated through a series of systematic and disciplined sets of policies and procedures.

BUSINESS INTERRUPTION DUE TO FORCE MAJEURE

The Company's core manufacturing facilities for a majority of its business are concentrated at Gajraula, Kapasan, and Savli. Any disruption or stoppage of work at these facilities, for any reasons, may adversely affect our business and results of operations not just for this but other business segments which depend on supplies from these plants. Industrial All Risk insurance protection has been taken by Jubilant to ensure continuity in its earning capacity. Besides, the presence of a majority of the workforce in the residential colony adjoining our plant premises ensures sustenance of plant operations under challenging circumstances.





2.1 Organisational Profile

Jubilant Industries Limited is the flagship Company of the Jubilant Bhartia group. Jubilant Industries Limited is public limited company with listing on BSE Limited and National Stock Exchange of India Limited (NSE). Its wholly owned subsidiary Jubilant Agri and Consumer Products Limited (JACPL) is engaged in the business of Agri Products comprising of wide range of crop nutrition, crop growth and crop protection, Performance polymers comprising of consumer products, Food Polymers, latex such as Vinyl Pyridine, SBR and NBR latex and Retail comprising of hypermarket stores. 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 reported consolidated Revenue of ₹ 9,945.71 Million including other operational income, EBITDA of ₹(20.39) Million before exceptional items & Net Profit of ₹ 249.09 Million in FY 2013 - 14¹. The Basic EPS for FY 2013 -14 was ₹ 21.02.

Our Agri Products business reported revenue of ₹ 1,928.69 Million and Performance Polymer business reported revenue of ₹ 3,492.47 Million. The total capitalisation broken down in terms of debt and equity is ₹ 2,099.4 Million and ₹ 1,714.45 Million respectively.

As on March 31, 2014 total number of 660 employees was employed by the Company.

CORPORATE OFFICE AND REGISTERED OFFICE

The Company's Corporate Office is located in pristine building at following address;

CORPORATE OFFICE: Plot No. 1A, Sector 16A, Institutional Area, Noida - 201 301, Uttar Pradesh, India, Tel: +91 - 120 - 7186000 Fax: +91 - 120 - 7186040 - 7186140

REGISTERED OFFICE: Bhartiagram, Gajraula - 244 223, District Amroha, Uttar Pradesh, Tel: +91 - 5924 - 252351 - 60, Website: www.jubilantindustries.com

MANUFACTURING SITES AND RESEARCH AND DEVELOPMENT (R&D)

Jubilant Industries Limited has geographically diversified manufacturing sites situated across India.

The following are the 5 manufacturing sites where the Company's products are manufactured and all these sites are located in India.

MANUFACTURING SITES

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

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

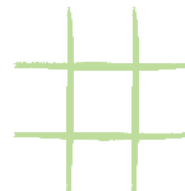
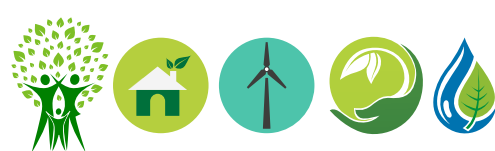
Gujarat - Block 133, Village Samlaya, Taluka Savli, Distt. Vadodara - 391520, Gujarat, India

Maharashtra - Village Nimbut, Rly. Stn. Nira, Distt. Pune - 412102, Maharashtra, India

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.



¹These financials include figures from Retail business also.



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.

The Company has membership in following organisation/ Committee;

- 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)

LEADERSHIP POSITION:

The Company has achieved Global Leaderships in its various product brands based on our internal assessment.

Jubilant Industries Limited has following subsidiary and business divisions;



FOOD POLYMERS

No.1 in India and amongst the top 3 players globally for SPVA in solid form for chewing gum base



LATEX PRODUCTS

No.1 in India and amongst the top 3 players globally for Vinyl Pyridine (VP) Latex for automobile tyres and conveyor belt.



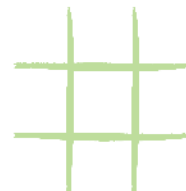
AGRI PRODUCTS

One of the leading and preferred brand of Single Super Phosphate (SSP) fertilizer and a significant Agro nutrient player with umbrella brand "RAMBAN"



CONSUMER PRODUCTS

Consumer brand "JIVANJOR" is one of the leading brands in India in consumer adhesives and a significant player in the Indian wood finishes market



- **JACPL**

- Food Polymers
- Latex Products
- Agri Products
- Consumer Products
- Hyper Market Retail Business
- Indian Made Foreign Liquor (IMFL) Bottling Plant

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

- **FOOD POLYMERS**

Jubilant Industries Limited is one of the three major global suppliers of SPVA under the trade name of **VAMIPOL**. SPVA is the major raw material for making gum base for chewing gum and bubble gum. The product is manufactured at a modern “state of art” manufacturing facility at Gajraula (UP). All grades of SPVA have been developed by extensive in - house R&D efforts and technology improvements and comply with the Food Chemical Codex V and US FDA Regulations - 21 CFR 172.615. The products as well as the manufacturing facility are accredited with BRC, ISO 9001, ISO 14001 and OHSAS 18001 certifications and also are Kosher certified.

Jubilant Industries Limited boasts of a customer profile which includes the market leaders worldwide, in the chewing gum industry. Some of these are - The WM Wrigley Jr. Company, Cadbury (The Kraft Foods Company) & Perfetti Van Melle Company. Jubilant Industries Limited is a member of ICGA (International Chewing Gum Association).

- **LATEX PRODUCTS**

Jubilant Industries Limited manufactured **ENCORD** is well established brand as No. 1 in India and globally within the top 3, for manufacturing **VP Latex** used in dipping of tyre cord and conveyor belt fabric. It is designed to provide a strong bond between synthetic fabrics (nylon, rayon, polyester, glass fiber and aramid) and rubber compounds (NR, SBR, CR, NBR) and with the capability to withstand the most stringent service conditions of automobile tyres, conveyor belts, V - belts, and other fabric reinforced rubber applications. Also **SBR Latex** is used in tyre cord fabric.

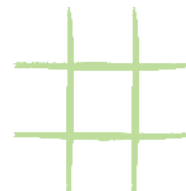
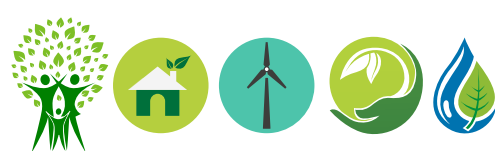
ENCORD NBR LATEX has excellent resistance to hydrocarbons, oils and plasticizers with better heat and temperature resistance. It is basically used in Gaskets in cellulosic paper and fibers, in various adhesives and primers, lining pads in automobiles, beater wet adhesion and paper saturation.

The Latex products are pre - registered and registered in - compliance with European REACH stringent regulations.

- **AGRI PRODUCTS**

‘Ramban’ is the umbrella Brand for the agricultural products like plant nutrition products, crop growth regulators and crop protection products. It is widely accepted by farmers for its quality, consistency and reliability. Jubilant is one of the largest manufacturers of Single Super Phosphate (SSP) fertilizer in India.

- **Crop Nutrition** – Fertilizers and its related products support in increasing crop yield through root and shoot development and providing soil conditioning and resistant capability against crop diseases.
 - Key brands include ‘**Ramban**’ **SSP** (PSSP & GSSP), **BENTOSULPH** (Bentonite Sulphur 90%), **Organic Granular Fertilizers - RAMBAN SHAKTI ZYME, RAMBAN NUTRA VITA, Nutra Plus** (Water Soluble NPK 20:20:20 & 19:19:19), **NUTRI MIX** (Micro - nutrient mixture), **NUTRA K**,



NUTRA PLUS - MAP, Ramban ZINC - 33% , Ramban SHAKTI ZYME and Sulpha Gold (Sulphur 90% DP)

◦ Recently we added a new product in our Portfolio - **NutraVita**, an Organic Granular Fertilizer which when applied along with any complex fertilizer improves the overall health of the crop in both vegetative & reproductive phases.

- **Crop Growth Regulator** – Balances crop life cycle stages, ensure right growth of plant and balance the maturity by regulating the unwanted vegetative growth.

◦ Key brands include **VAM C** (Chlormequat chloride 50% SL), **Power Plus 500 – Granules** (Triacntanol 0.05% granules), and **RIPEX** (Ethephone 39% SL).

- **Crop Protection products** – The Company offers wide range of products for crop protection against insects, pests, weeds and fungus. These help in plant protection in various stages including from seed sowing to harvesting.

◦ **Fungicides** – Used for protective as well as curative action and help to control fungal diseases

Key brands include **VOZIM** (Carbendazim 50% WP), **HEXON PLUS** (Hexaconazole 5% SC), **VOZEB M - 45** (Mancozeb 75% WP), **PROZOL** (Propiconazole 25% EC), **VOZIM** (Carbendazim 50% WP) and **VOZIM PLUS** (Carbendazim 12% + Mancozeb 63% WP)

◦ **Insecticides** effectively guard against chewing and sucking insects

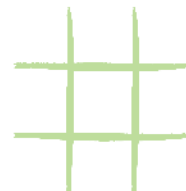
Key brands include **IKON** (Imidacloprid 17.8%, SL), **CARTEX** (Cartap Hydrochloride 4% GR), **ALTER** (Alphamethrin 10% EC), **RAIDER** (Chlorpyrifos 20% EC), **BUPRO - ZIN** (Buprofezin 25% SC), **FIPRO** (Fipronil 0.3% GR), **ACURA** (Acetamiprid 20 % SP), **ACTIVE** (Acephate 75% SP), **JILTARA** (Thiamethoxam 25% WG), **LOREN PLUS** (Lambda - Cyhalothrin 5% EC) and **TRAIL** (Triazophos 40% EC)

◦ **Herbicides** control unwanted weeds growth.

Key brands include **FIRE** (Pretilachlor 50% EC), **CLODINOX** (Clodinofof Propargyl 15% WP)

- **Industrial Chemicals** produced are **Sulphuric Acid** (H_2SO_4 98.4%) and **Sodium Silico Fluoride** (Na_2SiF_6 [Technical Grade]). They have wide application in industrial processes.

- **Feed Supplement** - DCP (Di Calcium Phosphate) which is a feed grade for dairy and poultry nutritional requirement.



JACPL OPERATIONAL AREAS FOR AGRIBUSINESS

- Domestic – Uttar Pradesh, Uttarakhand, Haryana, Punjab, Madhya Pradesh, Rajasthan, Bihar, Maharashtra.
- Export - Nepal

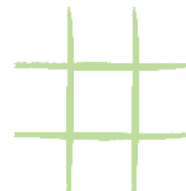
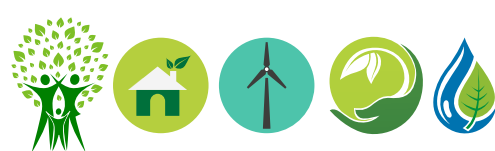
DISTRIBUTION NETWORK FOR AGRICULTURAL PRODUCTS

The Company's consignee warehouses are located on the locations indicated in the figure to ensure the smooth and efficient supplies to our customers. The Company's has widespread dealer network of around 1000 registered and 8000 associated retailers for distribution of their Agri products to the farming community in Uttar Pradesh, Uttaranchal, Punjab, Haryana, Rajasthan, Madhya Pradesh, Maharashtra, Bihar



SOME OF OUR PACKED AGRI AND AGROCHEMICAL PRODUCTS





CONSUMER PRODUCTS

Consumer products under the brand “**JIVANJOR**” has respectable market presence and known for its product quality with the influencers and consumers. It covers woodworking solutions i.e. adhesives & wood finishes,

- ‘**JIVANJOR**’ **wood adhesives** products are very popular and an effective assembly adhesives in the woodworking industry. Our water based adhesives comprise of **Water Shield, Lamino, All Rounder, Vamicol, Polystic, Hero, and Vambond Excel**. They are white adhesive which conforms to D2 of EN204. These are ready to use adhesives which set rapidly at room temperature & offer superior bond strength to users. ‘**JIVANJOR**’ also offers contact adhesive **SR plus** which is a synthetic rubber based adhesive for exceptional fast drying and vertical lamination.
- ‘**JIVANJOR**’ offers complete **wood finishes** system, stains and ancillaries for decoration & protection of wooden furniture. The wood finishes system includes **Polyurethane finish, Melamine Non Yellowing finish, Melamine finish, Nitrocellulose finish & PU Alkyd finish**. These systems offer exceptional fast drying properties, tough coatings and superior resistance. ‘**JIVANJOR**’ also offers a wide range of stains that can be mixed to generate unique colors to suit every desire. ‘**JIVANJOR**’ offers ancillaries like sealers & thinners required for the purpose of successful application.

DISTRIBUTION NETWORK

Consumer Products Division has India wide distribution channel with offices located in main business markets

Noida - B-5, Sector 2, Noida - 201 301, Uttar Pradesh, India

Mumbai - 1st Floor, Transocean House, Lake Boulevard, Hiranandani Business Park, Powai, Mumbai - 400 076, Maharashtra, India

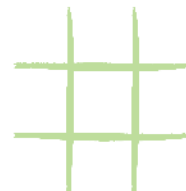
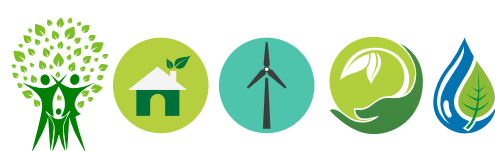
Hyderabad - 304 & 305, Doshi Chambers, Basheerbagh, Hyderabad - 500 029, India

Bangalore - 2nd Floor, Shah Sultan Complex, 17, Cunningham Road, Bangalore-560 052, Karnataka, India

Chennai - 2nd Floor, JVL Plaza, 626, Anna Salai, Teynampet, Chennai - 600 018, Tamil Nadu, India

Kolkata - 2nd Floor, Rawdon Chambers, 11-A, Sarojini Naidu Sarani, Kolkata - 700 017, West Bengal, India





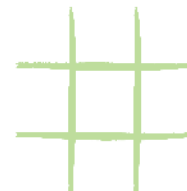
SOME OF OUR PACKED CONSUMER PRODUCTS



IMFL BOTTLING PLANT

Jubilant Industries Limited has bottling operations for established liquor brands. The Company has been manufacturing IMFL products for the various established brands in India, engaged in liquor business. Our capacity is 100,000 cases per month for IMFL. With a configuration of 5 automatic /semi - automatic lines we can handle all sizes of bottles.

All lines are equipped with required Vats for storage of ENA and labelling machines which provides flexibility for bottling various sizes of IMFL. We have fully equipped, state of art laboratory to support our bottling plant. Our products get manufacture at our plant in Nira.



2.2 Awards and Recognitions



JACPL Kapasan Plant received 'Letter of Appreciation' from Honourable Cabinet Minister Dr. Girija Vyas in recognition of the CSR activity at Chittorgarh district level for community health and family planning activities in villages of plant vicinity.



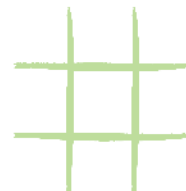
JACPL Gajraula Plant has been declared as Winner of prestigious GreenTech Safety Award 2013 – Silver Award – Chemical Sector for their outstanding achievement in Safety Management System consecutively for two years.



JACPL Gajraula Plant has been declared as Winner of Silver Category – 2013 for India's Prestigious "14th ANNUAL GREENTECH ENVIRONMENT AWARD" in Chemical sector for outstanding achievement in Environment Management System for the year 2013.



JACPL (Raipur CPD Team) has received the prestigious "Best Cooperation Award" from the Raipur Plywood Traders Association and JACPL (Indore CPD Team) has received the "Sanmaan Patra" from the Plywood & Laminate Vyapari Association of Indore in recognition of active involvement of the "Jivanjor" brand in joint marketing initiatives with the plywood dealers to enhance brand salience and increase territory sales.



2.3 Vision, Values and Promise

The 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 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

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**.



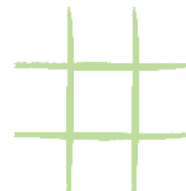
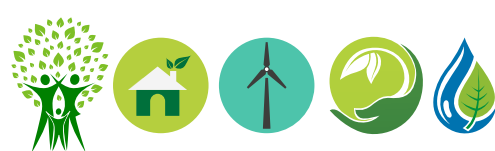
We stretch ourselves to be cost **effective** and efficient in all aspects of our operations and focus on **flawless delivery** to create and provide the best value to our stakeholders.



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's journey is led by its core values to deliver its promise of Caring, Sharing, and Growing

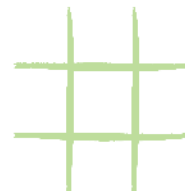
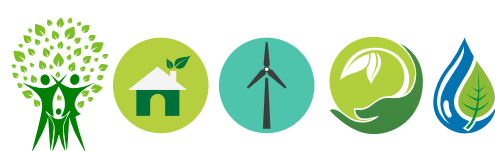
OUR PROMISE
Caring, Sharing, Growing

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 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
- Code for Prevention of Insider Trading





SUSTAINABILITY MISSION

Jubilant Industries Limited strives for Sustainability through good Corporate Governance practices.

