



CORPORATE SUSTAINABILITY REPORT
2012-13



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1.1

Chairman Statement

Dear Stakeholders,

Recently held Sustainable Development Summit at Rio de Janeiro (also called Rio+20) focussed on the framework for “Future We Want” and covered the theme of inclusive growth along with Sustainable development goals like MDGs and Environment Sustainability.

Sustainability continues to be the key focus for Jubilant Industries Limited. Through this report, we have tried to capture various initiatives the company undertook last year to improve its performance on this account.

Key Achievements:

1. Environment, Health and Safety (EHS): It has been a focus area for all our businesses. The Safety Observation rolled out across all manufacturing plants has improved safety awareness among employees at all levels and has enabled deployment of proactive efforts to strengthen the systems and processes. **Intelligent Earth Monitoring system has been installed** on unloading pumps in storage tank areas of flammable materials such as IPA, Toluene and Acetone to eliminate static electricity fire hazard. At Sahibabad plant, VAM storage tank has been replaced as a proactive safety measure to prevent leakage and fire hazard as it showed sign of corrosion. These efforts have resulted in having no recordable injury during the year under review. We have achieved **3.015 million Accident-Free Safe Man hours** in the year 2012-13 cumulative for all manufacturing plants of the Company.
 - In recognition to these efforts, **Jubilant Industries Ltd., Gajraula plant has been declared winner of the prestigious Green Tech Safety Award 2012-Silver award – Chemical Sector for outstanding achievement in safety management system**
2. Reduce, Recycle and Re-use: The Company has taken various Environmental protection measures





for **reuse and recycling of waste water and hazardous wastes and reducing wastes from processes**. Total quantity of 38,661 KL of waste water was recycled and reused, both with and without treatment across all five manufacturing locations. At Gajraula, out of the 166 MT sulphur sludge processed, 69 MT of sulphur was recovered and remaining 97 MT of sludge was reused in SSP plant.

- Energy Conservation and Climate Change mitigation initiatives have been carried at plants such as using **VFD (Variable Frequency Drives)** on high capacity motors. Total Energy consumption reduction achieved through these initiatives is **24,797.34 GJ** and GHG (Green House Gas) emission reduction achieved is **2,286.18 t CO₂**
- Usage of Renewable energy was initiated with **solar powered LED lighting arrangement system** installed at Gajraula plant fire hydrant room. Up-gradation of in-plant roads by concrete road was initiated at Kapasan plant to control fugitive emission during movement of heavy vehicles. Trees plantations have been carried out across all plants to improve the green area development and improve the work environment healthiness

3. The Company has taken measures to strengthen the implementation of the **Green Supply Chain Policy through vendor site audits**. 100% of 'A' Class suppliers of packing material have been audited and found to have not engaged any child in their plants. They have also put a board outside their plants indicating --- NO TO CHILD LABOUR.

4. CSR Initiatives: The Company took forward its efforts towards improving lives for the community in the vicinity of its manufacturing locations through Jubilant Bhartia Foundation in the domain **of primary schooling in rural areas, provision of basic health care, vocational training**. In line with Company's business of Agrochemicals and Fertilizers, the project to support farmers in developing **demonstration plot by adopting best Agri practices was further extended**. During the year 36 demonstration plots were adopted and 10 Gobar gas plant were installed. **Mobile Soil and Water Testing van facility with advisory services** continued providing services around Kapasan Plant in Rajasthan with about 5000 soil testing completed in the reporting period.

- The company as part of the **Jubilant Bhartia group in association with CII, jointly signed an MOU in 2010 to develop "CII-Jubilant Bhartia Food and Agriculture Centre of Excellence"**. This special project is providing persistent facilitation towards countering short, medium and long term food security concerns of the nation

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

Best Wishes

Hari S. Bhartia

Hari S. Bhartia

Chairman





1.2

Internal Control Systems & Risk Management

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

Vision on Risk Management

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

Risk Management Strategy

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

Our senior management team sets the overall tone and risk culture through defined and communicated corporate values, clearly assigned risk responsibilities and appropriately delegated authority. We have laid down procedures to inform Board members about the risk assessment and risk minimisation procedures. As an organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

Risk Management Structure

Our risk management structure comprises the Board of Directors and Audit Committee at the Apex level, supported by the Managing Director, Heads of Businesses, Functional Heads, Unit Heads, Divisional Heads of Accounts & Finance and Head of Assurance function. As risk owners, the Heads are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the Managing Director and actions are drawn upon. The Audit Committee, Managing Director, CFO (Chief Financial Officer) and Head of Assurance act as a governing body to monitor the effectiveness of the internal controls framework.

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



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

Risk Mitigation Methodology

We have a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same. We have completed three years of our certification process wherein, all concerned Control Owners certify the correctness of about 700 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).

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

Management's Assessment of Risk

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

Competition

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

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

For its Food Polymer and Latex business, where it commands a significant share of business for leading chewing gum and tyre manufacturers, it faces competition from international territories including China in terms of cost advantage enjoyed by these companies. The Company has



strong customer and account management programs to secure long term commitments from these players. Also, it has plans in place to identify new geographies, re-align its product and market mix and focus on building premium range to get competitive advantage.

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

Cost Competitiveness

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

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

Compliance and Regulatory Framework

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

Foreign Currency Fluctuations

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



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

Human Resource: Acquire and Retain Professional Talent

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

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

Environment Health and Safety (EHS):

In the current business climate of reputational threats and rising political backlash, corporate need to tread carefully to maintain public trust. Social acceptance and Corporate Social Responsibility (CSR) have become increasingly important over the last decade. 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. Industrial All Risk insurance protection has been placed by Jubilant to ensure continuity in its earning capacity. Besides, the presence of a majority of the workforce in the residential colony adjoining our plant premises ensures sustenance of plant operations under challenging circumstances.





2.1

Organisational Profile

Jubilant Industries Limited is the flagship Company of the Jubilant Bhartia group. The Company's diversified portfolio includes a wide range of Agri Products, Consumer products, Retail business, and Performance polymers, comprising products like adhesives, wood finishes; food polymers and latex such as Vinyl Pyridine, SBR and NBR latex. The company operates in both Business to Business (B2B) and Business to Customer (B2C) segment.

With effect March 1, 2013, the business of Solid Poly Vinyl Acetate (SPVA) and Latex products have been demerged from Jubilant Industries Limited and transferred to Jubilant Agri and Consumer Products Limited, a wholly owned subsidiary of Jubilant Industries Limited.

Jubilant Industries Limited is public limited company with listing on BSE Limited and National Stock Exchange of India Limited (NSE).

The Company is a member of Fertilizer Association of India (FAI) and International Chewing Gum Association (ICGA).

The Company reported consolidated Revenue of ₹9,991.23 Million including other operational income, EBITDA of ₹241.08 Million before exceptional items & Net Loss of ₹350.27 Million in FY 2012-13. The Basic EPS for FY 2012-13 was ₹(29.56).

Our Agri Products business recorded revenue of ₹2,752.21 Million and Performance Polymer business reported revenue of ₹3,646.0 Million.

The total capitalisation broken down in terms of debt and equity is ₹2,004.81 Million and ₹1465.36 Million respectively. As on 31st March 2013, total number of 680 employees were employed by the Company.

Corporate Office and Registered Office:

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

Corporate Office: Plot No. 1A, Sector 16A, Institutional Area, Noida - 201 301, Uttar Pradesh, India

Tel: +91 - 120 - 718-6000 Fax: +91-120 - 718 - 6040, +91-120 - 718 - 6140

Registered Office: Bhartiagram, Gajraula - 244 223, District Amroha, Uttar Pradesh, India

Tel: +91 - 5924 - 252351- 60

Website: www.jubilantindustries.com



Manufacturing Sites and Research and Development (R&D)

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

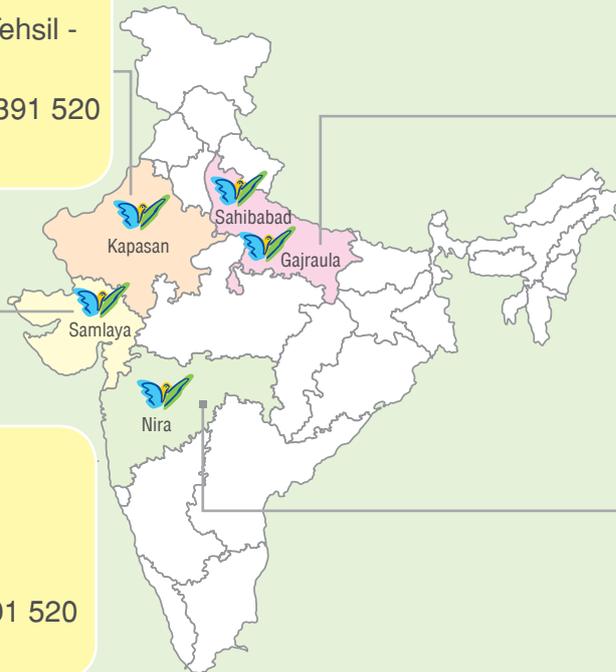
The following are the 5 manufacturing sites where the Company's products are manufactured and all these sites are located in India.

Rajasthan

Village Singhpur, Tehsil -
Kapasan
Distt. Chittorgarh - 391 520
Rajasthan

Uttar Pradesh

Bhartiagram Gajraula
Distt. Amroha - 244223,
Uttar Pradesh
C 2 & 3 , Site IV,
Sahibabad Industrial Area
Sahibabad, Distt
Ghaziabad - 201 010
Uttar Pradesh



Gujarat

Block 133,
Village Samlaya
Taluka Savli,
Distt. Vadodara - 391 520
Gujarat

Maharashtra

Village Nimbut,
Rly. Stn. Nira
Distt. Pune - 412 102
Maharashtra

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.

Jubilant Industries Limited has following subsidiaries and business divisions;

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

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.

Food Polymers

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

VP Latex

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

Agri Product

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

Consumer Products

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

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 Solid Poly Vinyl Acetate (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 (U.P.). 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 facilities 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 also pre-registered under REACH fulfilling the stringent European standards.

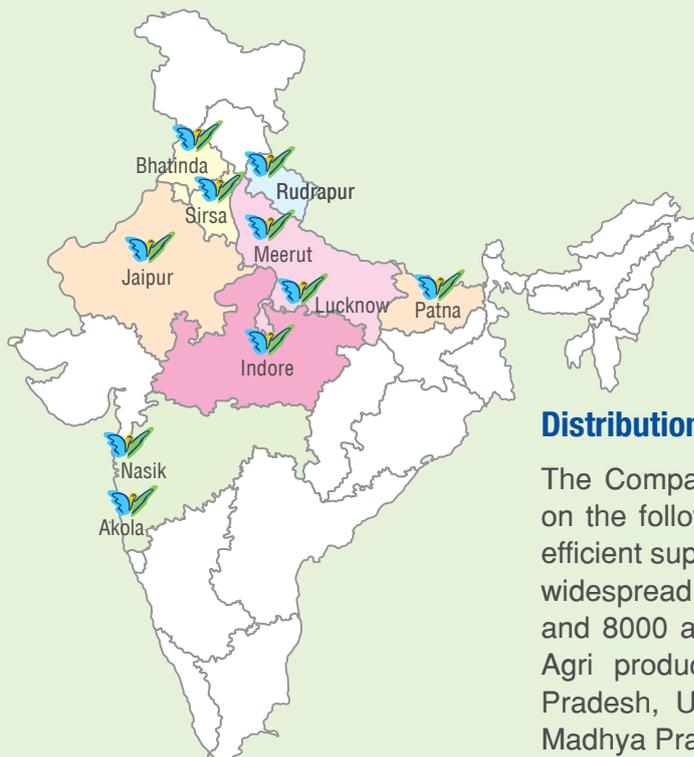
■ Agri Products

'Ramban' is the umbrella Brand for 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**, **BENTOSULPH** (*Bentonite Sulphur 90%*), **NUTRA PLUS** (*Water Soluble NPK 20:20:20 & 19:19:19*), **NUTRI MIX** (*Micro-nutrient mixture*), **Ramban ZINC-33%**, **Ramban SHAKTI ZYME** and **SULPHA GOLD** (*Sulphur 90% DP*).
- **Crop Growth Regulator** – Balances (bio-stimulates) crop life cycle stages, ensure right growth of plant and increase resistance of crops to unwanted vegetative growth.
 - Key brands include **VAM C** (*Chlormequat chloride 50% SL*), **Power Plus 500** – Granules (*Triacantanol 0.05% granules*), and **RIPEX** (*Ethephone 39% SL*).
- **Crop Protection** - The Company offers wide range of products for crop protection against insects, pests, weeds and fungus.
 - **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*), **VOZIM PLUS** (*Carbendazim 12% + Mancozeb 63% WP*)
 - **Insecticides** effectively guard against chewing and sucking insects.
 - Key brands include **IKON** (*Imidacloprid 17.8%, SL*), **CARTEX** (*Cartap Hydrochloride 4% GR*), **ALTER** (*Alphamethrin 10% EC*), **RAIDER** (*Chlorpyrifos 20% EC*), **FIPRO** (*Fipronil 0.3% GR*), **ACURA** (*Acetamiprid 20 % SP*), **ACTIVE** (*Acephate 75% SP*), **JILTARA** (*Thiamethoxam 25% WG*), **LOREN PLUS** (*Lambda-Cyhalothrin 5% EC*) and **TRAIL** (*Triazophos 40% EC*)
 - **Herbicides** control unwanted weeds growth.
 - Key brands include **FIRE** (*Pretilachlor 50% EC*), **CLODINOX** (*Clodinofof Propargyl 15% WP*)
- **Industrial Chemicals** produced are **Sulphuric Acid** (H_2SO_4 98.4%) and **SODIUM SILICO FLUORIDE** (Na_2SiF_6 [Technical Grade]). They have wide application in industrial processes.
- **Feed Supplement**- **DCP** (*Di Calcium Phosphate*) which is a feed grade for dairy and poultry nutritional requirement.



