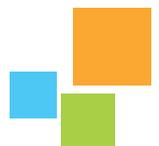
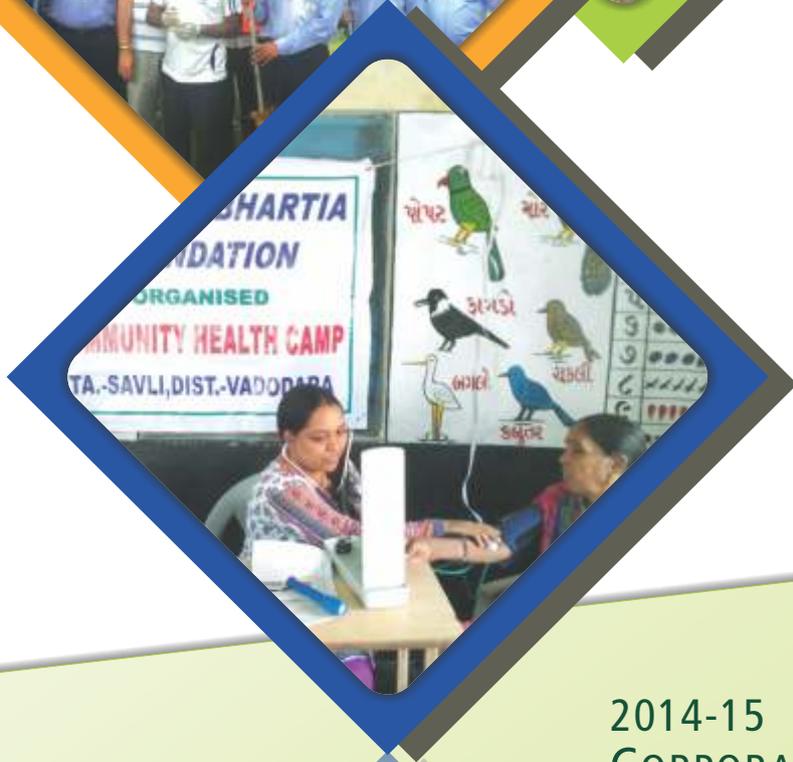


**JUBILANT**  
INDUSTRIES



2014-15  
CORPORATE SUSTAINABILITY  
REPORT

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# 1.1 Chairman Statement

## Dear Stakeholders

Global warming has influenced the environment to a fairly large extent, influencing weather pattern globally. El Nino predictions, with irregular monsoon activity emphasizes that Climate Change mitigation requires significant consideration in our business decisions. It is expected that the forthcoming 2015 Paris Climate Conference COP21, would come out with effective protocols strengthening industry efforts in Climate Change mitigation.

The Company has been encouraging plants to take proactive steps towards Energy Conservation and reduction in Green House Gas emission. We have continued to work on the **World Business Council of Sustainable Development (WBCSD) Action 2020 defined Societal Must Have Priority Areas** such as water conservation and Millennium Development Goals (MDGs). This report covers the various Sustainability initiatives undertaken by the Company in year 2014-15.

Environmental concern and Health and Safety awareness have been strongly built into our organisation culture. This is reflected in the participation level of Line Managers, Executives and employees in **Sanchetna** (Unsafe Act and Unsafe Condition observation and reporting). Total 17311 number of Sanchetna

observations have been made across all five manufacturing plants in the reporting period and 81.5% of these observations have been closed by March 31<sup>st</sup> 2015. Onsite Fire and Emergency management system have been strengthened with regular emergency preparedness exercises and mock drills. These are among the various proactive safety measures taken by plants that has been recognised and awarded. **Gajraula plant**, has been declared winner of **SILVER Award** in Chemical Sector for outstanding achievements in **Safety Management** for the year 2014 for the *consecutive third year* by **Greentech Foundation**. We have achieved **2.374 Million Accident-Free Safe Man hours** in the year 2014-15 cumulative for all manufacturing plants of the Company.

**Gajraula plant** has been declared winner of 15<sup>th</sup> Annual **Greentech Environment Award 2014 'GOLD AWARD'** in Chemical Sector for outstanding achievement in **Environment Management** by Greentech Foundation.

Some of the initiatives taken are

- Air pre-heater has been installed in flue gas line of thermic fluid heater to recover heat energy from flue gas.
- Process improvement such as reducing batch cycle time, avoiding idle conveyor belts operations, resizing and realigning material conveying lines and use of variable frequency drives on high energy consuming electrical drives have reduced specific power consumption.
- Use of renewable fuel i.e. rice husk in place of coal has further sustainably strengthened Climate Change Mitigation.
- Zero Effluent Discharge has been maintained with process waste water recycled and reused and domestic waste water treated and reused for gardening.





- New benchmarks have been successfully achieved in reduced Air (SO<sub>2</sub>) Emission.
- BEE (Bureau of Energy Efficiency) Star label energy efficient equipments and LED lightings have been implemented at Sahibabad plant as lead example for office energy saving initiative.

The CSR (Corporate Social Responsibilities) initiatives of the Company are carried out by Jubilant Bhartia Foundation. The CSR activities are essentially based on education, health and enhancing agricultural productivity.

This year the key initiative involved malnutrition project at Gajraula in 10 villages where Jubilant has signed **Statement of Commitments with SUN network (Scaling Up Nutrition)**. Through Integrated Malnutrition Project; Jubilant is committed to improving the nutritional status of children under the age of 6 years in project controlled areas of Jubilant Bhartia Foundation.

Taking forward the 'Project Samridhi'- promoting best agricultural practices through various Crop Nutrition, Crop Growth and Crop protection in the nearby community at Gajraula, 26 sessions on topics like Goat farming, animal rearing, soil testing, cauliflower farming, pea farming, horticulture and maize farming were conducted by an expert in agriculture.

Under 'Project Muskaan' tool based learning 'Muskaan Mathemagic' program was launched in project schools where the project coordinators and teachers were provided technical training along with distribution of customized tool kits.

The Company efforts on CSR activities has been appreciated and recognized at several forums. **Gajraula** plant has been declared Winner of **4<sup>th</sup> ANNUAL GREENTECH CSR AWARD 2014 SILVER AWARD** in **Consumer Products** sector for outstanding achievement in **CSR Initiatives** by **Greentech Foundation**. Also **Gajraula** plant has been declared Winner of **ASIA PACIFIC HRM CONGRESS AWARDS 2014** for "Best in Corporate Social Responsibility Practices".