The Company will support Sustainability to meet Environmental, Economic and Social needs without compromising the progress and success of future generations.

December 05, 2010

Hari S Bhartia
Chairman



CLIMATE CHANGE MITIGATION POLICY

Jubilant Industries Limited believes in Sustainable Development and recognises the risk of Climate Change. The Company is committed to reduce carbon emissions and aims to:

- Create awareness among employees, their families, customers and community around the plants on climate change issues
- Implement energy conservation measures
- Reduce Greenhouse Gas emissions through process optimization and pollution prevention
- Use advanced information technology to reduce travel related emission
- Raise greenery & plantation in the plant and its vicinity

We shall endeavour to mitigate Climate Change by these initiatives.

December 04, 2010

Priyavrat Bhartia
Director



GREEN SUPPLY CHAIN POLICY

At Jubilant Industries Limited, we are committed to strive for enhancing the Greening of Supply Chain in collaboration with our Partners in Progress for long term Sustainability and we will work the partners to:

- Protect the environment by creating awareness to reduce, reuse and recycle resources
- Educate Partners to say no to child labour and reduce Greenhouse Gas emission
- Adhere to Environment, Health & Safety compliance

March 01, 2013

Videh Jalpuria
Managing Director



ENVIRONMENT, HEALTH AND SAFETY POLICY

Jubilant Industries Limited is committed to environmental protection and observes high standards of Health & Safety (EHS).

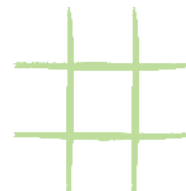
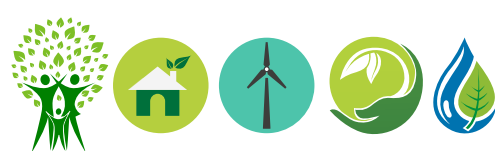
We shall accomplish this by striving to:

- Comply with regulatory standards on Environment, Health and Safety
- Optimize resource utilization and reduce waste & emissions
- Identify, minimize and control safety hazards
- Ensure safe & healthy work environment
- Monitor EHS performance for continual improvement
- Promote EHS awareness among employees, contractors, suppliers and community around the operations
- Communicate EHS performance to internal and external stakeholders

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

March 01, 2013

Videh Jalpuria
Managing Director



3.1 Report Profile, Scope and Boundary

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2013 to March 31, 2014 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, 2012 to March 31, 2013 and was GRI ALC checked and provided with A+ Level of Reporting on May 29, 2013.

This report will be published on annual basis along with the Annual Report of the Company. The core and additional performance indicators of GRI 3.1 guidelines are included in the report as per the materiality 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. Guidance on Defining Report Content and the associated Principles and the Technical Protocol: 'Applying the Report Content Principles' of GRI 3.1 requirements have been referred and applied for preparing the report. Guidance on Defining Report Content and the associated Principles and the Technical Protocol: 'Applying the Report Content Principles' of GRI 3.1 requirements have been referred and applied for preparing the report.

A multi dimensional process to capture core 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.

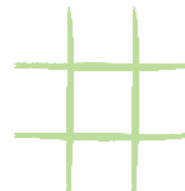
The report is structured in six major focus areas which are the essential elements of sustainability related to the Company's business. However, other required details are also covered. The focus areas are:

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

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.

The materiality for the significant areas has being collated for the reporting period. 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. The support and guidance is always provided to them for their capability building.

The report covers all the 5 manufacturing sites i.e. Gajraula & Sahibabad in Uttar Pradesh, Kapasan in Rajasthan, and Samlaya in Gujarat and Nira in Maharashtra 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. Performance for Retail Business is not considered for reporting except for Financial Performance. The report includes all major activities which have significant impact on sustainability. However, certain aspects such as 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 car pooling to employees at Corporate Office. The Company has provided 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 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.

All resources consumed are based on actual measurement. However, in the absence of continuous monitoring system for stack emission, sample data have been used in the respective monitoring period to derive the results. 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 2013 - 14) classification.

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

Girish Yadav

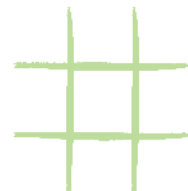
Senior Manager EHS

Address: Jubilant Industries Limited, Plot No. 1A, Sector 16A, Noida – 201 301, Uttar Pradesh, India

Phone number: + 91 120 7186188

Email: jil_sustainability@jubl.com





3.2 Stakeholder Engagement

Stakeholder engagement is carried out in line with the inclusivity principles to identify the material issues that impact them and the organisation.

Consumer Meets such as Bandhan are organised to engage carpenters and directly understand their queries for the product performance. These work to further propagate the product reach to more consumers, dealers and construction and building maintenance business.

Online feedback are also taken from consumers and dealers for the product performance and complaints received are responded and addressed.

Organising farmer meetings, farmer consultations, jeep campaigns, retailer meetings, field demonstrations, soil testing, Kisan Melas and other knowledge sharing cum promotional activities and consumer engagement process was deployed to educate our products and enable the farmers get better crops yield and higher returns. Company in return gets satisfied customers who will again buy and recommend others to buy our products.

Employees are trained through awareness campaign on Sustainability Issues such as Energy Conservation, Water Conservation, Waste reduction and elimination measures and Green House Gas impact and reduction measures.

Employees participate in the reduction programmes such as switching off the lights when not needed, make process modification to reduce energy losses and improve productivity.

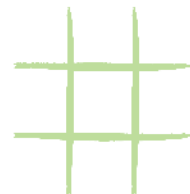
Work place Health and Safety aspects of employees are of significance for company business. Management and employees jointly participate on reducing the risk with the control of hazards. Safe Operation Procedures are developed after reviewing the hazards through techniques such as HAZOP. Employees and contract personnel are trained on these procedures to avoid any exposure to the hazards and any likely incident that may cause injury.

Occupational Health monitoring of employees enables no significant health impact due to the plant process operation.

Community in vicinity of plant always look to plant operations for supporting their livelihood. Plant emissions and material handling vehicle movements are of general concerns. Plant personnel take proactive measures to avoid any significant plant emissions and have controlled processes for vehicle movements ensuring no spillage, leakages, release of chemicals to community. Medical surveillance camps, livelihood educations and training programs for skill capability building and supporting self help groups are other forums of engaging community for sustainability material issues. Capability building is done for different crops cultivation, soil testing and technical consultation provided through renowned agency for right crop cultivation increasing crop yield.

Regulatory approvals and compliance for business sustenance is monitored and compliance adhered and reviewed at all levels up to the top leadership and Board. Any business proposition for capacity increase is reviewed for all legal approvals and all the necessary safety measures and budgetary provisions are made in the project proposal for legal compliance and employee safeguards.

Contractors engaged for project as well as for operation and maintenance (O&M) tasks are equally likely to be exposed for the plant hazards and are more vulnerable as they lack adequate education level and understanding to take proactive control measures. Hence contract agreement / job order contain clauses



to safe guard the contract personnel for their health and safety. They need to have their systems for training and retraining of their personnel, on job monitoring, PPE provisions, Job hazards analysis and hazard control measures incorporated before commencing tasks. Their job performance is monitored and accordingly actions taken for any significant deviations to the extent of reviewing their job orders.

Prioritizing for significant material issues is carried after review of risks and opportunities with the levels for significance of stakeholders and significance for organisation. The material issues having high level of sustainability significance aspect are addressed with high priority. Corrective and preventive action plans are made to resolve them. Accordingly the medium level of significance aspects are reviewed for any likely future or unexplored material issues that become high level of significance either to stakeholder or organisation. Such material issue are noted in Report and plans to be made to address the issues if they occur.

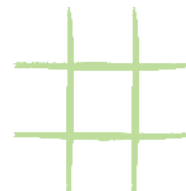
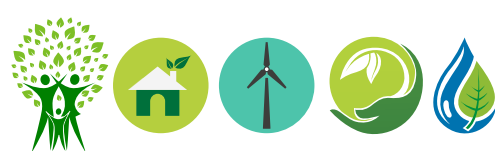
The key material issues identified are listed below;

- Plant Sustainability Issues
 - Energy Conservation
 - Water Conservation
 - Waste reduction & elimination measures
 - GHG emission and its reduction measures
- Workplace Health and Safety aspects
 - Hazards Identification, Risk Assessment and Control
 - Safe Operation Procedures
 - HAZOP study
 - Training of personnel
 - Occupational health monitoring
 - Contractor training and work review
- Community concerns
 - Support for livelihood & employment – livelihood education and training program for skill capability building and supporting self help group
 - Plant emission and discharge – plant process controlled to meet compliance requirement
 - Material handling vehicle movement
 - Health impacts – medical surveillance camps organised

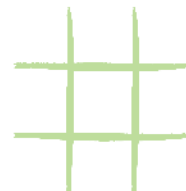
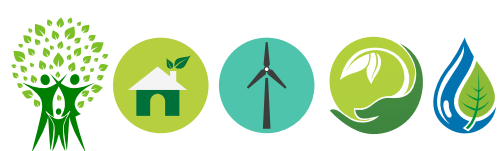
- Regulatory approval and compliance

The key material issues are also identified from following;

- Queries from Carpenters on Wood Finish and Adhesives Product performance
- Feedback from Consumers and Dealers for product performance and Complaints
- Awareness and education of farmers on Company products – fertilizers, Organic Nutrition, and Agrochemicals, field visits, farmers meetings, soil testing and recommending steps for better yields



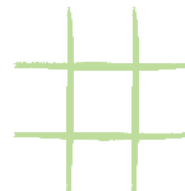
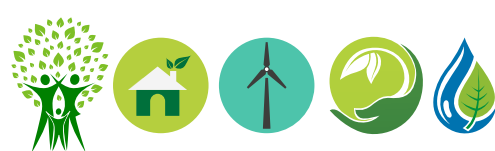
S.N.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Material Issues identified / Feedback received / Action taken
1	Consumer products/ Latex/ SPVA - Customers / Consumers Distributors / Dealers	Customer meet e.g. Carpenter Meet / Bandhan, Survey Online Feedback	Continual Continual	Time to time regular carpenter meets are conducted at various dealers points, where in the carpenters are informed about any new products introduced. Feedbacks are taken on our products and any problem faced by them is taken into consideration. Besides this we also use carpenters meet as a platform for enrolling them for our relationship management drive (Bandhan). Bandhan is a platform where carpenters are enrolled and are encouraged them to earn reward points and encash these reward points for lucrative gifts. Through Bandhan we encourage carpenters for long term association with Company and its products, which in turn will be beneficial for both Company and carpenters.
2	Farmers and Fertilizer/ Agrochemical Retailers	Field Visits, Jeep campaigns, Spot farmer meetings, Crop specific literatures & posters, Spot Soil testing kits	Continual	Regular interface with the farmer community to educate them about the best farming practices, fertilizers usage etc as per soil need, leading to higher yield and better quality of the produce. The feedback received during such interface helps the Company to improve and develop products aimed at farmer requirements.
3	Employees Employees / Contractors	Training / Awareness Campaign Medical Examination Safety Committee Meetings	As per Plant Training Plan (Monthly) World Environment Day (June 5, 2013) Safety Week (March 4, 2014) Annually (all employees) / Six Monthly (employees engaged in hazardous process) Quarterly	Energy Conservation and Green House Gas impact and reduction measures, Water Conservation, Waste reduction and elimination measures, Trees Plantation Work place Health and Safety, Hazards Identification and Risk control measures such as HAZOP, Safe Operation Procedures Occupational Health monitoring Safe Workplace practices, Unsafe Acts and Unsafe Conditions tracking and performance improvement



4	Community / Villagers in vicinity of plants	<p>Community Interface Meet</p> <ul style="list-style-type: none"> - Meeting with PRIs, Opinion Leaders from the local community. - Regular Meeting with local Community through (Project Coordinator Community development), Krishi Paatshaala 	<p>Annual</p> <p>Regular (On day to day basis)</p>	<p>Community Expectation from the Company and respective Social Initiatives implemented in villages in plant vicinity;</p> <p>A) Enhancing crop production: Through Krishi Paatshaala farmers are educated on crop pattern including use of chemicals and fertilizers.</p> <p>B) Cattle health improvement for sustainable economy: Through Krishi Paatshaala, AI services for cattle rearing and expert assistance in breeding and other activities related to cattle care.</p> <p>C) Enhancing employability through skill development: Vocational Training Program</p> <p>D) Strengthening local education system: Project Muskaan - Strengthening Govt Rural Primary Education System</p> <p>E) Supplementing basic healthcare facility: Swasthya Prahari Program and health camps</p>
5	Regulatory Authorities	Compliance reporting	Monthly as well as Annually (consolidated)	EHS Acts & Rules and Approvals compliances


Corporate Sustainability Report exemplify to all users - stakeholders, other business organisations and general public the Company's commitment towards environmental and social issues faced and steps taken to resolve the issues as responsible organisation. The report is shared with all the relevant stakeholders including shareholders, suppliers, community head, and officials of regulatory agency, industrial associations and B2B customers. It is also available on Company website for access to public. All stakeholders are expected to use them. The material issues addressed for priority actions and significance levels reflect the Company opportunities areas for improvement and development activities. The report also enables stakeholders to provide feedbacks and address material issues that may support organisation business.





3.3 The Assurance


This report is verified and Assurance provided by M/s Ernst & Young LLP. The Assurance Statement is included below.



EY
Building a better
working world

Ernst & Young LLP
Golf View Corporate Tower - B
Sector-42, Sector Road
Gurgaon -122 002
Haryana, India

Tel : +91 124 464 4000
Fax: +91 124 464 4050
ey.com



The Management and Board of Directors
Jubilant Industries Limited
1-A, Sector 16-A
NOIDA 201301
Uttar Pradesh, India

Independent Assurance Statement

Ernst & Young LLP (EY) was engaged by Jubilant Industries Limited (the 'Company') to provide independent assurance on its Corporate Sustainability Report 2013-14 (the 'Report') covering the Company's sustainability performance during the period 1st April 2013 to 31st March 2014.

The development of the Report based on the Global Reporting Initiative (GRI-G3.1) Guidelines, its content, and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Assurance standard

Our assurance is in accordance with International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000), and our conclusions are for 'limited' assurance as set out in ISAE 3000.

Scope of assurance and methodology

The scope of our work for this assurance engagement was limited to review of information pertaining to environment, health & safety (EHS) and social performance for the period 1st April 2013 to 31st March 2014. We conducted review and verification of data collection/ measurement methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

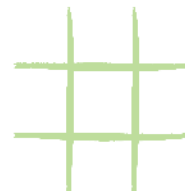
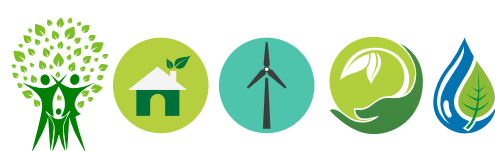
- Review of consistency of data/information within the report as well as between the report and source;
- Review the level of adherence to GRI G3.1 Guidelines, the reporting framework followed by the Company in preparing the Sustainability Report;
- Execution of an audit trail of claims and data streams, on a selective basis, to determine the level of accuracy in collection, transcription and aggregation. Plants of the Company at Gajraula & Samlaya were visited for this purpose apart from Head/Corporate Office at Noida.
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development.

Limitations of our engagement

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2013 to 31st March 2014);

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A member firm of Ernst & Young Global Limited. Regd. Office: 22, Camac Street, Block 'C', 3rd Floor, Kolkata - 700 016
EY refers to the global organization, and/or one or more of the independent member firms of Ernst & Young Global Limited



- Review of the 'economic performance indicators' included in the Report which, we have been informed by the Company, are derived from the Company's audited financial records;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

Our assurance team and independence

Our assurance team, comprising of multidisciplinary professionals, was drawn from our Climate Change and Sustainability network, and undertakes similar engagements with various Indian and international companies. As an assurance provider, EY is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. EY's independence policies and procedures ensure compliance with the Code.

Observations

During our review, we observed that Company has compiled the Report on the basis of GRI-G3.1 Guidelines of the Global Reporting Initiative. It was observed that the data monitoring and calculation methodology for sustainability parameters is fairly robust.

Conclusion

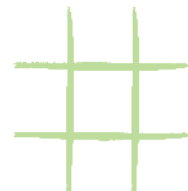
Based on our scope of review and approach, nothing has come to our attention that causes us not to believe that the Report covers a broad range of environment, health & safety (EHS) and social issues that are relevant to the sustainability performance of the Company.

Ernst & Young LLP


Sudipta Das
Partner

Dated: 26 June 2014

Place: Kolkata



4.1 Corporate Governance

Transparency and Accountability is the main indicator of good governance, while good governance is a pre-condition in achieving sustainability. In fact, Jubilant Industries Limited firmly believes that transparency and accountability are interrelated concepts and mutually reinforcing. Without transparency there couldn't be any accountability. Unless there is accountability, transparency would be of no value. The existence of both contributes to an effective, efficient and equitable management.