Ramban Range of Products



Distribution Network for Agricultural Products:

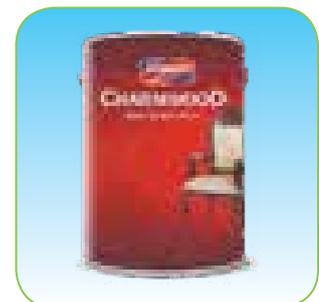
The Company's consignee ware-houses are located on the following locations to ensure the smooth and efficient supplies to our customers. The Company has widespread dealer network of around 1000 registered and 8000 associated retailers for distribution of their Agri products to the farming community in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



■ 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 and wood finishes

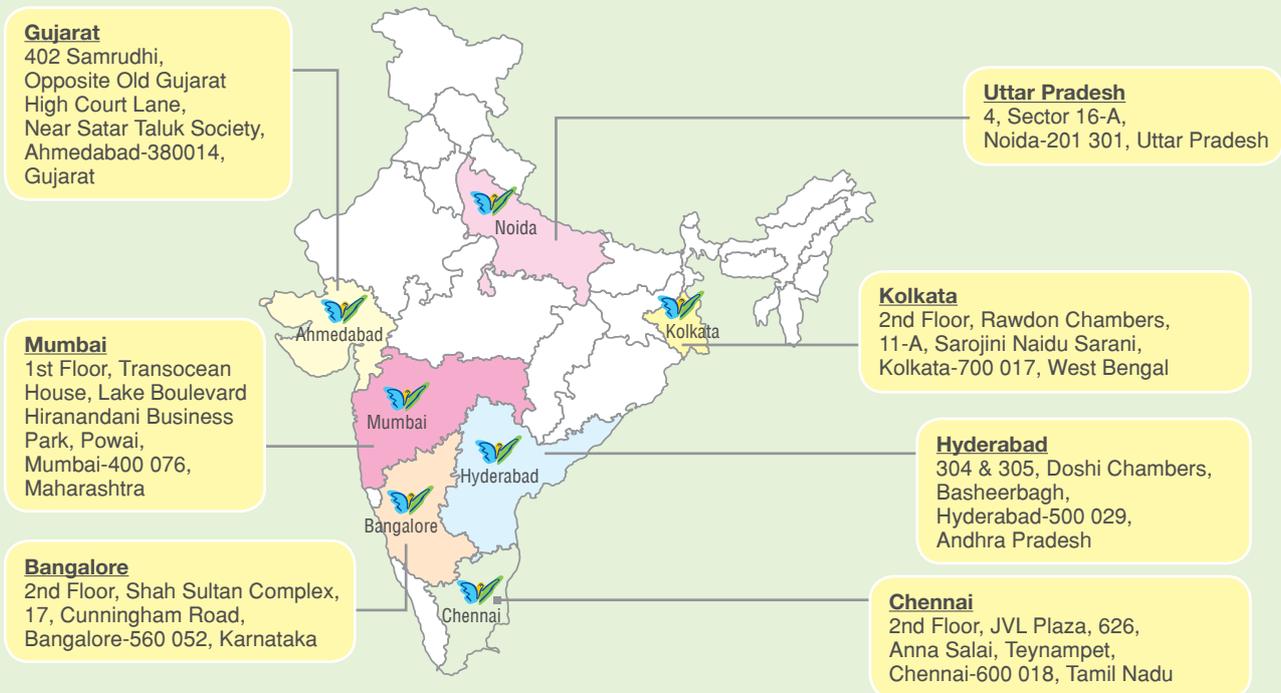
- ‘JIVANJOR’ wood adhesives products are very popular and an effective assembly adhesives in the woodworking industry. Our water based adhesives comprise of **Marine Plus Lamino, All Rounder, Polystic, Hero, and Vambond Excel**. They are white adhesive which conforms to D2 of EN204. These are ready to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





Distribution Network

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



■ IMFL Bottling Plant

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

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



2.2

Awards and Recognitions



Jubilant Industries Limited, Gajraula Plant has been declared as Winner of prestigious **'Greentech Safety Award 2012 – Silver Award – Chemical Sector'** for their outstanding achievement in Safety Management System.



JACPL Kapasan Plant received **'Letter of Appreciation'** from **Chittorgarh District Public Health Engineering Dept** for CSR activity for supply of water to villages in plant vicinity.



Jubilant Industries Limited, Gajraula Plant has been awarded **GLOBAL AWARDS FOR EXCELLENCE IN QUALITY MANAGEMENT AND LEADERSHIP** on **"Best in Class Manufacturing"** during World Quality Congress Conclave on 22nd November 2012.



Jubilant Agri Business won the second prize of **SHRIRAM AWARDS, Marketing discipline 2011-12** and received it at the **FAI Annual Seminar 2012** held at Jaypee Palace Hotel and Convention Center, Agra on Dec 10, 2012.



2.3

Vision, Values and Promise

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

OUR VISION

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

Our Vision is driven by Our Values



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



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



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



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



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



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

- Code of Conduct for Directors and Senior Executives
- Whistle Blower Policy
- Sustainability Mission
- Environment, Health and Safety Policy
- Climate Change Mitigation Policy
- Green Supply Chain Policy
- Quality Policy
- Code for Prevention of Insider Trading



SUSTAINABILITY MISSION

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

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

December 05, 2010


Manoj K. Sharma
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 footprint and to:

- Reduce emissions using best-practice, state-of-the-art equipment and technology across the plant to reduce energy usage.
 - Implementing energy conservation measures.
 - Reduce Greenhouse Gas emissions through process optimization and pollution prevention.
 - Invest in research and development to develop and implement innovative technologies to reduce energy consumption.
 - Promote greenery plantation in plant and office premises.
- Further initiatives include Green Building Development.

December 04, 2010


Praveen Sharma
Director



GREEN SUPPLY CHAIN POLICY

At Jubilant Industries Limited, we are committed to strive for reducing 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 Environmental, Health & Safety compliance.

March 01, 2010


Vidali Jagtap
Managing Director



ENVIRONMENT, HEALTH AND SAFETY POLICY

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

We shall accomplish this by striving to:

- Comply with regulatory standards on Environment, Health and Safety.
- Optimize resource performance 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, vendors and community around the operations.
- Communicate EHS performance to internal and external stakeholders.

The policy will be implemented, monitored and to be public domain.

March 01, 2010


Vidali Jagtap
Managing Director



3.1

Report Profile, Scope And Boundary

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2012 to March 31, 2013 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, 2011 to March 31, 2012 and was GRI ALC (Global Reporting Initiative Application Level Check) checked and provided with A+ level of reporting on June 21, 2012.

This report will be published on annual basis along with the Annual Report of the Company. The core and additional performance indicators of GRI 3.1 guidelines are included in the report as per the materiality principle of GRI. The other requirements of these guidelines have also been followed. Jubilant Bhartia Group has strong foundation of Sustainability Reporting. In this report, the efforts are made to adequately address the change in business as well as the challenges and opportunities along with the Economic, Environment and Social performance of the Company.

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

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

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

The Company continues to seek to improve its Sustainability Reporting, moving beyond compliance for Sustainability and believe to inform Company's strategy and long term integration

The materiality for the significant areas has being collated for the reporting period. Approach of Management Information System (MIS) in form of EHS monthly reporting and updates from manufacturing locations is send to Corporate Office. If any deviation / clarification is needed, the same is reviewed with plant representatives and resolved. The support and guidance is always provided to them for their capability building.



The report covers all the 5 manufacturing sites i.e. Gajraula & Sahibabad in Uttar Pradesh, Kapasan in Rajasthan, and Samlaya in Gujarat and Nira in Maharashtra for the performance. Jubilant Agri and Consumer Products Limited is a subsidiary company of Jubilant Industries Limited and their material issues are considered in the report. Performance for Retail Business is not considered for reporting except for Financial Performance. The report includes all major activities which have significant impact on sustainability. However, certain aspects such as emissions due to employee travel and movement of goods have not been included in the report as the data is not available extensively for all plants. The Company encourages using environment friendly transportation modes and provides benefits for car pooling to employees at Corporate Office. The Company has provided bus facility for employees not travelling by car pooling at Corporate Office. The Company has also arranged pooled cab facility for employees to travel between Corporate Office and Gajraula plant. The transport arrangement is ensured to follow all the road safety regulations and regularly checked for its vehicles emissions level to meet the stipulated norms and update its PUC Certificate. The performance for the report does not consider the R&D activities and Corporate Office performance for Sustainability. Also the aspects for the Jubilant Industries Limited distribution channels, marketing offices, warehouses, out of office business meetings, out of country business supporting offices have not been considered. 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 regrouped / rearranged wherever found necessary to conform to this year's (FY 2012-13) classification.

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

Girish Yadav

Senior Manager EHS

Address: Jubilant Industries Limited, Plot No. 1A, Sector 16A,

Noida – 201 301, Uttar Pradesh, India

Phone number: + 91 120 7186188

Email: jil_sustainability@jubl.com



3.2

Stakeholder Engagement

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

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

Online feedback are also taken from consumers* and dealers* for the product performance and any complaint received is addressed.

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

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

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

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

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

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



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

Contractors* engaged for project as well as for operation and maintenance (O&M)* tasks are equally likely to be exposed for the plant hazards and are more vulnerable as they lack adequate education level and understanding to take proactive control measures. Hence contract agreement / job order contain clauses to safe guard the contract personnel for their health and safety. They need to have their systems for training and retraining of their personnel, on job monitoring, PPE provisions, Job hazards analysis and hazard control measures incorporated before commencing tasks. Their job performance is monitored and accordingly actions taken for any significant deviations to the extent of reviewing their job orders.

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

Guidance on Defining Report Content and the associated Principles and the Technical Protocol: 'Applying the Report Content Principles' of GRI 3.1 requirements have been referred and applied for preparing the report.

SN	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Material Issues identified / Feedback received / Action taken
1	Consumer products/ Latex/ SPVA - Customers / Consumers Distributors / Dealers	Customer meet e.g. Carpenter Meet / Bandhan, Survey Online Feedback	Continual Continual	Time to time regular carpenter meets are conducted at various dealers points, where in the carpenters are informed about any new products introduced. Feedbacks are taken on our products and any problem faced by them is taken into consideration and tries to solve it then and there. Besides this we also use carpenters meet as a platform for enrolling them for our relationship management drive (Bandhan). Bandhan is a platform where carpenters are enrolled and are encouraged them to earn reward points and encash these reward points for lucrative gifts. Through Bandhan we encourage carpenters for long term association with Company and its products, which in turn will be beneficial for both Company and carpenters.



2	Farmers and Fertilizer/ Agrochemical Retailers	Field Visits, Jeep campaigns, Spot farmer meetings, Crop specific literatures & posters, Spot Soil testing kits	Continual	Regular interface with the farmer community to educate them about the best farming practices, fertilizers usage etc as per soil need, leading to higher yield and better quality of the produce. The feedback received during such interface helps the Company to improve and develop products aimed at farmer requirements.
3	Employees / Employees / Contractors	Training / Awareness Campaign	As per Plant Training Plan (Monthly)	Energy Conservation and Green House Gas impact and reduction measures, Water Conservation, Waste reduction and elimination measures
			5th June	World Environment Day Trees Plantation
			4th March	Safety Week-Work place Health and Safety, Hazards Identification and Risk control measures such as HAZOP, Safe Operation Procedures
		Medical Examination	Annually/ Six Monthly	- All employees - Employees engaged in hazardous process
		Safety Committee Meetings	Quarterly	Safe Workplace practices, Unsafe Acts and Unsafe Conditions tracking and performance improvement
4	Community / Villagers in vicinity of plants	Community Interface Meet -Meeting with PRIs, Opinion Leaders from the local community.	Annual	Community Expectation from the Company and respective Social Initiatives implemented in villages in plant vicinity; • Enhancing crop production: Samriddhi-Best Agriculture Practices through field demonstrations and other agroveter activities • Cattle health improvement for sustainable economy: Cattle Care Camps (part of Samriddhi) • Enhancing employability through skill development: Vocational Training Program
		-Regular Meeting with local Community through (Project Coordinator – Community development)	Regular (On day to day basis)	• Strengthening local education system: Project Muskaan- Strengthening Govt Rural Primary Education System • Supplementing basic healthcare facility: Swasthya Prahari Program and health camps
5	Regulatory Authorities	Compliance reporting	Monthly as well as Annually (consolidated)	EHS Acts & Rules and Approvals compliances

Corporate Sustainability Report exemplify to all users - stakeholders, other business organisations and general public the Company's commitment towards environmental and social issues faced and steps taken to resolve the issues as responsible organisation. The report is shared with all 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.



Our assurance team and independence

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

Observations

During our review process, we observed that Company has compiled the Report on the basis of GRI-G3.1 Guidelines of the Global Reporting Initiative.

Conclusion

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

EY & Young LLP

Kalyani Das
Partner

Dated: 05 July 2013
Place: Kolkata



4.1

Corporate Governance

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

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

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

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

Presently the Company has not adopted a formal method for evaluating the performance of Non-Executive Board members. However, the performance evaluation of the Executive Board members is done based on the results achieved in their respective areas. The Company's executive compensation policies are structured in line with the current business norms and practices. The compensation is also based on their achievements of non-financial parameters.

The Company have various Board level Committees including Audit Committee, Investors Grievance Committee and Remuneration Committee to meet regulatory requirements as well as to discharge critical functions delegated by the Board. Some of the other Committees are Finance Committee, Listing Committee, Corporate Governance Committee, Compensation Committee, Investment Committee, Sustainability Committee and Restructuring Committee.



There are informal procedures in place for appointing members of the Board wherein the composition of the Board is studied to assess and maintain proper balance at the strategic level. For appointing a new Director, suitable candidates are short-listed, based on the criteria set by the Board, including the area of expertise/specialisation. 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 and four Directors are Independent. Five Directors are in the age group of > 50 years and 3 Directors are in the age group of 30-50 years. Non-Executive Directors are those who are not associated with the Company in an executive capacity. An Independent Director is a Non-Executive Director who apart from receiving Director's remuneration does not have any material pecuniary relationship with the Company. There is no formal written policy for conflict resolution. The conflicts within senior management level are resolved through informal channels. The Board changes that occurred recently are mentioned here. Managing Director and Wholetime Director have been re-designated as Managing Director with effect from March 1, 2013.

