

**CORPORATE SUSTAINABILITY REPORT**  
**2015-2016**

AGRICULTURE • CONSUMER PRODUCTS • FOOD POLYMERS • VP LATEX





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## 1.1 Chairman Statement

### Dear Stakeholders,

Sustainability Development Goals (SDG) adopted by United Nations through the resolution 'Transforming our World: the 2030 Agenda for Sustainable Development' in September 2015 have set the path for further strengthening the activities initiated under Millennium Development Goals (MDGs). Agreement on setting 'Intended Nationally Determined Contributions (INDCs)' during the United Nations Climate Change Conference held in Paris, France in December 2015 has been a landmark milestone for commitments made by countries globally on reducing Green House Gas (GHG) emissions.

The report covers the various Sustainability initiatives undertaken by the Company in the year 2015-16. Some of these are;

- Process improvements and optimising utility distribution along with use of variable frequency drives on high energy consuming electrical drives and use of energy efficient low power consuming LED for street and office lighting have reduced energy intensity and GHG emission.
- Ensuring sustainable fuel sourcing by replacing use of Non-renewable fuel – Coal with Renewable (carbon neutral) fuel – Rice Husk.
- Resource Conservation measures undertaken to increase sulphur recovery from sulphur sludge.
- Environmental Lab has been established in-house for monitoring and control of stack emission and waste water quality in view of increasing stringent legislative standards.
- Online monitoring system installed and commissioned on fertilizer plant stacks for particulate matter (PM) and flow quantity of process waste water generated at Gajraula plant ensuring legal compliance with the latest directions issued by CPCB and UPPCB.
- Zero Effluent Discharge has been maintained with process waste water recycled and reused and domestic waste water treated and reused for gardening.



“Corporate Social Responsibility (CSR) has been an integral part of the Company’s strategy led by Jubilant Bhartia Foundation (JBF). The CSR activities laid thrust on education, health and enhancing agricultural productivity.”



- Achieved 3.9 Million Accident-Free Safe Man hours in the year 2015-16 cumulative for all five manufacturing plants of the Company.

Corporate Social Responsibility (CSR) has been an integral part of the Company's strategy led by Jubilant Bhartia Foundation (JBF). The CSR activities laid thrust on education, health and enhancing agricultural productivity. Project 'Muskaan' focused on improving the reading, writing and speaking ability of school students by organizing programs like story recitation, drawing competition and essay writing. JBF worked on improving the nutritional intake for eradicating malnutrition and monitored status of mothers and children, right from pre-natal stage till their growing years. Under Project 'Samriddhi' Krishi - Paatshala were organized in 10 villages at Gajraula on promoting best agricultural practices such as Pest control of Rice, diseases of Rice, techniques for Sugarcane farming, Soil testing, Mustard farming, Urad farming etc. In compliance with the provisions of Companies Act 2013 (the 'Act') Sec-135, the Company has framed its CSR policy and has uploaded on its website.

Company's efforts in its drive for sustainable growth were recognized in various forums. Gajraula plant received Annual Greentech award in Gold category in Chemical sector for outstanding achievement in Safety Management System for 2015, Gold Award in Chemical sector for outstanding achievement in Environment Management System. Efforts of Gajraula plant were also recognized in Asia Pacific HRM Congress for "Best in Corporate Social Responsibility Practices". Jivanjor Achiever's Club has won the Award for the "Best Use of Technology in a Loyalty program" in the AIMIA - 9th Loyalty Awards at Mumbai.

The Company would continue to focus on Inclusive growth.

Best Wishes

A handwritten signature in black ink that reads "Hari S. Bhartia".

Hari S. Bhartia  
Chairman



## 1.2

# Internal Controls System 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 financial control systems play a key role in directing and guiding the Company's various activities by continually preventing and managing risks.

### Internal Financial Control Framework

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

The above requirement has the following elements:

1. Orderly and efficient conduct of business
2. Safeguarding of its assets
3. Adherence to Company's policies
4. Prevention and detection of frauds and errors
5. Accuracy and completeness of the accounting records and timely preparation of reliable financial information

At the Jubilant Industries Limited, the internal financial controls system is in place and incorporate all the five elements as mentioned below:

### Orderly and efficient conduct of business

The Company has a well laid down organizational structure which defines the authority-responsibility relationship. The Company has a formal financial planning and budgeting system in place encompassing the short term as well as long term planning. In order to ensure that the decisions are made and action taken at an appropriate level, the Board of Directors of the Company have formulated the Delegation of Authority which has been designed to ensure that there is judicious balance of authority and responsibility. The adherence to Delegation of Authority is part of the internal audit plan. The Company also has the risk management framework in place which has been discussed under the heading Jubilant's Vision on Risk Management.

Compliance with respect to various statutes, rules and regulations applicable to Jubilant is managed by Secretariat department. Status of compliance is governed through an intranet based application 'Statutory Compliance Reporting System' (SCRS). Respective control owners certify the compliances on the respective periodicity defined in SCRS and a compliance report is prepared through SCRS. The objective of the SCRS certification is to ensure that the compliances are effectively managed and controlled and that they support the Company's business objectives and corporate policy requirements.

### Safeguarding of its assets

The Company has taken an all industrial risk policy for all of its plant as well as corporate office to safeguard its assets. The Company also carries out a physical verification of its assets. The Company follows GRI G4 guidelines for the Corporate Sustainability framework. Management information system is also in place to



report any accidents at work.

### **Adherence to Company's policies**

The Company has a two tier policies and procedures viz Entity Level Controls and Process Level Controls. The entity level control includes a comprehensive code of conduct and code of ethics. The Company also has a Whistle blower policy in place and any employee of the Company can directly write to the Ombudsman office. We also have process level controls which cover a wide range of key operating financial and compliance related areas like Accounting, Order to cash, Procurement to payment, Inventory and production, Treasury, Legal, Forex, Fixed assets, Direct and Indirect tax, R&D, ITGC, etc.

Self assessment certifications of controls are being done by the Control Owners through a verifiable and transparent sign-off process and such certifications are reinforced by Activity and Location Owners, as they give in-principle approval to the self assessment by the Control Owners. Result of Controls Manager certification is prepared and presented to the audit committee every quarter by the CFO for exception review.

Controls certification are also being validated by the in-house team through review of the assertions certified by the Control Owners on sample basis regularly across business units, plants, branches and corporate office and validation result of Controls Manager certification is prepared and presented annually to the audit committee.

The above policies are periodically reviewed and refreshed in line with the change in business and regulatory requirements.

The Audit Committee, on a quarterly and annual basis, reviews the adequacy and effectiveness of the internal controls being exercised by various business and support functions.

### **Prevention and detection of frauds and errors**

Due to the presence of strong Code of Ethics and Whistle blower policy, it is generally expected that serious frauds will not take place. In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by M/s Ernst & Young LLP. Action points and suggestions made by them are discussed in Sub Audit Committee meeting before presenting the same to the Audit Committee. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are carried by the in-house audit team in areas that may be vulnerable to fraud.

### **Accuracy and completeness of the accounting records and Timely preparation of reliable financial information**

The Company has a very well documented and updated Accounting Manual based on the existing Indian GAAP. The Accounting Manual contains detailed guidelines on all aspects of accounting applicable to the Company and has been prepared in line with all applicable accounting standards, guidance notes and expert opinions. This helps in ensuring that the accounts and finance team is well updated on the applicable accounting requirements. Financial consolidation is carried out through an ERP system called Hyperion thereby minimising the chances of manual errors. The financial information is verified by the statutory auditors on a periodic basis as per the requirements of Companies Act, Listing agreement, ICAI guidelines, etc. The Company has an "Accounting Centre of Excellence" headed by an expert in accounting domain. The Accounting Centre of Excellence provides structured trainings to the accounts and finance team on a wide range of topics covering Indian GAAP, Ind AS, IFRS, Companies Act, 2013, Direct & Indirect taxes, etc. through in-house & outside experts.

### **Jubilant's Vision on Risk Management**

To establish and maintain enterprise wide risk management capabilities for active monitoring and 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 and Finance and Head of Management 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 Management Assurance act as a governing body to monitor the effectiveness of the internal financial controls framework.

## Risk Mitigation Methodology

We have a comprehensive internal audit plan 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 2,000 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).

## 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 its business segments. Agri business mainly gets affected due to uncertain monsoon, shift in cropping, agri output prices which impact the demand of fertilizers requirement/availability. Further, government policy determines the way for import of de-controlled fertilizers such as NP, NPK (DAP and Complex fertilizers) and MOP depending upon the international prices which impacts excess/low availability. In Agri 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 (e.g. 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 Agri business, the Company has added a number of dealers in primary market to build up strong distribution network and also to sustain our present market share.

For its Wood Working Adhesives and Wood Finishes business, low involvement of consumer and price sensitivity exposes the Company to increase dependence on Channel and Influencer for creating demand for its products. Regional players, due to lower overhead costs and higher trade schemes, put great pressure on



margins. The Company has worked out strategies to expand distribution channel, build up product portfolio in high growth segments and strengthen brand usage among influencers with loyalty programs and various interactive marketing initiatives.

For its Food Polymer and Latex business, where it commands a significant share of business for leading chewing gum manufacturer, by supplying to tyre code dippers and tyre manufacturers, it faces competition from international territories including China in terms of cost advantage enjoyed by these companies. Further for Latex business, it faces competition from Europe due to Euro depreciation resulting in European suppliers aggressively dropping prices to garner business in dollar price countries. 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. The Food Polymers business has extended the Polyvinyl Acetate grades (till now being supplied only as a Food Additive) for Industrial applications to hedge against current risk of supplies to a single industry (chewing gum).

### **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 Sulphur, Sulphuric Acid, 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.

In the Food Polymers business, a new source of supply of VAM which is the key feed stock was added in the financial year. Additional sources are being identified and evaluated.

Deployment of 'Business Excellence' initiatives has resulted in significant cost savings in the last financial year. Additional savings in Raw Material, Utility and Conversion costs have been identified for FY17.

### **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. 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.

For Food Polymers, plans have been implemented to comply with regulations that have come in force in the recent past both in India, and in relevant markets. Further, developments in the regulatory space are being continuously monitored.



## 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 Resources- 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.

The successors to the business heads are being engaged to lead cross functional teams and are structurally involved in strategy and operational discussion to build up the holistic knowledge of the business. The Campus connect program has been institutionalized to infuse fresh and quality talent at the entry levels with an assured fast track career path. The search partner engagement program enables the Company to reinforce its employer branding that has translated in to successful lateral hiring at key positions.