Transparency refers to sharing information and acting in an open manner. It allows stakeholders to gather information that may be critical to uncovering issues and their interests. Transparency is built on the free flow of information. Processes, institutions and information are directly accessible to those concerned with them, and enough information is provided to understand and monitor them. Accessible information means more transparency.

The Board of Directors of the Company is the apex governing body responsible for framing and implementing corporate governance policies. The Board, with the objective of creating sustainable value for all stakeholders, provides vision to the Company and oversees the management's decisions. The Board has fostered a spirit of constructive criticism and created a culture of transparency throughout the organisation. Jubilant Industries Limited's operations are looked after by the Highest Executive Officer of the Company, who is Managing Director. The Managing Director is not a promoter or founder of the Company.

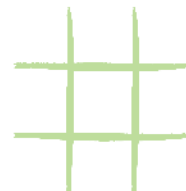
The Non-Executive Independent Directors are paid sitting fees to meet the expenses incurred by them in attending the Board meetings, which is duly approved by the Board of Directors and is in accordance with the Government guidelines. Further, the Non-Executive Independent Directors are also paid commission on an annual basis, in order to compensate them for their time and effort. Such commission is subject to the approval of Board and Shareholders of the Company.

Presently the Company has not adopted a formal method for evaluating the performance of Non-Executive Board members. However, the performance evaluation of the Executive Board members is done based on the results achieved in their respective areas. 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, Investors Grievance Committee, Compensation Committee and Remuneration Committee to meet regulatory requirements as well as to discharge critical functions delegated by the Board. Some of the other Committees are Finance Committee, Listing Committee, Corporate Governance Committee, Sustainability Committee and Restructuring Committee.

There are informal 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 nine Directors, seven are Non-Executive and five Directors are Independent. Six Directors are in the age group of > 50 years and 3 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.



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. There is no formal written policy for conflict resolution. The conflicts within senior management level are resolved through informal channels. The Board changes that occurred recently are mentioned here. Ms. Shivpriya Nanda was appointed as an Independent Director on the Board with effect from February 5, 2014.

Sustainability Committee monitors Economic, Environment and Social performance parameters including risks associated with them as well as for taking strategic initiatives for mitigation of Climate Change and the risks associated.

The Board/Committees regularly monitor:

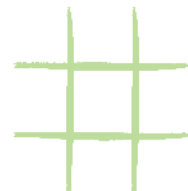
- Internal Audit Reports
- Risk Management Processes
- Business Strategy and long term plans
- Financial performance
- Foreign Exchange exposures
- Statutory Compliance

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 be also forwarded to all the shareholders along with the Annual Report as well as to other key stakeholders.





4.2 Economic Performance

DISCLOSURE ON MANAGEMENT APPROACH – ECONOMIC

• GOALS & PERFORMANCE

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's process is encouragement for sustainable growth, environment concerns such as energy efficiency improvements, climate change mitigation and community development.

• POLICY

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 at place to trap the feedback percolating from business environment.

Company holds the responsibility of shareholders returns and regular dividends are paid to them. 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 Millennium Development Goals (MDG) 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.

• ORGANISATIONAL RESPONSIBILITY

The responsibility to drive economic growth of the organisation lies with Managing Director and is assisted by capable Business Head, Function Head & Unit Head of the company.

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. The Company has adopted Enterprise Resource Planning (ERP) system for financial accounting and reporting.

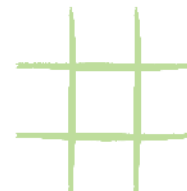
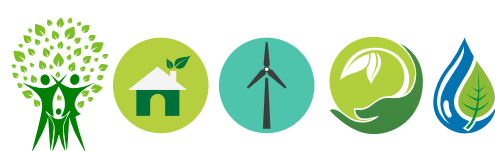
The revenue generation from export is ₹ 1,297.19 Million which is 14.11% of the total revenue generation.

Revenues generated are detailed below;

Revenue generated (₹ In Million)	FY 2012 - 13	FY 2013 - 14
Total Revenue	9,976.12	9,300.33
Agri Business Revenue	2,752.21	1,928.69
Performance Polymer Revenue	3,646.0	3,766.50
Revenue from Retail	3,577.91	3,605.14

The Geography - wise revenue generation from exports is given below:

Sales revenue (₹ In Million)	FY 2012 - 13	FY 2013 - 14
Americas & Europe	856.62	961.26
China	146.97	154.39
Asia & Others	284.36	181.54
Total Exports	1,287.95	1,297.19



The main raw material consumed during the reporting year is as follows; (EN1)

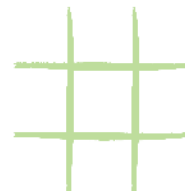
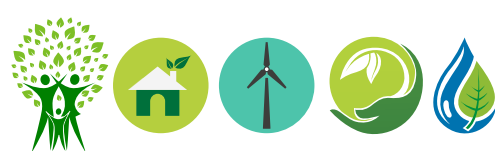
S. No.	Raw Materials Quantity (MT)	FY 2012 - 13	FY 2013 - 14
1	Process Chemicals	2,605.21	4,208.64
2	Rock Phosphate	109,516.00	89,834.24
3	Sulphur and Sulphuric acid	66,500.85	49,164.87
4	Chemicals for Latex	3,536.21	4,485.11
5	Vinyl Acetate Monomer	11,806.85	12,028.32

The details of major expenses for manufacturing such as raw material, power and fuel, advertisement and publicity etc. are given below;

Item (₹ In Million)	FY 2012 - 13	FY 2013 - 14	FY 2012 - 13 (RETAIL)	FY 2013 - 14 (RETAIL)
Purchases – Traded goods	133.38	165.10	2,877.47	2,790.14
Raw and Process materials consumed	3,711.68	3,034.89	5.05	2.26
Power and Fuel	202.26	195.67	74	83.77
Stores, spares, chemicals, catalyst & packaging material consumed	435.30	455.85	12.28	10.22
Processing charges	0.07	-	-	-
Advertisement, Publicity & Sales promotion	59.49	42.89	53.27	56.24
Printing & Stationery	5.18	3.93	5.76	6.97
Communication expenses	8.04	7.80	9.11	7.84
Auditors Remuneration				
- As Auditors	1.18	1.12		
For taxation matters	0.23	0.25	NIL	NIL
For certification/advices	1.38	1.29		
Legal, Professional & Consultancy charges	60.23	51.71	17.78	28.38
Freight & Forwarding	310.95	297.36	14.41	15.46
Total	4,929.37	4,257.86	3,069.13	3,001.28

The staff cost as a percentage of net sales is 10.41% of net sales for the FY 2013 - 14. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

Item (₹ In Million)	FY 2012 - 13	FY 2013 - 14	FY 2012 - 13 (RETAIL)	FY 2013 - 14 (RETAIL)
Salaries, Wages, Bonus, Gratuity & Allowances	447.66	530.42	292.12	361.59
Contribution to Provident Fund & Superannuation Fund	24.59	28.13	21.93	25.58
Staff Welfare Expenses	29.76	34.53	6.83	6.72
Total	502.01	593.08	320.88	393.89



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.

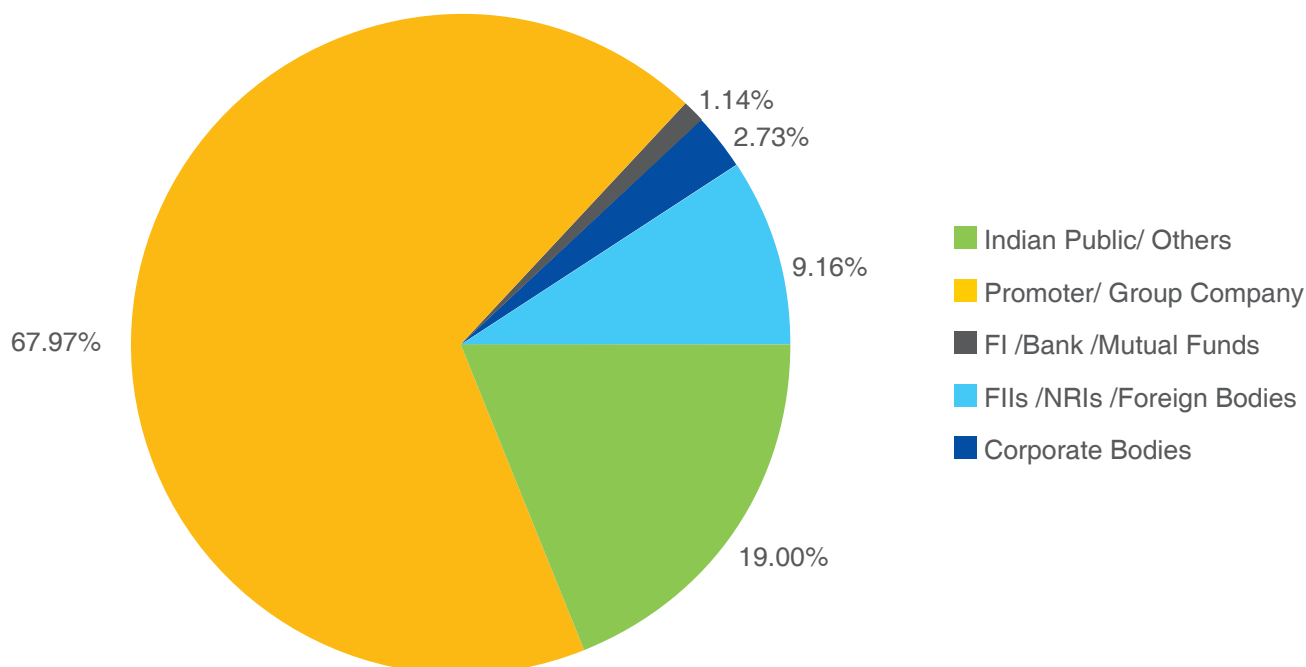
The Company's retained earnings and reserves are ₹ 1,595.95 Million. The dividend payout for the reporting year is NIL.

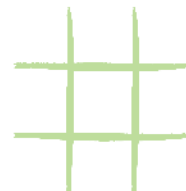
The Company paid taxes related to its products and services to Government of India. These include corporate income tax, excise duty, service tax, sales tax, customs etc. The net taxes paid during the year were ₹ 528.68 Million for year 2013 - 14.

The Company receives subsidies on the sale of fertilizers. During the year, the amount received from the Government against subsidy, is ₹ 799.84 Million.

The Company received export incentives of ₹ 39.59 Million as financial assistance from Government for the year 2013 - 14.

SHAREHOLDING PATTERN OF THE COMPANY AS ON MARCH 31, 2014 IS AS UNDER:





5.1 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, 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. Three manufacturing locations – Gajraula, Sahibabad and Samlaya are certified for OHSAS 18001 and ISO 14001 through accredited auditing agencies. The Company encourages employees to use environment friendly transportation modes for travel to work. The Company also ensures that the transport arrangement provided to employees follow the Road Safety Regulations including its emissions levels to be within the stipulated norms.

Jubilant Industries Limited operations are looked after by the Managing Director. EHS and Sustainability is overseen by Manufacturing Head. At plant level, these activities are performed by a team of EHS personnel which functionally reports to Unit Heads and all Unit Heads report to Manufacturing Head.

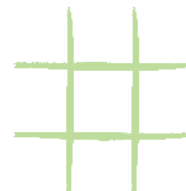
The Board has also constituted a Sustainability Committee for better management of Economic, Environmental and Social Performance as well as initiatives for mitigation of Climate Change.

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.

Manufacturing Head 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 observed / identified, adequate investment and systems are put in place for mitigating the risk and avoiding any environmental degradation caused from company operation. The Company has not been fined for any non compliance of environmental laws and regulations in the year 2013 - 14.

The CO₂ emission is from the 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. CO₂ is also generated indirectly by the use of electricity in various plants.



Various initiatives are taken by the Company to reduce its carbon footprint which includes energy conservation measures. Some of them are mentioned below;

- Provision of VFD for Electrical drives
- Process Improvement
- Use of energy efficient equipment

Through these initiatives Power consumption reduction achieved 452,042.85 Units (KWH), Fuel consumption reduction of HSD 9.59 MT, steam consumption reduction of 551.724 MT (equivalent to 81.75 MT of coal).

Energy consumption reduction achieved through these initiatives 3,589.71 GJ

GHG emission reduction achieved from the above mentioned initiatives 554.59 tCO₂



TFT monitors are being preferred and CRT monitors are disposed as E - waste at Sahibabad plant. They not only support in lower energy usage, but also reduce the eye strains due to low radiations.

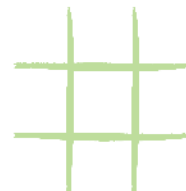
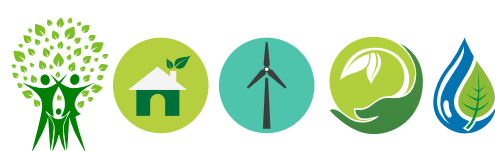
Usage of modern low Energy consumption CFL lighting is encouraged in office and plant areas in an effort towards mitigating Climate Change. It not only reduces the fuels consumption but also supports in long term budget management.

Bureau of Energy Efficiency rated 3 Star Air conditioners have been installed and old non rated air conditioners have been removed from use.

Furnace upgradation carried at Kapasan for Ball Mill feed material heating with improved heat insulation and furnace efficiency.

The Total Direct Energy consumption from fossil fuels is presented in the table.

S. No.	Parameter	Unit	Value in 2012 - 2013	Value in 2013 - 2014
1	Coal	MT	5,731.01	4,743.73
	Energy	Peta Joules	0.1076	0.0890
2	Light Diesel Oil (LDO)	MT	5.33	NIL
	Energy	Peta Joules	0.0002	NIL
3	High Speed Diesel (HSD)	MT	225.58	165.08
	Energy	Peta Joules	0.0098	0.0072
4	Furnace Oil (FO)	MT	442.64	468.10
	Energy	Peta Joules	0.0178	0.0183
Total Direct Energy consumed		Peta Joules	0.1353	0.11517



The Total Indirect Energy consumption is presented below:

S. No.	Parameter	Unit	Value in 2012 - 2013	Value in 2013 - 2014
1	Electricity purchased	KWH	19,092,306	18,249,398.50*
	Electrical Energy purchased	Peta Joules	0.06873	0.06570
2	Steam purchased	MT	13,443.99	13,416
	Energy in form of steam purchased	Peta Joules	0.03764	0.03756
Total Indirect Energy purchased		Peta Joules	0.10638	0.10346

Indirect Energy details have been reported for quantity of electricity purchased and steam purchased.

*The Electricity purchased for year 2013 - 14 also includes the equivalent energy purchased in form of Chilled Water, Compressed Nitrogen and Compressed Air purchased from the Jubilant Life Sciences Limited.

At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Life Sciences Limited. For the reporting period 61,606.84 MT of steam has been generated and supplied to Jubilant Life Sciences Limited amounting to 172,499 GJ of energy. This has reduced 9,128 MT of coal consumption and also avoided 16,577 tCO₂ emissions.

Also one new heat recovery boiler has been installed that has enabled in additional steam generation of 2,921.68 MT thereby reducing 432.89 MT in coal consumption and also avoided 786 tCO₂ emissions.

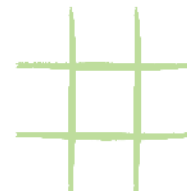
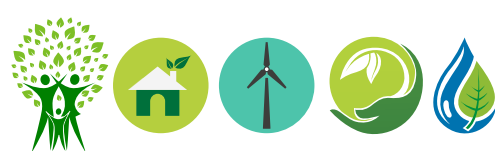
At Samlaya, power and steam is provided by the Jubilant Life Sciences Limited. Steam is purchased from Jubilant Life Sciences Limited, Gajraula to use in SPVA plant process. Electricity is provided by Jubilant Life Sciences Limited to Jubilant Industries Limited and Jubilant Agri and Consumer Products Limited in Gajraula.

At Nira plant, December 14, 2013 was observed as "National Energy Conservation Day". Plant Manager Suryakant Chavan organized all the plant personnel meeting and delivered awareness training on Energy Conservation. All the personnel also took pledge to inculcate behaviour of saving energy both at workplace and in personal life.

ENERGY CONSERVATION PLEDGE

- Saving Energy is my National duty.
- I shall always try to save electricity in my home & in the vicinity.
- I shall switch off the electrical appliances when not needed.
- I will not encourage the theft of electricity.
- I shall use electrical appliances which have higher efficiency e.g. CFL, LED lamps, Star labeled refrigerators, AC's & other appliances.
- I shall use public transport as & when possible & thus contribute in the conservation of fuel.
- I will do regular maintenance of all electrical appliances & vehicles.
- I will encourage the use of renewable energy like Solar, Biogas & biomass wherever possible.
- Thus today I pledge to reduce wasteful use of energy at all the times & all places in the interest of self, company & Nation.





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 behaviour in day - to - day activities like replacement of ordinary lamps with CFLs 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.