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

The Board/Committees regularly monitor:

- Internal Audit Reports
- Risk Management Processes
- Business Strategy and Long Term Plans
- Financial Performance
- Foreign Exchange exposures
- Statutory Compliance

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

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

The Company sends Notice of Annual General Meeting and Annual Report to shareholders. A copy of this Sustainability Report will be also forwarded to all the shareholders along with the Annual Report as well as to other key stakeholders.



4.2

Economic Performance

DISCLOSURE ON MANAGEMENT APPROACH – ECONOMIC

■ *Goals & Performance*

Jubilant Industries Limited is committed to responsible management of business ensuring direct responsibility for the direct economic value generation and operating costs. The Company business growth is supportive for its contribution to the Sustainability activities such as energy efficiency improvements, climate change mitigation and community development.

■ *Policy*

Economic aspects are fundamental to business. Revenue generation and operating costs are regularly monitored across different business segments and business strategies are designed to meet market demands and customer needs in a responsible manner.

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

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

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 modernisation of processes are also considered to have minimal impact of climate change.

■ *Organisational Responsibility*

The managerial responsibility for the Economic Performance is of the Managing Director who is supported by a strong leadership team including Business Head of each Division and functional heads for Finance, Supply chain, Manufacturing, R&D and HR at the head office and Unit Heads at respective manufacturing locations.

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



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

Products Quantity	FY 2011-12 (MT)	FY 2012-13 (MT)
Polymers including SPVA, Latex & CPD	35,153.54	33,506.40
Fertilizers	298,333.05	230,084.73
Sulphuric Acid	59,678.16	54,900.93
Agro Chemicals	48.2	48.02
IMFL (KL)	6,030.03	4,481.55

Revenues generated are detailed below;

Revenue Generated (₹ In Million)	FY 2011-12	FY 2012-13
Total Revenue	9,948.91	9,976.12
Agri Business Revenue	3,041.70	2,752.21
Performance Polymer Revenue	3,316.00	3,646.00
Revenue from Retail	3,591.21	3,577.91

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

Sales Revenue (₹ In Million) by Geographic Markets	FY 2011-12	FY 2012-13
Americas & Europe	793.71	856.62
China	148.62	146.97
Asia & Others	281.53	284.36
Total Exports	1,223.86	1,287.95

The revenue generation from export is ₹1,287.95 Million which is 12.89 % 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;

SN	Raw Materials Quantity (MT)	FY 2011-12	FY 2012-13
1	Process Chemicals	2,700	2,605.21
2	Rock Phosphate	166,617	109,516
3	Sulphur and Sulphuric Acid	85,098	66,500.85
4	Chemicals for Latex	3,408	3,536.21
5	Vinyl Acetate Monomer	12,338	11,806.85



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

Item (₹ In Million)	FY 2011-12	FY 2012-13	FY 2011-12 (RETAIL)	FY 2012-13 (RETAIL)
Purchases - Traded Goods	100.48	133.38	2811.89	2894.01
Raw and Process Materials Consumed	3715.20	3711.68	NIL	NIL
Power and Fuel	176.82	171.33	-	-
Stores, Spares, Chemicals, Catalyst & Packaging Material Consumed	503.70	466.24	-	-
Processing Charges	0.10	0.07	-	-
Advertisement, Publicity & Sales Promotion	28.87	59.49	101.83	53.27
Printing & Stationery	3.99	5.18	4.29	5.76
Communication Expenses	7.46	8.04	6.66	9.11
Auditors Remuneration	1.00	1.18		
- As Auditors				
- For Taxation Matters	0.23	0.23	NIL	NIL
- For Certification/Advices	1.25	1.38		
Legal, Professional & Consultancy Charges	37.87	60.23	15.96	17.78
Freight & Forwarding	354.59	310.95	17.39	14.41
Total	4931.56	4929.38	2958.15	2994.34

The staff cost as a percentage of net sales is 8.00 % of net sales for the FY 2012-13. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

Item (₹ In Million)	FY 2011-12	FY 2012-13	FY 2011-12 (RETAIL)	FY 2012-13 (RETAIL)
Salaries, Wages, Bonus, Gratuity & Allowances	399.52	447.66	334.81	292.12
Contribution to Provident Fund & Superannuation Fund	22.71	24.59	22.80	21.93
Staff Welfare Expenses	22.91	29.76	9.42	6.83
Total	445.14	502.01	367.03	320.88

The Company's retained earnings and reserves are ₹1,346.86 Million. The dividend payout for the reporting year is NIL.

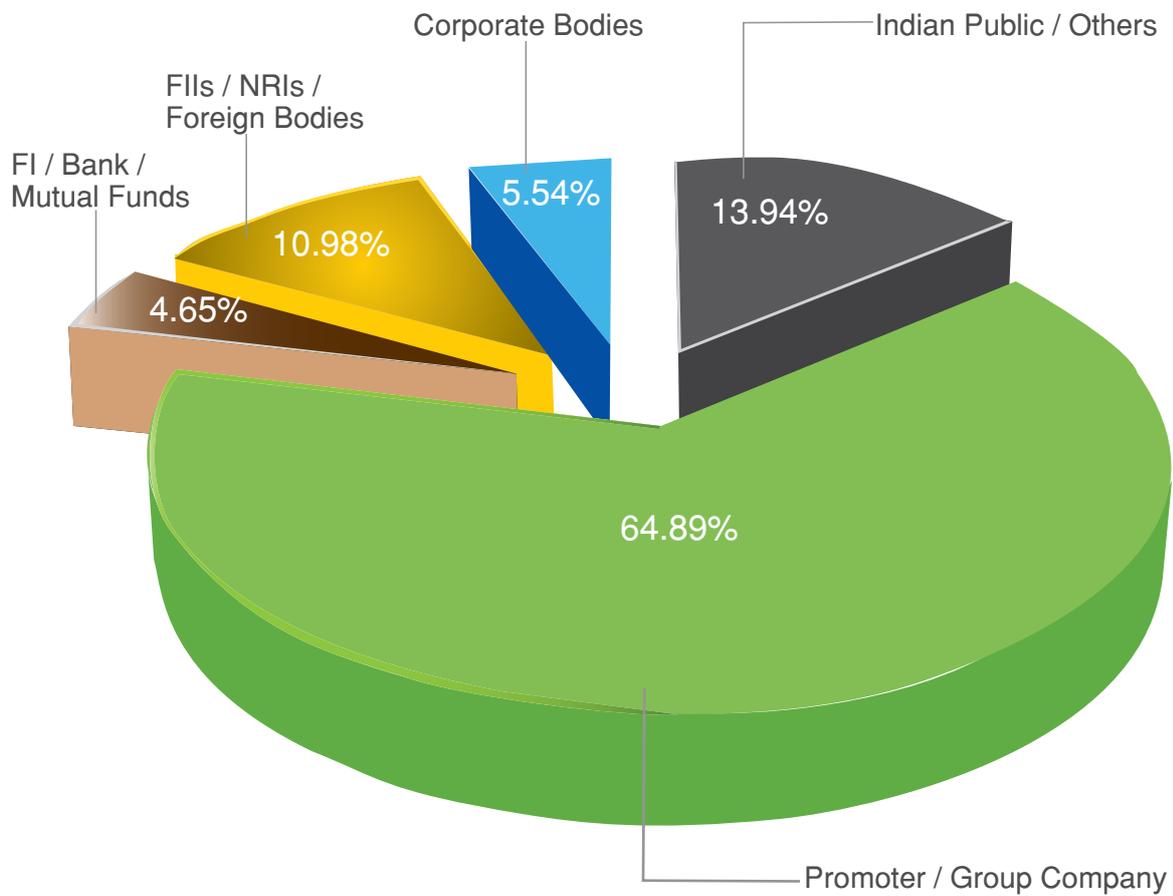
The Company paid taxes related to its products and services to Government of India. These include corporate income tax, excise duty, service tax, sales tax, customs etc. The net taxes paid during the year were ₹460.09 Million for year 2012-13.



The Company receives subsidies on the sale of fertilizers. During the year, the amount received from the Government against subsidy, is ₹1,122.74 Million.

The Company received export incentives of ₹53.074 Million as financial assistance from Government for the year 2012-13.

SHAREHOLDING PATTERN OF THE COMPANY AS ON MARCH 31, 2013 IS AS UNDER:





5.1

Climate Change and Caring for Environment

MANAGEMENT APPROACH FOR ENVIRONMENTAL INDICATORS

The Company through its EHS Policy has committed towards maintaining high standards of Environment, Health & Safety (EHS) across all manufacturing plants. The policy guides the plants on addressing through systemic approach the environmental material issues related to Materials, Energy, Water, Biodiversity, Emissions, Effluents and waste, products and services. Aspects - Impact analysis are reviewed for the operation and maintenance tasks and the changes. The significant impacts are mitigated or controlled through management programs and operational control procedures respectively. Legal EHS Compliance review is an integral process of EHS Management system. Three manufacturing locations – Gajraula, Sahibabad and Samlaya are certified for OHSAS 18001 and ISO 14001 through accredited auditing agencies. The Company encourages employees to use environment friendly transportation modes for travel to work. The Company also ensures that the transport arrangement provided to employees follow all the Road Safety Regulations including its emissions levels to be within the stipulated norms.

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

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

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

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

Manufacturing Head reviews the environmental performance every quarter. At operational level, the performance on environment aspects is reviewed monthly involving the Unit Head (highest designated authority at the Manufacturing Unit). Environment performance has been a part of annual strategy and also an important aspect for all capital expenditure proposals of the Company. Precautionary approach principle is followed as any significant environmental issue / impact is observed / identified, adequate investment and systems are put in place for mitigating the risk and avoiding any environmental degradation caused from company operation. The Company has not been fined for any non compliance of environmental laws and regulations in the year 2012-13.



The CO₂ emission is from the fuels used in manufacturing processes that are used for generation of heat energy in the form of steam or hot air used in Company's process plants. CO₂ is also generated indirectly by the use of electricity in various plants.

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

- Provision of VFD for Electrical drives
- Optimising brine system cooling load
- Power load rationalisation in operation process
- OPE Improvement

Through these initiatives energy saving achieved are;

- Power consumption reduction by 845,315.63 Units (KWH),
- Fuel consumption reduction of HSD by 42.62 MT
- Coal consumption reduction by 1,028.63 MT
- Steam consumption reduction by 206.78 MT

Energy consumption reduction achieved through these initiatives 24,797.34 GJ.

GHG emission reduction achieved from the above mentioned initiatives 2,286.18 tCO₂

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





Renewable Energy:

Renewable Energy usage has always been encouraged and efforts are taken to provide them.

On Occasion of World Environment Day (WED) on 5th June, 2012 - A step towards the WED theme “**Green Economy: Does it include You?**” was taken, Solar Light was installed at Gajraula Fire Hydrant pump house. Power Saving achieved 3,372.6 KWH/ Annum and GHG Emission reduction by 2.63 Ton/Annum.



Energy Efficient Lighting:

Usage of modern low Energy consumption LED lighting are been seen as the answer to challenges of Climate change. It not only reduces the fuels consumption but also supports in long term budget management. LED lights installed at Latex plant at Samlaya have power consumption rating of 25 W against the conventional lights that have power consumption rating of 70 W for the same illumination level (lux intensity) on road.





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

SN	Parameter	Unit	Value in FY 2011 -2012	Value in FY 2012 -2013
1	Coal	MT	7,631.17	5,731.01
	Energy	Peta Joules	0.1641	0.1076
2	Light Diesel Oil (LDO)	MT	2.93	5.33
	Energy	Peta Joules	0.0001	0.0002
3	High Speed Diesel (HSD)	MT	277.76	225.58
	Energy	Peta Joules	0.0121	0.0098
4	Furnace Oil (FO)	MT	431.163	442.64
	Energy	Peta Joules	0.0183	0.0178
5	Agro Waste	MT	11.35	Nil
	Energy	Peta Joules	0.0002	NIL
	Total Direct Energy consumed	Peta Joules	0.1948	0.1353

The total indirect energy consumption is presented below:

SN	Parameter	Unit	Value in FY 2011 - 2012	Value in FY 2012 - 2013
1	Electricity Purchased	KWH	22,330,089	19,092,306
	Electrical Energy Purchased	Peta Joules	0.08039	0.06873
2	Steam Purchased	MT	14,571.9	13,443.99
	Energy in Form of Steam Purchased	Peta Joules	0.04075	0.03764
	Total Indirect Energy Purchased	Peta Joules	0.12114	0.10638

Indirect Energy details have been reported for quantity of electricity purchased and steam purchased. At Samlaya, power and steam is provided by the Jubilant Life Sciences Limited. At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction. The same is supplied to Jubilant Life Sciences Limited. Steam is also purchased from Jubilant Life Sciences Limited to use in SPVA plant process. Electricity is provided by Jubilant Life Sciences Limited to Jubilant Industries Limited and Jubilant Agri and Consumer Products Limited in Gajraula.

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

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



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

Parameters	Units	Value in FY 2011 -2012	Value in FY 2012 -2013
Scope 1 – Direct Energy GHG Emissions	tCO _{2e}	18,305.82	12,394.457
Scope 2 – Indirect Energy GHG Emissions	tCO _{2e}	21,778.224	14,891.998

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 8.0 of Ministry of Power, Government of India.

EARTH HOUR 2013

2030 Hrs, Saturday, March 23, 2013



Awareness drive was conducted among employees across plants to participate and support the cause of EARTH HOUR. At Samlaya training was provided on Climate Change Mitigation measures and Earth Hour as one of the global initiatives taken for it.

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. Refrigerant used in office rooms' air conditioning is not reported.



At Samlaya, 292 kg of HCFC - 22 was consumed in refrigeration and it represents 16.066 kg equivalent CFC - 11 Global Warming Potential (GWP).