The CII Jubilant Bhartia Food and Agriculture Centre of Excellence (CII FACE) continued its work towards improving competitiveness of India's agriculture sector by catalysing innovation, building capacity and enhancing productivity across agriculture and food value chain.

The Company since beginning has been committed towards community development, the new CSR policy weaves in the activities in a structured format. The Company has formed its new CSR policy as per the new amendment in the Company's Act 2013, Sec-135. Jubilant looks forward to its continued work towards social development in future as well.

The Company would continue to focus on Inclusive growth.

Best Wishes

Hari S Bhartia  
Chairman

“The Company since beginning has been committed towards community development, the new CSR policy weaves in the activities in a structured format.”



## 1.2 Internal Controls System and Risk Management

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

### INTERNAL FINANCIAL CONTROL FRAMEWORK

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

The above requirement has the following elements:

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

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

### ORDERLY AND EFFICIENT CONDUCT OF BUSINESS

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

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



compliances are effectively managed and controlled and that they support the Company's business objectives and corporate policy requirements.

### **SAFEGUARDING OF ITS ASSETS**

The Company has taken an all industrial risk policy for all of its plant as well as corporate office to safeguard its assets. The Company also carries out a physical verification of its assets.

### **ADHERENCE TO COMPANY'S POLICIES**

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

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

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

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

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

### **PREVENTION AND DETECTION OF FRAUDS AND ERRORS**

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

### **ACCURACY AND COMPLETENESS OF THE ACCOUNTING RECORDS AND TIMELY PREPARATION OF RELIABLE FINANCIAL INFORMATION**

The Company has a very well documented and updated Accounting Manual based on the existing Indian GAAP. The Accounting Manual contains detailed guidelines on all aspects of accounting applicable to the Company and has been prepared in line with all applicable accounting standards, guidance notes and expert opinions. This helps in ensuring that the accounts and finance team is well updated on the applicable accounting requirements. Financial consolidation is carried out through an ERP system called Hyperion thereby minimising the chances of manual errors. The financial information is verified by the statutory auditors on a periodic basis as per the requirements of Companies Act, Listing agreement, ICAI guidelines,



etc. The Company has an “Accounting Centre of Excellence” headed by an expert in accounting domain. The Accounting Centre of Excellence provides structured trainings to the accounts and finance team on a wide range of topics covering Indian GAAP, Ind AS, IFRS, Companies Act, 2013, Direct & Indirect taxes, etc. through in-house & outside experts.

## **JUBILANT’S VISION ON RISK MANAGEMENT**

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

## **RISK MANAGEMENT STRATEGY**

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

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

## **RISK MANAGEMENT STRUCTURE**

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

## **RISK MITIGATION METHODOLOGY**

We have a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same. We have completed four years of our certification process wherein, all concerned Control Owners certify the correctness of about 2,000 controls related to key operating, financial and compliance related issues, every quarter. This has made our internal controls and processes stronger and also serves as the basis for compliance with revised Clause 49 of Listing Agreement executed with the Stock Exchanges viz BSE Limited and National Stock Exchange of India Limited (NSE) as mandated by the Securities and Exchange Board of India (SEBI).

## **MANAGEMENT’S ASSESSMENT OF RISK**

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

## **COMPETITION**

The Company operates in a competitive business environment in each of its business segments. Agri business mainly gets affected due to uncertain monsoon, shift in cropping, agri output



prices which impact the demand of fertilizers requirement/availability. Further, government policy determines the way for import of de-controlled fertilizers such as NP, NPK (DAP and Complex fertilizers) and MOP depending upon the international prices which impacts excess/low availability. In Agri business, the risk manifests in the form of a number of new entrants resorting to penetration pricing to capture market share as well as competing with established players with a diversified product portfolio and established distribution channels which allows them benefit of economies in supply chain. In addition, price movements in the international markets for alternates (e.g. DAP) to core product SSP poses a risk in the form of end consumer shifting preference to these products thereby impacting demand for SSP.

For its Agri business, the Company has added a number of dealers in primary market to build up strong distribution network and also to sustain our present market share.

For its Wood Working Adhesives and Wood Finishes business, low involvement of consumer and price sensitivity exposes the Company to increase dependence on Channel and Influencer for creating demand for its products. Regional players, due to lower overhead costs and higher trade schemes, put great pressure on margins. The Company has worked out strategies to expand distribution channel, build up product portfolio in high growth segments and strengthen brand usage among influencers with loyalty programs and various interactive marketing initiatives.

For its Food Polymer and Latex business, where it commands a significant share of business for leading chewing gum manufacturers, by supplying to tyre code dippers and tyre manufacturers, it faces competition from international territories including China in terms of cost advantage enjoyed by these companies. Further for Latex business, it faces competition from Europe due to Euro depreciation resulting in European suppliers aggressively dropping prices to garner business in dollar prices countries. The Company has strong customer and account management programs to secure long term commitments from these players. Also, it has plans in place to identify new geographies, re-align its product and market mix and focus on building premium range to get competitive advantage. The Food Polymers business has extended the Polyvinyl Acetate grades (till now being supplied only as a Food Additive) for Industrial applications to hedge against current risk of supplies to a single industry (chewing gum).

## **COST COMPETITIVENESS**

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

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

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

Deployment of 'Business Excellence' initiatives has resulted in significant cost savings in the



last financial year. Additional savings in Raw Material, Utility and Conversion costs have been identified for FY16.

## COMPLIANCE AND REGULATORY FRAMEWORK

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

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

## FOREIGN CURRENCY FLUCTUATIONS

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

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

## HUMAN RESOURCES- ACQUIRE AND RETAIN PROFESSIONAL TALENT

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

The Company has initiated several programs with special focus on training and developing existing talent and building a strong brand image which would help in attracting best industry talents.

The successors to the Business Heads are being engaged to lead cross functional teams and are structurally involved in strategy and operational discussion to build up the holistic knowledge of the business. The Campus connect program has been institutionalized to infuse



fresh and quality talent at the entry levels with an assured fast track career path. The search partner engagement program enables the Company to reinforce its employer branding that has translated in to successful lateral hiring at key positions.

To execute its growth and diversification plans, the Company continues to hire new, highly skilled scientific and technical personnel staff and has also introduced rewards and recognition policies for effective employee engagement. Focused capability building through need based training programs is provided to the identified employees at all levels.