The Green House Gas (GHG) emissions are tabled below;

Parameters	Units	Value in 2012 - 2013	Value in 2013 - 2014
Scope 1 – Direct Energy GHG Emissions	tCO ₂ e	12,394.457	10,506.16
Scope 2 – Indirect Energy GHG Emissions	tCO ₂ e	14,891.998	18,804.26

Direct Energy GHG emissions (Scope 1) are calculated referring Intergovernmental Panel on Climate Change (IPCC) emission factor guidelines and Indirect Energy GHG emissions (Scope 2) are calculated using weighted average emission rate NEWNE – table B delineated in Central Electrical Authority (CEA) User Guide Version 9.0 of Ministry of Power, Government of India.



EARTH HOUR 2014, 2030 Hrs, Friday, March 28, 2014

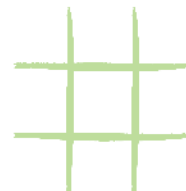
Awareness drive was conducted among employees across plants to participate and support the cause of EARTH HOUR. At Gajraula, one hour power supply shut down was taken by employees in colony.

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. 246.27 kg of HCFC - 22 was consumed in refrigeration and it represents 13.54 kg equivalent CFC - 11 Global Warming Potential (GWP).

Sustainability Committee has been constituted at the Corporate office of Jubilant Industries Limited under the Chairmanship of Managing Director to drive the Sustainability initiatives for integrating with businesses. This is supported by the Corporate team Jubilant Bhartia Foundation respectively.

This Committee works to attain Sustainability as per the Mission, Vision, Promise and Policies on Climate Change, Environment, Health and Safety and Green Supply Chain.



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.

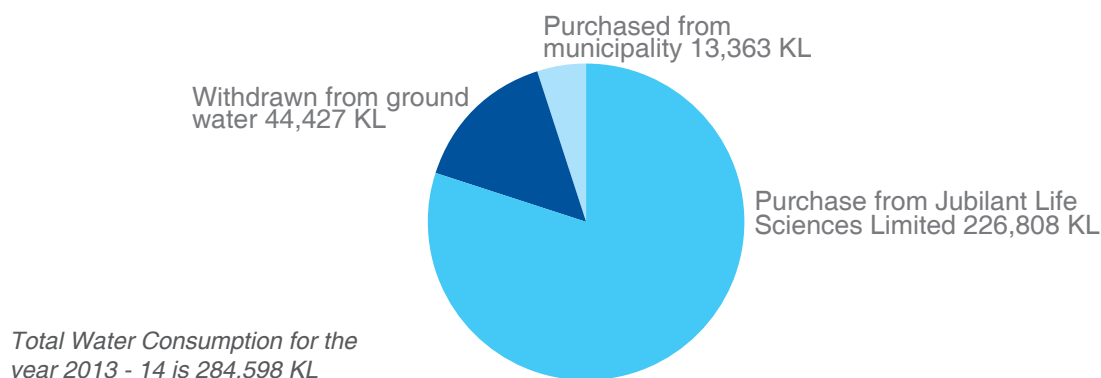
WATER

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.

The water at Gajraula, Nira and Samlaya units are supplied by Jubilant Life Sciences Limited as per the agreement. There is no significant affect reported by withdrawal or purchase of water on the water sources at all plant locations.

Water Consumption FY 2013 - 14 (KL)



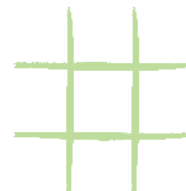
The Company continuously strives to reduce its water consumption and modify processes through R&D efforts. Condensate from the process is recycled and reused. Quantity of waste water recycled and reused both with and without treatment across all 5 manufacturing locations is 34,404.82 KL (12.09% of total water consumed) for the reporting period.

The Company uses rain water harvesting measures to recharge the ground water. At Kapasan, storm water drains have been upgraded to collect larger quantities of rain water in event of heavy rainfall. The storm water is collected into a tank and it is pumped back into process.

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 14,393 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Life Sciences Limited and 21,752 KL of industrial waste water is reused on - site for acid dilution in SSP process



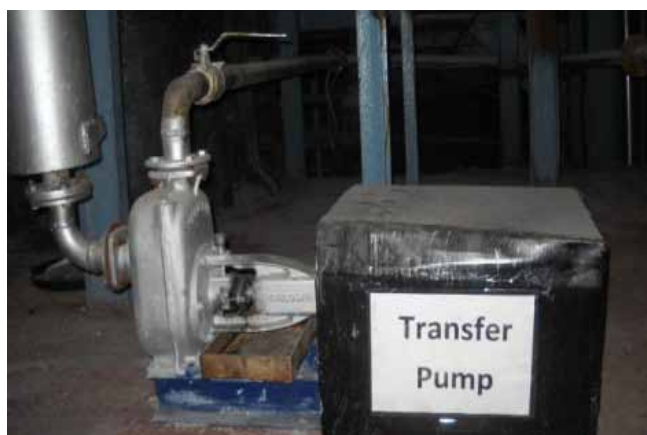
At Gajraula, packaged type skid mounted sewage treatment plant (STP) of 5 KLD capacity was installed and commissioned in fertilizer for treatment of toilet waste water. The STP treated waste water is used for gardening in plant.

At Kapasan 6,920 KL of industrial waste water is reused on - site for acid dilution in SSP process and 687.82 KL of treated waste water from STP was reused in gardening.

At Samlaya unit, 6,001 KL effluent was sent to Jubilant Life Sciences Limited ETP for treatment and 1,854 KL of ETP treated waste water was send to common effluent treatment plant for further treatment and disposal.

At Sahibabad, the treated effluent 1,302 KL was discharged into municipal sewer in accordance with Consent Terms and Conditions issued by the Uttar Pradesh State Pollution Control Board. At Nira, 104 KL effluent was send for treatment to Jubilant Life Sciences Limited ETP.

At Gajraula, process improvement in plant has resulted in reduction of 459.77 KL waste water generation and avoided consumption of 14,933.3 KL of fresh water.

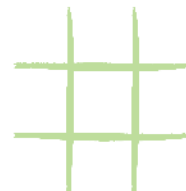


Waste water reduction initiative was undertaken at Sahibabad plant. The portable pumps used for material shifting across plant were replaced with permanently fixed transfer pumps resulting in reduced leakages from pumps, cleaning water uses & manhandling work for pump shifting. It also improved plant housekeeping and reduced repeated cleaning tasks. Waste water effluent generation reduced from 0.15 KL/MT of product for year 2012-13 to 0.12 KL/MT of product for year 2013-14, i.e. 325.68 KL of waste water. Total water consumption reduced by 3,256.76 KL.

Regular environmental monitoring of ETP, STP, stack emissions and ambient air quality and upgradation of environment pollution control equipments and disposal of hazardous waste are included in the overall cost of manufacturing operations at respective units. In the reporting year, the Company's expenditure on environmental protection amounted to approximately ₹ 16.368 Million.

AIR EMISSIONS

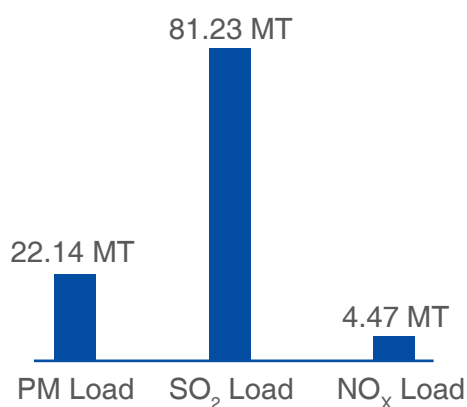
The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance. 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 and Kapasan 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 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 all 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.

DETAILS OF CUMULATIVE AIR EMISSIONS LOAD FROM STACKS OF ALL MANUFACTURING PLANTS FY 2013-14

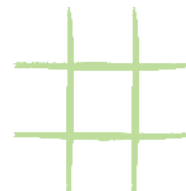
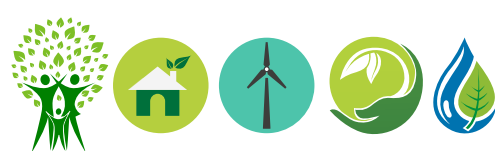


The Company's air emissions load of SO₂, NO_x, and particulate matter (PM) are generated mainly from the usage of fossil fuel and from the process vents in its manufacturing locations. The Company monitors SO₂ as well as NO_x emissions from the stacks placed in its various manufacturing locations.



Team at Gajraula identified opportunities for reduction of SO₂ emission from Sulphuric Acid plant. In June'2013, entire convertor system was cleaned, old catalyst from convertor taken out and screened. 2000 litres of high grade catalyst were provided in different stages of convertor with higher proportion in the final IV & V stages. This enabled better conversion efficiency and led to significant reduction in SO₂ emission (from 2.1 to 1.38 kg/MT of acid) against PCB Permissible limit of 2.5 kg/MT

At Kapasan plant, RCC Road construction within plant has been completed with storm water drains along it. This has helped in controlling fugitive dust emissions during movement of heavy vehicles.



At Kapasan plant, side sheeting has been completed along the outer boundary wall of rock storage yard to control spread of fugitive emission and avoid inconvenience to villagers in plant vicinity.

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.

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 and Kapasan.

At Gajraula during the FY 2013 - 14, Sulphur sludge processed: 144 MT out of which Sulphur recovered: 42 MT and the remaining waste sulphur sludge: 102 MT is reused in SSP plant. Other waste from plant had also been reprocessed and reused resulting in waste reduction by 2.602 MT.

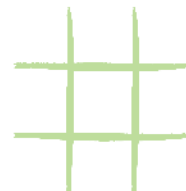
At Sahibabad process improvement has reduced hazardous waste generation by 977 kg.

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.

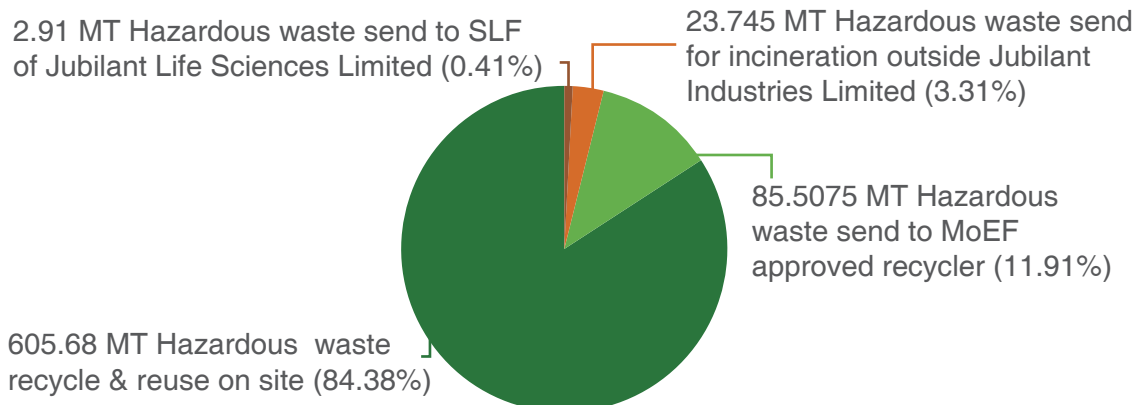
Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) of Jubilant Life Sciences Limited, while the used oil generated from the Company's operation is sold to authorised recyclers. The hazardous wastes during the year were disposed off as per requisite approvals. The hazardous waste generation is maintained in Form 3 as per prevailing laws and the total quantity of hazardous waste generated in the year is 719.29 MT.

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.

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 total quantity of non - hazardous waste sold is 699.92 MT. Total quantity of fly ash sent to landfill is 756.77 MT.



HAZARDOUS WASTE DISPOSAL DETAILS FY 2013 - 14



The Company has developed process for proper disposal of e - waste comprising of discarded, obsolete, or broken electrical or electronic devices. E - Waste generated in the reporting period is 71.14 kg.

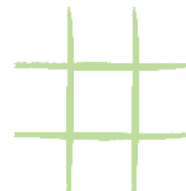
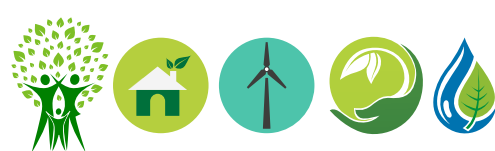
The Company's operation involved lot of chemicals, solvents as well as other aqueous material and waste water. The operations are well equipped with storage, handling and treatment facilities to prevent and protect from any spillage. No significant spillage was reported from any of the plants during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



At Kapasan plant, the dyke of sulphuric acid storage tanks has been upgraded and relining carried out with Acid Resistant Tiles for acid improved protection against spill and leakage containment.

BIODIVERSITY

All 5 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.



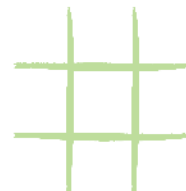
TREE PLANTATION AND GREEN AREA DEVELOPMENT

Initiatives across all 5 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.

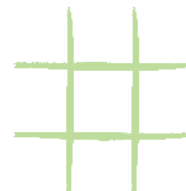
Tree Plantation at Corporate Office





A group of students are seated at long tables in a classroom, focused on writing or reading. A banner in the background reads "Quiz Competition World Environment Day 2013".





5.2 Occupational Health and Safety

The Company's approach to 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 all 5 manufacturing locations. The Company has achieved 2.75 Million Accident-Free Safe Man hours in the FY 2013-14, cumulative for all 5 manufacturing plants. The Company would continue its efforts on safe work practices along with strengthening of safety systems in coming years. 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.

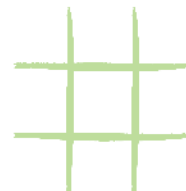
The Company has successfully implemented Observation of Unsafe Acts and Unsafe Conditions across all 5 manufacturing plants. It has strengthened Line Managers in building behavioural safety among the employees and contract personnel. Our Shift Incharge are taking self-ownership to improve workplace safety, issue daily permit to work and ensure their compliance adherence. Training are provided on Behavioural 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 19,163 number of Unsafe Acts and Unsafe Conditions have been observed and corrected.

Safety Motivation

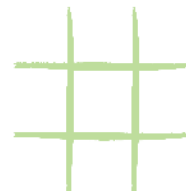
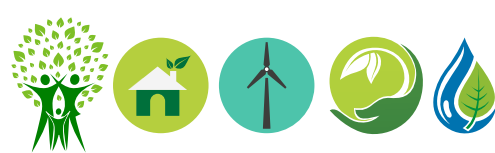
The Company organised various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2014, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

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





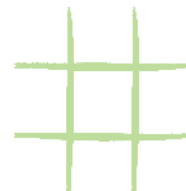
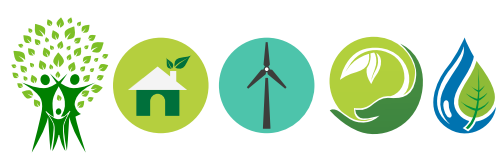
Safety week celebration was carried out at Kapasan plant with activities carried out – Safety Pledge taken by all employees and regular contract personnel, Awareness on different safety topics by HODs, fire extinguishers type and use and safety films on defensive driving was shown and explained to site personnel



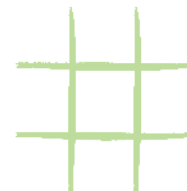
Mock Drill Response carried out on Sunday during Safety Week at Samlaya plant



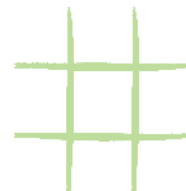
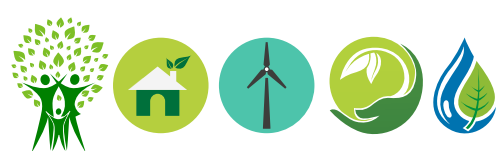
Safety Quiz carried out at Samlaya plant covering General and B shift employees



Safety Week organised in Gajraula plant covered Safety Pledge Administration, Safety training for contract personnel, Spot Painting Competition for children, Safety Rally, evacuation drill was conducted in township



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Safety embedded in training

Training organised 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 at least 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 employees 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 OHSAS 18001 and ISO 14001 have procedures defined to be followed in plant.

Safety Improvements

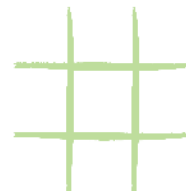
Safety Improvements initiatives have been taken across plants based on the opportunities identified in EHS Audits.



At Gajraula plant, Online Flame & Gas detector system installed near flammable Chemical storage tanks



At Gajraula, Fire hydrant monitor provided for flammable chemicals (IPA & VAM) storage tanks.



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 6 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. Regular noise, illumination surveys are done and reports analysed for corrective actions. Canteen hygiene survey is routinely done. Vaccination for Hepatitis A of concerned food product handling personnel was carried out in Gajraula plant.

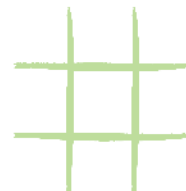
Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY 2013-14.

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.

First aid training is imparted to employees through reputed training centres such as St. John Ambulance, Gujarat Safety Council, MediHelp in tie up with St. John Ambulance etc and certificates are issued to participants.