Sustainability Council has been constituted at the Corporate office of Jubilant Industries Limited under the Chairmanship of Managing Director to drive the Sustainability initiatives for integrating with businesses. The members of this Sustainability Council are from HR, Manufacturing, Business, Finance and Company Secretary to strengthen integration of Sustainability into businesses. This is supported by the Corporate Group of EHS & CSR of Jubilant Life Sciences Limited and Jubilant Bhartia Foundation respectively.

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

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

“Workshop on Sustainability Reporting” – was organised for team engaged in Sustainability Reporting to equip with the concept, relevance and reporting framework of Sustainability Reporting: GRI G3.1 guidelines. The training was conducted by CII.





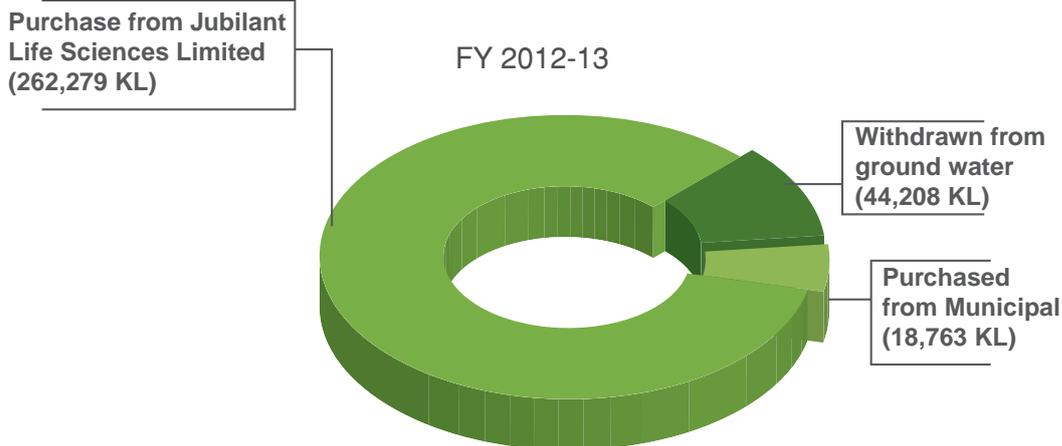
WATER

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 minimising usage of water, various efforts such as mopping in place of hosing for cleaning of floors, reusing low graded products for cleaning the blending vessels and reactors of high graded products and regular monitoring of water usage etc. are practiced in the plants.

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

WATER CONSUMPTION DETAILS BASED ON SOURCES OF RAW WATER CONSUMED:



The Company continuously strives to reduce its water consumption and modify processes through R&D efforts. Condensate from the process is recycled and reused. Quantity of waste water recycled and reused both with and without treatment across all 5 manufacturing locations is 38,661 KL for the reporting period.

The Company uses rain water harvesting measures to recharge the ground water. At Kapasan, storm water is collected into a tank and it is pumped back into process. Also proper maintenance of rain water harvesting structures was carried for ground water recharging.

At Kapasan Plant, the ground water has high TDS and Hardness. **So to provide safe and healthy drinking water to the employees** 200 LPH capacity Reverse Osmosis Plant have been installed for providing treated drinking water. The RO reject is utilised in gardening after treating it in STP.





WASTE WATER

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

At Gajraula 14,182 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Life Sciences Limited.

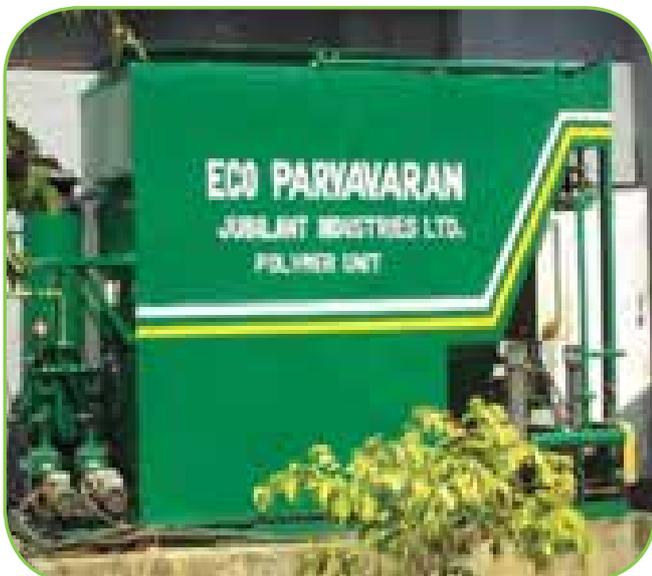
At Kapasan 7,393 KL of industrial waste water is reused on-site for acid dilution in SSP process and 359 KL of treated waste water from STP was reused in gardening.

At Samlaya unit, 5,974 KL effluent was sent to Jubilant Life Sciences Limited ETP for treatment and 1845 KL of ETP treated waste water was send to common effluent treatment plant for further treatment and disposal.

At Sahibabad, the treated effluent 223 KL was discharged into municipal sewer in accordance with Consent Terms and Conditions issued by the Uttar Pradesh State Pollution Control Board.

At Nira, 269 KL effluent was send for treatment to Jubilant Life Sciences Limited ETP.

Regular operations related to ETP, STP and other environmental control measures 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 ₹ 26.84 Million.



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



ETP upgradation has been carried at Sahibabad plant to improve its treatment performance.

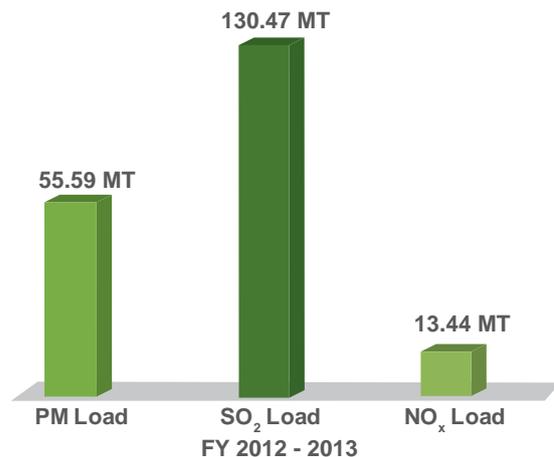


AIR EMISSIONS

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

DETAILS OF CUMULATIVE AIR EMISSIONS LOAD FROM STACKS OF ALL MANUFACTURING PLANT:



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

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

For controlling the fugitive dust emission at Kapasan plant due to truck movement, water sprinkling is regularly carried out on roads



At Kapasan Plant, RCC Road within plant have been constructed (@ 40% completed) with storm water drains along it. This has helped in controlling fugitive dust emissions during movement of heavy vehicles

TREE PLANTATION AND GREEN AREA DEVELOPMENT

Initiatives across all 5 manufacturing plants have been carried out for improving the green belt and tree plantations. Saplings of locally found trees which grow in the ambient climatic conditions of the manufacturing plants and also supports in noise control have been preferably used in the plants.

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





WASTE UTILISATION

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

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

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

At Gajraula during the FY 2012-13, Sulphur sludge processed: 166 MT out of which Sulphur recovered: 69 MT and the remaining waste sulphur sludge: 97 MT is reused in SSP plant. Other waste from plant had also been reprocessed and reused resulting in waste reduction by 12.72 MT.



At Kapasan Plant, Hazardous waste storage area – pit for storing silica sludge and hydrofluorosilicic acid has been upgraded and acid resistant tiling have been provided

At Kapasan Plant, Neutralisation pit has been constructed with acid resistant tiling for collecting waste water from laboratory and reuse it in SSP process

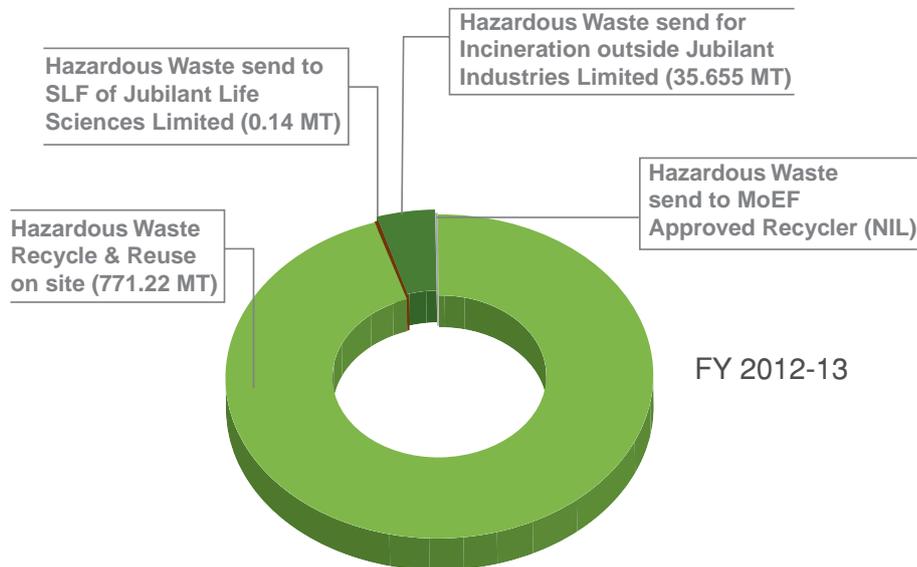


The hazardous wastes generated from Company's operation are categorised into incinerable and non-incinerable wastes. Incinerable as well as non-incinerable wastes are sent to MoEF authorised treatment and disposal facility as per the regulatory requirements.

Non-incinerable wastes at Gajraula are directly disposed to Secured Landfill Facility (SLF) of Jubilant Life Sciences Limited, while the waste oil generated from the Company's operation is sold to 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 842.81 MT.



HAZARDOUS WASTE DISPOSAL DETAILS:



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 451.02 MT. Total quantity of fly ash send to landfill is 1,049.75 MT.

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

The Company's operation involved lot of chemicals, solvents as well as other aqueous material and waste water. The operations are well equipped with storage, handling and treatment facilities to prevent and protect from any spillage. 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.

BIO DIVERSITY:

All 5 manufacturing locations of the Company do not fall in or adjacent to Protected Area, Sanctuary, Reserve Forests or area of importance of biodiversity and thus have no impact on the biodiversity of such areas. The major units are located in industrial area. There are no Habitats in vicinity of plants and there are no International Union on Conservation of Nature (IUCN) Red List of Threatened Species and no national conservation list species in plant vicinity that are affected by plant operations. The Company regularly reviews its environmental strategies for any impacts on biodiversity. Due to better environmental management, aesthetic environment around the manufacturing facilities is maintained with green plants.



5.2

Occupational Health and Safety

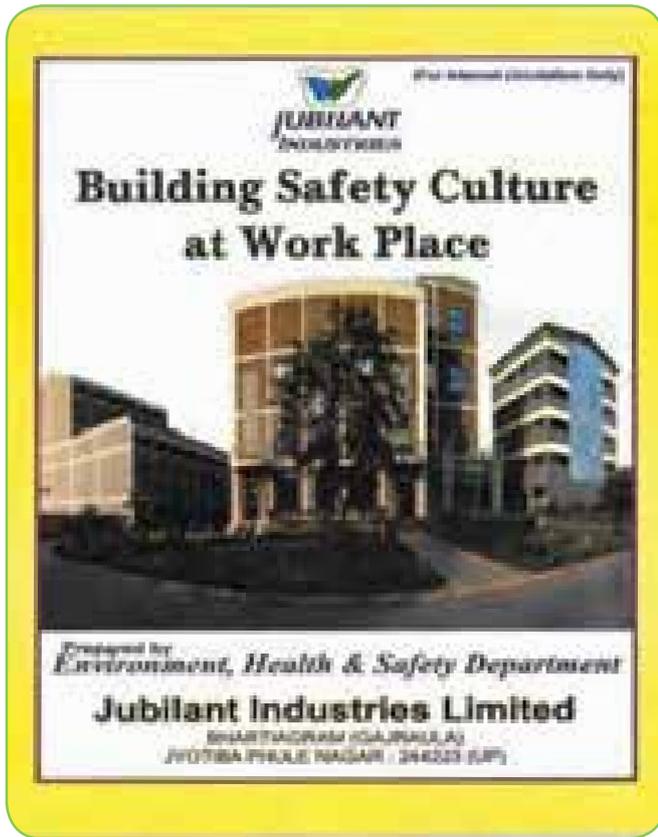
The Company's approach to health and workplace safety is guided by its Environment, Health and Safety Policy. The Company aims to improve the work-life quality of its employees by providing a safe and healthy working environment. The Company's safety practices and occupational health facilities are of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

During the reporting period, NO Reportable Accident has occurred at all 5 manufacturing locations. The Company has achieved 3.0159 Million Accident-Free Safe Man hours in the FY 2012-13, cumulative for all 5 manufacturing plants.

The Company would continue its efforts on safe work practices along with strengthening of safety systems in coming years. The Company intends that the behavioural approach to risk awareness and management will make a major contribution in reducing and improving safety and health in the workplace across all the manufacturing locations.

Following the successful implementation of Safety Observation Tracking Unsafe Acts and Unsafe Conditions at Gajraula Plant, there has been an improved safety perception and safety culture in the plant. The same is been reflected with the Line Managers proactively participating in the daily permit to work requests and their compliance adherence.

The Company has further rolled this initiative to all other 4 manufacturing plants. Training module was prepared covering all Behavioural safety aspects, safety practices illustrations and sharing examples of plant process specific hazards and their mitigation measures. Training booklet was prepared compiling the training slides and expectation from Leadership was clearly defined to involve Shift-Incharge along with Managers and Executives in the Safety Observations. Training programs was conducted with about 100 Managers, Executives and employees participation. 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 emphasising the importance of improving and following safe work practices. For the reporting period, total 9925 number of Unsafe Acts and Unsafe Conditions have been observed and corrected.