To execute its growth and diversification plans, the Company continues to hire new, highly skilled scientific and technical personnel staff and has also introduced rewards and recognition policies for effective employee engagement. Focused capability building through need based training programs is provided to the identified 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 urbanisation 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 facility for a majority of its business is concentrated at Gajraula, India. Any disruption or stoppage of work at this facility, 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 Gajraula plant. 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. For Food Polymers, adequate finished goods, inventory is being maintained at stock points within the factory, as also close to the main markets/customers, to maintain supplies to key customers in the event of any stoppage of manufacturing operations. This inventory cover, however, would be for a limited period. The risk of impact on business in case of a prolonged stoppage / interruption of operations, remains.

Similarly, for Latex business, the manufacturing facility is at Samlaya, Vadodara, India. Any disruption or stoppage of work at this facility, for any reasons, may adversely affect our business and results of operations not just for this but other business segments of Group companies which depend on supplies from Samlaya plant. Industrial All Risk insurance protection has been taken by Jubilant to ensure continuity in its earning capacity.



## 2.1 Organisational Profile

Jubilant Industries Limited is the flagship Company of the Jubilant Bhartia group. Jubilant Industries Limited is a public limited company with listing on BSE Limited and National Stock Exchange of India Limited (NSE). Its wholly owned subsidiary Jubilant Agri and Consumer Products Limited 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. The Company operates in both Business to Business (B2B) and Business to Customer (B2C) segment.

Significant change in the business structure of the Company in the reporting period;

To focus on its core businesses of manufacturing chemicals and fertilizers, the JACPL divested and completed transfer of its retail hypermarket business chain 'Total' on August 12, 2015 on a going concern basis, by means of a slump sale.

### **The Company has membership in following Organisations;**

- Fertilizer Association of India (FAI)
- International Chewing Gum Association
- All India Rubber Industries Association
- National Safety Council of India

The Company reported consolidated Revenue of ₹ 6092.87 Million including other operational income, EBITDA of ₹ 304.02 Million before exceptional items & Net Profit of ₹ (94.56) Million in FY 2015-16 . The Basic EPS for FY 2015-16 was ₹ (7.97).

Our Agri Products business reported revenue of ₹ 1326.73 Million and Performance Polymer business reported revenue of ₹ 3762.96 Million.

The total capitalisation broken down in terms of debt and equity is ₹ 2705.21 Million and ₹ 436.34 Million respectively.

As on 31st March 2016, total number of 591 employees were employed by the Company.

### **Corporate Office and Registered Office:**

#### **The Company's Corporate Office is located at;**

Plot No. 1A, Sector 16A,

Noida - 201301, Uttar Pradesh, India

Tel: +91-120-7186000

Fax: +91-120-7186040-7186140

#### **Registered Office:**

Bhartiagram, Gajraula,

Distt. Amroha- 244 223, Uttar Pradesh, India

Tel: +91-5924-252351-60;

Website: [www.jubilantindustries.com](http://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 five 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

#### Gujarat

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

#### Maharashtra

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

#### Rajasthan

Village Singhpur, Tehsil -Kapasana  
Distt. Chittorgarh,  
Rajasthan, 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.

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.



### Leadership Position:

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



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



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



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



**Consumer brand “JIVANJOR” & “CHARMWOOD” are one of the leading brands in India in consumer adhesives and a significant player in the Indian wood finishes market**



## Jubilant Industries Limited has following subsidiary and business divisions;

### JACPL

- Food Polymers Division
- Latex Division
- Agri Products Division
- Consumer Products Division

### 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:

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 standards.

#### 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), Organic Granular Fertilizers - RAMBAN SHAKTI ZYME, RAMBAN NUTRA VITA, Sulpha Gold (Sulphur 90% DP), 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 BENTOSULPH (Bentonite Sulphur 90%)

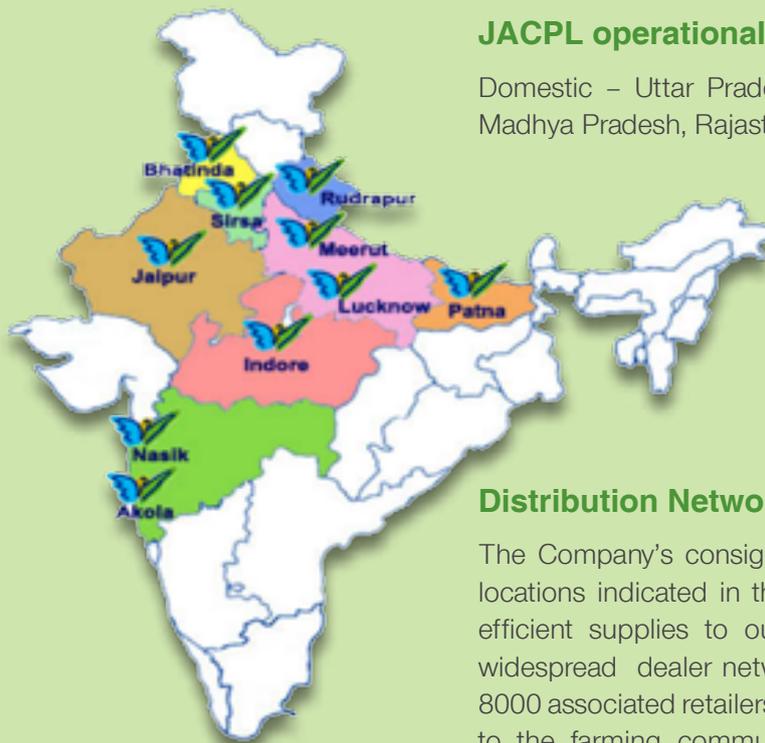


- Our In-house products- Organic Manure Granules (Ramban ShaktiZyme & Ramban Nutra Vita), when applied along with any complex fertilizer improve the overall health of the crop in both vegetative & reproductive phases by adding additional organic carbon to the soil to improve microbial population.
- Likewise, our product SulphaGold (Sulphur 90% DP) provides the key nutrient to the sulphur deficient soils of Northern belt. The sulphur content in the soils has reduced due to increased use of High analysis fertilisers like MAP & DAP.
- 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), 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), ALTER (Alphamethrin 10% EC), RAIDER (Chlorpyrifos 20% EC), BUPRO-ZIN (Buprofezin 25% SC), FIPRO (Fipronil 0.3% GR), ACURA (Acetamiprid 20 % 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)
- Industrial Chemicals produced is Sulphuric Acid (H<sub>2</sub> SO<sub>4</sub> 98.4%) which have wide application in industrial processes.



### JACPL operational areas for Agribusiness:

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



### 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. The Second brand of Consumer products is “CHARMWOOD” which is a leading player of Wood Finishes market.

- ‘JIVANJOR’ wood adhesives products are very popular and an effective assembly adhesives in the woodworking industry. Our water based adhesives comprise of Aquabond, Water Shield, Lamino, All Rounder, Vamicol, Polystic, and Hero. 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 Champion Super Foam Bond & Lamino NXT which is a synthetic rubber based adhesive for exceptional fast drying and vertical lamination, Foam to any surface application & Laminate to Laminate adhesion respectively.
- ‘CHARMWOOD’ 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. ‘CHARMWOOD’ also offers a wide range of stains that can be mixed to generate unique colors to suit every desire. ‘CHARMWOOD’ offers ancillaries like sealers & thinners required for the purpose of successful application.
- TERMILOK offers wood protection solution from termites & borers. It’s a eco-friendly, heavy duty, clear coat, anti-termite wood preservative.

## 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

### Bangalore

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

### Hyderabad

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

### Kolkata

Manglam Business Centre, 11/1, South  
City Pinnacle, 12th Floor, Block – EP,  
Sector V, Saltlake City, Kol - 700091

### Mumbai

Chamber No #410, Access work, Level 4,  
E wing, Tex Centre, Chandivali Farm Road  
Andheri East, Mumbai - 400072





## 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 are manufactured at our plant in Nira.



## 2.2 Awards and Recognitions



Jubilant Agri & Consumer Products Ltd. Gajraula Plant has been declared as Winner of prestigious Greentech Safety Award 2015 – Gold Award – Chemical Sector for their outstanding achievement in Safety Management System consecutively for consecutive fifth year.



Jubilant Agri & Consumer Products Ltd. Gajraula Plant has been declared as Winner of India's Prestigious 15th ANNUAL GREENTECH ENVIRONMENT AWARD 2015 in GOLD Category in Chemical sector for outstanding achievement in Environment Management System for the year 2015.



**JUBILANT AGRI & CONSUMER PRODUCTS LTD, GAJRAULA has been declared a Winner of India's Prestigious ASIA PACIFIC HRM CONGRESS AWARDS 2015 for “Best in Corporate Social Responsibility Practices”**



**JACPL Consumer Products Division (CPD) Jivanjor Achiever’s Club has won the Award for the “Best Use of Technology in a Loyalty program” in the AIMIA - 9th Loyalty Awards at Mumbai.**



## 2.3 Ethics and Integrity

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 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



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
- HIV/AIDS Policy
- Prevention of Sexual Harassment at Workplace

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



### 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 recognizes 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 planet 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 emissions.
- Nurture greenery & plantation in the plant and its vicinity.

We shall endeavor to mitigate Climate Change by these initiatives.

December 04, 2010

Piyarat 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

Vidoh Jainpuria  
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

Vidoh Jainpuria  
Managing Director



## 3.1 Report Profile and Reporting Principles

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2015 to March 31, 2016 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, 2014 to March 31, 2015 and was Self-Assured by Independent Internal team and was Self-declared for A Level of Reporting as per GRI 3.1 guidelines and released in Annual General Meeting held on 21st December, 2015.

This report will be published on annual basis along with the Annual Report of the Company. The Sustainability performance indicators of GRI G4 guidelines are included in the report as per the materiality reporting principle of GRI. The other requirements of these guidelines have also been followed. Jubilant Bhartia Group has strong foundation of Sustainability Reporting. In this report, the efforts are made to adequately address the change in business as well as the challenges and opportunities along with the Economic, Environment and Social performance of the Company. GRI G4 Part 1 Reporting principles and standard disclosures guidelines section 4 on Reporting Principles have been referred for 'Applying the Report Content Principles' in preparing the report.

The report covers all the five 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. The report includes all major activities which have significant impact on sustainability. The performance for the report does not consider the R&D activities and Corporate Office performance for Sustainability. Also, the aspects for the Jubilant Industries Limited distribution channels, marketing offices, warehouses, out of office business meetings, out of country business supporting offices have not been considered. Labour Practices and Human Rights Performance for Corporate Office have been considered in the Report. The data measurement techniques adopted for reporting are based on its practicability.