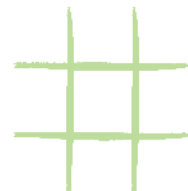


At Samlaya plant First-aid & CPR training program was organized.



Medical Health Check-Up Camp May 10, 2013





5.3 Labour Practices and Human Rights

Disclosure on Management Approach – Labour Practice

- Goals & Performance

Our approach is beyond the paradigm of adhering to laws. We treat them as integral part of our family and their betterment for better delivery is of utmost priority in our dealing with employees. The inherent belief of going beyond the usual practice of legal paradigm enable us to practice the followings Values – Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality. The Company understands the work that its people perform, the processes that they participate in, and provides consistent visibility of those processes and their effectiveness is at the heart of transformation to the dynamic business.

- Policy

Today's dynamic business scenario makes it necessary to have a strong focus on sustained growth. The Company realizes that this is possible only when there is a 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. Our Human Resources policies and practices include 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 serve the customers. The policy documents are available in the intranet portal and the concerned employees are well aware of these policies. The Company also ensures safe and healthy working conditions.

- Organisational Responsibility

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

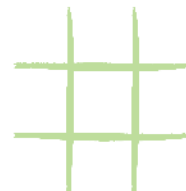
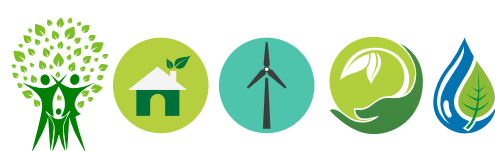
- Monitoring & Follow-up

People and processes are the pillars of our businesses. To drive these more broadly and deeply into the business, we have a robust Performance Management System for our employees, strengthening the system. The compensation for employees is decided through the annual performance review mechanism.

Jubilant Industries Limited – that's all of us!

In this ever evolving organisation HR strategies needs to be abreast it with changing scenario of organisation & profile of its employee to find, bind and support our employees in the right positions at the right time. The motto of HR strategy is to Attract, Retain, Develop and Excite JLITE through innovating people & Business solution. The Company has a total workforce of around 660 resourceful employees spread across its corporate office in Noida, manufacturing units and sales and distribution offices / stores across India that witness their development aligned to the growth of the organization.

Jubilant Industries Limited encourages leadership and commitment through measures to maintain management quality, employee productivity, and employee satisfaction within a neutral and congenial organization culture. We intervene through different programmes & developmental tools to keep our leadership pipeline flourishing.



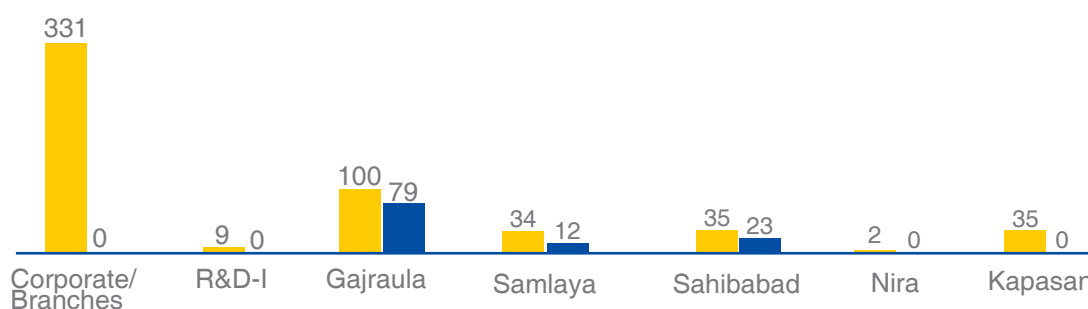
As a vibrant Company, Jubilant Industries Limited ensures strategic HR and management development that is oriented by the business targets as well as social and economic changes. Our effective HR practices remain flexible, close to the business to maintain the success of its employees in developing their skills by using an integrated approach. Competencies such as performance, result orientation, assertiveness, leadership, reliability, communication and creativity form their basis. Building upon these competencies, performance management, talent management, training and development, retention management and culture management are the mainstays of HR and management development within our Company. All these aspects work together, are interlinked and thereby contribute to the overall Company strategy. We have continued to preserve pleasant Employer – Employee relationship and there have been no instances of major strikes, lockouts or any other disruptive labour disputes. We continue to provide better range of benefits to our employees and their dependents, addressing their social security needs.

Jubilant Industries Limited believes that the employees are their biggest assets hence invest in productive training programs for its employees. We ensure that people across the Company experience in-depth trainings in a wide range of commercial, technical and business role. Our effective HR training and development programs focus especially on developing skills and competencies. Jubilant Industries Limited offers its nationwide employees a comprehensive range of behavioural and functional training interventions like Young Leaders Acceleration Program, Orbit Shift, Breakthrough Workshops, Talent & Succession Planning etc., focusing on the transfer of specific know how and advancing each of the participating employees. The aim is to sustainably support talent. Employees and managers receive help in recognizing, enhancing and applying their individual strengths for the benefit of the organization. We believe that each individual success contributes to the sustained success of the entire Jubilant Bhartia Group.

With intensive collaboration, Human Resources at Jubilant industries Limited bind performers as they are constantly presented with challenging, diverse career opportunities within the Company. For the Company as a whole, we ensure flexible, sustainable HR and succession planning with an increasingly business orientation. The maxim of our values - “Caring, Sharing and Growing”, brings together all its employees and other stakeholders to the range of Human Resource interface to the internal and the external world.

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 except Reportable Accident free man-hours cover both employees and contract personnel.

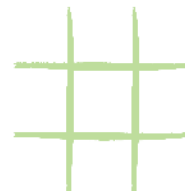
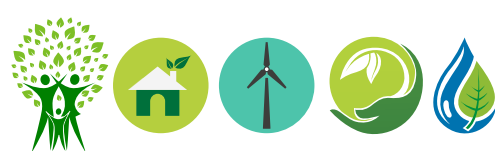
NO. OF EMPLOYEES AS ON MARCH 31, 2014 (FY 2013-14)



Total No. of employees as on March 31, 2014 was 660

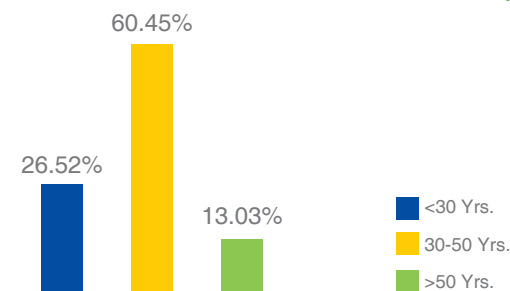
■ Executives

■ Workers



No. of Executives (as on March 31, 2014)	546	Gender (Executives): Male - 526, Female - 20
No. of Workers (as on March 31, 2014)	114	Gender (Workers): Male - 114
Percentage of employees in the gender category (as on March 31, 2014)	Male - 96.97%, Female - 3.03%	

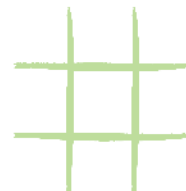
PERCENTAGE OF EMPLOYEES BY AGE GROUP (AS ON MARCH 31, 2014)



We provide various benefits to our employees, addressing their social and security needs such as Personal Accident, Group Term insurance and Healthcare Coverage with the TOP UP Plan for employees and their dependents. We also offer housing facilities for certain number of our employees at our Gajraula and Nira plants and provide funding for schools for our employees' children at Gajraula. 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 26	Male Female (Covered under Maternity Benefit Act, 1961)
No. of employees by gender that took parental leave	0 2	Male Female
No. of employees who returned to work after parental leave ended	2	First Employee - December 2, 2013 Second Employee – March 31, 2014
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.	0	
The return to work and retention rates of employees who returned to work after leave ended, by gender.	0	

Learning & Development is an important part of HR tool kit. The emphasis is on closing the gap between desired and actual. The process of identifying is scientific in nature goes through different rubbles before reaching to conclusion. Training scenarios are divided in different category like: Operation, Tactical & Leadership training. Some of our flagship programmes are Orbit-Shifting, Breakthrough workshops, Talent & Succession Planning, Competency Assessment exercises and Goal Setting, Team Building etc.,. Range of internal training program pertaining to technical upgradation of employees is conducted on regular basis. Employees are also sent for external training programs conducted by professional agencies. Also programs in outbound/external locations are organized at Corporate, branches and plant locations. The organisation does not have a policy on provision of sabbatical periods with guaranteed return to employment.



Average number of training hours per employee for reporting period **16.55** Total training hours stand to be **1,0924.10** (Training hours for **Executives – 8,357.60 & Workers – 2,566.5**)

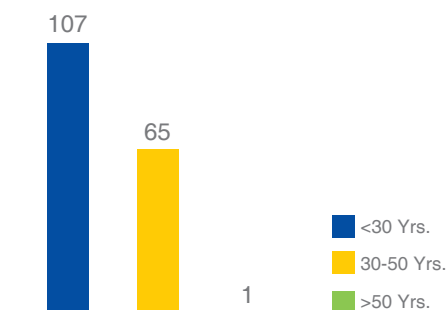
For the reporting period, the total number of training hours for male executives is 10,789.10 hrs and for female executives is 135.00 hrs. There is no female worker in the Company.

The various Company and group level programs were leveraged – Chairman Emerging Talent, Innovation award are to name a few apart from the regular Spot-On & Star Performer awards that's structurally being organised.

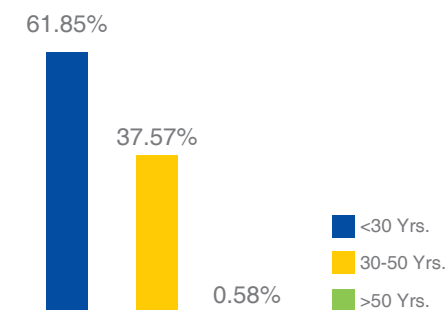
Percentage of total employees by gender who received a formal performance appraisal and review during the reporting period. All employees in executive category except trainees receive a formal performance appraisal. As on March 31, 2014, percentage of such eligible employees stand to be 78.64% approximately (Female - 3.66%, Male - 96.34% from the total no..of 519 covered).

Total number of new employees hired during reporting period	168	Male
	5	Female
Rate of new employees hired (Average Manpower base = 173)	97.11%	Male
	2.89%	Female

TOTAL NUMBER OF NEW EMPLOYEES HIRED (AGE GROUP WISE)

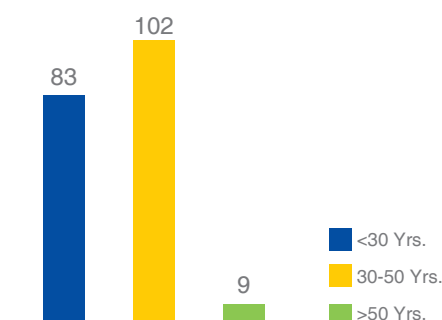


RATE OF NEW EMPLOYEES HIRED (AGE GROUP WISE)

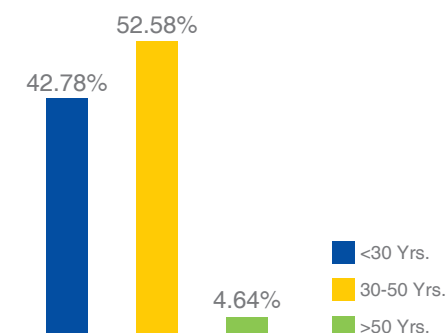


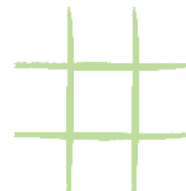
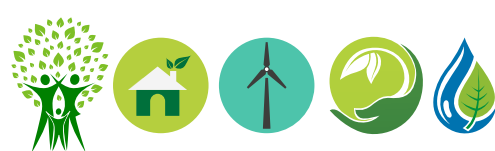
Total number of employees leaving during reporting period	188	Male
	6	Female
Rate of employees leaving during reporting period (Base figure =194)	96.91%	Male
	3.09%	Female

TOTAL NUMBER OF EMPLOYEES LEAVING EMPLOYMENT (AGE GROUP WISE)



RATE OF EMPLOYEES LEAVING EMPLOYMENT (AGE GROUP WISE)





Keeping the Promise of – “Caring, Sharing and Growing” live in the hearts of everyone in this organisation, we are sincerely aligned to it through the range of Human Resources interface to the internal and the external world – Commitment to community programs through Jubilant Bhartia foundation, participation in local employment exchange job fair at Chittorgarh, tying up with leading hospitals for employee wellness, health and spiritual talk by experts are to name a few.

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 year to come, the conviction of Human Resources to prosper with the prosperity of the organisation will definitely be realised with more rigors in meeting and beating all challenges. This is how we intend to establish the Win-Win environment across all businesses and functions in Jubilant Industries Limited.

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.

● Policy

Jubilant Industries Limited ensures that its 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. These 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 outside 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

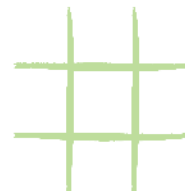
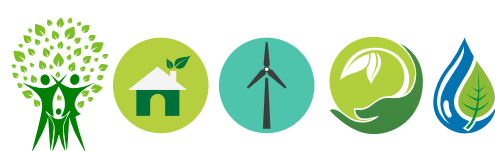
The primary responsibility for monitoring Company policies and practices lies with Head -Human Resources at the Corporate and the Unit Heads at respective manufacturing locations.

● Additional Contextual Information

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.

The Company ethics is governed by a Code of Conduct and several policies. 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 and every employee is given training on the Company's policies at the time of joining, during orientation and as & when required. The policies are available on Company's intranet and handed over to employees at the time of joining as Employee Hand Book as well as available on demand. Presently, all the policies of the Jubilant Life Sciences Ltd., are adopted by the Jubilant Industries Limited.

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 new 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.

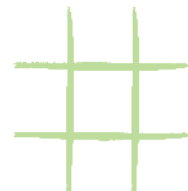
The Company follows a policy of non- discrimination on the grounds of gender, caste, religion and others. No case of discrimination has been reported. There are no areas in the Company's operations where right to exercise freedom of association and collective bargaining may be at risk.

Percentage of total employees covered by collective bargaining agreements.	17.27%	The total no. of workers as on March 31, 2014 across all manufacturing locations is 114. 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 5 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 the 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.



6.1 Customer Engagement and Product Responsibility

Disclosure on Management Approach – Product Responsibility

• Goals & Performance

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.

• Policy

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.

• Organisational Responsibility

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.

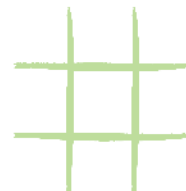
• Training & Awareness

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.

• Monitoring & Follow-up

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



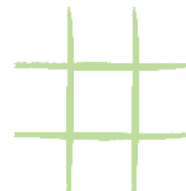
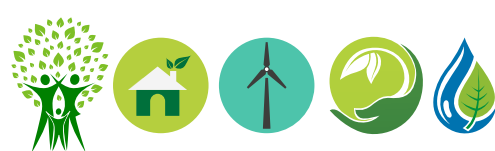
The Company is continuously engaged towards product safety in line with the vision of no accidents, injuries or harm to its personnel and environment. The Company provides customers with products and services that meet their needs exactly and provides necessary information and support, so that customers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

The SPVA products bags and pallets are labelled as per the country regulations of customer such as labelling requirements of Department of Customs under China Food Safety Law and labelling requirement of Department of Customs, Kingdom of Saudi Arabia (KSA). 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 of China and KSA.

For information & labelling on Single Super Phosphate (SSP) and Agrochemicals marketed, the Company strictly comply with the Fertilizer Control Order (FCO) 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 in India. Consumer Products manufacturing is governed with ISO 9001: 2008 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 codes or standards pertaining to market communications related to SPVA, since this is an intermediate product sold directly to end customers. However, the Company conducts its business, including marketing communication and advertising, in an ethical manner and no communication is designed violating the general advertising laws of India, be it ethical, cultural, privacy intrusion or attempts to influence vulnerable audiences. The Company keeps itself abreast with any changes brought about by the Government in this regard and reviews it every year.

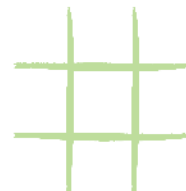
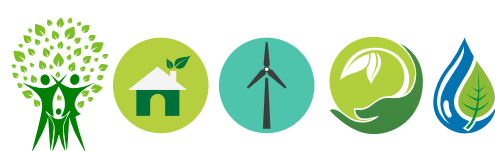
Jubilant Industries Limited does not sell any of its products to any country where the product is banned, or the usage of which is subject to stakeholder questions or public debate. There are no incidents of non-compliance with regard to voluntary codes concerning marketing communication, including advertising promotion and sponsorship during the year.

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.

In Latex business, labelling on Latex products comply with Global Harmonised System (GHS) of Classification Labelling and Packaging. For supplies to European Union (EU) market, the Material Safety Data Sheet (MSDS) comply with Classification Labelling and Packaging (CLP) notification under Registration Evaluation and Authorisation and Restriction of Chemicals (REACH) regulation of EU. The Company has completed pre-registration and registration for latex products for REACH compliance.