### **ENVIRONMENT HEALTH AND SAFETY (EHS)**

In the current business climate of reputational threats and rising political backlash, corporate need to tread carefully to maintain public trust. Social acceptance and Corporate Social Responsibility (CSR) have become increasingly important over the last decade. Non-compliance with stringent emission standards for the manufacturing facilities and other environmental regulations may adversely affect the business. Manufacturing of Company products involve hazardous chemicals, process and by-products and are subjected to stringent regulations. Proximity of plant locations to residential colonies amidst rapidly changing urbanisation dynamics poses additional risk to its business.

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

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

### **Business Interruption due to Force Majeure**

The Company's core manufacturing facility for a majority of its business is concentrated at Gajraula, India. Any disruption or stoppage of work at this facility, for any reasons, may adversely affect our business and results of operations not just for this but other business segments which depend on supplies from Gajraula plant. Besides, the presence of a majority of the workforce in the residential colony adjoining our plant premises ensures sustenance of plant operations under challenging circumstances. For Food Polymers, adequate finished goods, inventory is being maintained at stock points within the factory, as also close to the main markets/customers, to maintain supplies to key customers in the event of any stoppage of manufacturing operations. This inventory cover, however, would be for a limited period. The risk of impact on business in case of a prolonged stoppage / interruption of operations, remains.

Similarly, for Latex business, the manufacturing facility is at Samlaya, Vadodara, India. Any disruption or stoppage of work at this facility, for any reasons, may adversely affect our business and results of operations not just for this but other business segments of Group companies which depend on supplies from Samlaya plant.

Industrial All Risk insurance protection has been taken by Jubilant to ensure continuity in its earning capacity.



## 2.1 Organisational Profile

Jubilant Industries Limited is the flagship Company of the Jubilant Bhartia group. Jubilant Industries Limited is public limited Company with listing on BSE Limited and National Stock Exchange of India Limited (NSE). Its wholly owned subsidiary Jubilant Agri and Consumer Products Limited is engaged in the business of Agri Products comprising of wide range of crop nutrition, crop growth and crop protection, Performance Polymers comprising of consumer products, Food Polymers, Latex such as Vinyl Pyridine, SBR and NBR latex and Retail comprising of hypermarket stores. The Company operates in both Business to Business (B2B) and Business to Customer (B2C) segment. There has been no significant change in the business structure of the Company in the reporting period.

The Company has membership in following organisation/ Committee;

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

The Company reported consolidated Revenue of ₹ 8,604.42 Million including other operational income, EBITDA of ₹ (256.35) Million before exceptional items & Net Profit of ₹ (1,177.79) Million in FY 2014-15<sup>1</sup>. The Basic EPS for FY 2014-15 was ₹ (99.40).

Our Agri Products business reported revenue of ₹ 1,698.37 Million and Performance Polymer business reported revenue of ₹ 3,536.93 Million.

The total capitalisation broken down in terms of debt and equity is ₹ 3,002.09 Million and ₹ 526.54 Million respectively.

As on 31<sup>st</sup> March 2015, total number of 604 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: +91-120-7186000; Fax: +91-120-7186040-7186140

#### REGISTERED OFFICE:

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

<sup>1</sup> These financials include figures from Retail business also.



## MANUFACTURING SITES AND RESEARCH AND DEVELOPMENT (R&D)

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

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



### MANUFACTURING SITES

#### Uttar Pradesh

Bhartiagram, Gajraula, Distt Amroha – 244223, Uttar Pradesh, India

C 2 & 3 , Site IV,

Sahibabad Industrial area, Sahibabad, Distt Ghaziabad – 201010, Uttar Pradesh, India

#### Gujarat

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

#### Maharashtra

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

#### Rajasthan

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



## R&D

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

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

### LEADERSHIP POSITION:

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



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



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



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



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



Jubilant Industries Limited has following subsidiary 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 Plant**

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

- **Food Polymers**

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

- **Latex:**

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

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

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

- **Agri Products**

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

- ◆ Crop Nutrition – Fertilizers and its related products support in increasing crop yield through root and shoot development and providing soil conditioning and resistant capability against crop diseases.



- Key brands include 'Ramban' SSP (PSSP & GSSP), Organic Granular Fertilizers - RAMBAN SHAKTI ZYME, RAMBAN NUTRA VITA, Sulpha Gold (Sulphur 90% DP), Nutra Plus (Water Soluble NPK 20:20:20 & 19:19:19), NUTRI MIX (Micro-nutrient mixture), NUTRA K, NUTRA PLUS-MAP, Ramban ZINC-33% , Ramban SHAKTI ZYME and BENTOSULPH (Bentonite Sulphur 90%)
- Our In-house products- Organic Manure Granules (Ramban ShaktiZyme & Ramban Nutra Vita), when applied along with any complex fertilizer improve the overall health of the crop in both vegetative & reproductive phases by adding additional organic carbon to the soil to improve microbial population.
- Likewise, our product SulphaGold (Sulphur 90% DP) provides the key nutrient to the sulphur deficient soils of Northern belt. The sulphur content in the soils has reduced due to increased use of High analysis fertilisers like MAP & DAP.
- ◆ Crop Growth Regulator – Balances crop life cycle stages, ensure right growth of plant and balance the maturity by regulating the unwanted vegetative growth.
  - Key brands include VAM C (Chlormequat chloride 50% SL), and RIPEX (Ethephone 39% SL).
- ◆ Crop Protection products – The Company offers wide range of products for crop protection against insects, pests, weeds and fungus. These help in plant protection in various stages including from seed sowing to harvesting.
  - Fungicides – Used for protective as well as curative action and help to control fungal diseases
    - Key brands include VOZIM (Carbendazim 50% WP), HEXON PLUS (Hexaconazole 5% SC), VOZEB M-45 (Mancozeb 75% WP), PROZOL (Propiconazole 25% EC), VOZIM (Carbendazim 50% WP) and VOZIM PLUS (Carbendazim 12% + Mancozeb 63% WP)
  - Insecticides effectively guard against chewing and sucking insects
    - Key brands include IKON (Imidacloprid 17.8%, SL), ALTER (Alphamethrin 10% EC), RAIDER (Chlorpyrifos 20% EC), BUPRO-ZIN (Buprofezin 25% SC), FIPRO (Fipronil 0.3% GR), ACURA (Acetamiprid 20 % SP), JILTARA (Thiamethoxam 25% WG), LOREN PLUS (Lambda-Cyhalothrin 5% EC) and TRAIL (Triazophos 40% EC)
  - Herbicides control unwanted weeds growth.
    - Key brands include FIRE (Pretilachlor 50% EC)
  - Industrial Chemicals produced is Sulphuric Acid ( $H_2SO_4$  98.4%) which have wide application in industrial processes.