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 2015-16) 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. 15,  
Institutional Area, Knowledge Park - 2,  
Greater Noida - 201 306, Uttar Pradesh, India

Phone number: + 91 120 7186188

Email: [jil\\_sustainability@jubl.com](mailto:jil_sustainability@jubl.com)

### REPORTING SCOPE AND BOUNDARY FOR MATERIAL ASPECTS

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



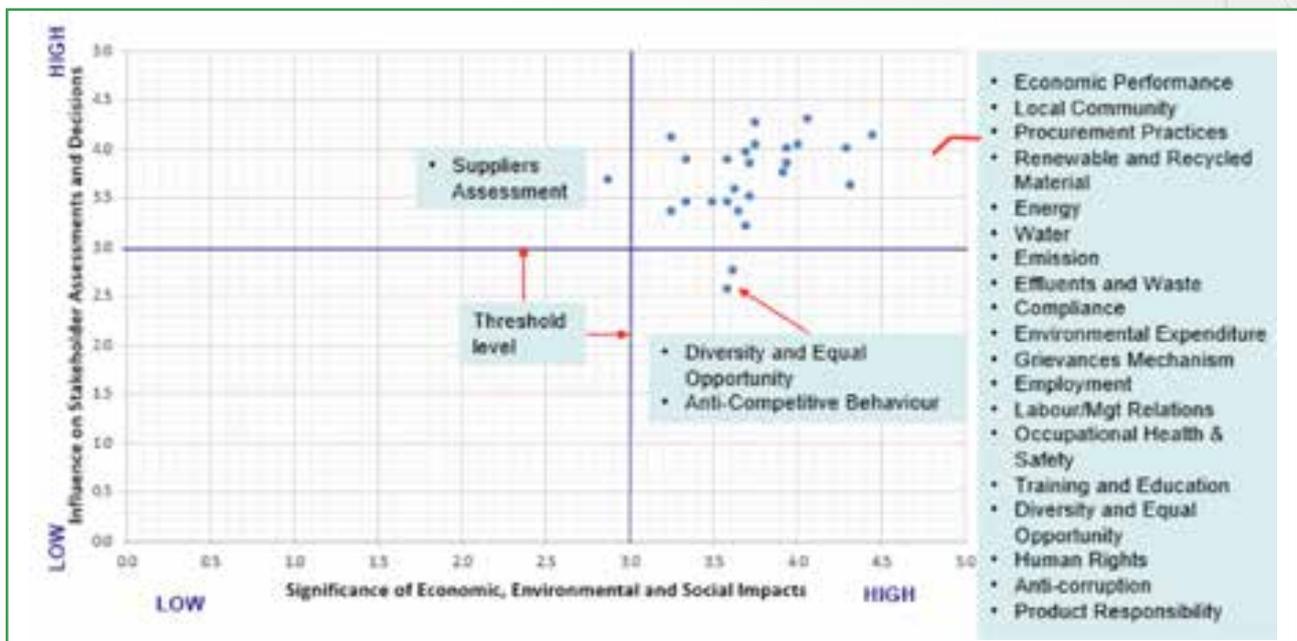
The report is structured in six major focus areas which are the essential elements of sustainability related to the Company's business. However, other required details are also covered. The focus areas are:

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

Complying with the new requirements in GRI G4 Sustainability reporting guidelines, the scope of Supplier assessment has been redefined in the revised Supplier Assessment checklist and Grievance mechanism reporting has been revised in the report.

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.

A set of questionnaire was framed for the Sustainability Aspects and respective indicators. Scoring for the level of significance to the Company was carried through Leadership team comprising the Business Heads, Functional Heads and manufacturing locations Unit Heads. The same questionnaire was also scored by the employees of various functions and levels across Manufacturing Units of Gajraula, Samlaya and Sahibabad, Corporate Office Business team, and R&D employees, the threshold level of 3.0 on scale of 5.0 was defined to identify the significant material aspects as depicted in graph.





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

**External Assurance:**

This report is internally verified to be ‘In Accordance’- Comprehensive Level of Reporting as per GRI G4 guidelines and no External Assurance has been taken.

**Application Level - Self Declaration**

<b>Self Declared</b>	<b>Report Data Verification carried out Internally by Senior Team</b> <b>Report is as per GRI G4 guidelines ‘In Accordance’- Comprehensive level of reporting</b>	
<b>Third Party Checked</b>		
<b>GRI Checked</b>		

Content Index for the report details is covered in pages no 73 - 79.



## 3.2 Stakeholder Engagement

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

SN	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Concerns identified / Feedback received / Action taken
1	Consumer products - Customers / Distributors / Dealers	<p>Carpenter Meet In-Shop Meet /</p> <p>Contractor Meet</p> <p>Jivanjor Achievers Club/</p> <p>Customer Advisory Panel</p> <p>Social Media Engagement</p>	<p>as per calendar</p> <p>Continual</p> <p>Continual</p> <p>Monthly</p> <p>Continual</p>	<p>Time to time regular carpenter meets are conducted at various dealers' points, where in the carpenters are informed about any new products introduced.</p> <p>Influencers are educated about product differentiations and benefits. It also helps in building last mile relationship with key decision makers for the category. Organised 1900+ In-shop meet and interacted with 39000+ carpenters and polishers. Organised 54+ key contractor meet and interacted with 2800+key influencers</p> <p>Jivanjor Achievers Club Loyalty program is a platform where carpenters are enrolled and are encouraged to earn reward points and encash these reward points for lucrative gifts. Through Achievers Club we encourage carpenters for long term association with Company and its products, which in turn will be beneficial for both Company and carpenters. Enrolled 1,00,000+ Carpenters, making the Country Largest No 1 Influencer Reach</p> <p>Feedback from users on product quality, &amp; performance and helps in identifying need gaps and proof testing before any new product launch</p> <p>Created more vibrant consumer oriented and interactive social media presence. Various interior designers are invited to come and show case their work / design on our web site.</p>





SN	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Concerns identified / Feedback received / Action taken
4	Employees / Contractors	Training	As per Plant Training Plan (Monthly)	Functional, Technical and Behavioural Training as per TNI,
		Rewards & Recognition	Monthly	Performance and achievement recognition through SPOT ON, SOM, OTA, MDT, Suraksha Awards, Long Service Awards, Up-gradation of Education, Six Sigma Awards (Dronacharya, Sikandar and Arjun Awards), Sankalp Inter departmental competition for motivation (Mfg. Excellence, Housekeeping Excellence etc.)
		Events such as Annual Day,	Annually	Sports activities for physical fitness
		Vishwakarma Pooja,	Annually	Equipment health inspection and maintenance
		Festival & Cultural celebration,	As per festival	Interaction between personnel of different faith and improve social bondings.
	Birthday Celebration,	Monthly	To motivate employees and improved interpersonal communication and break social barriers.	
	Shramik Pratinidhi Mandal	SPM Meeting	Monthly	Workmen related issues, Human Rights, Labour practices, Grievance mechanism and welfare measures ( Canteen Facilities, Office Welfare Centre, Staff Welfare Center)
NIC/Raksha TPA	Claim Submissions and queries	Monthly	Employees Health	
5	Security	Rewards & Recognition and cultural program on Republic Day and Independence Day.	Annual	Security Awards to motivate security team
		Training and Security Drill	Daily	Improving communication, considering Human Rights concerns of all personnel including visitors and community and maintain their Physical fitness



SN	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Concerns identified / Feedback received / Action taken
6	Community / Villagers in vicinity of plants	Community Interface Meet -Meeting with PRIs, Opinion Leaders from the local community. -Regular Meeting with local Community through Project Coordinator Community development	Annual Regular (On day to day basis)	Community Expectation from the Company and respective Social Initiatives implemented in villages in plant vicinity; A) Project Arogya and Swasthya Prahari: Improving health indices through innovative services and promoting health seeking behaviour. B) Project Muskaan: Universalizing elementary education and improving quality parameters for primary education through community involvement. C) Nayee Disha: Enhancing employability through vocational training D) Rural development: Supporting the community infrastructure as and when identified in the project area E) Krishi Pathshala: Educating farmers on use of fertilizers and crop cultivation
7	Regulatory Authorities	Compliance reporting  Approval & Inspections	Monthly as well as Annually  As per plan	To ensure timely Approvals and compliances to all legislations including EHS Acts & Rules

Corporate Sustainability Report demonstrates 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 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.



## 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 Company making profits and approval of Board and Shareholders of the Company.

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

The Company has various Board level Committees including Audit Committee, Shareholder Relationship Committee, Nomination, Remuneration and Compensation Committee and Sustainability and Corporate Social Responsibility Committee to meet regulatory requirements as well as to discharge critical functions delegated by the Board. Some of the other Committees are Finance Committee 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 eight Directors, seven are Non-Executive out of which four Directors including one woman Director are Independent. Six Directors are in the age group of > 50 years and 2 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.



Sustainability and Corporate Social Responsibility Committee monitors Economic, Environment and Social performance parameters including risks associated with them. It also takes strategic initiatives for mitigation of Climate Change and the risks associated and formulate and recommend to the Board, a Corporate Social Responsibility Policy (CSR Policy). It also monitors the CSR Policy and recommend the amount of expenditure to be incurred for activities referred under the Policy. The committee reviews the Sustainability performance for half year (H1) and Annual reporting period.

The Committee functions under the Chairmanship of Mr. H. S. Bhartia Chairman Jubilant Industries Limited, and is supported by the Jubilant Bhartia Foundation team. Managing Director is designated as the Occupier for all the manufacturing locations for leading the Sustainability initiatives and has further delegated the responsibilities to Unit Heads /Factory Managers for managing the day-to-day activities at manufacturing locations. 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 and Corporate Social Responsibility.

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 is also being 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

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

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

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

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

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

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

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

Revenues generated are detailed below;

Revenue generated (₹ In Million)	FY 2014-15	FY 2015-16
Total Revenue	8,582.03	6,076.20
Agri Business Revenue	1,698.37	1,326.73
Performance Polymer Revenue	3,536.93	3,762.96
Revenue from Retail	3,346.74	986.51



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

Sales revenue (₹ In Million) by Geographic Markets	FY 2014-15	FY 2015-16
Americas & Europe	856.83	709.63
China	75.29	67.87
Asia & Others	157.92	125.93
Total Exports	1,090.04	903.43

The revenue generation from export is ₹ 903.43 Million which is 14.87% of the total revenue generation.