A training booklet on Building Safety Culture at WorkPlace was introduced and rolled out to all locations. Training was conducted at all plants and covered following topics;

1. Procedure for Capturing Unsafe Act and Unsafe Conditions
2. Best Safety Practices – Summary and Knowledge Sharing
3. Safety in chemicals transportation
4. Safety due to Static Charge
5. Work Permit System and Lock Out & Tag Out
6. Personal Protective Equipments
7. Safety during Height Work / Fall Protection
8. Process of Rolling out Safety Observation
9. Training and Effective Communication
10. Recording and Reviewing
11. Recognition and Motivation

PLANTS SAFETY SYSTEM REVIEW:

Comprehensive Safety studies have been carried out at manufacturing plants by M/s Chilworth Risk Technology Pvt. Ltd. covering Process Safety Review, Behavioural Safety Review, Emergency Preparedness Review and Safety Audit. Process Safety review was carried at Gajraula, Samlaya, Sahibabad and Kapasan plants through which improvement opportunities were identified in the system.

Behavioural Safety review was carried out engaging managers, executives and employees from all functions and all levels across the manufacturing plant. The review was conducted in steps with initially a Comprehensive Safety Perception Survey checklist was filled by randomly selected personnel, ensuring both manufacturing and services departments are covered. Analysis was carried out and improvement opportunities were identified. Further EHS Profiling Survey was carried out that contained statements which assessed human related issues with respect to EHS values and in identifying opportunities in the EHS performance, culture and training. Questionnaire was distributed to key stakeholders; under the headings of “EHS Planning”, “Training”, “Policy & Objectives”, “Communication & Involvement” and “Organisation & Responsibilities” (five elements). The responses to the questionnaires were analysed including weightage for their importance to Company EHS performance. The results were used to devise checklists for the Walk-Through Surveys and Personal Interviews / interaction. It consists of one-to-one desk-based interviews of key employees selected from various departments with criteria based on criticality of their job profile. The study provided opportunities for improved training, instructions, work methods and supervision.



Emergency Preparedness Review was carried at Samlaya and Sahibabad. Mock Drill was organised as part of review and observations /improvement opportunities were identified such as use of PPE in Emergency Response and refresher training to contract personnel. Corrective and Preventive actions have been completed for most of the recommendations and other actions have been taken for completion.

SAFETY MOTIVATION

The Company organised various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2013, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

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



At Sahibabad plant Security Guard been trained on use of hydrant hose for fire mitigation



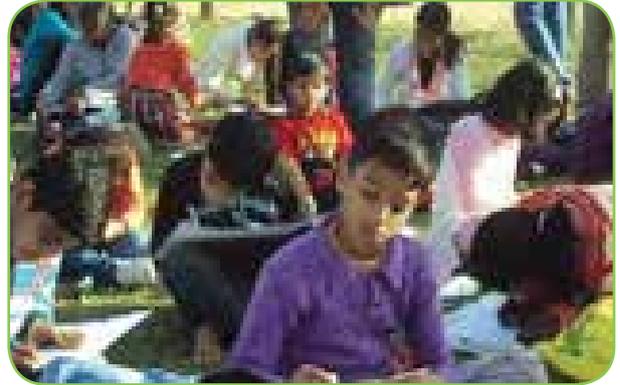
Training on Use of Foam Hydrant being provided to employees at Sahibabad plant



PPE exhibition for awareness among employees and contractor personnel on emergency and operation & maintenance safety measures at Sahibabad plant



Posters prepared by employees highlighting safety measures in work practices – safety motivational activity at Sahibabad plant



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



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



Static Electricity - Hazards and Control - Training organised for employees at Samlaya plant

SAFETY EMBEDDED IN TRAINING

Training organised covered topics such as process safety, emergency preparedness, use of self-contained breathing apparatus (SCBA), emergency management, emergency kit handling, fire safety and prevention, fire fighting, general safety, material handling and first-aid training. Regular trainings are carried out during the year to raise awareness and encourage safe behavior in all work-related activities and also extend it to offsite safety. Safety Awareness Display Boards are provided across plants for regular update for employees and ease of reach as located within work places.

COLOUR CODING FOR PIPELINES				
S.No	Contents	Base Colour	First Band Colour	Second Band Colour
1 Water				
a	Cooling Water	Sea Green	French Blue	
b	Boiler Feed Water	Sea Green	Gold Red	
c	Drinking Water	Sea Green	French Blue	
d	Fire Water	Sea Red	Orange Red	Signal Red
e	Boiler/HR Water	Sea Green	White	
f	Soft Water	Sea Green	Light Blue	Signal Red
g	Condensed Water	Sea Green	Black	Orange Yellow
h	Waste Water	Sea Green	Orange Yellow	Signal Red
2 Air				
a	Plant Air	Sea Blue	Sea Blue	
b	Instrument Air	Sea Blue	French Blue	
c	High Pressure Steam	Red/White/Black	French Blue	
d	Medium Pressure Steam	Red/White/Black	Gold Red	
e	Low Pressure Steam	Red/White/Black	Orange Yellow	
3 Oil				
a	Hydraulic Oil	Light Brown	French Blue	
4 Gases Gaseous or Liquefied Condition				
a	Acetylene	Red/White/Black	Dark Violet	
b	Carbon Dioxide	Red/White/Black	Light Blue	
5 Hydrocarbons Gaseous or Liquefied Condition				
a	Ethylene Oxide (EO)	Dark Purple/White	Gold Red	
b	Flammable Gases (FMG)	Dark Purple/White	Red Red	French Blue
c	Ethylene Oxide	Dark Purple/White	Dark Violet	Signal Green
d	Acetylene	Dark Purple/White	Black	
e	Styrene	Dark Purple/White	White	Light Orange
6 Acids & Other Chemicals				
a	Hydrofluoric Acid	Dark Violet	Signal Red	Light Orange
b	Sulphuric Acid	Black	White	
c	Hydrochloric Acid	Light Yellow	White	
d	Formic Acid	Light Yellow	Signal Green	
e	CO2	Light Yellow	Signal Red	





MANAGING SAFETY

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

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

- In-house healthcare facilities, first-aid and emergency care services for all employees
- Full-time / Visiting doctors at the plant and paramedical staff at on- site clinic
- Employee health checks regularly
- Safety committee meeting at all manufacturing locations at regular interval with at least 50% committee members from workers
- Regular safety audits
- Awareness program for workplace safety with regular campaigns
- Usage of safety protection equipment such as safety helmets, gloves and respirator
- Regular mock drills involving concerned persons
- Safety Day / Week celebrations with employees involvement

The governing regulations as per Factories Act 1948 in the plant encapsulate the guidelines related to good health and safety practices for employees and contract workmen. Also plant certified for OHSAS 18001 and ISO 14001 have procedures defined to be followed in plant.

SAFETY IMPROVEMENTS

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



At Samlaya plant Styrene storage tank – spill/ leakage containment dyke has been upgraded.



Overhead hydrant pipe connection provided at Samlaya plant for easy passage of heavy vehicles and avoids pipe deterioration through corrosion



At Kapasan plant, Diphoterine has been made available for use. It is an emergency washing solution for splashes of corrosive or irritating substances on the eye or the skin



Additional 39 new fire extinguishers both CO2 type and stored pressure ABC type have been installed across Kapasan plant.



At Sahibabad plant, VAM storage tank has been replaced as a proactive safety measure. It showed sign of corrosion and to prevent spillage /leakage and fire hazard, tank was replaced.



Spill containment dykes have been upgraded for Furnace Oil storage tanks at Sahibabad plant



Stack of thermal fluid heater strengthened for structural stability at Gajraula plant



Renovation of Safety training Hall & Process modification / review HAZOP Study Centre at Gajraula plant



Intelligent earth monitoring system provided at Gajraula plant to dissipate the static charge accumulated during tanker unloading operation with pump operation interlocked. Following unloading pumps covered; IPA, Ethyl acetate, Xylene, Toluene, Acetone, Ethyl Cellusolve, N-Butanol, Butyl acetate and VAM storage



At Gajraula plant installation of base station and new channel for Walky-talky in Fertilizer, SPVA & WF plants carried out for strengthening communication in plant. At Sahibabad plant, walkie-talkie has also been provided.



Emergency lights provided in SPVA and Fertilizer plant at Gajraula with battery backup for 2 hrs. Flame Proof (Explosion Proof) as per IS: 2148/ 1981 & IS: 13346/ 1992. Suitable for Zone 1 & 2 , Gas Group IIA & IIB



OCCUPATIONAL HEALTH SERVICES

The approach to Occupational Health Services (OHS) at Jubilant Industries Limited is multi-dimensional encompassing important spheres related to preventive and curative health. Pre-employment checks for newly recruited employees, periodic medical examination at regular 6 monthly / annual intervals and executive health check-up are done at all plant locations. Plant hazard mapping and monitoring is also a vital part of OHS activities. Regular noise, illumination surveys are done and reports analysed for corrective actions. Canteen hygiene survey is routinely done. Vaccination against typhoid of all food handlers was carried out in Gajraula plant.

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



At Kapasan plant two day external First-aid & CPR training program was organised in which a total 23 employees participated. The program was conducted by MediHelp HealthCare Pvt. Ltd.



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 2012-13.

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 organised 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 on intranet.



First Aid training conducted at Sahibabad plant through St. John Ambulance trainer.



5.3

Labour Practices and Human Rights

DISCLOSURE ON MANAGEMENT APPROACH – LABOUR PRACTICE

■ Goals & Performance

Businesses today face unprecedented challenges and, at the same time, unprecedented opportunities. Rapid action, based on informed decisions, defines the agility required to win the market where the pace of change is continually accelerating and the stakes are constantly growing. Jubilant Industries Ltd. positioned its goals & performance mechanism to truly thrive on change, capitalising on new opportunities to grow stronger in an ever-shifting competitive landscape. Intuitively, our workforce has always been a critical enabler, facilitating decisions and proactively driving change into practice. The Company has strong belief in practicing its Values – Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality. The Company understands the work that its people perform, the processes that they participate in, and provides consistent visibility of those processes and their effectiveness is at the heart of transformation to the dynamic business.

■ Policy

Today's dynamic business scenario makes it necessary to have a strong focus on sustained growth. The Company realises that this is possible only when there is a genuine desire to prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status. Our Human Resources policies and practices include recruitment, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also include measures to deal with child labour, prevention of forced and compulsory labour serve the customers. The policy documents are available in the intranet portal and the concerned employees are well aware of these policies. The Company also ensures safe and healthy working conditions.

■ Organisational Responsibility

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

■ Monitoring & Follow-up

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



JUBILANT INDUSTRIES LIMITED – THAT’S ALL OF US!

It’s our strategy to use integrated HR instruments throughout the Company to find, bind and support our employees in the right positions at the right time. As a result – and in view of the current megatrend of globalising business processes – Our HR systems are integrated into strategy development and operative processes as change agents and business partners for employees that are critical for success, contributing to the growth strategy, supporting employer - employee relationships and using innovative HR instruments to **Attract, Retain, Develop** and **Excite** JLITE. The Company has a total workforce of around 680 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 organisation.

Jubilant Industries Limited encourages leadership and commitment through measures to maintain management quality, employee productivity, and employee satisfaction within a neutral and congenial organisation culture.

As a modern 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 market and mobile to maintain the success of all 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 invests in excellent 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 different 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 recognising, enhancing and applying their individual strengths for the benefit of the organisation. We believe that each individual success contributes to the sustained success of the entire Jubilant Bhartia Group.

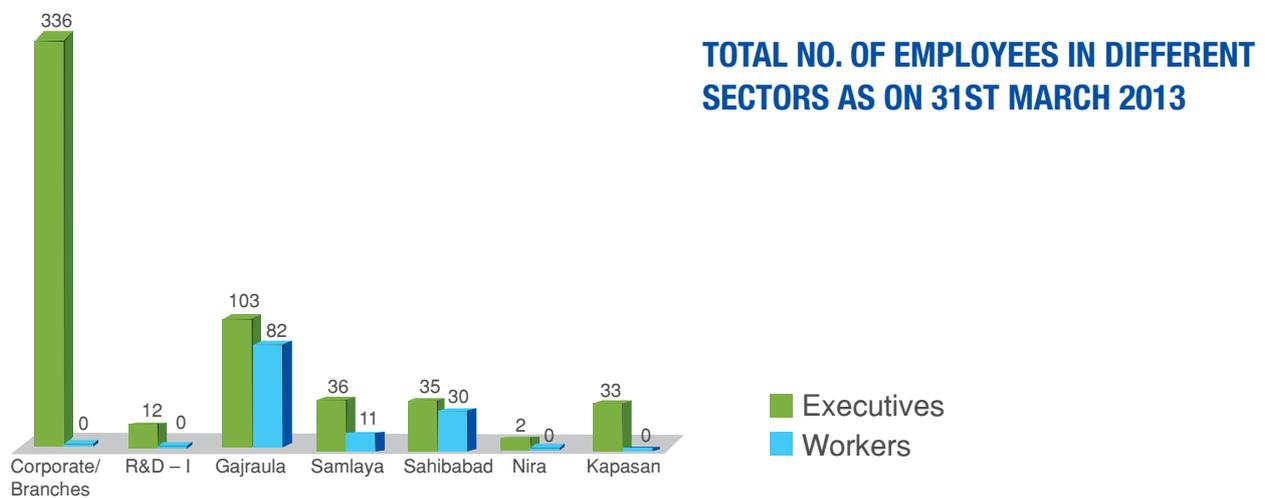
With intensive collaboration, Human Resources at Jubilant industries Limited bind performers as they are constantly presented with challenging, diverse career opportunities within the Company.



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.