### JACPL operational areas for Agribusiness:

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

### Distribution Network for Agricultural products:

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



### Some of our packed Agri and Agrochemical Products



### CONSUMER PRODUCTS

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

- ‘JIVANJOR’ wood adhesives products are very popular and an effective assembly adhesives in the woodworking industry. Our water based adhesives comprise of Water Shield, Lamino, All Rounder, Vamicol, Polystic, Hero, and Vambond Excel. They are white adhesive which conforms to D2 of EN204. These are ready to use adhesives which set rapidly at room temperature & offer superior bond strength to users. ‘JIVANJOR’ also offers contact adhesive SR plus which is a synthetic rubber based adhesive for exceptional fast drying and vertical lamination.



- 'JIVANJOR' offers complete wood finishes system, stains and ancillaries for decoration & protection of wooden furniture. The wood finishes system includes Polyurethane finish, Melamine Non Yellowing finish, Melamine finish, Nitrocellulose finish 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 & thinners required for the purpose of successful application.

### Some of our packed Consumer Products





## Distribution Network

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

### Noida

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

### Bangalore

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

### Chennai

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



### Hyderabad

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

### Kolkata

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

### Mumbai

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

## IMFL Bottling Plant

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

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





## 2.2 Awards and Recognitions



Jubilant Agri & Consumer Products Ltd. Gajraula Plant has been declared as Winner of India's Prestigious **15th ANNUAL GREENTECH ENVIRONMENT AWARD 2015** in GOLD Category in Chemical sector for outstanding achievement in Environment Management System for the year 2014.



Jubilant Agri & Consumer Products Ltd. Gajraula Plant has been declared as Winner of prestigious **Greentech Safety Award 2014 – Silver Award – Chemical Sector** for their outstanding achievement in Safety Management System consecutively for consecutive three years.



Jubilant Agri and Consumer Products Ltd., Gajraula has been declared as Winner of India's Prestigious 4<sup>th</sup> ANNUAL GREENTECH CSR AWARD 2015 in SILVER category in Consumer Products sector.



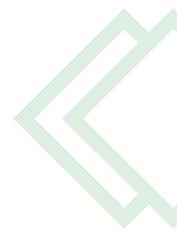
Jubilant Agri and Consumer Products Ltd., Gajraula has been declared a Winner of India's Prestigious ASIA PACIFIC HRM CONGRESS AWARDS 2014 for "Best in Corporate Social Responsibility Practices"

Jubilant Agri and Consumer Products Ltd., CPD team has received the Participation Award in Delhi Wood 2015 held from 4<sup>th</sup> - 7<sup>th</sup> February 2015 at India Expo Mart, Greater Noida. It was 4<sup>th</sup> International Trade fair for Furniture Production Technology, Wood Working machinery, Tools, Fittings, Accessories, Raw materials and Products.





## 2.3 Vision, Values and Promise



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



### Our Vision is driven by Our Values



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



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



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



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



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



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

- Code of Conduct for Directors and Senior Executives
- Whistle Blower Policy
- Sustainability Mission
- Environment, Health and Safety Policy
- Climate Change Mitigation Policy
- Green Supply Chain Policy
- Quality Policy
- Code for Prevention of Insider Trading
- HIV/AIDS Policy
- Prevention of Sexual Harassment at Workplace
- Corporate Social Responsibility (CSR) Policy



### 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.

Hari S Bhartia  
Chairman

December 05, 2010



### CLIMATE CHANGE MITIGATION POLICY

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

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

We shall endeavour to mitigate Climate Change by these initiatives.

Priyavrat Bhartia  
Director

December 04, 2010



### ENVIRONMENT, HEALTH AND SAFETY POLICY

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

We shall accomplish this by striving to:

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

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

Vidheh Jalpuria  
Managing Director

March 01, 2013



### GREEN SUPPLY CHAIN POLICY

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

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

Vidheh Jalpuria  
Managing Director

March 01, 2013



## 3.1 Report Profile, Scope and Boundary

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2014 to March 31, 2015 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, 2013 to March 31, 2014 and was provided Assurance by E&Y LLP India. The last Corporate Sustainability Report was self-declared for A+ Level of Reporting on June 26, 2014.

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

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

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

The materiality for the significant areas has being collated for the reporting period. Approach of Management Information System (MIS) in form of EHS monthly reporting and updates from



manufacturing locations is send to Corporate Office. If any deviation / clarification is needed, the same is reviewed with plant representatives and resolved. The support and guidance is always provided to them for their capability building.

The report covers all the five manufacturing sites i.e. Gajraula & Sahibabad in Uttar Pradesh, Kapasan in Rajasthan, and Samlaya in Gujarat and Nira in Maharashtra for the performance. Jubilant Agri and Consumer Products Limited is a subsidiary Company of Jubilant Industries Limited and their material issues are considered in the report. 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 carpooling to employees at Corporate Office. The Company has provided bus facility for employees not travelling by car pooling at Corporate Office. The Company has also arranged pooled cab facility for employees to travel between Corporate Office and Gajraula plant. The transport arrangement is ensured to follow the road safety regulations and regularly checked for its vehicles emissions level to meet the stipulated norms and update its PUC Certificate. The performance for the report does not consider the R&D activities and Corporate Office performance for Sustainability. Also, the aspects for the Jubilant Industries Limited distribution channels, marketing offices, warehouses, out of office business meetings, out of country business supporting offices have not been considered. Labour Practices and Human Rights Performance for Corporate Office have been considered in the Report. The data measurement techniques adopted for reporting are based on its practicability.

All resources consumed are based on actual measurement. However, in the absence of continuous monitoring system for stack emission, sample data have been used in the respective monitoring period to derive the results. There are no re-statements of information in the report. Previous years' figures have been re-grouped/ re-arranged wherever found necessary to conform to this year's (FY 2014-15) 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](mailto:jil_sustainability@jubl.com)



## 3.2 Stakeholder Engagement



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

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

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

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

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

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

Work place Health and Safety aspects of employees are of significance for company business. Management and employees jointly participate on reducing the risk with the control of hazards. Safe Operation Procedures are developed after reviewing the hazards through risk assessment techniques such as JHA, HIRA and 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 or illness.