### Value Distribution

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

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

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

S. No.	Raw Materials Quantity (MT)	FY 2014-15	FY 2015-16
1	Process Chemicals	4,422.76	4,889.57
2	Rock Phosphate	87,891.44	57,991.63
3	Sulphur and Sulphuric acid	47,114.23	27,664.86
4	Chemicals for Latex	4,079.16	3,841.09
5	Vinyl Acetate Monomer	10,779.71	10,447.40

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

S. No.	Products Sales Quantity (MT)	FY 2014-15	FY 2015-16
1	Polymers including SPVA, latex, SPD & WF	30,066.69	30,534.10
2	Fertilizers and Agro chemicals	145,670.21	112,850.87
3	Sulphuric acid	41,776.02	42,346.92
4	IMFL (KL)	4,900.02	5,856.34

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

Item (₹ In Million)	FY 2014-15 (Other than Retail)	FY 2014-15 (Retail)	FY 2015-16 (Other than Retail)	FY 2015-16 (Retail)
Total	4,193.28	2,591.36	3,484.7	722.1



The staff cost as a percentage of net sales is 13.75% for the FY 2015-16. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

Item (₹ In Million)	FY 2014-15 (Other than Retail)	FY 2014-15 (Retail)	FY 2015-16 (Other than Retail)	FY 2015-16 (Retail)
Salaries, Wages, Bonus, Gratuity & Allowances	534.95	374.81	611.36	155.30
Contribution to Provident Fund & Superannuation Fund	27.22	26.34	28.45	7.58
Staff Welfare Expenses	35.47	6.25	33.47	1.38
Total	597.64	407.41	673.28	164.26

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

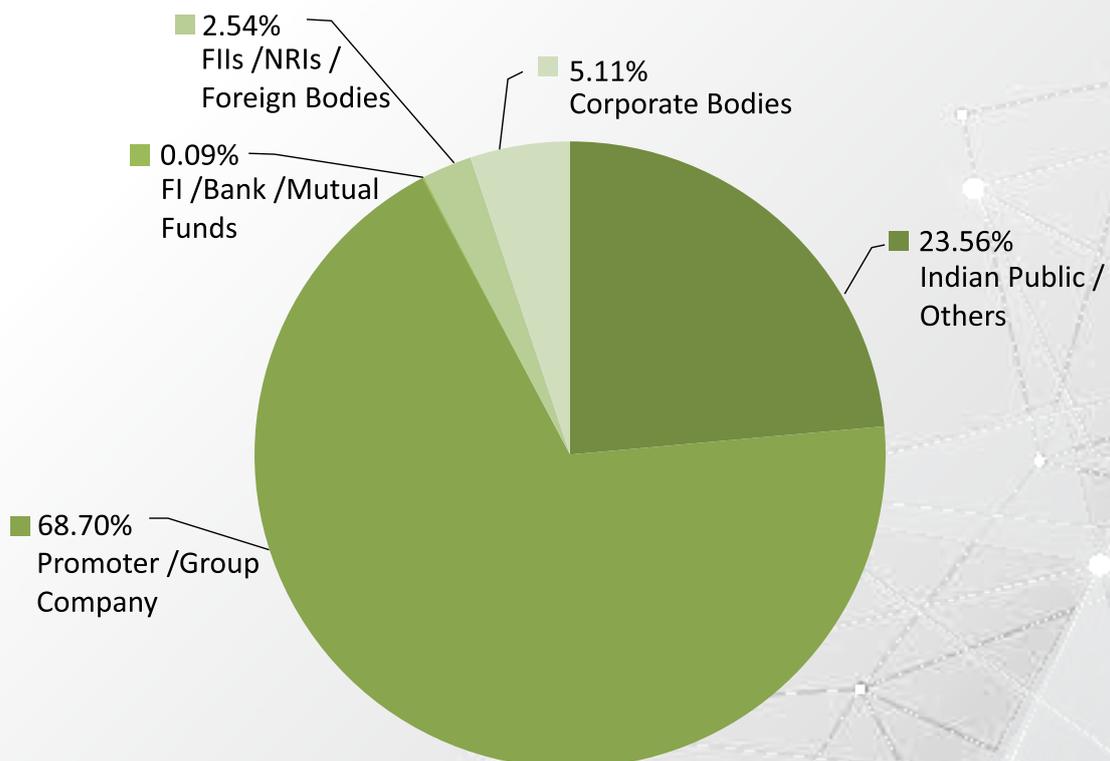
The Company's retained earnings and reserves are ₹ 317.47 Million. The dividend payout for the reporting year is NIL.

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 ₹ 448.42 Million for year 2015-16.

The Company receives subsidies on the sale of fertilizers. During the year 2015-16, the amount received from the Government against subsidy, is ₹ 355.38 Million.

The Company received export incentives of ₹ 15.97 Million as financial assistance from Government for the year 2015-16.

#### Shareholding Pattern of the Company as on March 31, 2016 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 from its products and services. Aspects – Impact analysis are reviewed for the operation and maintenance tasks and the changes. The significant impacts are mitigated or controlled through management programs and operational control procedures respectively. Legal EHS Compliance review is an integral process of EHS Management system. Three manufacturing locations – Gajraula, Sahibabad and Samlaya are certified for OHSAS 18001 and ISO 14001 through accredited auditing agencies.

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

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

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

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

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

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



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

S. No.	Parameter	Unit	FY 2014 -2015	FY 2015 -2016
1	Coal	MT	3,069.76	Nil
	Energy	GJ	58,012	NA
2	High Speed Diesel (HSD)	KL	131.06	119.038
	Energy	GJ	4,733	4,298
3	Furnace Oil (FO)	MT	203.29	70.48
	Energy	GJ	7,073	2,451
4	Agro Fuel (Rice Husk)	MT	421.11	2,979.61
	Energy	GJ	5,281	37,364
	Total Direct Energy consumed	GJ	75,099	44,114

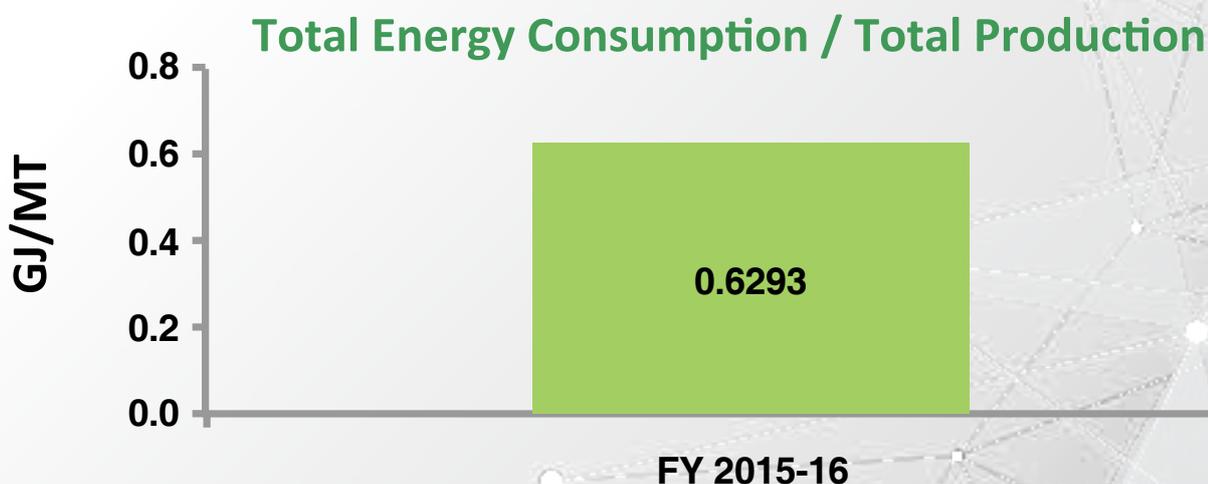
The total indirect energy consumption is presented below:

SN	Parameter	Unit	FY 2014-2015	FY 2015-2016
1	Electricity purchased	KWH	17,786,457.50	16,393,393.90
	Electrical Energy purchased	GJ	64,031	59,016
2	Steam purchased	MT	12,225.1	13,266
	Energy in form of steam purchased	GJ	34,230	37,145
	Total Indirect Energy purchased	GJ	98,261	96,161

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

At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Life Sciences Limited. For the reporting period 71,463.61 MT of steam has been generated and supplied to Jubilant Life Sciences Limited amounting to 2,00,098.11 GJ of energy. This has reduced 10,588 MT of coal consumption and also avoided 19,229 tCO<sub>2</sub> emissions.

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





Various 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
- OPE Improvement
- Use of energy efficient equipment

Through these initiatives Power consumption reduction achieved 363,608 Units (KWH).

Energy consumption reduction achieved through these initiatives 1,309 GJ and GHG emission reduction achieved from the above mentioned initiatives 298 tCO<sub>2</sub>

Renewable (carbon neutral) fuel - Rice husk has been used and replaced usage of coal, thereby reducing GHG emission by 2,905.12 tCO<sub>2</sub>

Usage of modern low Energy consumption LED 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. At Samlaya plant, CFL replaced in office area by LED light and timer device fitted for street lights ON-OFF supporting energy conservation initiatives.

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 LEDs and using natural light during day time in offices and at home wherever feasible.
- Celebrate World Environment Day, Earth Hour and other events for creating environmental awareness at all levels.
- Continue to invest in information technology to reduce the need to travel for internal meetings.
- Though each of Company's location has specific transport plans, however, staff is encouraged to use the lowest carbon mode of travel for business-related journeys and travel to work, where practicable.

### GHG Emission

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

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

Parameters	Units	FY 2014-2015	FY 2015-2016
Scope 1 – Direct Energy GHG Emissions	tCO <sub>2</sub> e	5,977	3,486
Scope 2 – Indirect Energy GHG Emissions	tCO <sub>2</sub> e	17,874	17,012

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 10.0 of Ministry of Power, Government of India.