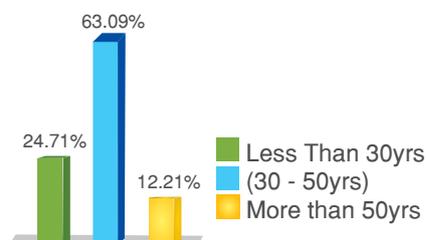
The conviction of Human Resource to thrive with the prosperity of the Organisation will definitely comprehend with more rigors in meeting and beating all business challenges. This is how we are determined to set up the win-win situation across all businesses and functions at Jubilant Industries Limited. We in fact proudly entail the cordial relations with our employees and there have been no instances of strikes, lockouts or any other disruptive labour disputes. 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 2013 (FY 2012-13)	680
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No. of Executives (as on 31st March 2013)	557	Gender (Executives): Male - 536, Female - 21
No. of Workers (as on 31st March 2013)	123	Gender (Workers): Male - 123

Percentage of employees in the gender category (as on 31st March 2013)	Male - 96.91%, Female - 3.09%
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We provide various benefits to our employees, addressing their social and security needs such as Personal Accident, Group Term insurance and Healthcare Coverage 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
	21	Female (Covered under Maternity Benefit Act, 1961)
No. of employees by gender that took parental leave	0	Male
	1	Female
No. of employees who returned to work after parental leave ended	0	Returned to work from 1st May 2013
The number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	0	
The return to work and retention rates of employees who returned to work after leave ended, by gender.	0	

Our philosophy for the training and development initiatives at Jubilant Industries Limited does not limit only to the skill & competency development, rather it paves path for bridging the gaps between doable and deliverables through range of tools and interventions – Discover More, Orbit-Shifting, Breakthrough workshops, Talent & Succession Planning, Competency Assessment exercises etc., to name a few. Range of internal training program pertaining to technical upgradation of employees is conducted on regular basis. Employees are also sent for external training programs conducted by professional agencies. Also programs in outbound/ external locations are organised 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	19.18	Total training hours stand to be 13045.48. (Training hours for Executives – 10158.38 & Workers – 2887.10)
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For the reporting period, the total number of training hours for male executives is 12467 hrs and for female executives is 578 hrs. There is no female worker in the Company.

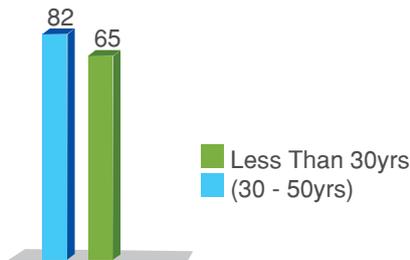
The employee engagement indices derived from the Gallup Survey had been a mirror to us which enlightened our emphasis on certain areas for employee engagement in the organisation. The various Company and group level programs were leveraged – Chairman Emerging Talent, Innovation award are to name a few 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 2013, percentage of such eligible employees stand to be 72.79% approximately (Female - 3.43%, Male - 96.57% from the total no. of 495 covered).
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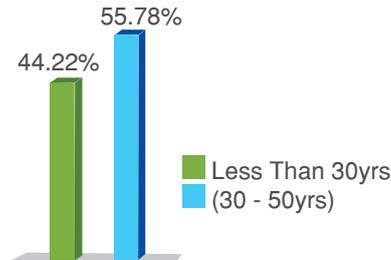


Total number of new employees hired during reporting period	139	Male
	8	Female
Rate of new employees hired (Average Manpower base = 680)	20.44%	Male
	1.18%	Female

TOTAL NUMBER OF NEW EMPLOYEES HIRED (AGE GROUP WISE)

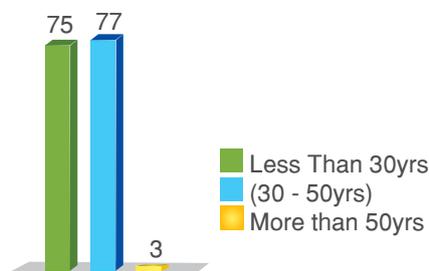


RATE OF NEW EMPLOYEES HIRED (AGE GROUP WISE)

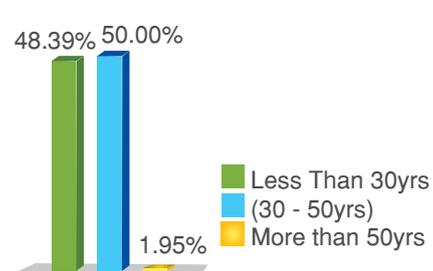


Total number of employees leaving during reporting period	153	Male
	2	Female
Rate of employees leaving during reporting period (Base figure =680)	22.50%	Male
	0.29%	Female

TOTAL NUMBER OF EMPLOYEES LEAVING EMPLOYMENT (AGE GROUP WISE)



RATE OF EMPLOYEES LEAVING EMPLOYMENT (AGE GROUP WISE)



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

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

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



HUMAN RIGHTS

Disclosure on Management Approach - Human Rights

■ *Goals & Performance*

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

■ *Policy*

Jubilant Industries Limited ensures that its policies and practices prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status. These includes recruitment, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also include measures to deal with child labour, prevention of forced and compulsory labour. The Company maintains its own internal financial and quality controls which are periodically verified by outside independent auditors.

■ *Organisational Responsibility*

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

■ *Monitoring & Follow-up*

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

■ *Additional Contextual Information*

□ Sankalp

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



The Company ethics is governed by a Code of Conduct and several policies. These policies encourage intellectual honesty, employees conduct, freedom of association etc. in every aspect. The Company advocates fair business practices which are centred on transparency, equal opportunity, lawfulness and integrity of records. Each and every employee is given training on the Company's policies at the time of joining, during orientation and as & when required. The policies are available on Company's intranet and handed over to employees at the time of joining as Employee Hand Book as well as available on demand. Presently, all the policies of the Jubilant Life Sciences Ltd., are adopted by the Jubilant Industries Limited.

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

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

Percentage of total employees covered by collective bargaining agreements.	18.09%	The total no. of workers as on 31st March, 2013 across all manufacturing locations is 123. They are covered by Long term settlement by way of workmen committees. Long term settlements are considered equivalent to collective bargaining agreements as we do not have trade unions.
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The communication is shared via the notice display boards or mails in case of any substantially affecting initiatives organisation takes.

All the 5 manufacturing sites (100%) of the Company's operations have been internally audited to ensure NO Child Labour had been deployed. Company has defined governance mechanism with its Ombudsman Office to address all issues, concerns and grievances of stakeholders covering employees, shareholders, customers, business partners and communities including those for human rights, compliances and anti-corruption. All the security personnel are inducted to the organisational policies and practices and their behaviour is aligned to the organisation's values. This is also driven through common meetings within the group companies.

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



6.1

Customer Engagement and Product Responsibility

DISCLOSURE ON MANAGEMENT APPROACH – PRODUCT RESPONSIBILITY

■ *Goals & Performance*

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

■ *Policy*

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

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

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

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

■ *Organisational Responsibility*

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

■ *Training & Awareness*

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

■ *Monitoring & Follow-up*

Customer complaints and legal notices for non compliances are two main indicators of failures in this aspect. Legal aspects are updated by the legal department. Business Heads ensure country



specific legal requirements for exports. It is reviewed annually or at the time of change in legal requirement whichever is earlier.

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

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

The activities identified and practiced at the Company are:

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

The Company is continuously engaged towards product safety in line with the vision of no accidents, injuries or harm to its personnel and environment. The Company provides customers with products and services that meet their needs exactly and provides necessary information and support, so that customers can use the products safely and effectively. The products at all the locations are manufactured with highest quality standards as per the Quality Policy framed. The robust quality management systems are followed at all the units to deliver quality products to the customers.



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

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



The SPVA products bags and pallets are labelled as per the country regulations of customer such as labelling requirements of Department of Customs under China Food Safety Law and labelling requirement of Department of Customs, Kingdom of Saudi Arabia (KSA). The Company strictly follows these laws and regulations. There have been no incidents of non-compliance with regard to labelling requirements of products from the countries of China and KSA.

For information & labelling on Single Super Phosphate (SSP) and Agrochemicals marketed, the Company strictly comply with the Fertilizer Control Order (FCO) as enforced by the Ministry of Fertilizers and Chemicals, Government of India. The labelling regulations, as governed by the above regulations, stipulates the divulgence of information in the prescribed format on each of the parameters, contents, applications, safety, quality, usage etc. The Agribusiness division does not have any non-compliance with regulations and voluntary codes concerning product information and labelling of any of its products during reporting year.

The customer satisfaction surveys are conducted periodically with customers in India. Consumer Products manufacturing is governed with ISO 9001: 2008 certification and customer i.e. dealer satisfaction levels are measured and tabulated as per the quality module through a structured questionnaire. Quality management processes in these manufacturing sites are regularly audited by internal certified auditors and external auditors from accredited agencies.

There are no codes or standards pertaining to market communications related to SPVA, since this is an intermediate product sold directly to end customers. However, the Company conducts its business, including marketing communication and advertising, in an ethical manner and no communication is designed violating the general advertising laws of India, be it ethical, cultural, privacy intrusion or attempts to influence vulnerable audiences. The Company keeps itself abreast with any changes brought about by the Government in this regard and reviews it every year.

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

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

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

The Company's R&D efforts are to improve the product yield, reduction in the use of solvents, as well as to reduce the effluent generation. The Company believes in waste minimisation and cleaner production. At Kapasan, the scrubber solution in the SSP plant is utilised for making Sodium Silico Fluoride by-product thereby improving the scrubbing efficiency with lean solution to



reduce fluoride emission to atmosphere. Further, Sodium Silico Fluoride is sold as a by-product. This is an example of Wealth from Waste.

The Company's product safety focus is operational through focus on safe handling of products from point of production to point of distribution. Standard Operating Procedures (SOP) ensures safe handling and transport of products. Every product consignment is dispatched in accordance with SOP formulated. The Company does not have a formal end-use and end-product assessment mechanism in place as a result of which product lifecycle analysis was not undertaken. The Company activities are to manufacture consumable products. These are not reclaimable. Some of the bulk material such as Latex is supplied through tankers which does not involve any packaging material. The other consumer goods and exported products are packed with suitable material as required. However, these packaging materials are not reclaimed by the Company. The Company had no incident of non compliance and has paid no fines for non-compliance with laws and regulations concerning the provision and use of products and services and marketing communications.

BANDHAN

'JIVANJOR', is an established brand of Jubilant Agri and Consumer Products Limited. The Company believes in and indeed, practices a holistic approach towards the business of its choice. Along with the attainment of financial objectives, the existence of influencer satisfaction is of the utmost importance to the brand. An effective influencer Relationship Program needs to be present and maintained with much competence. 'JIVANJOR' initiative Bandhan is working towards realising this objective. The enrollment drive for this initiative has been carried out in many parts of India. Till date, around thousands of carpenters have been registered and more are going to be added in future.

Essentially, Bandhan is an endeavor on the part of 'JIVANJOR' to reach out to the influencers and make them feel special for their association with the Company. It represents the Company's heartfelt gratitude and the desire to continuously evolve as a business entity.





RAMBAN FIELD ACTIVITIES

Jubilant Agri and Consumer Products Limited being one of the leading Agri-input provider, through its extension programmes and field activities at farmer level, has been organising farmer meetings, farmer consultations, jeep campaigns, retailer meetings, field demonstrations and other knowledge sharing cum promotional activities.

Jeep and Farmer Meetings

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. The benefits extended by Ramban SSP far outweigh the input cost, bringing better profitability per acre of land to the farmers.



Soil Testing

Jubilant continues its 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.





Kisan Mela

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.



Field Demonstrations

In field demonstrations, RAMBAN products are being used for different crops at different stages in farmers' field so that they can themselves compare the results after using these products.





6.2

Community Engagement and Corporate Social Responsibility

JUBILANT CRICKET CUP

“Jubilant Cup” has been organised since 1995, eminent players Mr. Chetan Chauhan, Mr. Chetan Sharma, Mr. Surender Khanna, Mr. Guru Saran Singh, Mr. Vijay Dahia, Mr. Nikhil Chopra, 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. Shikhar Dhawan, Mr. Retender Singh Sodhi, Mr. Ishant Sharma, Mr. Suresh Raina & Mr. Joginder Sharma have participated in the tournament from different prestigious 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 for “**Jubilant Cup – 2013**” The Jubilant cup matches were held from March 24, 2013 to March 31, 2013. Teams participated are (1) Air India, (2) Malik Sports, (3) K. G. Gymkhana, (4) Collage, (5) ONGC, (6) Hari Singh Academy, (7) Sonnet and (8) Gajraula.

The inauguration was done by District Magistrate, Amroha on March 24, 2012. The final match was played between Collage and Sonnet team players. The matches were played under the supervision of BCCI Umpires Mr. K. K. Sharma, Mr. Ravindra Rawat and Mr. Anil Choudhary.

Mr. Shyam Bang, Executive Director was the Chief Guest. He gave away the Trophy and Prize money of ₹90,000/- to the winning team and ₹45,000/- to the runners up. Man of the series was awarded with a Motor Bike and Momento.





DISCLOSURE ON MANAGEMENT APPROACH – SOCIETY

■ *Goals & Performance*

Jubilant Industries Limited is mandated towards the development of the community around its manufacturing location. The Company is focussed towards maintaining a good relationship with the community and ascertain that the business procedure do not affect them in a negative way. The approach is towards inclusive growth by engaging with the community through various social development programs as per the need of the project area.

■ *Policy*

The Company Sustainability Mission is to constantly engage in delivering value to its stakeholders through its promise of caring, sharing and growing. The Company is focussed towards empowering communities with initiatives that focus on primary education, basic healthcare and skill development for employability and self-sustenance. These areas were identified through the need assessment study conducted by an external agency in 2009. An impact assessment study was also conducted by an external agency in the year 2012-13 to measure the impact of social activity carried out at Gajraula location.

The strategic decisions for community investments are based on the community social needs assessment and are considered significant in line with Millennium Development. Goals identified and defined through Jubilant Bhartia Foundation (JBF). The total community expenditure FY 2012-13 from the Company was ₹5.32 Million.

■ *Organisational Responsibility*

The social performance of the Company is carried out through Jubilant Bhartia Foundation, a not-for-profit company. The General Manager- CSR is responsible for the development programs across the manufacturing locations. There are program coordinators at the manufacturing units in India who are responsible for the day to day engagement process.

■ *Monitoring & Follow-up*

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

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

JBF continued the education program at Sahibabad plant while at other locations Gajraula, Kapasan and Samlaya, the programs were implemented in the realm of primary education, basic healthcare and skill development for employability and self-sustenance.



The review of the development programs are done frequently to take corrective measures on as and when required basis.