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

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

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



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

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

The key material issues identified are listed below;

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

The key material issues are also identified from following;

- Queries from Carpenters on Wood Finish and Adhesives Product performance
- Feedback from Consumers and Dealers for product performance and Complaints



- Awareness and education of farmers on Company products – fertilizers, Organic Nutrition, and Agrochemicals, field visits, farmers meetings, soil testing and recommending steps for better yields

S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Material Issues identified / Feedback received / Action taken
1	Consumer products/ Latex/ SPVA - Customers / Consumers  Distributors / Dealers	Customer meet e.g. Carpenter Meet / Bandhan, Survey  Online Feedback	Continual  Continual	Time to time regular carpenter meets are conducted at various dealers points, where in the carpenters are informed about any new products introduced. Feedbacks are taken on our products and any problem faced by them is taken into consideration.  Besides this we also use carpenters meet as a platform for enrolling them for our relationship management drive (Bandhan). Bandhan is a platform where carpenters are enrolled and are encouraged them to earn reward points and encash these reward points for lucrative gifts. Through Bandhan we encourage carpenters for long term association with Company and its products, which in turn will be beneficial for both Company and carpenters.  Customer complaints are addressed and necessary corrective and preventive measures are taken.
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	Training / Awareness Campaign	As per Plant Training Plan (Monthly)  World Environment Day (5 <sup>th</sup> June) Safety Week (4 <sup>th</sup> March)	Energy Conservation and Green House Gas impact and reduction measures, Water Conservation, Waste reduction and elimination measures, Trees Plantation Work place Health and Safety, Hazards Identification and Risk control measures such as HAZOP, Safe Operation Procedures



S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Material Issues identified / Feedback received / Action taken
	Employees / Contractors	Medical Examination  Safety Committee Meetings	Annually (all employees) / Six Monthly (employees engaged in hazardous process)  Quarterly	Occupational Health monitoring  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. -Regular Meeting with local Community through (Project Coordinator – Community development), Krishi Paatshaala	Annual  Regular (On day to day basis)	Community Expectation from the Company and respective Social Initiatives implemented in villages in plant vicinity; <b>A) Enhancing crop production:</b> Through Krishi Paatshaala farmers are educated on crop pattern including use of chemicals and fertilizers. <b>B) Cattle health improvement for sustainable economy:</b> Through Krishi Paatshaala, AI services for cattle rearing and expert assistance in breeding and other activities related to cattle care. <b>C) Enhancing employability through skill development:</b> Vocational Training Program <b>D) Strengthening local education system:</b> Project Muskaan - Strengthening Govt Rural Primary Education System <b>E) Supplementing basic healthcare facility:</b> 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 to all users - stakeholders, other business organisations and general public the Company's commitment towards environmental and social issues faced and steps taken to resolve the issues as responsible organisation. The report is shared with all relevant stakeholders including shareholders, suppliers and officials of regulatory agency, industrial associations and B2B customers. It is also available on Company website for access to public. All stakeholders are expected to use them. The material issues addressed for priority actions and significance levels reflect the Company opportunities areas for improvement and development activities. The report also enables stakeholders to provide feedbacks and address material issues that may support organisation business.



# 3.3 The Assurance & Application Level - Self Declaration

This report is internally verified to meet A Level of Reporting as per GRI 3.1 guidelines and no External Assurance has been taken.

	2002 In Accordance	C	C+	B	B+		A	A+
Self Declared						Report Data Verification carried out Internally by Senior Team	√	
Third Party Checked								
GRI Checked								

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

\* Sector supplement in final version  
 \*\* Performance Indicators may be selected from any finalized Sector Supplement, but 7 of the 10 must be from the original GRI Guidelines  
 \*\*\* Performance Indicators may be selected from any finalized Sector Supplement, but 14 of the 20 must be from the original GRI Guidelines



## 4.1 Corporate Governance

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

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

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

The Non-Executive Independent Directors are paid sitting fees to meet the expenses incurred by them in attending the Board meetings, which is duly approved by the Board of Directors and is in accordance with the Statutory guidelines.

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

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

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

The Company's Board is a judicious mix of Executive, Non-Executive and Independent Directors. Out of the total of eight Directors, seven are Non-Executive out of which four



Directors including one woman Director are Independent. Six Directors are in the age group of > 50 years and 2 Directors are in the age group of 30 – 50 years. Non-Executive Directors are those who are not associated with the Company in an executive capacity. An Independent Director is a Non-Executive Director who apart from receiving Director's remuneration does not have any material pecuniary relationship with the Company. There is no formal written policy for conflict resolution. The conflicts within senior management level are resolved through informal channels.

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

The Board/Committees regularly monitor:

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

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

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

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



## 4.2 Economic Performance

### DISCLOSURE ON MANAGEMENT APPROACH – ECONOMIC

- **Goals & Performance**

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

- **Policy**

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

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

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

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

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

- **Organisational Responsibility**

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

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



Revenues generated are detailed below;

Revenue generated (₹ In Million)	FY 2013-14	FY 2014-15
Total Revenue	9,300.33	8,582.03
Agri Business Revenue	1,928.69	1,698.37
Performance Polymer Revenue	3,766.50	3,536.93
Revenue from Retail	3,605.14	3,346.74

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

Sales revenue (₹ In Million) by Geographic Markets	FY 2013-14	FY 2014-15
Americas & Europe	961.26	856.83
China	154.39	75.29
Asia & Others	181.54	157.92
Total Exports	1,297.19	1,090.04

The revenue generation from export is ₹ 1,090.04 Million which is 12.70% of the total revenue generation.

### VALUE DISTRIBUTION

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

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

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

S. No.	Raw Materials Quantity (MT)	FY 2013-14	FY 2014-15
1	Process Chemicals	4,208.64	4,422.76
2	Rock Phosphate	89,834.24	87,891.44
3	Sulphur and Sulphuric acid	49,164.87	47,114.23
4	Chemicals for Latex	4,485.11	4,079.16
5	Vinyl Acetate Monomer	12,028.32	10,779.71

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 2013-14	FY 2014-15	FY 2013-14 (RETAIL)	FY 2014-15 (RETAIL)
Purchases – Traded goods	165.10	125.23	2,790.14	2,461.23
Raw and Process materials consumed	3,034.89	3,071.89	2.26	0.21
Power and Fuel	195.67	156.12	Nil	Nil
Stores, spares, chemicals, Catalyst & packaging material consumed	455.85	432.40	10.22	15.63