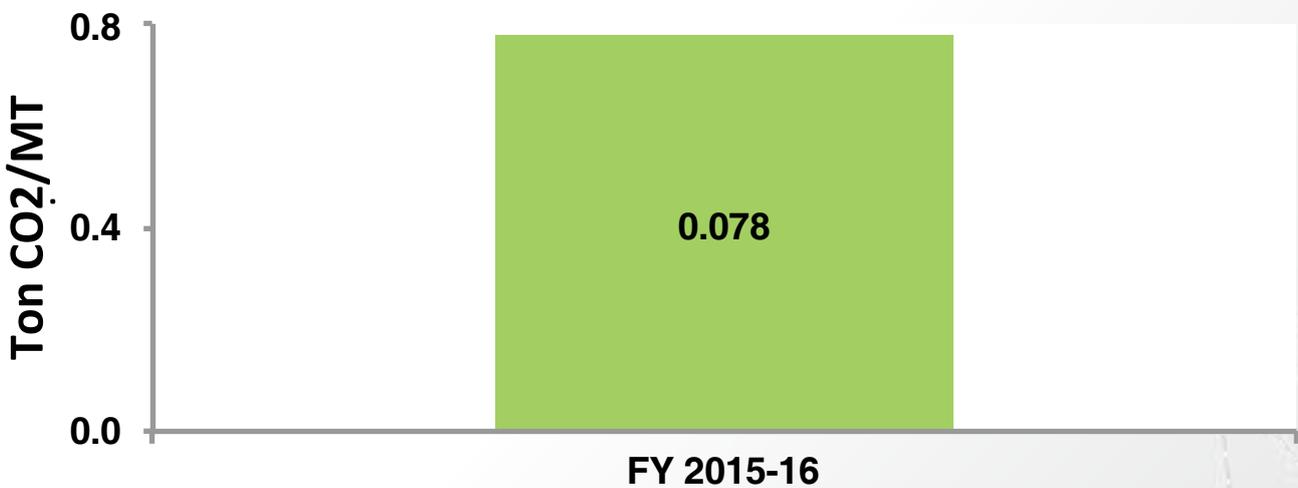
### Scope 3

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

### GHG Intensity

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

**Total GHG Emission / Production**



### EARTH HOUR 2016

**2030 Hrs, Saturday, March 19, 2016**

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



### Ozone Depleting Substances (ODS):

The Company neither uses Chloro Fluoro Carbon (CFC) in its operations nor uses any products with CFC. The Company does not purchase any CFC directly or equipment containing CFC. Under the Montreal Protocol the use of Hydro Chloro Fluoro Carbon (HCFC) is permitted in India and is specified in Ozone Depleting Substances-ODS (Regulations and Control) Rules, 2000, Ministry of Environment & Forests (MoEF), Government of India. 333.72 kg of HCFC - 22 was consumed in refrigeration and it represents 18.35 kg equivalent CFC - 11 Global Warming Potential (GWP).

### Air Emissions

The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance. The flue gas emissions mainly from Boilers, Furnaces and Diesel Generator (DG) sets, etc. are provided with the adequate stack height for effective dispersion. For control of particulate matter emissions from stack, multi cyclones and bag filters are provided in Gajraula 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’s air emissions load of SO<sub>2</sub>, NO<sub>x</sub>, Fluoride (as F) and particulate matter (PM) are generated mainly from the combustion of fossil fuel and from the process reactions in its manufacturing locations. The Company monitors particulate matter (PM), Fluoride (as F), SO<sub>2</sub> and NO<sub>x</sub> emissions from the stacks placed in its various manufacturing locations.

The details of these emissions are given below;

	Units	FY 2015-2016
PM Load	Ton	20.28
SO <sub>2</sub> Load	Ton	81.75
NO <sub>x</sub> Load	Ton	6.52
Fluoride (as F) Load	Ton	1.34

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

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

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



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



An in-house Environmental laboratory has been established at Gajraula for monitoring stack emission, ambient air quality monitoring and waste water analysis.



## Water

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

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

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 our five plant locations.

Water consumption details are tabled below;

Sources of Raw Water consumed	Units	FY 2015-2016
Withdrawn from ground water	KL	740
Purchased from municipality	KL	11,378
Purchase from Jubilant Life Sciences Limited	KL	294,045

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 five manufacturing locations is 26787 KL (10.95% 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 are maintained 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. An estimated 116,272.91 KL of rain water has been recharged in ground water at Kapasan through the rain water harvesting system in reporting period. At Nira plant, rain water from rooftop is collected in tanks and reused at site.

## 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 7,009 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Life Sciences Limited and 1,599 KL of STP treated waste water is used for gardening in plant.



At Samlaya unit, 6,990 KL effluent was sent to Jubilant Life Sciences Limited ETP for treatment and 1,847 KL of ETP treated waste water was sent to common effluent treatment plant for further treatment and disposal.

At Sahibabad, the treated effluent 1,191 KL and domestic waste water 730 KL was discharged into municipal sewer in accordance with Consent Terms and Conditions issued by the Uttar Pradesh State Pollution Control Board.

At Nira, 19 KL effluent was sent for treatment to Jubilant Life Sciences Limited ETP.

### 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.

At Gajraula during the FY 2015-16, Sulphur sludge processed: 124.62 MT out of which Sulphur recovered: 90.422 MT and the remaining waste sulphur sludge: 34.22 MT is reused in SSP plant.

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

Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) approved by Ministry of Environment, Forests and Climate Change (MoEF) while the used oil generated from the Company's operation is sold to MoEF authorised re-processors. The hazardous wastes during the year were disposed 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 515.43 MT.

The hazardous waste disposal details are mentioned below.

Parameters	Unit	FY 2015-2016
Hazardous waste send to MoEF approved recycler	Ton	113.272
Hazardous waste recycle & reuse on site	Ton	399.16
Hazardous waste send to TSDF for landfill	Ton	7.73
Hazardous waste send to TSDF for incineration	Ton	23.04

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 382.85 MT. Total quantity of fly ash reused is 440.62 MT.

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 202 kg.

Bio-Medical waste quantity 102.3 kg generated at Occupational Health Center of Gajraula plant and disposed at MoEF approved incineration facility of Medicare Environmental Mgt Pvt Ltd. Ghaziabad.

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



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

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

### **BIODIVERSITY:**

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

### **Tree Plantation and Green Area Development**

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

World Environment Day with monsoon season is most suitable period preferred for trees plantation. Awareness programs are carried out among employees and contractor personnel for encouraging them to plant more trees and increase greenery. Tree plantation drive is also carried out in local communities and villages and awareness and saplings are provided by the Company. Total 1,175 trees have been planted across all five manufacturing units.





### Impact Mitigation of Products

The Company's R&D efforts are to improve the product yield, reduction in the use of solvents, as well as to reduce the effluent generation. The Company believes in waste minimisation and cleaner production. The Company's product safety focus is operational through focus on safe handling of products from point of production to point of distribution. Standard Operating Procedures (SOP) ensures safe handling and transport of products. Every product consignment is dispatched in accordance with SOP formulated. The Company does not have a formal end-use and end-product assessment mechanism in place as a result of which product lifecycle analysis was not undertaken. The Company activities are to manufacture consumable products. These are not reclaimable. Some of the bulk material such as Latex is supplied through tankers which does not involve any packaging material. For some customers Latex product is send in IBC containers and the same IBC is cleaned and again reused for sending the products till the QC checks and approves its reuse thereby reducing use of new containers and enabling resource conservation and waste minimization. The other consumer goods and exported products are packed with suitable material as required. However, these packaging materials are not reclaimed by the Company.

### Transport

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

### Environmental Compliance

The Company has not been fined for any non-compliance of environmental laws and regulations in the year 2015-16.

### Environmental Expenditure

Regular environmental monitoring of ETP, STP, stack emissions, installation of online monitoring system for stack emission and flow monitoring of waste water generation and ambient air quality and up-gradation of environment pollution control equipments and disposal of hazardous waste are included in the overall cost of manufacturing operations at respective units. In the reporting year, the Company's expenditure on environmental protection amounted to approximately ₹ 9.9 Million.



## 5.2 Occupational Health and Safety

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

During the reporting period, One Reportable Accident has occurred at Gajraula plant. No Reportable Accident has occurred at other four manufacturing locations. Consequently the Company has achieved 3.96 Million Accident-Free Safe Man hours in the FY 2015-16, cumulative for all five manufacturing plants. The Company intends that the behavioural approach to risk awareness and management will make a major contribution in reducing and improving safety and health in the workplace across all the manufacturing locations.

The Company has successfully implemented Observation of Unsafe Acts and Unsafe Conditions across all five manufacturing plants. It has strengthened Line Managers in building Behavioural safety among the employees and contract personnel. Our Shift In-charge are taking self-ownership to improve workplace safety, issue daily permit to work and ensure their compliance adherence. Training are provided on 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 23,572 number of Unsafe Acts and Unsafe Conditions have been observed, out of which 23,345 number of Unsafe Acts and Unsafe Conditions have been corrected by 31<sup>st</sup> March, 2016.

### Safety Motivation

The Company organised various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2016, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

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





## Safety embedded in training

EHS 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.

Training was organized on the new Sustainability Reporting guidelines GRI G4 in which Leadership, Corporate team from all Business and Functions including Finance & Accounts, Supply Chain and Human Resources, all five manufacturing units – Unit Heads and HOD from Engineering, EHS, Human Resource, and Quality Assurance, R&D team, and Corporate Social Responsibility – Jubilant Bhartia Foundation team had participated. The training was conducted by CI-ITC Center of Sustainable Development expert faculties. Key learnings had been on the new reporting requirements on Supply Chain and incorporating Material Assessment as the

foundation of Sustainability Reporting.

## Managing safety

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

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

- In-house healthcare facilities, first-aid and emergency care services for all employees
- Full-time / Visiting doctors at the plant and paramedical staff at on- site clinic
- Employee health checks regularly
- Safety committee meeting at all manufacturing locations at regular interval with minimum 50% committee members from workers
- Regular safety audits
- Awareness program for workplace safety with regular campaigns
- Usage of safety protection equipment such as safety helmets, gloves, respirators
- Regular mock drills involving concerned persons
- Safety Day / Week celebrations with 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. Workmen agreements cover clause for adhering compliance to statutory legislations such as Factories Act 1948 and follow the safe operating procedures (SOP) defined for the processes.

### Safety Improvements

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

- Site Emergency Controller Board displayed for facilitating awareness on Emergency Response.
- Static Charge dissipater installed in Jumbo Bag filling
- Installed Bellow Valves for flow control of raw material
- Implemented practice of regular oxygen monitoring in raw material storage Bullet with an intrinsically safe portable oxygen analyser

Site Emergency Controllers Jubilant Agri & Consumer Products Ltd			
Sl. No.	Device	Name of Operator	Mobile No.
1	Emergency Wall Controller	Kishor Sharma	984317192
2	Control valve	Parvatha Rastogi	984317192
3	Wall Control Controller	Bhendra Choudhary	984317192
4	Main Emergency Controller	A.K. Arya	984317192
5	Level - 2 Isolated Controller - Polymer	Ashish Kumar	984317192
6	Level - 2 Isolated Controller - Fertiliser / SSP	Rajesh Pandey	984317192
7	Level - 1 Isolated Controller - SSP	Sudhakar Singh	984317192
8	Level - 1 Isolated Controller - WP	Sudhakar Singh	984317192
9	Level - 1 Isolated Controller - Fertiliser / SSP	Sudhakar Singh	984317192
10	Emergency Response / Wall Controller - SSP	Ashish Kumar	984317192
11	Emergency Response / Wall Controller - WP	S.P. Singh	984317192
12	Emergency Response / Wall Controller - Fertiliser	A.K. Arya	984317192
13	Emergency Response / Wall Controller - SSP	S.P. Singh	984317192
14	Fire Alarm	Sudhakar Singh	984317192
15	Factory Medical Officer	Dr. Rajeev Gupta	984317192
16	Security In-charge	Harish Singh Shrivastava	984317192





## Occupational Health Services

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

Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY 2015-16.