The social development projects of the Company are mostly aligned with the objectives of United Nations Millennium Development Goals (MDGs).

Millennium Development Goals		Objective	Jubilant Initiatives
Goal 1		Eradicate Extreme Hunger and Poverty	CASE STUDY I
Goal 2		Achieve Universal Primary Education and Corporate Giving	CASE STUDY II
Goal 3		Promote Gender Equality and Empower Women	CASE STUDY III
Goal 4		Reduce Child Mortality	CASE STUDY IV
Goal 5		Improved Maternal Health	CASE STUDY V
Goal 6		Combat HIV AIDS, Malaria & other Diseases	CASE STUDY VI
Goal 7		Ensure Environment Sustainability	CASE STUDY VII
Goal 8		Develop a Global Partnership for Development	CASE STUDY VIII



CASE STUDY I: PROJECT SAMRIDDI: AN INITIATIVE FOR SUSTAINABLE AGRICULTURE PRACTICE

The Company had launched 'Project Samridhi' at Kapasan last year to promote best agricultural practices through various activities. The project is closely linked with the Crop Nutrition, Crop Growth and Crop protection Agri products segment of the Company which has a wide base in the nearby community.

- Promoting best practices in agriculture
- Promoting organic manure
- Preserving/Improving soil nutrition.

Under the initiative following activities were performed at Kapasan:

Activity	Significance	Numbers
Demonstration of Plot Development	<p>Field Demonstration under Corn and Cotton crop in Kharif 2012 has been successfully organised for the farmer's field of Singpur and Narela cluster of Kapasan block in Chittorgarh district.</p> <p>Full set of inputs for demos were provided to the farmers, including, hybrid seeds, fertilizers, weedicides and micro nutrients. Before sowing selected farmers were trained on package of practices including land preparation, soil health, sowing methods, quality inputs, crop geometry, plant nutrients, irrigation, weed management and pest and disease. Farmers were trained by the subject expert from ISAP in Singpur. During the crop season, extension services are also available to the beneficiaries. Demo farmers were also trained in close meetings and on field during mid crop stage.</p>	36
Promoting Bio (Gobar) Gas for effective use of Bio Mass	Setting up of Gobar Gas Plant To provide clean bio-gaseous fuel mainly for cooking purposes and also for other applications for reducing use of LPG and other conventional fuels	10
Vermi Compost Pits	Promoting the use of organic manure	10





Activity	Significance	Numbers
Facilitating Soil Testing & Guidance for proper nutrition to preserve and improve soil nutrition	<p>JBF is participating in the National Project on Management of Soil Health and Fertility for:</p> <ul style="list-style-type: none"> -Improving soil health and its productivity in the project area (Pratapgarh, Bundi, Chittorgarh, Bhilwara and Jhalawar in Rajasthan) - To strengthen soil testing facilities and provide soil test based recommendations to farmers for improving soil fertility and economic return to farmers.  <ul style="list-style-type: none"> - To upgrade the skill and knowledge farmers and their capacity building through training and demonstration. - To ensure quality control of fertilizers use through strengthening of fertilizer quality control. 	5000
Setting up of Artificial Insemination Centre for cattle	Identification and training of youth from the community on Paravet services and procurement of equipment for providing services to the community members	1

CATTLE HEALTH CARE AWARENESS CAMP

A Cattle Health Camps are also organised at Kapasan and Gajraula in the community where in a veterinary doctor examines the health of the livestock of the community. Suitable vaccinations, medicines and consultation are provided wherever necessary.

KISAN GOSHTI AT GAJRAULA

A Kisan Gosthi was organised jointly where farmers from villages Chaubara, Navada, Chhoya were invited for the training cum Gosthi. 3 Senior Scientists from IVRI-Ijrat Nagar came to address the various veterinary problems of which the major ones were need of immunisation in cattle, communicable diseases in cattles and how to derive profit with judicious use of cattle. More than 170 people participated in this training and asked different questions on agriculture as well as cattle health from all the speakers.



CASE STUDY II- PROJECT 'MUSKAAN'- JOY OF READING PROGRAM

Jubilant Bhartia Foundation (JBF) supports 100 Rural Government Primary Schools under Project 'Muskaan'. The project aims at strengthening Rural Government Education System ultimately leading to improved quality of education being imparted to the students through community involvement. The cost of expenses of these schools is also shared by Jubilant Industries Limited along with the other group company.

Project 'Muskaan' includes gamut of activities to counter the dropout rates and absenteeism in the project schools. Celebration of birthday of each student is the vital part of these activities, where the birthday boy/girl is made to feel special. The special student of the day is being presented a card along with a small gift in front of whole class and teachers by JBF. The aim is to sustain the interest of students in coming to school and thus increasing the rate of attendance. This year the employees at Jubilant have supported this program by buying and donating new books (purchased by JBF beforehand) as a birthday gift to students. On receiving the present on their birthday, the 'Muskaan' school students send a "Thank you card" to the employees who had gifted those books. This provides an opportunity to the employees to participate in nation building activity by supporting education. This entire initiative is known as 'Joy of Reading' at Jubilant. The program is implemented at Gajraula, Kapasan and Corporate office.



CASE STUDY III: SKILL DEVELOPMENT PROGRAM

Under the project “Nayee Disha”, Jubilant conducts skill development programs at different locations helping the trainees find ‘vocation for life’ on successful completion. The training programs on a wide array of areas like mobile and tractor repairing, stitching, retail management, soft skill development and beautician courses, offer the right mix of ‘class room’ and ‘hands on’ training for optimum results, besides entrepreneurial training and skills. JBF has also engaged a social enterprise known as LabourNet for a focused approach on imparting specialised training at Gajraula.

Jubilant abide by its policy of non discrimination which is also reflected in the activities implemented by JBF. The Foundation is aware of the virtue of women empowerment. At Samlaya, during the year 2012-13, women were trained on skills which would lead to their economic empowerment.

- 30 women were provided training on Beautician course under Rural Entrepreneur Development program
- 15 women trainees were provided training on Agarbatti making.
- 15 women trainees received training on candle making.



CASE STUDY IV: PROJECT “SWASTHAYA PRAHARI”-

Goal 4. Reduce Child Mortality

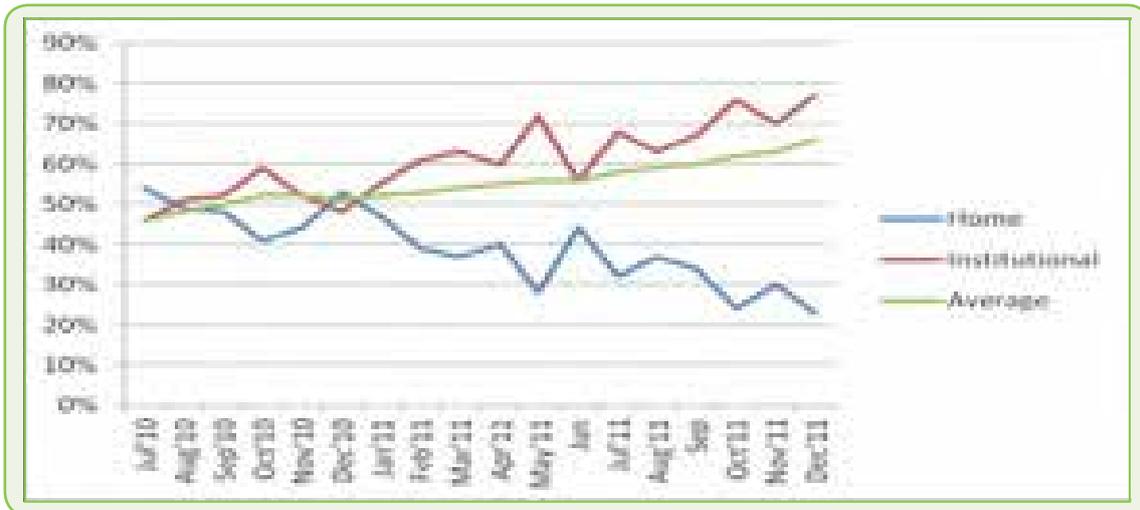
Goal 5. Improve Maternal Health

JBF is operating the Project ‘Swasthya Prahari’ helping to revitalise the existing Maternal and Child Healthcare (MCH) services at Gajraula. The Swasthya Praharis are the women Health Guards who are identified from the local community around the manufacturing location. They keep track of expecting and lactating mothers, malnourished children, birth and deaths. They also make home contacts; motivate people for visiting health institutions and promote institutional deliver of the child.

The key objectives of project:

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

There has been a significant increase in the institutional delivery after the inception of the project curbing IMR and MMR. Earlier due to lack of awareness and existing taboos, the community was practicing delivery of child at home which is an unsafe practice leading to IMR and MMR. The institutional delivery taken place by the registered medical practitioner assures safe motherhood and child delivery.



Home Vs Institutional child delivery pattern in the year 2010-11 at Gajraula



Home Vs Institutional Delivery pattern in year 2012 at Gajraula

As per the report on Social Impact Assessment of CSR Initiatives of Jubilant in Gajraula, U.P. (carried by Partners in Change) 66.8% of respondents would like to go to government hospitals, whereas 15.8% preferred home and 14.8% of the respondents would like to go to private doctors for child birth.

Also, the Foundation regularly organises various health camps at Kapasan, Gajraula and Samlaya locations to promote good health practices amongst the nearby community.

CASE STUDY VI: COMBAT HIV/AIDS, MALARIA AND OTHER DISEASES

The Company is mandated to make the community aware of the diseases prevailing through various health camps. It is working towards awareness generation about various diseases and supports its stakeholders for prevention through various programs as below:

The theme World AIDS day for the year 2012 was "GETTING TO ZERO". The theme suggests that awareness should be taken to the level that the people get aware and the cases of AIDS



drop to zero. Taking cognisance of the theme, the World AIDS day was observed at all project location including corporate office.

Jubilant Bhartia Foundation has a registered Integrated Counseling & Testing Center (ICTC) with a microscopic centre running at Gajraula which caters in identification of HIV infected people and their proper counseling. The centre is giving good response as numbers of people are turning to it for counseling and testing. During the year 2012-13 the ICTC referred 4 patients for Antiretroviral Therapy (ART) in Meerut, U.P.

Jubilant also possess a DOTS centre for TB treatment at Gajraula unit for diagnostic and counseling services.

Various other regular health camps are organised at all locations.

CASE STUDY VII: AWARENESS ON HEALTH AND ENVIRONMENT ISSUES

JBF is proactive in spreading awareness on health and environment issues amongst the community residing in proximity of the manufacturing location by organising and celebrating World Environment Day, Earth Day and World Health Day at various locations.

Workplace Volunteering:

Jubilant understands the significance of workplace volunteering and employees contribution for the society. The Company organises various programs where the employees have come forward to show their benevolence like:

- Book donation to 'Muskaan' school students through 'Joy of Reading Program' at Gajraula, Samlaya and Kapanan
- Blood donation camps at Gajraula and Corporate Office
- Vastra daan camp at Gajraula
- Supporting the noble cause of bringing a reform in the lives of Tihar jail inmates by buying rakhi, bags and cosmetics made by these destitute at Corporate Office
- Donating food items at 'Feed the Need' program of Indian Food Bank Network at Corporate office





CASE STUDY VIII: DEVELOP A GLOBAL PARTNERSHIP FOR DEVELOPMENT

The Company believes in working in partnership with various local and global organisations. This year JBF's major partners under its various programs are:

1. Schwab Foundation for Social Entrepreneurship
2. Indian Society of Agribusiness Professionals (ISAP)
3. National Bank for Agriculture and Rural Development (NABARD)
4. Pratham

Initiatives at Sahibabad Plant

JBF continued with the agenda of holistic development of the Rajkiya Prathmik Vidyalaya, Sahibabad (near Jubilant Industries Limited, Sahibabad) under the Muskaan initiative.

a) Independence Day Celebration

Cultural programmes were organised by the students on 15th August 2012. Patriotic songs, group dance, poem recitation and skit were performed by the students on the occasion of Independence Day. Prizes to meritorious students were also distributed on that day.

b) Plantation in School Campus

Understanding the importance of greenery, the students planted trees in the school premises and they take care of each plant, water and manure them regularly.

c) Health Check Up and Blood Group Camp

A medical team from Gajraula visited the school for the health check up camp for students. The blood group of the students were also examined and kept for records. Field worker Ms. Savita identified from the Sahibabad village; coordinates and assist JBF for the day-to-day activities, viz. morning assembly, checking nail and uniform of children, cleanliness of school, maintaining discipline in the school and provide updates to JBF on a regular basis.

d) Utensils for Mid Day Meal

JBF and the community jointly distributed utensils (plates and spoons) for the mid day meal. An amount of ₹1,895/- was collected by the parents of the students and an amount of ₹19,339/- was donated by JBF. It was distributed to all the 379 students of the school.

e) Birthday Celebration of students

The birthday of each student is celebrated through the Joy of Reading program under project Muskaan.



OTHER INFORMATION:

“CII-Jubilant Bhartia Food and Agriculture Centre of Excellence” (FACE)

A large part of the debate on Indian agriculture today is related to long term sustainability and inclusive growth. Increasing agricultural production with limited natural resources in a sustainable manner for ensuring food and nutritional security, creating a vibrant food processing sector and providing assured incomes to farmers remain key national priorities.

CII believes that the private sector can play a catalytic role in creating the structural transformation needed in this sector. It is in this context that CII Jubilant Bhartia Food and Agri Centre of Excellence (CII-FACE) have been set up with a vision “To act as a catalyst in the integrated development of India’s agriculture and food sector”.