Item (₹ In Million)	FY 2013-14	FY 2014-15	FY 2013-14 (RETAIL)	FY 2014-15 (RETAIL)
Processing charges	-	-	-	-
Advertisement, Publicity & Sales promotion	42.89	38.28	56.24	51.76
Printing & Stationery	3.93	4.20	6.97	6.56
Communication expenses	7.80	8.11	7.84	9.81
Auditors Remuneration - As Auditors	1.12	1.13		
- For taxation matters	0.26	0.26	NIL	Nil
- For certification/advices	1.29	1.28		
Legal, Professional & Consultancy charges	51.71	41.41	28.38	30.40
Freight & Forwarding	297.36	312.69	15.46	15.97
<b>Total</b>	<b>4,257.86</b>	<b>4,193.28</b>	<b>3,001.28</b>	<b>2,591.36</b>

The staff cost as a percentage of net sales is 11.68% of net sales for the FY 2014-15. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

Item (₹ In Million)	FY 2013-14	FY 2014-15	FY 2013-14 (RETAIL)	FY 2014-15 (RETAIL)
Salaries, Wages, Bonus, Gratuity & Allowances	530.42	534.95	361.59	374.81
Contribution to Provident Fund & Superannuation Fund	28.13	27.22	25.58	26.34
Staff Welfare Expenses	34.53	35.47	6.72	6.25
<b>Total</b>	<b>593.08</b>	<b>597.64</b>	<b>393.89</b>	<b>407.41</b>

The Company's retained earnings and reserves are ₹ 408.05 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 ₹ 539.29 Million for year 2014-15.

Shareholding Pattern of the Company as on March 31, 2015 is as under:

Indian Public/ Others	20.16 %
Promoter/ Group Company	68.92 %
FI /Bank /Mutual Funds	0.04 %
FII's /NRIs /Foreign Bodies	8.71 %
Corporate Bodies	2.17 %

The Company receives subsidies on the sale of fertilizers. During the year, the amount received from the Government against subsidy, is ₹ 455.52 Million.

The Company received export incentives of ₹ 20.35 Million as financial assistance from Government for the year 2014-15.



## 5.1 Climate Change and Caring for Environment

### MANAGEMENT APPROACH FOR ENVIRONMENTAL INDICATORS

The Company through its EHS Policy has committed towards maintaining high standards of Environment, Health & Safety (EHS) across all manufacturing plants. The policy guides the plants on addressing through systemic approach the environmental material issues related to Materials, Energy, Water, Biodiversity, Emissions, Effluents and Waste from its products manufacturing and services. Aspects – Impact analysis are reviewed for the operation and maintenance tasks and the process 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. At Kapasan, day-to-day working and documentation have been streamlined in IMS (Integrated Management System) as per ISO 9001, ISO 14001 and OHSAS 18001 standards requirement for Quality, Environment and Occupational Health and Safety Management System respectively. The Company encourages employees to use environment friendly transportation modes for travel to work. The Company also ensures that the transport arrangement provided to employees follow the Road Safety Regulations including its emissions levels to be within the stipulated norms.

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

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

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

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

Sustainability Committee constituted at the Corporate office functions under the Chairmanship



of Mr. H. S. Bhartia Chairman Jubilant Industries Limited to drive the Sustainability initiatives for integrating with businesses. This is supported by the Corporate team of Jubilant Bhartia Foundation.

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

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.

The Company has not been fined for any non-compliance of environmental laws and regulations in the year 2014-15.

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

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

- Provision of VFD for Electrical drives
- OPE Improvement
- Use of energy efficient equipment
- Installation of Air Pre Heater at thermic fluid heater for flue gas heat recovery.

Through these initiatives Power consumption reduction achieved 1,93,233.5 Units (KWH), Coal consumption reduction of 1,005.8 MT, HSD Fuel consumption reduction of 18.05 KL, FO Fuel consumption reduction of 213.33 MT, steam consumption reduction of 156.55 MT (equivalent to 23.20 MT of coal).

Energy consumption reduction achieved through these initiatives 29309.26 GJ

*GHG emission reduction achieved from the above mentioned initiatives is 2288.36 tCO<sub>2</sub>*

Usage of modern low Energy consumption LED lighting is encouraged in office and plant areas in an effort towards mitigating Climate Change. It not only reduces the fuels consumption but also supports in long term budget management. At Sahibabad plant, 25 CFL (23W) replaced in office area by LED light (7W) supporting energy conservation initiatives.

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

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

Steam pipelines insulation up-gradation carried at Sahibabad plant for improving efficiency.



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

S. No.	Parameter	Unit	Value in 2013 -2014	Value in 2014 -2015
1	Coal	MT	4,743.73	3,069.76
	Energy	Peta Joules	0.0890	0.0580
2	High Speed Diesel (HSD)	KL	165.08	131.06
	Energy	Peta Joules	0.0072	0.0048
3	Furnace Oil (FO)	MT	468.10	203.29
	Energy	Peta Joules	0.0183	0.0078
4	Agro Fuel (Rice Husk)	MT	NIL	421.11
	Energy	Peta Joules	NIL	0.0053
<b>Total Direct Energy consumed</b>		<b>Peta Joules</b>	<b>0.11517</b>	<b>0.0758</b>

The total indirect energy consumption is presented below:

S. No.	Parameter	Unit	Value in 2013-2014	Value in 2014-2015
1	Electricity purchased	KWH	18,249,398.50	17,786,457.50
	Electrical Energy purchased	Peta Joules	0.06570	0.06403
2	Steam purchased	MT	13,416	12,225.1
	Energy in form of steam purchased	Peta Joules	0.03756	0.03423
<b>Total Indirect Energy purchased</b>		<b>Peta Joules</b>	<b>0.10346</b>	<b>0.09826</b>

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

At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Life Sciences Limited. For the reporting period 74,411.135 MT of steam has been generated and supplied to Jubilant Life Sciences Limited amounting to 208,351.18 GJ of energy. This has reduced 11,025.17 MT of coal consumption and also avoided 20,022.55 tCO<sub>2</sub> emissions.

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

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

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

Parameters	Units	Value in 2013-2014	Value in 2014-2015
Scope 1 – Direct Energy GHG Emissions	tCO <sub>2e</sub>	10,506.16	7,010
Scope 2 – Indirect Energy GHG Emissions	tCO <sub>2e</sub>	18,804.26	17,874

Direct Energy GHG emissions (Scope 1) are calculated referring Intergovernmental Panel on Climate Change (IPCC) emission factor guidelines and Indirect Energy GHG emissions



(Scope 2) are calculated using weighted average emission rate NEWNE – table B delineated in Central Electrical Authority (CEA) User Guide Version 10.0 of Ministry of Power, Government of India.