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.



## 5.3 Labour Practices and Human Rights

### Disclosure on Management Approach – Labour Practice

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.

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.

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.

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 591 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. Competences 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 31st March 2016 (FY 2015-2016)		
Corporate/Branches	279	Executives = 279, Workers = 0
R&D	12	Executives = 12, Workers = 0
Gajraula	173	Executives = 95, Workers = 78
Samlaya	59	Executives = 50, Workers = 9
Sahibabad	56	Executives = 34, Workers = 22
Nira	2	Executives = 2, Workers = 0
Kapasan	10	Executives = 10, Workers = 0

No. of Executives (as on 31st March 2016)	482	Gender (Executives): Male - 463, Female - 19
No. of Workers (as on 31st March 2016)	109	Gender (Workers): Male - 109

Percentage of employees in the gender category (as on 31st March 2016)	Male – 96.79%, Female – 3.21%
Percentage of employees by age group (as on 31st March 2016)	<30yrs = 14.72%, (30 - 50yrs) = 70.73%, >50yrs = 14.55%

There is NO significant variations in employment numbers due to seasonal variations.

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	Male
	19	Female (Covered under Maternity Benefit Act, 1961)
No. of employees by gender that took parental leave	0	Male
	0	Female
No. of employees who returned to work after parental leave ended	NA	
The number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	NA	
The return to work and retention rates of employees who returned to work after leave ended, by gender.	NA	

In order to move forward on our constant efforts to build a High Performance & Delivery Culture in our Organization, we are making inroads towards developing a qualified and productive workforce through innovative Training & Development Concepts. The training has been imparted and modules have been developed on five dimensions viz. Core Function (Process technology, engineering & maintenance of machines and equipment training), Safety (Training on JSA, PPEs, UA & UC, MSDS, NC Handling, Chemical Hazard), Quality (Training of FSMA, GMP, HACCP, ETI, BRC Std.), Information Technology (Training on BAAN), Employee Wellness (Training of Stress Management & Life Style disease, Computer Vision Syndrome, Hearing Conservation) and Behaviour (Training on Positive Attitude and Communication Skills). The interventions were adopted for the continuous development of Top Management, Middle Management & Operators level. The main objective of the Training Function is to align the initiatives undertaken to the Company's overall objectives & policies of achieving zero incidence, environmental friendly. Our aim is to constantly develop & update the skill & competency level of the present workforce & make them our core strategic resource through which we seek to achieve the global leadership status. Multi Skill of employees are developed for cross functional needs, giving higher productivity and motivation of employees. Skill of employees has been enhanced to a level above 2.4 on scale of 4 at Gajraula plant. 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	15.84	Total training hours stand to be 9,363. (Training hours for Executives –7,067 & Workers – 2,296)
For the reporting period, the total number of training hours for male executives is 4,486 for all five manufacturing locations.		

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 31st March 2016, percentage of such eligible employees stand to be 96.47% approximately (Female - 3.66%, Male - 96.34% from the total no. of 465 covered).	
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Total number of new employees hired during reporting period	158	Male
	5	Female
Rate of new employees hired (Average Manpower base = 163)	96.93%	Male
	3.07%	Female

Total number of new employees hired (Age group wise)	163	<30yrs = 59, (30 - 50yrs) = 102, >50yrs=2
Rate of new employees hired (Age group wise)		<30yrs = 36.20%, (30 - 50yrs) = 62.58%, >50yrs= 1.23%

Total number of employees leaving during reporting period	172	Male
	4	Female
Rate of employees leaving during reporting period (Base figure =176)	97.73%	Male
	2.27%	Female
Total number of employees leaving employment (Age group wise)	176	<30yrs = 55, (30 - 50yrs) = 107, >50yrs = 14
Rate of employees leaving employment (Age group wise)		<30yrs = 31.25%, (30 - 50yrs) = 60.80%, >50yrs = 7.95%

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 at Gajraula, tying up with leading hospitals for employee wellness, health and spiritual 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 upcoming 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

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.

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.

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.

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.

### o 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.

Raw and packing material for the Company procured by Supply Chain team located at HO and Plant.



About 30 to 35 % raw material is imported and rest procured locally within the country. Packing material is completely procured locally. Supply Chain have tie-up for storage facilities at key ports of Kandla, Mundra in Gujarat and JNPT Mumbai in Maharashtra. Most of the Rock Phosphate a key raw material for fertilizer is procured from Rajasthan. Sulphur is procured from refineries. All the materials are transported internally through rakes, trucks, and tankers based on logistics availability and cost benefit consideration. Timely availability of material is tracked as per Business sales plan and production plan. Inventory norms are defined based on lead time and ABC classifications for different raw /packing material. The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. The questionnaire checklist have been revised for assessment of Suppliers for Sustainability Aspects. Total 6 new raw material and packaging suppliers have been reviewed for EHS & Sustainability Aspects including Environmental, Labour Practices, Human Rights and Societal Impacts. No actual or potential negative impact for Environmental, Labour Practices, Human Rights or Impact on Society at supplier locations have been identified in the assessment.

Up-gradation of Polymer plant building carried out had been significant investment and it involved separate contractors and service agencies. These contractors and service providers were reviewed to ensure NO Child Labour has been engaged by them and further their performance reviewed regularly by Supply Chain team with support of cross functional to ensure they do not violate any legal requirements / standards. Total 5 numbers of contractors and service agencies have been reviewed for human rights.



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.	18.44%	The total no. of workers as on 31st March, 2016 across all manufacturing locations is 109. 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 five manufacturing sites (100%) of the Company's operations have been internally audited to ensure NO Child Labour had been deployed. 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.

The Company follows a policy of non- discrimination on the grounds of gender, caste, religion and others. No incidence of discrimination and grievance related to Environmental, Labour Practices, Human Rights, Societal Impacts 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

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

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

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

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

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

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

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

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

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

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

The activities identified and practiced at the Company are:

- Measuring customer satisfaction
- Developing customer service data system
- Working with customers
- Helping staff to work with customer satisfaction



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

The Company'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



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.

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.

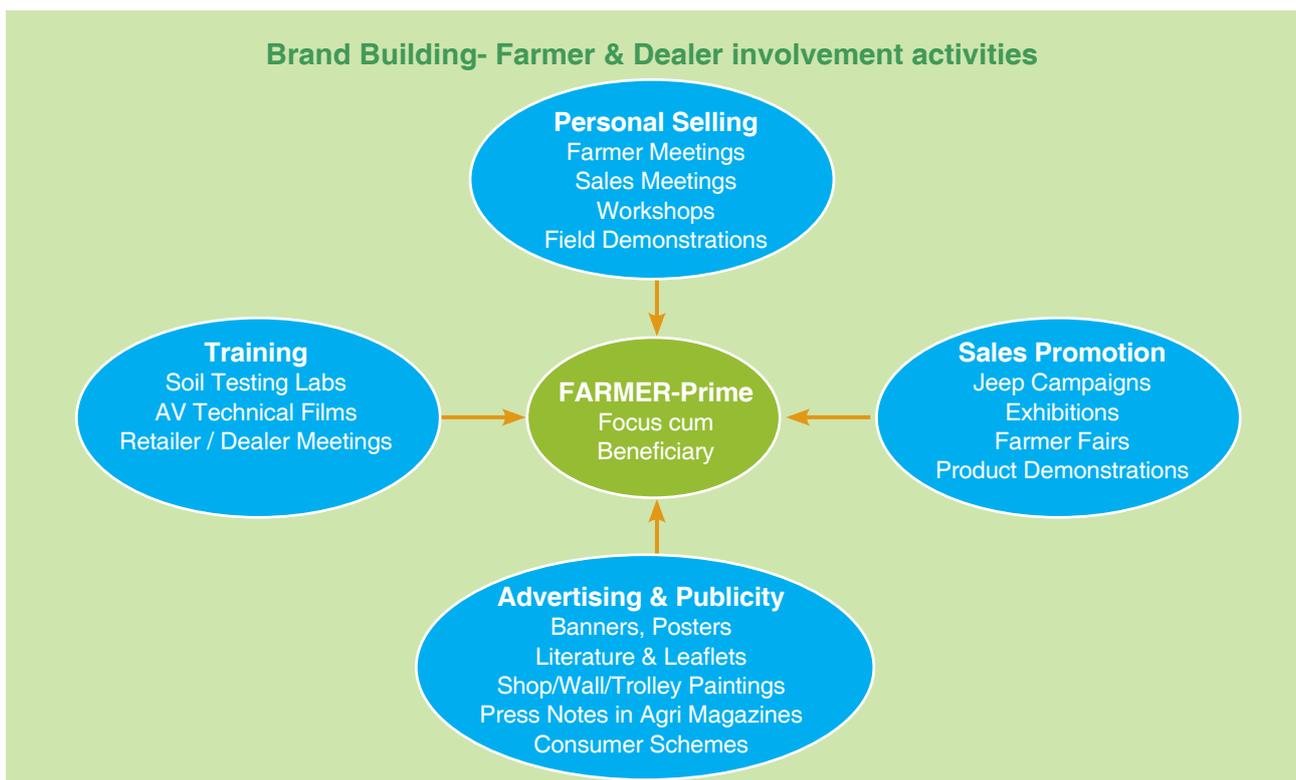
Jubilant Industries Limited does not sell its products to any country where the product is banned, or the usage of which is subject to stakeholder questions or public debate. There are no incidents of non-compliance with regard to voluntary codes concerning marketing communication, including advertising 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 Safety Data Sheet (SDS) comply with Classification Labelling and Packaging (CLP) notification under Registration Evaluation and Authorisation and Restriction of Chemicals (REACH) regulation of EU. The Company has completed pre-registration and registration for EU REACH compliance of latex products.

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.

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.

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

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

### Farmer Meeting





### Field Visits



### Kisan Mela



### Jeep Campaign



### Wall Painting





### Bus Panel



### Banner / Sticker / Leaflet / Posters



Banner



Sticker



Poster



Leaflet



Bunting



## Achievers Club

'JIVANJOR' & 'CHARMWOOD' are established brands 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 Achievers Club is working towards realising this objective. The enrolment drive for this initiative has been carried out in many parts of India. We have enrolled 1L+ carpenters/contractors & polishers with us whom we interact directly.

Essentially, Jivanjor Achievers Club is an endeavour on the part of 'JACPL' 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.