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. At Kapasan, the scrubber solution in the SSP plant is utilised for making Sodium Silico Fluoride by-product thereby improving the scrubbing efficiency with lean solution to reduce fluoride emission to atmosphere. Further, Sodium Silico Fluoride is sold as a by-product. This is an example of Wealth from Waste.

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. 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.

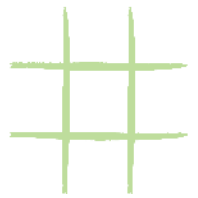
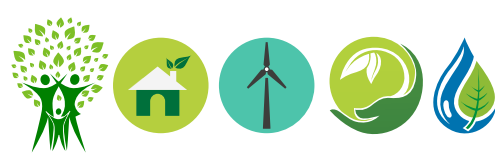
Bandhan

‘JIVANJOR’, is an established brand of Jubilant Agri and Consumer Products Limited. The Company believes in and indeed, 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 Relationship Program needs to be present and maintained with much competence. ‘JIVANJOR’ initiative Bandhan is working towards realising this objective. The enrolment drive for this initiative has been carried out in many parts of India. Till date, around thousands of carpenters have been registered and more are going to be added in future.

Essentially, Bandhan is an endeavour on the part of ‘JIVANJOR’ 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.

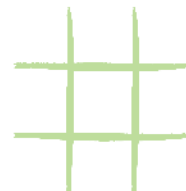
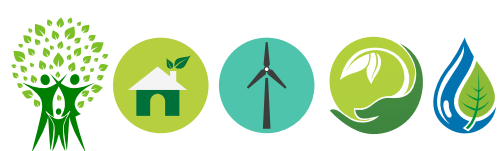
Dealers Meet



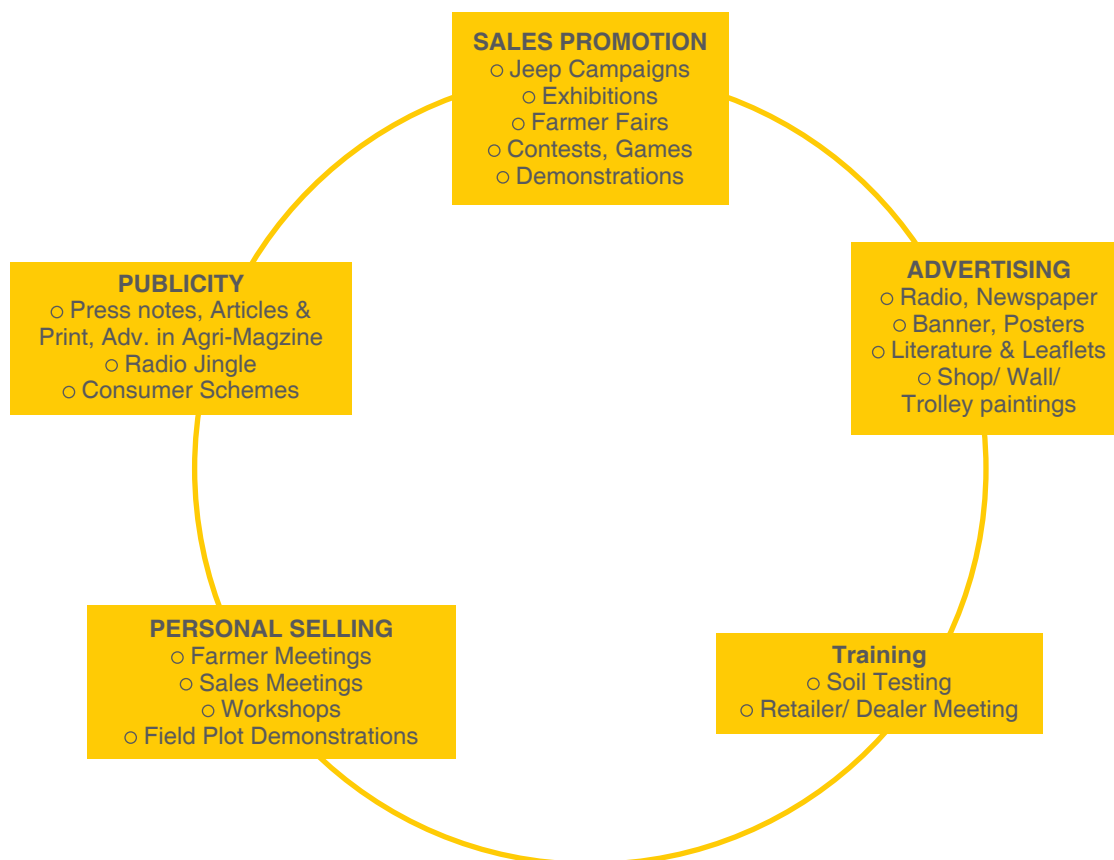


Canopy Activity





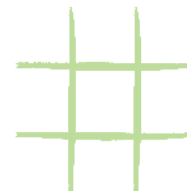
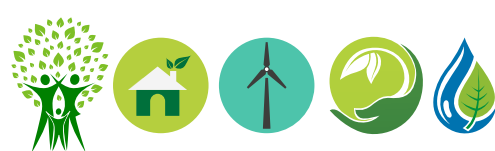
Brand Building- Farmer & Dealer involvement activities



Jubilant Agri and Consumer Products Limited being one of the leading Agri- input provider, through its extension programmes and field activities at farmer level, has been organizing other knowledge sharing-cum-promotional activities (both ATL & BTL) like farmer meetings, farmer consultations, jeep campaigns, retailer meetings, field demonstrations and product trials.

Different branding tools (like leaflets) are being used to showcase product range and their usage with recommendations on different crops. Various tools used for brand visibility are- Wall, trolley, & shop paintings, branding on buses, pole posters, banners, stickers and posters.





Through Crop specific jeep campaigns and farmer meetings, one to one interaction with farmers helps educating them with modern and useful tools and techniques from sowing till harvesting like field preparation, new and high yielding crop varieties, seed treatment, balanced fertilization and crop protection methods and products with their dosages and usage. Also detailed discussions are held with farmers on the usage of Ramban SSP 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 & other Specialty products. The benefits extended by Ramban SSP far outweigh the input cost, bringing better profitability per acre of land to the farmers.

For the past three years, Jubilant has been undertaking Soil testing campaign in collaboration with Department of Fertilizer, Government of Rajasthan in different villages of Chittorgarh, Pratapgarh, Kota and Jhalawar through its well equipped modern Mobile Soil Testing Laboratory (MSTL). Apart from findings, farmers are also advised on requirement of fertilizers and other Agri inputs, depending upon soil analysis.



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.

Using Powdered SSP fertilizer



Using Granulated SSP fertilizer



In field demonstrations, RAMBAN are being used for different crops at different stages in farmers' field so that they can themselves compare the results after using these products. In the same line, a two-year project has been undertaken with IARI to evaluate efficacy of GSSP & PSSP in different crops like Maize, Wheat, Mustard, and Paddy

6.2 Community Engagement and Corporate Social Responsibility

JUBILANT CRICKET CUP

“Jubilant Cup” has been organized since 1995, eminent players like Mr Virender Sehwag, Mr Ramesh Powar, Mr Amit Bhandari, Mr Gautam Gambhir, Mr J Arun Kumar, Mr Debashish Mohanti, Mr Tilak Raj, Mr. Rahul Sanghvi, Mr Parminder Singh, Mr Praveen Kumar, Mr Ishant Sharma, Mr. Virat Kohali, Mr. Suresh Raina, Mr. Chetan Chauhan, Mr. Chetan Sharma, Mr Surender Khanna, Mr Guru Saran Singh, Mr Vijay Dahia, Mr Nikhil Chopra, Md Sammi have participated in this prestigious tournament while playing for different teams.. The tournament is widely covered by National & Local media (Print & Electronic) and spectators from Gajraula and neighbouring areas witness these matches.

In the reporting year the Company invited teams that had participated in the Ranji trophy to participate in “Jubilant Cup – 2014”

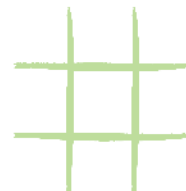


The Jubilant cup matches were held from March 26, 2014 to April 1, 2014. Teams participated are (1) Air India, (2) Amroha Eleven, (3) Sonnet, (4) V J Academy, (5) Malik Sports, (6) Lal Bahadur Shastri, (7) Collage, and (8) K G Gymkhana.

The inauguration was done by Commissioner, Moradabad Division on March 26, 2014. The final match was played between K G Gymkhana and VJ Academy team players. The matches were played under the supervision of BCCI Umpires Mr. K. K. Sharma, Mr. Ravindra Rawat and Mr. Anil Choudhary.

Opening Ceremony





Organising Committee of Jubilant Cup 2014



Mr. Shyam Bang, Executive Director (JLSL) was the Chief Guest. He gave away the Trophy and Prize money of 90,000/- to the winning team and 45,000/- to the runners up. Man of the series was awarded with a LED TV and Memento.

Man of Match Award

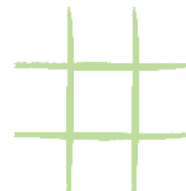
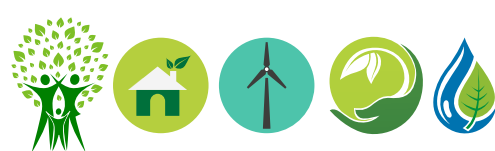


Man of the Series



Winner Team (KG Gymkhana Club)





Disclosure on Management Approach – Society

● Goals & Performance

The Company with a vision to bring progressive social change through strategic multi-stakeholder and bring about a 'social change' involving knowledge generation & sharing, experiential learning and entrepreneurial ecosystem" through Jubilant Bhartia Foundation (JBF) not for profit organization under section 25 of the Companies Act; in 2007 has identified four core focus areas towards community development and runs various activities under these:

- Universalize elementary education,
- Improving health indices through innovative services,
- Escalating employability and
- Enabling a conducive environment for social entrepreneurship.

● Policy

The Company abides by its Sustainability Mission to constantly engage in delivering value to its stakeholders through its promise of caring, sharing and growing. The Company through Jubilant Bhartia Foundation is active in the realm of primary schooling in rural areas, provision of basic health care, vocational training and promoting social enterprises in India. At JBF we are committed to bring in a progressive social change through multi stakeholder engagement. The total community expenditure from the Company was FY 2013-14 was ₹ 3.45 Million.

● Organisational Responsibility

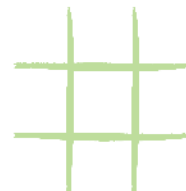
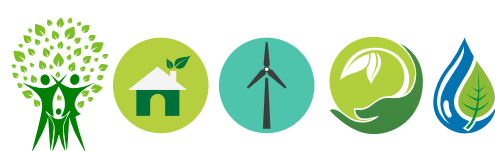
The corporate CSR team works in close coordination with the Program/ Field officer at various locations. The team reports to General Manager- CSR, responsible for monitoring the activities regularly. The program/field officers at various locations engage and interact with community continuously. The interaction helps in getting the feedback of project being implemented and also helps in identifying the need of formulating new initiatives.

● Monitoring & Follow-up

The project monitoring is carried out under senior management of the company. The JBF program officers/field officers at each location works in sync with the Unit Heads plan prepares and implement CSR projects. All the community initiatives are aligned to the Millennium Development Goals (MDG).

Jubilant Industries Limited continues to strive for the development of the community around its manufacturing through JBF. JBF has been engaged in creating value in the lives of the community residing in vicinity of the manufacturing locations by its special interventions to empower them for a better quality of life through initiatives focused on primary education, basic healthcare and skill development for employability and self-sustenance. The efforts are based on the 4P model of partnership (People-Public-Private-Partnership).

The monitoring of the programs and impact assessment is carried out by JBF and the same is updated to the senior management of the Company. Through Environmental Management System the Company ensures to curtail the operational impact at all locations. During the year no considerable impact on the community in vicinity while environmental impact was also not observed. The Company has its control measures and systems in place. The Company has ongoing methodology and measures to prevent and minimise the impact of the operations.



Millennium Development Goals & Objective

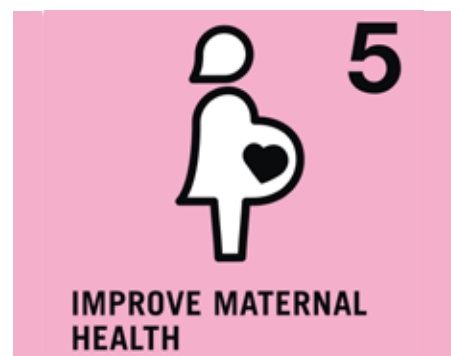
Goal 1

Eradicate
Extreme
Hunger and
Poverty



Goal 5

Improved
Maternal
Health



Goal 2

Achieve
Universal
Primary
Education
and
Corporate
Giving



Goal 6

Combat
HIV AIDS,
Malaria
& other
Diseases



Goal 3

Promote
Gender
Equality
and
Empower
Women



Goal 7

Ensure
Environment
Sustainability



Goal 4

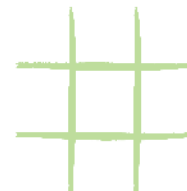
Reduce
Child
Mortality



Goal 8

Develop
a Global
Partnership for
Development





JBF continued the education program at Sahibabad plant while at other locations Gajraula, Kapasan and Samlaya, the programs were implemented in the realm of primary education, basic healthcare and skill development for employability and self-sustenance. The review of the development programs are done frequently to take corrective measures on as and when required basis.

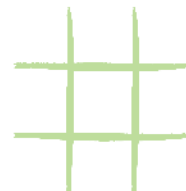
Goal 1: Eradicate Extreme Poverty and Hunger

The Company is addressing the goal through its livelihood program of enhancing employability. The Company understands that a skilled workforce goes hand in hand with economic growth. Skills development needs to be part of a strategy for growth that improves the lives of all. The youth today face difficulties in becoming employed because of the mismatch between their education /training and labour market requirements. Hence the Foundation aims at economic development of the community around its manufacturing location by enhancing their employability through vocational training. Jubilant in association with a social enterprise, Labournet is providing vocational training at Gajraula. The customised training programs include trades like electrician, stitching, retail management, soft skill development and beautician courses. The VTC has the capacity to train around 1000 candidates in a year.

KRISHI PAATSHALA

Jubilant Bhartia Foundation has initiated a unique project by the name of Krishi Paatshaala in the vicinity of the manufacturing location of Jubilant Company at Gajraula in 2013. The objectives of this project are to provide accessible, adaptable, affordable and available agricultural and cattle services to the target community. This is in order to ensure that the nearby farmers are able to get help from the Krishi Paatshaala for their farming needs in terms of knowledge, information and practices. The Paatshaala will also help to educate farmers on crop pattern including the use of chemicals and fertilizers. Besides this it will also help in AI services for cattle rearing and provide expert assistance in breeding and other activities related to cattle and their care. Jubilant through the Krishi Paatshaala is attempting to introduce a provision of well being for farming and cattle rearing for the community members who chose to avail of such services.





Jubilant Bhartia Foundation (JBF) has launched the Krishi Paatshaala project with the help of a local partner for improving the access to information and expert assistance to farmers for sowing and cattle rearing/breeding at local level. Krishi Paatshaala is an attempt to address the lack of availability of 'cost-effective' basic agricultural and cattle rearing services in the target area. The Scheme targets small and big landholders, families who own cattle and any other inhabitants of the area who would like to avail the services at the nominal fee. The Krishi Paatshaala project will help the farmers with access to information, knowledge and a capability of an array of services to be started by the local partner in association.



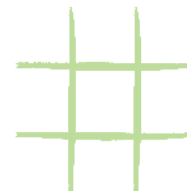
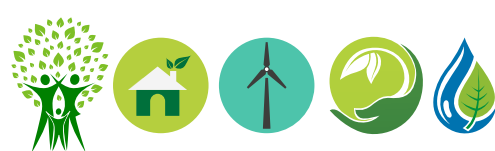
Till date 10 villages have been covered under this project and the topics range from Pesticide control of Rice, diseases of Rice, Techniques for Sugarcane farming, Soil testing, Mustard farming, Urad farming, to Potato farming- time for sowing, seed quantity, technique for farming, diseases, Pea farming information and Paddy diseases. Other topics include Goat farming, animal rearing, soil testing, cauliflower farming, pea farming, horticulture and maize farming.

Activities under Samriddhi at Kapasan Farmer's Training



AI Centre for Cattles





Goal 2: Achieve Universal Primary Education

Project Muskaan was introduced by the Company in 2007 to support the Government initiatives in primary education. It primarily aims at improving the learning environment and the quality of education in the select schools so that students are motivated to attending school and ultimately cutting down the dropout rate. The project now reaches out to 100 rural government primary schools in the vicinity of Jubilant's manufacturing locations. The cost of expenses of these schools is also shared by Jubilant Industries Limited along with the other group Company.

With an understanding that both learning environment and quality of education go hand-in-hand, the Foundation has worked with the local communities and school authorities on improving the environment (infrastructure, maintenance, quality books, hygiene factors etc.) and quality (training of teachers, learning methods of children, and additional extracurricular activities).