## EARTH HOUR 2015

2030 Hrs, Saturday, March 28, 2015

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

## Ozone Depleting Substances (ODS):

The Company neither uses Chloro Fluoro Carbon (CFC) in its operations nor uses any products with CFC. The Company does not purchase any CFC directly or equipment containing CFC. Under the Montreal Protocol the use of Hydro Chloro Fluoro Carbon (HCFC) is permitted in India and is specified in Ozone Depleting Substances-ODS (Regulations and Control) Rules, 2000, Ministry of Environment & Forests (MoEF), Government of India. 317.90 kg of HCFC - 22 was consumed in refrigeration and it represents 17.48 kg equivalent CFC - 11 Global Warming Potential (GWP).

Ammonia used in process reactor cooling is a natural refrigerant having Zero ODS potential and Zero GWP.

## Water

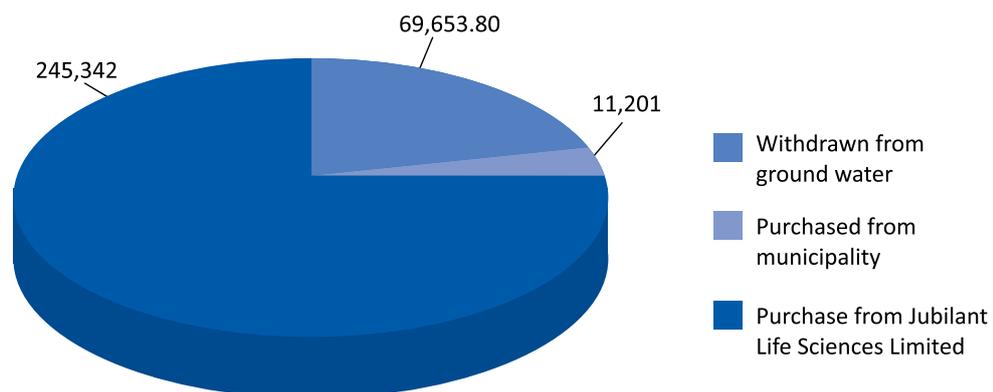
The Company understands business risks and opportunities relating to water scarcity and is committed to promote responsible water management. The Company acknowledged the fundamental need for more detailed work on water conservation, efficiency and productivity. The strategy adopted by the Company is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

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

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

Water consumption details are given below;

### Raw Water consumed 2014-15 (Units in KL) by Sources





The Company continuously strives to reduce its water consumption and modify processes through R&D efforts. Condensate from the process is recycled and reused. Quantity of waste water recycled and reused both with and without treatment across all five manufacturing locations is 37,347.81 KL (11.45% of total water consumed) for the reporting period.

The Company uses rain water harvesting measures to recharge the ground water. At Kapasan, storm water drains have been upgraded to collect larger quantities of rain water in event of heavy rainfall. The storm water is collected into a tank and it is pumped back into process. An estimated 176,973.05 KL of rain water has been utilised in ground water recharge at Kapasan through the rain water harvesting system in reporting period. At Nira, rain water from rooftop is collected in tanks and reused at site for gardening.



### 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 9,188 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Life Sciences Limited and 24,010 KL of industrial waste water was reused on-site for acid dilution in SSP process. The STP treated waste water is used for gardening in plant.

At Kapasan 8,602 KL of industrial waste water was reused on-site for acid dilution in SSP process and 478.81 KL of treated waste water from STP was reused in gardening.

At Samlaya unit, 6,051 KL effluent was sent to Jubilant Life Sciences Limited ETP for treatment and 2,094 KL of ETP treated waste water was sent to common effluent treatment plant for further treatment and disposal.

At Sahibabad, the treated effluent 1,691 KL was discharged into municipal sewer in accordance with Consent Terms and Conditions issued by the Uttar Pradesh State Pollution Control Board.

At Nira, 24 KL effluent was sent for treatment to Jubilant Life Sciences Limited ETP.

Regular environmental monitoring of ETP, STP, stack emissions and ambient air quality and up-gradation of environment pollution control equipments and disposal of hazardous waste are included in the overall cost of manufacturing operations at respective units. In the reporting year, the Company's expenditure on environmental protection amounted to approximately Rs 8.45 Million.

### Air Emissions

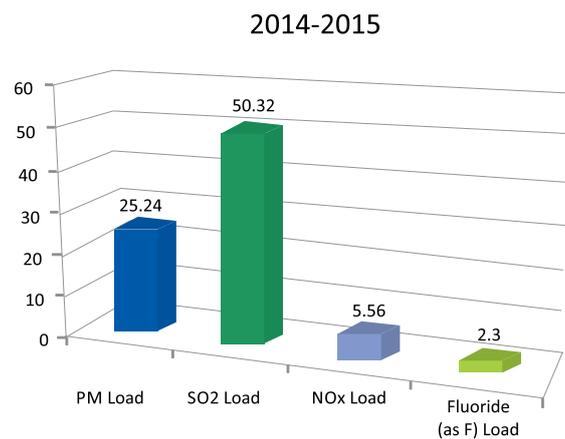
The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance. The flue gas emissions mainly from Boilers, Furnaces and Diesel Generator (DG) sets, etc. are provided with the adequate stack height for effective dispersion. For control of particulate matter emissions from stack, multi cyclones and bag filters are provided in Gajraula and Kapasan to meet the stipulated consent standards. Diesel Generators installed have acoustic enclosures and exhaust mufflers for noise control.



Regular monitoring of all stacks is carried out by Ministry of Environment and Forest approved laboratories to check the concentration levels of pollutants being released into the atmosphere. The air emissions are well within the levels stipulated by the regulatory bodies and these reports are submitted to the regulatory agencies regularly at defined reporting periods and also as and when required by the authorities.

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

The details of these emissions for 2014-15 (Units in Ton) are given below;



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

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



At Sahibabad plant, strengthening of Boiler stack carried out.



the Company to track emission performance and thereby reduce the risk to communities and staff living in the vicinity of manufacturing locations.

### 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 2014-15, Sulphur sludge processed: 228.3 MT out of which Sulphur recovered: 77.670 MT and the remaining waste sulphur sludge: 150.63 MT is reused in SSP plant. Other waste from plant had also been reprocessed and reused resulting in waste reduction by 2.602 MT.



At Kapasan plant, the dyke of scrubber waste water pit has been upgraded and relining carried out with Acid Resistant Tiles for improved protection against spill and leakage containment.