## 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 – 2016”

The Jubilant cup matches were held from March 29, 2016 to April 4, 2016. Teams participated are (1) Air India, (2) Amroha Eleven, (3) Sonnet, (4) Telefunken (5) G. Wonder, (6) Lal Bahadur Shastri, (7) Collage, and (8) K G Gymkhana.

The inauguration was done by Senior Superintendent of Police SSP, Amroha Mr. S. Chinnappa on March 29, 2016. The final match was played between Air India and LB Shastri team players. The matches were played under the supervision of BCCI Umpires Mr. Kishan Sharma, Mr. Ravi Rawat and Mr. Anil Choudhary.

Mr. Shyam Bang, Executive Director (JLSL) was the Chief Guest. He gave away the Trophy and Prize money of ₹ 100,000/- to the winning team and ₹ 50,000/- to the runners up. Man of the series was awarded with a LED TV and Memento.





**Opening Ceremony**



**Man of Match Award**



**Man of Match Award**



**Man of the Series**



**Winner Team**



**Organising Committee of Jubilent Cup 2016, Gajraula**



## Disclosure on Management Approach – Society

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 development expenditure from the Company was Nil in reporting period, JBF have carried out the social initiatives expenditure.

The Head- CSR is responsible for the overall functioning of Jubilant Bhatia Foundation. 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. The corporate CSR team works in close coordination with the Program/ Field officer at various locations. The documentation, strategic communication and sustainability reporting role is performed by corporate level team.

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 approach to sustainable development focuses on the triple bottom line of Economic, Environmental and Social performance. Corporate social responsibility (CSR) is an integral part of the social performance of the Company. At Jubilant, CSR is the commitment of the Company to contribute towards inclusive growth. The CSR initiatives of the Company thrust on creating values in the lives of its stakeholder-'the community'.

No negative impact on the community have been identified due to operations of the Manufacturing Units in the impact assessment studies.

The CSR activities at Jubilant are in line with the provisions of Schedule VII, Sec-135 of Company's Act 2013, the detailed CSR policy has been uploaded on the website [www.jubl.com](http://www.jubl.com).

The Company has a CSR and Sustainability Committee which has accorded its approval to implement its CSR activities through "Jubilant Bhartia Foundation" which is a Section 25 Company (Sec 8 as per new Act) which is in line of the provision of the Act. The social initiatives are implemented in the realm of Education, Health and Livelihood. The major projects being implemented by the foundation are as under:

### **Project Arogya and Swasthya Prahari : Improving health indices through innovative services and promoting health seeking behavior;**

- Project Muskaan: Universalizing elementary education and improving quality parameters for primary education through community involvement;
- Nayee Disha: Enhancing employability through vocational training; and
- Rural development: Supporting the community infrastructure as and when identified in the project area.



## Approach-

The CSR activities have a prime focus on the community around its manufacturing locations. The stakeholders receive a focussed approach by the company and all the social initiatives are designed to weave in the community interactions and presence proficiently. The program/field officers at various locations maintain continuous dialogue with the community members and their stalwarts i.e. important leaders like Sarpanch, Panchayat members, Head Masters, Teachers and other opinion leaders who comes on board together and discuss the needs of the community and provide their valuable feedback on the ongoing projects. Also, the program officers carry out the stakeholder meeting at least once in a year. The interaction helps in getting the feedback of project being implemented and also helps in identifying the need of formulating new initiatives.

The CSR projects have several sub activities which involves community directly or indirectly. The ongoing activities have a monitoring framework and impact assessment which includes personal interviews, focus group discussion, surveys of the community member. Such assessments helps to identify lacunae in the existing projects and provides an impetus to the Company to fill the gaps on the time for effective implementation.

Though no financial investment were made this year by the Company, yet the social development activities were carried out by the corpus of Jubilant Bhartia Foundation.

Our community initiatives are aligned to the United Nations Millennium Development Goals (MDG):

### Goal 1: Eradicate Extreme Poverty and Hunger

#### Malnutrition

The Company understands that health, hygiene, nutrition and education are contributors to the social development of children and the community at large. We are targeting our efforts towards these at all the stages of a child's growth to ensure children survive and thrive. Elimination of malnutrition has been included as one of our main objectives as a nutrition-business company.

The Company continued its integrated malnutrition project towards improving the nutritional status of children under the age of 5 years in project controlled areas of Jubilant Bhartia Foundation. The project focuses on behavior change communication and creating a supporting environment. Jubilant has also signed Statement of Commitments with SUN network- Scaling Up Nutrition. The project is implemented in 10 villages of Gajraula location as a pilot. JBF focuses on improving the nutritional intake and status of mothers and children, right from pre natal stage till their growing years along with promotion of breast feeding.

Baseline survey conducted during the year 2014 revealed that 34% of the children surveyed were malnourished, with 11% being severely malnourished and needed immediate medical attention. Malnourishment was more prominent among girls as compared to boys. The survey pointed out that the root cause of this malnutrition in the area is lack of awareness among the community, which the Company is now targeting.

The Swasthya Praharis (The select health guards identified by JBF) regularly monitor the weight of all children in their villages below the age of five. These children are then graded according to their weight and are categorized accordingly. Children in the first two grades are advised on improvement of diet and nutrition. Children in the third grade are referred to a physician or the CHC.

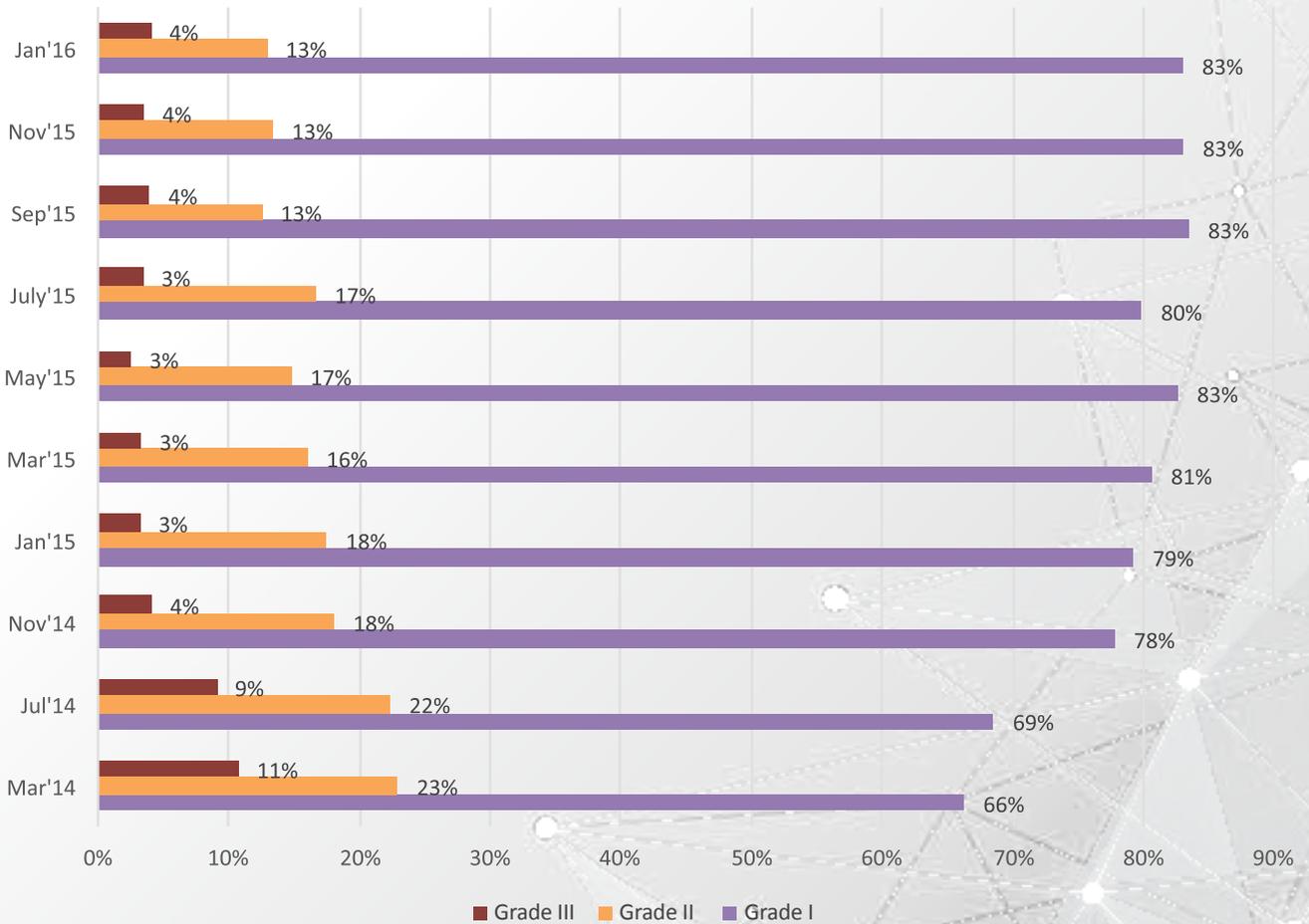
Project villages: Sultanther, Tigariya Khadar, Allipur, Bhikanpur, Chhoya, Navada, Katai, Tigariya Bhood, Naipura, Sehwarzpur Dor and Kumrala.



### Various channels of communication used for awareness generation



### Grade-wise Status of Malnourished Children





## Vocational Training

Jubilant continued its vocational training programs at Gajraula where it provides training to local youths and women of the community to enhance their market skills. The trade includes courses on vehicle repairing, tailoring, stitching, retail management, beautification and soft skills development etc. JBF is running vocational training centre at this location in partnership with a social enterprise (LabourNet).

Total No. of youths trained were 313.

## KRISHI PAATSHALAA

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 is 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 Paathshaala 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 Paathshaala 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.





## Goal 2: Achieve Universal Primary Education

JBF through Project Muskaan continued its initiative of strengthening Rural Government Primary Education System. Project Muskaan focuses on monthly extra-curricular activities in select project schools where students are motivated to participate in various stipulated competitions. The activities like mass sapling plantation, Drawing competition, storytelling competition, crafts day, essay completion and street playing competition etc engages students in class sustaining their interest in attending the school regularly.

At JBF it is believed that socio economic problems are caused due to poor education, therefore education is one of the prime focus areas of intervention. The project aims at filling in the quality gaps in the already existing education system.