In the second phase to increase and improve the learning abilities of children the foundation has set a routine of monthly activities for the whole annual calendar year in the project schools. The small steps of month-wise Muskaan activities would reach the bigger goal of bringing change in reading, writing and speaking abilities of children.

Annual Calendar Project Muskaan Activities						
Particulars	July	August	September	October	November	December
Activity Name	Har Jung main pad	Theme based drawing competition	General Knowledge Quiz	Speech/Reading/Recitation	Essay Writing & Handwriting	Quiz Day: Best out of the written
Impact	Helping children to evaluate environment friendly behavior and saving their immediate environment from degrading further	Developing the inner creativity of the children through art to express himself or herself and his surrounding better	Encouraging students to learn and know about their country, its history, politics, geography and other current affairs which helps them to become better informed citizens of the country	Improving the confidence of the child to talk and express his or herself in front of an audience. To help improve public speaking ability and general personality development	Improving the child's ability to display his writing capabilities on a certain subject/ and also improve upon his handwriting which helps to improve his academic performance	Improve the studies ability of the child to make useful products including the sense of responsibility to not waste things and save the environment too
Primary Audience	Children	Children	Children	Children	Children	Children
Secondary Audience	Parents	Parents	Parents	Parents	Parents	Parents

Annual Calendar Project Muskaan Activities						
Particulars	January	February	March	April	May	June
Activity Name	Storytelling by Grandparents in schools		Maths-maze		Annual School Day for felicitating outstanding students for their all round yearly performance	
Impact	Association of elderly citizens in the village with the school and the children.		Improved knowledge of simple and logical calculations among school children		Encouraging students to attend school and participate in activities for all round development	
Primary Audience	School Children		School Children		School Children	
Secondary Audience	Parents of the children attending school		Parents of the children attending school		Parents of children attending school	

Drawing Competition at Muskaan schools in Samlaya



Elderly Telling Stories to students at Sahibabad



Muskaan project activities at Kapasan



Craft Competition at Muskaan School in Gajraula



Goal 3: Promote Gender Equality and Empower Women

The company understands that equal opportunity and women empowerment would come through equal access to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety and social security etc. The Company has the policy of non discrimination and it stringently follows it. The projects of the Foundation are also modelled in a way where women can have access to good health, learn gainful skills and become self dependent.

The SHG project at Samlaya provides an opportunity to women to become economically independent. Under the framework Jubilant through its foundation for community development activities, JBF, trains the women to form SHGs (Self-Help Groups) and link them to bank. Women are also motivated to open a microenterprise to add to the total income of their family.

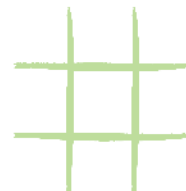
Under project Samridhhi- promoting best practices in agriculture, a 3 day training program along with a field visit on Mushroom cultivation was organized by Jubilant Bhartia Foundation at Gajraula in association with National Horticulture Research and Development Foundation (NHRDF) in the month of January. The program was also participated by 9 women farmers who along with other farmers visited mushroom farms Sonipat in Haryana to get the idea of the economics of cultivating mushroom and also had one to one interactions with experienced farmers who actually produce and market mushrooms commercially for a living.

SHG Meeting at Savli & Juna Samlaya



Field Visit on Mushroom Cultivation





Goal 4 & 5: Reduce Child Mortality & Improve Maternal Health

Child and mother mortality is a sensitive indicator of a country's development. Jubilant has been operating a Project 'Swasthya Prahari' at Gajraula which promotes

1. Planning and monitoring birth rate
2. Monitoring and reducing Infant Mortality Ratio (IMR)
3. Monitoring and increasing Institutional delivery to reduce Maternal Mortality Ratio (MMR)

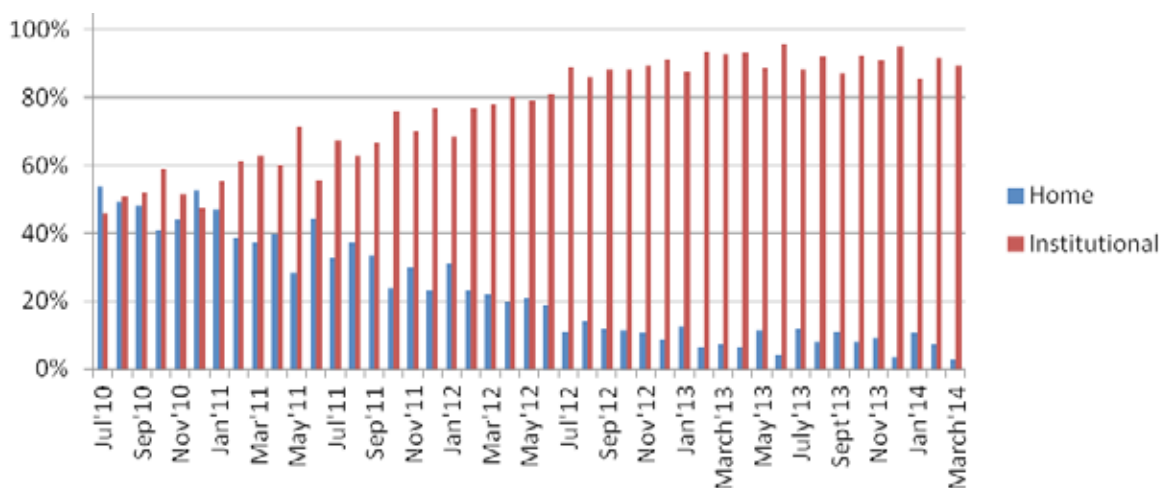
The Swasthya Praharis are the women Health Guards responsible to make home contact; motivate people for visiting health institutions and promote institutional child birth. Also, provide counselling to expecting & lactating mothers. Provide information on nutrition of children and mothers.

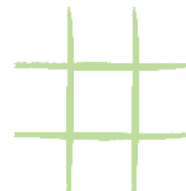
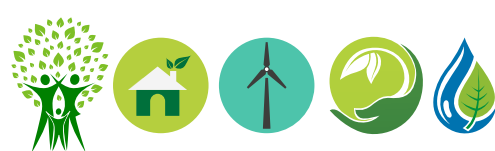
There has been a significant increase in the institutional delivery after the inception of the project curbing IMR and MMR.

Swasthya Prahari making home contact at Gajraula



Home Vs Institutional child birth pattern from the year July 2010 to March 2014 at Gajraula





MoU signed between Jubilant Bhartia Foundation and Family Health International (FHI360) / Improving Healthy Behaviour Program (IHBP)

An MoU was signed between JBF and IHBP to work on improving health behaviour of women in Gajraula including children through mass campaigns, counselling and trainings. IHBP is part of the Health Partnership Program Agreement (HPPA) between USAID and the Government of India. The project collaborates closely with the Ministry of Health & Family Welfare (MOHFW), the Ministry of Women and Child Development (MWCD), and their agencies and counterparts at the state and district levels.



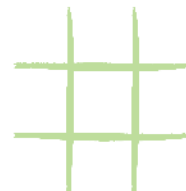
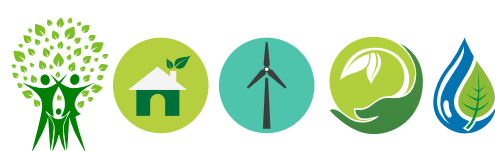
The agreement will help JBF in improving the health statistics in Gajraula. IHBP would provide the communication and training materials (without any charge) for a year to create awareness on family planning/reproductive health, tuberculosis, HIV/AIDS, and maternal and child health to the target population in Gajraula. The materials will be co-branded with JBF and USAID logo.

Health Camp at Samlaya



Health Camp at Kapasan





Goal 6: Combat HIV/AIDS, malaria and other diseases

The Company has been working since long towards HIV/AIDS awareness has a registered Integrated Counseling & Testing Center (ICTC) which caters in identification of HIV infected people and their proper counseling. World AIDS Day observed on December 1, 2013 is dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV infection. The 2013 theme for World AIDS Day was “Shared Responsibility: Strengthening Results for an AIDS-Free Generation. The day was observed at all units including corporate office.

Also, the Foundation regularly organizes several awareness campaigns and since its inception has generated mass awareness through promotional material, rallies and distribution of contraceptives.

Jubilant also operates a DOTS centre for TB treatment at Gajraula unit for diagnostic and counselling services. Various other regular health camps are organised in the community around manufacturing locations.



AIDS Awareness campaign at Samlaya Unit

Goal 7: Ensure Environmental Sustainability

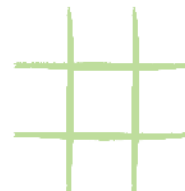
World Environment Day is observed every year on June 5, at various locations of Jubilant Industries Ltd. The trend was continued this year and World Environment Day was celebrated along with families of Jubilant's employees on June 1, 2013 at the Corporate Office, Noida. The event included drawing competition, slogan writing, fancy dress, poem recitation and quiz on the theme of environmental awareness. The importance of environmental conservation and leading a lifestyle of low ecological footprint was discussed. An online quiz was also organised on the same day.

Har Aangan Me Ped activity comprising sapling plantation by the project Muskaan students was held at various locations to generate awareness on environment.

Workplace Volunteering:

Jubilant provides various opportunities to employees to engage in and support social activities. This year the employees came forward to support following activities:

- Book donation to 'Muskaan' school students through 'Joy of Reading Program'
- Flood relief for Uttarkashi cloud burst
- Blood donation camps
- Donating to Food Banking Network (IFBN)
- Supporting the noble cause of bringing a positive change in the lives of Tihar jail inmates by buying Rakhi, bags, and cosmetics made by them



Har aangan mein ped activity at Samlaya





JUBILANT BHARTIA Foundation

Witnessing the success of past year, this year again, Jubilant Bhartia Foundation (JBF) is partnering with India Food Banking Network (IFBN) in the "FOOD DRIVE CHALLENGE" on behalf of Jubilant Bhartia Group from **05th June 2013 to 07th June 2013** at Greater Noida office.

The drive is an opportunity to help feed the hungry in Delhi NCR. All food raised will help Delhi Food Bank to provide sustained feeding to those 2.3 lakh vulnerable households in Delhi NCR. The goal of Delhi Food Bank is to provide free food to those in need, while work to alleviate hunger and food insecurity in Delhi NCR. We encourage you to join in our efforts by contributing to help to achieve the goal.

For any assistance, please get in touch with our Food Drive Coordinator for Greater Noida office:
Saurabh Kumar (986 8 8042)
or
Email @ saurabh.kumar@jubilant.com

Here's How you can help?

Donate packed non-perishable foods in the marked boxes at collection point during the drive. The food items will be stored in our store. The items must be dry and long-shelf-life.

• Donate non-perishable foods:

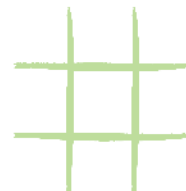
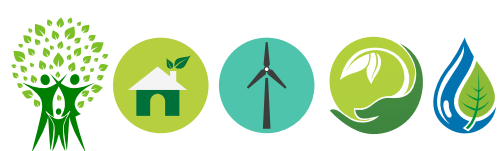
Flour	Instant Noodles	Instant Rice	Instant Soups
Instant Noodles	Instant Rice	Instant Soups	Instant Soups

Thank you for your help!

As the food items collected will be distributed to the need of the drive, do share feedback to the office and participate in our social media campaign.

LET'S WIN THIS 'IFBN FOOD DRIVE CHALLENGE' WITH OUR COLLECTIVE GIVING





Develop a Global Partnership for Development

The Company is partnering several local and global organisations. This year Jubilant's major partners under its various programs were:

1. World Economic Forum (WEF)
2. Schwab Foundation for Social Entrepreneurship
3. Confederation of Indian Industry (CII)
4. PHD Chamber
5. Pratham
6. Vidya School
7. Labour net
8. Indian Food Bank Network
9. Aid Matrix
10. US AID
11. Goonj



Food and Agriculture Centre of Excellence (FACE)

CII Jubilant Bhartia Food and Agriculture Centre of Excellence (FACE) made significant strides in the year 2013. Several new partnerships were formed and new projects and services launched.

Partnerships with UC Davis on Post Harvest Management Technology, IIT Kharagpur on developing Certified Food Professionals, USAID on implementation of projects in West Bengal and Bihar, University of Maryland and the Spices Board in capacity building, were all operationalized this year. FACE extended capacity building and training services to 3000+ members, furthering the agenda of Food Safety. Through its projects FACE extended its outreach to 5000 + farmers, creating better linkages with the private sector, introducing new technologies and enabling access to markets.

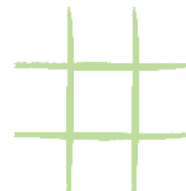
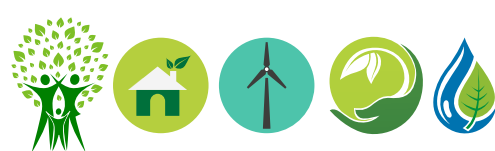
FACE also held best practise sharing summits and convened several platforms to further the policy advocacy agenda in sectors such as meat and poultry and dairy.



Food Safety

The Capacity Building Initiatives on Food Safety & Quality of CII-FACE include the key activities like Sensitisation on Food Safety Regulations (FSSR 2011); Developing World class facilitators through Collaborative training courses; Facilitate industry to migrate to GFSI (Global Food Safety Initiative) approved standards and Identify Role Models and Benchmark Best practices on Food Safety.

In 2013, The Food Safety & Quality Team has trained around 3,536 Members from 2,396 companies through various training programmes and consultancies.



- **Sensitising Food Business Operators and Stakeholders in 2 and 3 tier cities on new Food Regulations (FSSR 2011), Updates and Best Practices on Food Safety & Quality**

- CII-FACE partnered FSSAI to conduct 28 Licensing Melas of 11 states involving Food Commissioners, Designated Officers and FACE Counsellors for sensitising FBOs on compliance clauses of the newly mandated food laws and Licensing procedures.

- Customised to the Tea sector, Tea Board of India also collaborated with CII-FACE for conducting 8 GMP Workshops and FSSR Licensing programs in Tea growing areas of Himachal Pradesh, Assam, North Bengal and the southern States.

- **Developing World class facilitators for Food Chain SMEs on Manufacturing Hygiene, Food Science, Processing, Laboratory Techniques and Food Safety & Quality Standards and Systems.**

- The IIT Kharagpur - CII FACE Certified Food Professional targeted towards food professionals from SME, was launched in 2013.

- Addressing the need for stringent export requirements of Spices and Botanical ingredients, the Collaborative Training Centre established by Spices Board, CII-FACE and JIFSAN of University of Maryland organised a Study Mission in USA during April 2013 for the Master trainers under the Phase 2 of 'Train the Trainer Module'. The Phase 3 of the CTC Model has taken off with completion of 3 programs

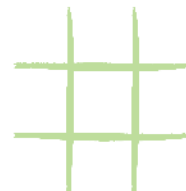
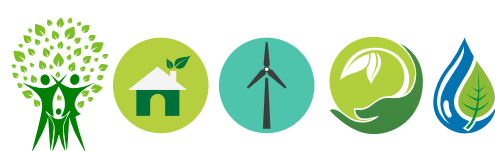
- An MoU was signed between CII and UC Davis, University of California for bringing in Best Practices to India on Post Harvest Management.

- Facilitating industry to migrate to ISO 22000 and GFSI (Global Food Safety Initiative approved Standards) approved standards

- Identify Role Models and Benchmark Best practices on Food Safety

CII launched the "CII National Award for Food Safety" in 2010 to encourage the industry in Small, Medium and Large scale in its journey towards implementing world class food safety, to promote internationally benchmarked practices on Food Safety in Small, Medium and Large Food Businesses and build capacity in the food value chain. The Award program has seen a five- fold increase in applicants since its launch in 2010, with more than 70% applications from the Small and Medium Businesses.





Programs - Transforming Eastern India's Economies through Innovative Rural Business Hubs (RBH)

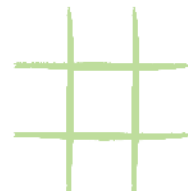
The Transforming Eastern India's Economies through Innovative Rural Business Hubs (RBH) will impact a population of 8,000 farmers in six districts of West Bengal (2) and Bihar (4) in Eastern India for banana and vegetable value chain respectively over a period of two years (November 2012 to October 2014). The overall goal is the **“To catalyse private sector investments in Eastern India economies and develop scalable and economically viable business models through Rural Business Hubs (RBH).”** CII FACE has formed partnerships with private, public sector, financial institutions and NGOs to strengthen value chain through strengthening human capacities, establishing procurement linkages, improving productivity and promoting innovations and use of technology. CII FACE initiated the project with a launch workshop on February 5, 2013 followed by consortia formation, baseline and value chain assessment to lay down the road map for the project activities. At field level, activities have been initiated in the areas of mobilization, training and capacity building, demo farms, and establishing linkages with suppliers, agri input providers, training universities and enabling market access. So far the project has established 17 Demonstrations Plots in both states, FPCs with membership of 3,958 farmers, 42 FIG Meetings were organised and Farmers enrolled for G9 banana plantation. FACE have established partnerships with Keventer, Sahaj, Kaushalya Foundation, NRCB, Jain, Bayer, academic institutions and government.