FACE is established with the mission of improving competitiveness of India’ agriculture sector by catalysing innovation, building capacity and enhancing productivity across the agriculture and food value chain. FACE works with farmers, Companies, developmental institutions and the Government to

- Improve on and off – farm productivity through the dissemination of best practices and technological innovation
- Invest in capacity building initiatives and skill development for supply chain participants across the value chain
- Strengthen linkages across the value chain through market access initiatives, thereby reducing losses and increasing farmer incomes

FACE’s service portfolio comprises training and consulting services in the area of food safety, quality and regulatory aspects, sectoral research across different market segment and commodity specific Value Chain Assessments and supply chain advisory services for food and agri businesses. FACE also works on projects in PPP mode, to develop business models that are scalable and replicable across geographies.

a) Training and Capacity Building

To attain the desired objectives series of capacity building, trainings and consultancy initiatives have been launched under the umbrella of FACE particularly in the area of Food Safety, Quality & Regulatory Compliance. A highly diversified portfolio of services is being offered to the food industry and in a very short span of time FACE has organised more than 80 training`s in 47+ locations on New Food Safety and Standards Laws, International and Global Food Safety Initiative (GFSI) standards of Food Safety and TQM tools and techniques for improving quality & efficiencies, impacting more than 3800 participants.

b) Research and Policy

CII-FACE in partnership with Mc Kinsey & Company launched FAIDA (Food and Agriculture Integrated Action Plan) Vol III “Driving the Next Wave of Growth in Indian Agriculture” in 2012. With three 3 goals in focus, namely



- Raising agricultural productivity and farmer income
- Scaling-up existing food and Agri businesses (by 3x to 5x)
- Developing related capacity and enabling infrastructure development via relevant policy changes

c) Strengthening Value Chains

The launch of Agri business hubs, a demand driven initiative, in partnership with USAID is underway in Bihar and West Bengal. The aim is to establish agricultural hubs in states in eastern India, to harness the growth potential of region by maximising yield and income to farmers by making provisions of superior agricultural inputs, transferring modern agricultural know how and providing better market access to the farmers for their output.

d) Stakeholder Awareness and Sensitisation

In addition to the above mentioned role FACE also aims at actively working to create all stakeholder platforms and promote open dialogues between Government and other stakeholders by organising sector specific seminars and conferences etc. The basic idea behind these events is to evolve ideas to meet the challenges of the agriculture and food sector. The key flagship events conducted under the banner of FACE this year are the Food Safety and Quality Summit, and 4th Cold Chain Summit 2012 titled 'Accelerated Cold Chain Development in India to Mitigate Food Inflation'.



7.0

The Way Forward

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

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

1. Resource Conservation:

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

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.

3. Behavioural Safety:

Strengthen employee engagement at sites on EHS by focusing on Behavioural Safety, tracking and addressing issues of unsafe act and unsafe condition by involving all the employees in the initiative.

4. Good Governance:

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

5. Capability Building

Attract and retain high quality workforce of diverse nature and develop a culture of belonging by encouragement, support and reward. This workforce will drive the Sustainability Mission for inclusive growth, as Company's promise of Caring, Sharing and Growing.

6. Community Engagement:

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



G3.1 Content Index

Application Level		A+		Assured by	Ernst & Young LLP	
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclosure	Disclosure	Level of Reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for Omission
1.1	Statement from the most senior decision-maker of the organisation.	Fully	pg 1, 80			
1.2	Description of key impacts, risks, and opportunities.	Fully	pg 3-7, 80			
2. Organisational Profile						
Profile Disclosure	Disclosure	Level of Reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for Omission
2.1	Name of the organisation.	Fully	pg 8			
2.2	Primary brands, products, and/or services.	Fully	pg 10 - 14, 29			
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	pg 9			
2.4	Location of organisation's headquarters.	Fully	pg 8			
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	pg 9, 29			
2.6	Nature of ownership and legal form.	Fully	pg 8, 31			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	pg 12, 14, 29			
2.8	Scale of the reporting organisation.	Fully	pg 8, 9 - 14, 29			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	pg 8, 19, 21, 27,			
2.10	Awards received in the reporting period.	Fully	pg 15			



3. Report Parameters						
Profile Disclosure	Disclosure	Level of Reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for Omission
3.1	Reporting period (e.g., fiscal/ calendar year) for information provided.	Fully	pg 19			
3.2	Date of most recent previous report (if any).	Fully	pg 19			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	pg 19			
3.4	Contact point for questions regarding the report or its contents.	Fully	pg 20,102			
3.5	Process for defining report content.	Fully	pg 19 - 20, 21, 23, 27			
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	pg 20			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	pg 20			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	Fully	pg 20			
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	pg 20			
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/ acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	pg 20			



3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	pg 20			
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	pg 81 - 95			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	pg 24 - 25			
4. Governance, Commitments and Engagement						
Profile Disclosure	Disclosure	Level of Reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for Omission
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	Fully	pg 26			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	pg 26			
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	pg 27			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	pg 27			
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	Fully	pg 26			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	pg 27			



4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	pg 27			
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	pg 16 - 18			
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	pg 27			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	pg 27			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	Fully	pg 32			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	Fully	pg 70, 76, 77, 78			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	pg 8, 76, 77, 78			
4.14	List of stakeholder groups engaged by the organisation.	Fully	pg 21 - 23			
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	pg 21 - 23			



4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	pg 21 - 23				
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	Fully	pg 21 - 23				

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

G3.1 DMAs	Disclosure	Level of Reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for omission	To be reported in
DMA EC	Disclosure on Management Approach EC						
Aspects	Economic performance	Fully	pg 28				
	Market presence	Fully	pg 28				
	Indirect economic impacts	Fully	pg 28				
DMA EN	Disclosure on Management Approach EN						
Aspects	Materials	Fully	pg 32				
	Energy	Fully	pg 32				
	Water	Fully	pg 32				
	Biodiversity	Fully	pg 32				
	Emissions, effluents and waste	Fully	pg 32				
	Products and services	Fully	pg 32				
	Compliance	Fully	pg 32				
	Transport	Partially	pg 32, 20	Energy Consumption and Emissions from Transport of material and personnel are not quantified	Not available	We do not report on this year as we have been unable to gather all the data, but we will be able to report in future.	2017
	Overall	Fully	pg 33				
DMA LA	Disclosure on Management Approach LA						
Aspects	Employment	Fully	pg 55				
	Labor/management relations	Fully	pg 55				
	Occupational health and safety	Fully	pg 33				
	Training and education	Fully	pg 55				
	Diversity and equal opportunity	Fully	pg 55				
	Equal remuneration for women and men	Fully	pg 55				



DMA HR	Disclosure on Management Approach HR						
Aspects	Investment and procurement practices	Fully	pg 60				
	Non-discrimination	Fully	pg 60				
	Freedom of association and collective bargaining	Fully	pg 60				
	Child labor	Fully	pg 60				
	Prevention of forced and compulsory labor	Fully	pg 60				
	Security practices	Fully	pg 60				
	Indigenous rights	Fully	pg 60				
	Assessment	Fully	pg 60				
	Remediation	Fully	pg 60				
DMA SO	Disclosure on Management Approach SO						
	Local communities	Fully	pg 69				
	Corruption	Fully	pg 69				
	Public policy	Fully	pg 69				
	Anti-competitive behavior	Fully	pg 69				
	Compliance	Fully	pg 69				
DMA PR	Disclosure on Management Approach PR						
	Customer health and safety	Fully	pg 62				
	Product and service labelling	Fully	pg 62				
	Marketing communications	Fully	pg 62				
	Customer privacy	Fully	pg 62				
	Compliance	Fully	pg 62				
STANDARD DISCLOSURES PART III: Performance Indicators							
Economic							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Economic performance							
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	pg 29, 30, 69				
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	Fully	pg 30				
EC3	Coverage of the organisation's defined benefit plan obligations.	Fully	pg 30				
EC4	Significant financial assistance received from government.	Fully	pg 31				



Market presence							
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	pg 59				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	pg 29				
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	pg 59, 69				
Indirect Economic Impacts							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	pg 69				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	pg 69				
Environmental							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Materials							
EN1	Materials used by weight or volume.	Fully	pg 29				
EN2	Percentage of materials used that are recycled input materials.	Fully	pg 42				
Energy							
EN3	Direct energy consumption by primary energy source.	Fully	pg 35				
EN4	Indirect energy consumption by primary source.	Fully	pg 35				
EN5	Energy saved due to conservation and efficiency improvements.	Fully	pg 33, 34				
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	pg 33				



EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	pg 33				
Water							
EN8	Total water withdrawal by source.	Fully	pg 38				
EN9	Water sources significantly affected by withdrawal of water.	Fully	pg 38				
EN10	Percentage and total volume of water recycled and reused.	Fully	pg 38				
Biodiversity							
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	pg 43				
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	pg 43				
EN13	Habitats protected or restored.	Fully	pg 43				
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	pg 43				
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Fully	pg 43				
Emissions, effluents and waste							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	pg 36				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	pg 36				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	pg 33, 34, 35				
EN19	Emissions of ozone-depleting substances by weight.	Fully	pg 37				
EN20	NOx, SOx, and other significant air emissions by type and weight.	Fully	pg 40				
EN21	Total water discharge by quality and destination.	Fully	pg 39				
EN22	Total weight of waste by type and disposal method.	Fully	pg 42, 43				
EN23	Total number and volume of significant spills.	Fully	pg 43				



EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Fully	pg 43				
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	Fully	pg 39, 43				
Products and services							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	pg 33, 35, 37, 38, 39, 42				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	pg 65				
Compliance							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	pg 32				
Transport							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	Partially	pg 20	Employee travel and material movement impacts not tracked	Not material	Not covered within the boundary of report	
Overall							
EN30	Total environmental protection expenditures and investments by type.	Fully	pg 39				
Social: Labor Practices and Decent Work							
Indicator	Disclosure	Level of reporting	Location of Disclosure	For partially reported disclosures, indicate the part not reported	Reason for Omission	Explanation for the reason for Omission	To be reported in
Employment							
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	pg 57				
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	pg 59				



LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	pg 57				
LA15	Return to work and retention rates after parental leave, by gender.	Fully	pg 58				
Labor/management relations							
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	pg 61				
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Fully	pg 61				
Occupational health and safety							
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Fully	pg 50				
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Fully	pg 44, 54				
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	pg 44 - 54				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	pg 50				
Training and education							
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	pg 58				
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	pg 58				
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	pg 58				



Diversity and equal opportunity							
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	pg 26, 27, 57, 59				
Equal remuneration for women and men							
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	pg 59				
Social: Human Rights							
Indicator	Disclosure	Level of reporting	Location of Disclosure	For partially reported disclosures, indicate the part not Reported	Reason for Omission	Explanation for the reason for Omission	To be reported in
Investment and procurement practices							
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Fully	pg 61				
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Partially	pg 61	Only Packaging material suppliers screened for Human Rights, other material suppliers not screened for Human Rights	Not available	We have been able to complete screening of packaging material suppliers for Human Rights and completed their site audits.	2014
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Fully	pg 58, 61				
Non-discrimination							
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	pg 61				



Freedom of association and collective bargaining							
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	pg 61				
Child labor							
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	pg 61				
Prevention of forced and compulsory labor							
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	pg 61				
Security practices							
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	pg 61				
Indigenous rights							
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	pg 61				
Assessment							
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	pg 61				
Remediation							
HR11	"Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms."	Fully	pg 61				



Social: Society							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Local communities							
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	pg 69				
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	pg 69				
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	pg 69				
Corruption							
SO2	Percentage and total number of business units analysed for risks related to corruption.	Fully	pg 61				
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	Fully	pg 58, 61				
SO4	Actions taken in response to incidents of corruption.	Fully	pg 61				
Public policy							
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	pg 76, 77, 78				
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not			Not applicable	Company does not encourages such business practices	
Anti-competitive behavior							
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	pg 61				
Compliance							
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	pg 61				



Social: Product Responsibility							
Indicator	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission	To be reported in
Customer health and safety							
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	pg 63, 64, 65,				
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	pg 63, 64, 65				
Product and service labelling							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	pg 64				
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	Fully	pg 64				
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	pg 21, 66, 67				
Marketing communications							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	pg 64, 65 - 67				
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	pg 64, 65 - 67				



Customer privacy							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	pg 64				
Compliance							
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	pg 64, 65				



List of Abbreviations

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



MDGs	Millennium Development Goals
MOC	Material of Construction
MSDS	Material Safety Data Sheet
MT	Metric tons
NABARD	National Bank for Agriculture and Rural Development
NCVT	National Council for Vocational Training
NGOs	Non Government Organisations
NOx	Oxides of Nitrogen
NSE	National Stock Exchange of India Limited
OHSAS	Occupational Health and Safety Assessment Series
PFFS	Pouch Form Fill and Seal
PPEs	Personal Protective Equipments
PVA	Poly Vinyl Alcohol
RO	Reverse Osmosis
SLF	Secured Landfill Facility
SO ₂	Sulphur Dioxide
SOP	Standard Operating Procedure
SPVA	Solid Poly Vinyl Acetate
SSF	Sodium Silico Fluoride
SSP	Single Super Phosphate
tCO ₂ e	Tons Carbon Dioxide Equivalent to
TR	Tons of Refrigeration
REACH	Registration Evaluation Authorisation & Restriction of Chemicals
VFD	Variable Frequency Drive
VP	Vinyl Pyridine



Application Level Check

	2002 In Accordance	C	C+	B	B+	A	A+	
Self Declared							Report Externally Assured from Ernst & Young LLP	✓
Third Party Checked								
GRI Checked								GRI Application Level Checked (ALC) for GRI 3.1

This Report is Self Declared for being in conformance to G3.1 guidelines meeting A+ criterion. The Report is also provided A+ in GRI Application Level Check (ALC) for disclosing all the core indicators, management approaches and additional indicators.



Statement GRI Application Level Check

GRI hereby states that JUBILANT INDUSTRIES LIMITED has presented its report "CORPORATE SUSTAINABILITY REPORT 2012-13" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 25 May 2013

Nelmaria Arbes
Deputy Chief Executive
Global Reporting Initiative



The "+" has been added to this Application Level because JUBILANT INDUSTRIES LIMITED has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

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Details of information provided on issues covered in the Report:

Comprehensive Adequate Inadequate

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

Clarity of information provided in the Report:

High Medium Low

The quality of design and layout of the report:

Excellent Good Average Poor

Your comments for adding value to the Report:

Name: _____

Designation: _____

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Email _____ Address: _____

Please mail your feedback to:

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