The table below shows the activities carried out at different locations

Activity	Location Covered
Teachers Day Celebration	Samlaya
Sports competition	Samlaya
Jubilant Pratibha Puraskar	Gajraula
International Literacy day	Samlaya
Har Aangan Mein Ped	Gajraula, Samlaya
G.K.Quiz	Gajraula, Samlaya
Drawing Competition	Gajraula, Samlaya,
Annual Day Celebration	Gajraula
Essay Writing	Gajraula
Craft	Gajraula
Story Telling	Gajraula

## Goal 3: Promote Gender Equality and Empower Women

The social projects of Jubilant are modelled in a way to provide equal access to education health and skill development. The Company also has a policy of non-discrimination and supports 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 Swasthya Prahari project of the Company involves identifying potential women health workers from select villages, providing them necessary training on maternal child health. This year, 15 Swasthya Praharis have been provided with daily utility products that they can sell from their homes like sanitary napkins, baby products, protein supplements, first aid etc. along with these items they have also been provided with display cases to display their products at home. This has been done in an effort to make the Swasthya Praharis more self-reliant and develop entrepreneurial skills in them. They have also been trained on book-keeping so that they can learn the nuances of business. They are being provided back-end support by a streamlined supply chain and have also been connected with local wholesale dealers from where they can purchase items of their choice.

The Swasthya Praharis have also started showing entrepreneurial skills by bundling their products and also stocking up ladies beauty products which aren't readily available in villages like bleaches, waxes and artificial jewellery etc.

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

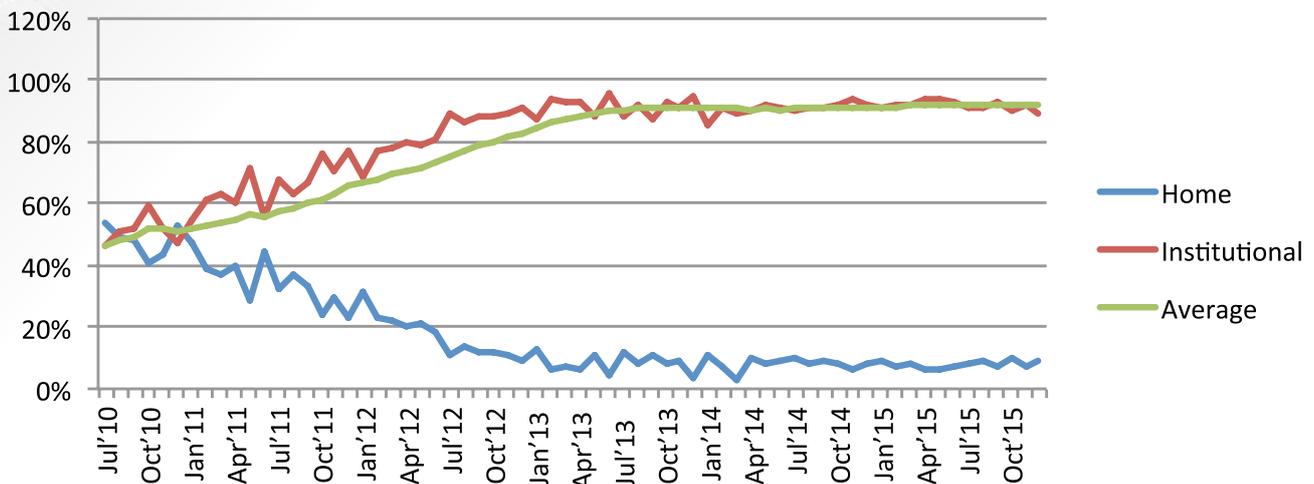
The concept of healthy mother and healthy baby is an important aspect of reproductive health care programme. In a developing country like India, poverty, illiteracy and multiple pregnancies take their toll of



mother's health and that of the breast-fed infant. Though the Government has set up Community Health Centres and Primary Health Centres to cover the entire population of the country, facilities at these centres are highly stretched. Adequate resources are generally not available at these centres to cater to the needs of the people. While private entrepreneurs do set up various types of healthcare facilities in urban areas, there are major gaps in rural and semi urban areas, where industries can contribute. The healthcare interventions of the Foundation are aimed to fill these gaps.

Jubilant Bhartia Foundation through its Swasthya Prahari project keeps a close watch on Birth Rate, Infant Mortality Ratio (IMR) and institutional delivery in project villages of Gajraula location in Uttar Pradesh covering 34 villages and reaching out to a population of 1 lakh. The project is implemented through women health guards who promote institutional delivery and regular immunisation along with providing counselling to expecting & lactating mothers, provide information on nutrition of children and mothers.

**Because of their hard work and dedication, institutional deliveries stand at 90% as compared to 44% when the project was started in 2010.**



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

Every year the Company observes the “World AIDS DAY” on 1 December. Various awareness session on the topic of HIV/AIDS are organized.

Also, the Company’s registered Integrated Counselling & Testing Centre (ICTC) at Gajraula identify HIV infected people and provides proper counselling to them.

A DOTS centre for TB treatment for diagnostic and counselling services is located at Gajraula unit. Various other regular health camps are organised in the community around manufacturing locations.

**Goal 7: Ensure Environmental Sustainability**

World Environment Day (WED ), the United Nation’s program for encouraging worldwide awareness and action for the environment is observed every year on June 5. Jubilant also supports the initiative by organising environmental awareness program for the employees and their family. Continuing the trend, this year a ‘Family Day’ was organised on June 6, 2015 at the Corporate Office, Noida.

The event included drawing competition, photography competition, theme dress, collage making and face painting on the theme of environmental awareness. There were around 80 participants including employees, their children and other family members. Certificate of appreciation were given to all the participants along with special prize to the winners.



On June 5, 2015 a message was also sent across to all Jubilant Life Sciences' employees on the importance of environmental conservation and protection.

Environment related activities are also organised at other locations as well.

Har Aangan Me Ped activity was organised in Muskaan schools in Gajraula and Samlaya. The activity involves sapling plantation by the students.



### **Goal 8: Develop a Global Partnership for Development**

The Company is partnering several local and global organisations. This year Jubilant Bhartia Foundation'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. Pratham
5. Labour net
6. Aid Matrix
7. US AIDS
8. Daily Dump
9. SUN network
10. Panasonic
11. Vectus Industries Ltd
12. Start-up
13. ZMQ software systems
14. Ogaan Cancer Foundation
15. Rotary Club
16. ICICI Foundation



## 7.0 The Way Forward

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

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

### 1. 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 tool 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. These efforts would be towards making the initiatives sustainable and participatory and in line with the Millennium Development Goals of United Nations.



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## Abbreviations

<b>AIDS</b>	<b>Acquired Immune Deficiency Syndrome</b>
<b>BSE</b>	<b>Bombay Stock Exchange Limited</b>
<b>CCMP</b>	<b>Climate Change Mitigation Policy</b>
<b>CFC</b>	<b>Chloro Fluoro Carbon</b>
<b>CFL</b>	<b>Compact Fluorescent Light</b>
<b>CII</b>	<b>Confederation of Indian Industry</b>
<b>CLP</b>	<b>Classification Labeling and Packaging</b>
<b>CSR</b>	<b>Corporate Sustainability Report</b>
<b>ERP</b>	<b>Enterprise Resource Planning</b>
<b>ESI</b>	<b>Employees' State Insurance Act</b>
<b>ETP</b>	<b>Effluent Treatment Plant</b>
<b>EU</b>	<b>European Union</b>
<b>FICCI</b>	<b>Federation of Indian Chambers of Commerce &amp; Industry</b>
<b>FO</b>	<b>Furnace Oil</b>
<b>FY</b>	<b>Financial Year</b>
<b>GHG</b>	<b>Greenhouse Gases</b>
<b>GHS</b>	<b>Global Harmonised System</b>
<b>GRI</b>	<b>Global Reporting Initiative</b>
<b>HAZOP</b>	<b>Hazard Analysis and Operability Studies</b>
<b>HCFC</b>	<b>Hydro Chloro Fluoro Carbons</b>
<b>HIV</b>	<b>Human Immunodeficiency Virus</b>
<b>HO</b>	<b>Head Office</b>
<b>HRIS</b>	<b>Human Resource Information System</b>
<b>HSD</b>	<b>High Speed Diesel</b>
<b>IMFL</b>	<b>Indian Manufactured Foreign Liquor</b>
<b>IMS</b>	<b>Integrated Management System</b>
<b>ISO</b>	<b>International Organisation for Standardisation</b>
<b>JBF</b>	<b>Jubilant Bhartia Foundation</b>



## Abbreviations

<b>KL</b>	<b>Kilo Litres</b>
<b>KRAs</b>	<b>Key Result Areas</b>
<b>KSA</b>	<b>Kingdom of Saudi Arabia</b>
<b>LDO</b>	<b>Light Diesel Oil</b>
<b>MDGs</b>	<b>Millennium Development Goals</b>
<b>MOC</b>	<b>Material of Construction</b>
<b>MSDS</b>	<b>Material Safety Data Sheet</b>
<b>MT</b>	<b>Metric tons</b>
<b>NABARD</b>	<b>National Bank for Agriculture and Rural Development</b>
<b>NCVT</b>	<b>National Council for Vocational Training</b>
<b>NGOs</b>	<b>Non Government Organisations</b>
<b>NOx</b>	<b>Oxides of Nitrogen</b>
<b>NSE</b>	<b>National Stock Exchange of India Limited</b>
<b>OHSAS</b>	<b>Occupational Health and Safety Assessment Series</b>
<b>PPEs</b>	<b>Personal Protective Equipments</b>
<b>PVA</b>	<b>Poly Vinyl Alcohol</b>
<b>RO</b>	<b>Reverse Osmosis</b>
<b>SLF</b>	<b>Secured Landfill Facility</b>
<b>SO<sub>2</sub></b>	<b>Sulphur Dioxide</b>
<b>SOP</b>	<b>Standard Operating Procedure</b>
<b>SPVA</b>	<b>Solid Poly Vinyl Acetate</b>
<b>SSF</b>	<b>Sodium Silico Fluoride</b>
<b>SSP</b>	<b>Single Super Phosphate</b>
<b>tCO<sub>2e</sub></b>	<b>Tons Carbon Dioxide Equivalent to</b>
<b>TR</b>	<b>Tons of Refrigeration</b>
<b>REACH</b>	<b>Registration Evaluation Authorisation &amp; Restriction of Chemicals</b>
<b>VFD</b>	<b>Variable Frequency Drive</b>
<b>VP</b>	<b>Vinyl Pyridine</b>



## Feed Back Form Sustainability Report 2015-16

Details of information provided on issues covered in the Report:

Comprehensive       Adequate       Inadequate

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

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Clarity of information provided in the Report:

High       Medium       Low

The quality of design and layout of the report:

Excellent       Good       Average       Poor

Your comments for adding value to the Report:

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

Designation : \_\_\_\_\_

Organisation : \_\_\_\_\_

Contact Address : \_\_\_\_\_

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*Bonding All for Sustainability!*



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