Best Practice Sharing Summits

- India Dairy Summit to deliberate the solutions for various issues of the Dairy sector and bring all the stakeholders on a common platform **India Dairy Summit 2013: Sustainable and Inclusive Solutions towards a Second White Revolution** was organized on July 24, 2013 at New Delhi. Mr Sharad Pawar, Union Minister for Agriculture and Food Processing Industries was the Chief Guest of the event.
- The 8th National Food Safety & Quality Summit “Collaborate for Co-production for Food Safety in Value Chain”, a platform for sharing updates and best practices, was attended by about 250 international and domestic delegates and faculty members in New Delhi.
- The first Meat and Poultry Summit was held in New Delhi this year. The upgradation of the entire value chain of Indian Meat & Poultry Sector.
- CII-USDA Seminar on Food Additives held on August 29, 2013 in New Delhi focused on the need for standardisation of Food Additives Safety based on Science.





7.0 The Way Forward

The Company always strive to be a responsible corporate citizen. Our endeavour 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. Resource Conservation

Continue to drive the 3R's – Reduce, Reuse and Recycle for waste minimisation and waste disposal from manufacturing operations.

2. 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.

3. Behavioural 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 through Sanchetna.

4. Good Governance

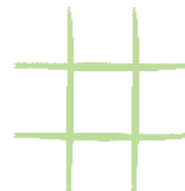
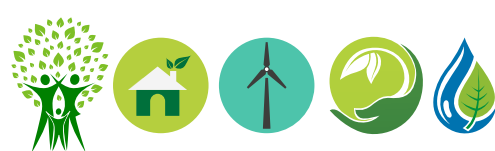
Demonstrate good governance and be profitable being accountable and transparent to enhance stakeholder confidence. Ensure investors a sustainable return on investment.

5. 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.

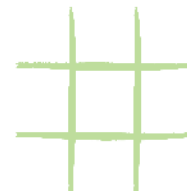
6. Community Engagement

The Company would persist its efforts towards empowering community in vicinity of its manufacturing locations through Jubilant Bhartia Foundation in the sphere of primary schooling in rural areas, provision of basic health care, vocational training. The diverse range of the Company's product includes Fertilizers, Agrichemicals and Performance Polymers which directly touches the lives of farmers and craftsmen. Looking at the nature of the business the Company would direct its efforts in exploring the initiatives which could enhance the agricultural productivity and improve the skills of the craftsmen in the community. The Company would continue supporting "CII-Jubilant Bhartia Food and Agriculture Centre of Excellence". These efforts would be towards making the initiatives sustainable and participatory and in line with the Millennium Development Goals of United Nations.

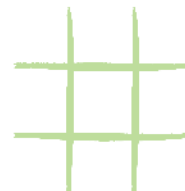


G3.1 Content Index

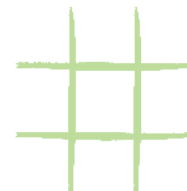
	Application Level	A+		Assured by	Ernst & Young LLP	
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
1.1	Statement from the most senior decision-maker of the organization.	Fully	pg 1-2, 80			
1.2	Description of key impacts, risks, and opportunities.	Fully	pg 3-6, 80			
2. Organizational Profile						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
2.1	Name of the organization.	Fully	pg 7			
2.2	Primary brands, products, and/or services.	Fully	pg 9-13			
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	pg 9			
2.4	Location of organization's headquarters.	Fully	pg 7			
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	pg 7, 28			
2.6	Nature of ownership and legal form.	Fully	pg 7, 30			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	pg 11, 13, 28			
2.8	Scale of the reporting organization.	Fully	pg 7, 9			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	pg 7, 18, 27			
2.10	Awards received in the reporting period.	Fully	pg 14			
3. Report Parameters						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	pg 18			



3.2	Date of most recent previous report (if any).	Fully	pg 18			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	pg 18			
3.4	Contact point for questions regarding the report or its contents.	Fully	pg 19, 96			
3.5	Process for defining report content.	Fully	pg 18, 20, 23, 27, 95			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	pg 18-19			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	pg 18-19			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	pg 18-19			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	pg 19			
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	pg 19			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	pg 19			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	pg 81-92			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	pg 24-25, 95			
4. Governance, Commitments, and Engagement						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	pg 26			



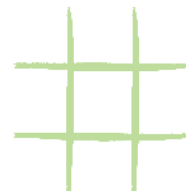
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	pg 26			
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	pg 26			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	pg 27			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	pg 26			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	pg 27			
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	pg 26			
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	pg 15-17			
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	pg 27			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	pg 27			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	pg 31			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	pg 66, 74, 75, 77-79			



4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	pg 8, 74, 75, 77-79			
4.14	List of stakeholder groups engaged by the organization.	Fully	pg 20-23			
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	pg 20-23			
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	pg 20-23			
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	pg 20-23			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

G3.1 DMAs	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
DMA EC	Disclosure on Management Approach EC					
Aspects	Economic performance	Fully	pg 28			
	Market presence	Fully	pg 28			
	Indirect economic impacts	Fully	pg 28			
DMA EN	Disclosure on Management Approach EN					
Aspects	Materials	Fully	pg 31			
	Energy	Fully	pg 31			
	Water	Fully	pg 31			
	Biodiversity	Fully	pg 31			
	Emissions, effluents and waste	Fully	pg 31			
	Products and services	Fully	pg 31			
	Compliance	Fully	pg 31			
	Transport	Partially	pg 19, 31	Energy Consumption and Emissions from Transport of material and personnel are not quantified	Not available	We do not report this year as we have been unable to gather all the data, but we will be able to report in future.
	Overall	Fully	pg 31			



DMA LA	Disclosure on Management Approach LA					
Aspects	Employment	Fully	pg 50			
	Labor/management relations	Fully	pg 50			
	Occupational health and safety	Fully	pg 50			
	Training and education	Fully	pg 50			
	Diversity and equal opportunity	Fully	pg 50			
	Equal remuneration for women and men	Fully	pg 50			
DMA HR	Disclosure on Management Approach HR					
Aspects	Investment and procurement practices	Fully	pg 54			
	Non-discrimination	Fully	pg 54			
	Freedom of association and collective bargaining	Fully	pg 54			
	Child labor	Fully	pg 54			
	Prevention of forced and compulsory labor	Fully	pg 54			
	Security practices	Fully	pg 54			
	Indigenous rights	Fully	pg 54			
	Assessment	Fully	pg 54			
	Remediation	Fully	pg 54			
DMA SO	Disclosure on Management Approach SO					
Aspects	Local communities	Fully	pg 66			
	Corruption	Fully	pg 66			
	Public policy	Fully	pg 66			
	Anti-competitive behavior	Fully	pg 66			
	Compliance	Fully	pg 66			
DMA PR	Disclosure on Management Approach PR					
Aspects	Customer health and safety	Fully	pg 56			
	Product and service labelling	Fully	pg 56			
	Marketing communications	Fully	pg 56			
	Customer privacy	Fully	pg 56			
	Compliance	Fully	pg 56			



STANDARD DISCLOSURES PART III: Performance Indicators

Economic

Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
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Economic performance

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	pg 28, 30, 66			
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	pg 29			
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	pg 29			
EC4	Significant financial assistance received from government.	Fully	pg 30			

Market presence

EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	pg 54			
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	pg 30			
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	pg 54, 66			

Indirect economic impacts

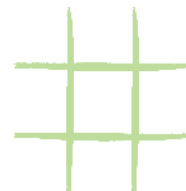
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	pg 66			
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	pg 66			

Environmental

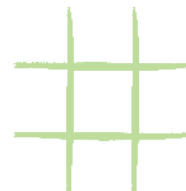
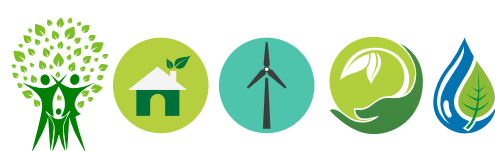
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
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Materials

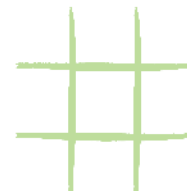
EN1	Materials used by weight or volume.	Fully	pg 29			
EN2	Percentage of materials used that are recycled input materials.	Fully	pg 38			



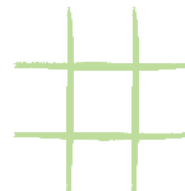
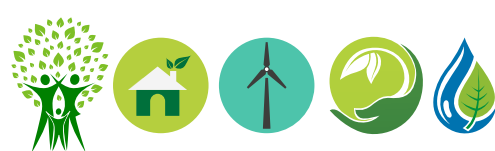
Energy						
EN3	Direct energy consumption by primary energy source.	Fully	pg 32			
EN4	Indirect energy consumption by primary source.	Fully	pg 33			
EN5	Energy saved due to conservation and efficiency improvements.	Fully	pg 32			
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	pg 32			
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	pg 32			
Water						
EN8	Total water withdrawal by source.	Fully	pg 35			
EN9	Water sources significantly affected by withdrawal of water.	Fully	pg 35			
EN10	Percentage and total volume of water recycled and reused.	Fully	pg 35			
Biodiversity						
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	pg 39			
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	pg 39			
EN13	Habitats protected or restored.	Fully	pg 39			
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	pg 39			
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	pg 39			
Emissions, effluents and waste						
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	pg 34			
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	pg 34			
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	pg 32, 34			
EN19	Emissions of ozone-depleting substances by weight.	Fully	pg 34			
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	pg 37			
EN21	Total water discharge by quality and destination.	Fully	pg 35-36			



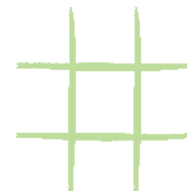
EN22	Total weight of waste by type and disposal method.	Fully	pg 38-39			
EN23	Total number and volume of significant spills.	Fully	pg 39			
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	pg 38			
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	pg 35, 39			
Products and services						
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	pg 32, 34, 35, 36, 37, 38, 39			
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	pg 58-59			
Compliance						
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	pg 31			
Transport						
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	pg 19	employee travel and material movement impacts not tracked	Not material	Not covered within the boundary of report
Overall						
EN30	Total environmental protection expenditures and investments by type.	Fully	pg 36			
Social: Labour Practices and Decent Work						
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
Employment						
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	pg 51-52			
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	pg 53			
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	pg 52			
LA15	Return to work and retention rates after parental leave, by gender.	Fully	pg 52			



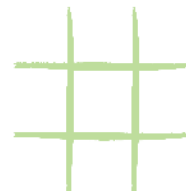
Labor/management relations						
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	pg 55			
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	pg 55			
Occupational health and safety						
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	pg 47			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	pg 42, 48			
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	pg 42, 49			
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	pg 47			
Training and education						
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	pg 53			
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	pg 52			
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	pg 53			
Diversity and equal opportunity						
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	pg 26, 52, 54			
Equal remuneration for women and men						
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	pg 54			



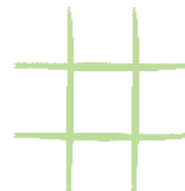
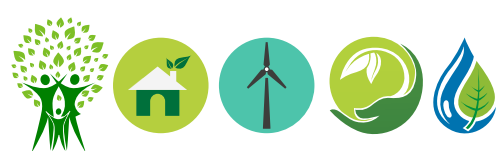
Social: Human Rights						
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
Investment and procurement practices						
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Fully	pg 55			
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Partially	pg 55	Only new Packaging material suppliers screened for Human Rights, other material suppliers not screened for Human Rights	Not available	We have been able to complete screening of new packaging material suppliers for Human Rights and completed their site audits.
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	pg 53, 55			
Non-discrimination						
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	pg 55			
Freedom of association and collective bargaining						
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	pg 55			
Child labor						
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	pg 55			
Prevention of forced and compulsory labor						
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	pg 55			
Security practices						
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	pg 55			



Indigenous rights						
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	pg 55			
Assessment						
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	pg 55			
Remediation						
HR11	"Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms."	Fully	pg 55			
Social: Society						
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
Local communities						
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	pg 68			
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	pg 68			
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	pg 68			
Corruption						
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	pg 59			
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	pg 56, 59			
SO4	Actions taken in response to incidents of corruption.	Fully	pg 59			
Public policy						
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	pg 70, 81, 82			
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not			Not applicable	Company does not encourage such business practices
Anti-competitive behavior						
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	pg 59			

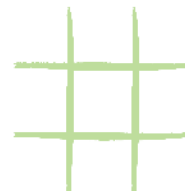
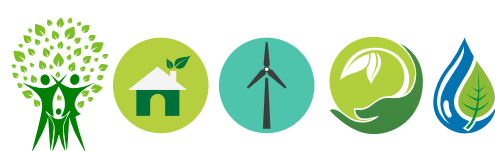


Compliance						
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	pg 59			
Social: Product Responsibility						
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
Customer health and safety						
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	pg 57, 58			
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	pg 57, 58, 59			
Product and service labelling						
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	pg 57, 58			
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	pg 57, 58			
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	pg 20, 59-63			
Marketing communications						
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	pg 58, 59-63			
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	pg 58-59			
Customer privacy						
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	pg 58			
Compliance						
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	pg 58-59			

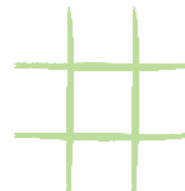


List of Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
BSE	Bombay Stock Exchange Limited
CCMP	Climate Change Mitigation Policy
CFC	Chloro Fluoro Carbon
CFL	Compact Flourescent Light
CII	Confederation of Indian Industry
CLP	Classification Labeling and Packaging
CSR	Corporate Sustainability Report
ERP	Enterprise Resource Planning
ESI	Employees' State Insurance Act
ETP	Effluent Treatment Plant
EU	European Union
FICCI	Federation of Indian Chambers of Commerce & Industry
FO	Furnace Oil
FY	Financial Year
GHG	Greenhouse Gases
GHS	Global Harmonised System
GRI	Global Reporting Initiative
HAZOP	Hazard Analysis and Operability Studies
HCFC	Hydro Chloro Fluoro Carbons
HIV	Human Immunodeficiency Virus
HO	Head Office
HRIS	Human Resource Information System
HSD	High Speed Diesel
IMFL	Indian Manufactured Foreign Liquor
IMS	Integrated Management System
ISO	International Organisation for Standardisation
JBF	Jubilant Bhartia Foundation
KL	Kilo Litres
KRAs	Key Result Areas
KSA	Kingdom of Saudi Arabia
LDO	Light Diesel Oil
MDGs	Millennium Development Goals
MOC	Material of Construction
MSDS	Material Safety Data Sheet



MT	Metric tons
NABARD	National Bank for Agriculture and Rural Development
NCVT	National Council for Vocational Training
NGOs	Non Government Organisations
NOx	Oxides of Nitrogen
NSE	National Stock Exchange of India Limited
OHSAS	Occupational Health and Safety Assessment Series
PPEs	Personal Protective Equipments
PVA	Poly Vinyl Alcohol
RO	Reverse Osmosis
SLF	Secured Landfill Facility
SO2	Sulphur Dioxide
SOP	Standard Operating Procedure
SPVA	Solid Poly Vinyl Acetate
SSF	Sodium Silico Fluoride
SSP	Single Super Phosphate
tCO2e	Tons Carbon Dioxide Equivalent to
TR	Tons of Refrigeration
REACH	Registration Evaluation Authorisation & Restriction of Chemicals
VFD	Variable Frequency Drive
VP	Vinyl Pyridine

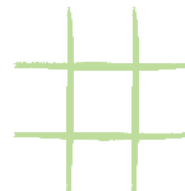
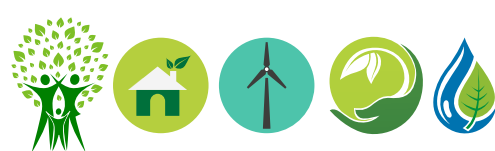


Application Level Check

	2002 In Accordance	C	C+	B	B+	A	A+	
Self Declared							Report Externally Assured from Ernst & Young LLP	✓
Third Party Checked								
GRI Checked								

Report Application Level		C	C+	B	B+	A	A+
Standard Disclosures	Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	
	Disclosures on Management Approach OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach disclosed for each Indicator Category	
	Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report fully on a minimum of any 10 Performance Indicators, including at least one from each of: social, economic, and environment.**		Report fully on a minimum of any 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.***		Respond on each core and Sector Supplement* indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

This Report is Self Declared to be in conformance to GRI 3.1 guidelines meeting A+ criterion for disclosing all the core indicators, management approaches and additional indicators.



Feed Back Form

Corporate Sustainability Report 2013-14



Details of information provided on issues covered in the Report:

☐ Comprehensive ☐ Adequate ☐ Inadequate

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

Clarity of information provided in the Report:

☐ High ☐ Medium ☐ Low

The quality of design and layout of the report:

☐ Excellent ☐ Good ☐ Average ☐ Poor

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.... Bonding all for Sustainability



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