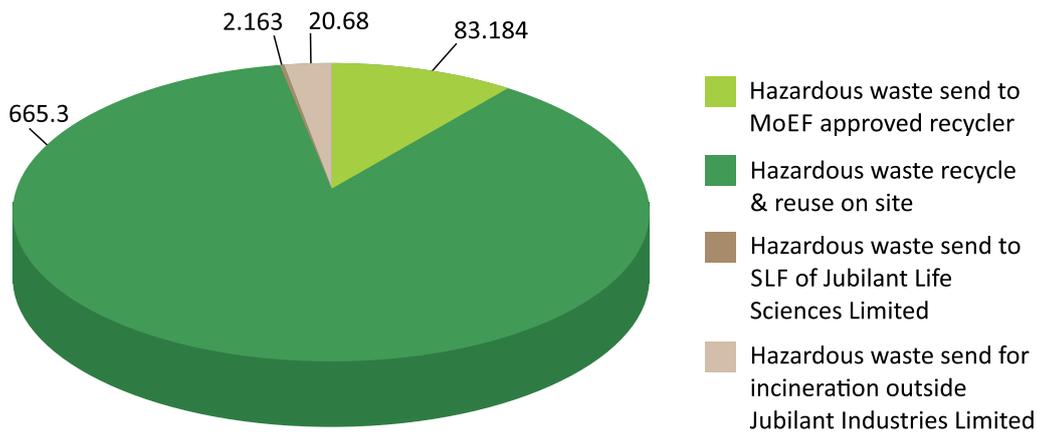
At Kapasan plant, Filter Press Machine installed for silica separation and is reused in SSP process.





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.

Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) of Jubilant Life Sciences Limited, while the used oil generated from the Company's operation is sold to authorised 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 774.44 MT. The hazardous waste disposal details for 2014-15 (Unit in Ton) are mentioned below.



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 629.88 MT. Total quantity of fly ash send to landfill is 675.33 MT.

The Company has developed process for proper disposal of e-waste comprising of discarded, obsolete, or broken electrical or electronic devices. E-Waste generated in the reporting period is 44.55 kg.

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

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

### Biodiversity:

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



## Tree Plantation and Green Area Development

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

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





## 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 five manufacturing locations. The Company has achieved 2.374 Million Accident-Free Safe Man hours in the FY 2014-15, cumulative for all five manufacturing plants. The Company intends that the behavioural approach to risk awareness and management will make a major contribution in reducing and improving safety and health in the workplace across all the manufacturing locations.

The Company has successfully implemented Observation of Unsafe Acts and Unsafe Conditions across all five manufacturing plants. It has strengthened Line Managers in building Behavioural safety among the employees and contract personnel. Our Shift In-charge are taking self-ownership to improve workplace safety, issue daily permit to work and ensure their compliance adherence. Training are provided on Behavioural safety, best safety practices shared. Unsafe Acts and Unsafe Conditions have been tracked and the hazards mitigated through corrective and preventive measures. On-Spot coaching has been provided to personnel found following Unsafe Acts. Refresher Training has been continuously provided emphasizing the importance of improving and following safe work practices. For the reporting period, total 17,311 number of Unsafe Acts and Unsafe Conditions have been observed, out of which 14,109 (81.5%) number of Unsafe Acts and Unsafe Conditions have been corrected by 31st March 2015.

### SAFETY MOTIVATION

The Company organised various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2015, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

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

#### Safety Week celebration carried out at Samlaya plant covering following activities :

- Tool Box Talk ( TBT ) shift incharge / Fire officer / Fire men to the plant personal at the beginning of shift
- Demonstration of PPE's and it's usage
- Training on One Point Lesson (OPL)
- Unsafe Act spotting and counseling sessions





Tool Box Talk ( TBT ) shift incharge / Fire officer / Fire men to the plant personal at the beginning of shift.



Demonstration of PPE's ant it's usage

Training on One Point Lesson (OPL)

One Point Lesson					
Theme	Do not use water for quenching electric fire - it can give an electric shock.				
Written By	Ramad Gadhani	Date	05.03.15	Checked By	Tarun Khurda
Date	07.03.15	Date		Date	
Do not use water for quenching electrical fires					
X		✓			
Use CO2 type fire extinguisher					
Checked by		Checked by		Checked by	
Checked by		Checked by		Checked by	
Date		Date		Date	
Checked by		Checked by		Checked by	
Checked by		Checked by		Checked by	
Date		Date		Date	

One Point Lesson					
Theme	Do not use water for quenching electric fire - it can give an electric shock.				
Written By	R J Govrani	Date	05.03.15	Checked By	Tarun Khurda
Date		Date		Date	
Use of safety goggles also at the time of sampling					
X		✓			
Checked by		Checked by		Checked by	
Checked by		Checked by		Checked by	
Date		Date		Date	
Checked by		Checked by		Checked by	
Checked by		Checked by		Checked by	
Date		Date		Date	

Unsafe Act spotting and counseling sessions

★

Observe

★

Comment on safe Acts

★

Discuss

★

Agreement

★

Discuss other safety issues

★

Commitment and Thanks





PPE exhibition for awareness among employees and contractor personnel on emergency and operation & maintenance safety measures at Sahibabad plant. Posters were 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 and fire-fighting equipment exhibition



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

### **SAFETY EMBEDDED IN TRAINING**

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

### **MANAGING SAFETY**

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



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

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

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

### SAFETY IMPROVEMENTS

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



Pull cord installed in all conveyor belts at Kapasan plant for protection against belt hazards



New eye wash showers installed in plant acid storage area and QC laboratory

**JUBILANT**

**“सावधानी हटी दुर्घटना घटी”**

**आपका जीवन आपके और आपके परिवार के लिये अमूल्य है।**

**याद रखो आपके घर पर कोई आपका इंतजार कर रहा है।**

**सड़क पर व्यक्तिगत सुरक्षा हेतु आवश्यक नियम:-**

1. सड़क पर मोटर साईकल चलाते समय हेलमेट का उपयोग आवश्यक रूप से करें।
2. वाहन चलाते समय शराब इत्यादी मादक प्रदार्थों का उपयोग ना करें।
3. कार चलाते समय सीट बेल्ट का उपयोग करें।
4. वाहन चलाते समय गांव, स्कूल, अस्पताल, चौराहा इत्यादि पर धीरे चलावें।
5. सड़क पर गुजरने वाले पशुओं का विशेष ध्यान रखें।
6. वाहन चलाते समय प्रतिस्पर्धात्मक गति से ना चलावें।
7. स्पीड ब्रेकर पर वाहन धीरे चलावें।
8. वाहन चलाते समय मन-मस्तिष्क को सड़क पर केंद्रित रखें।
9. सड़क सुरक्षा, नियमों तथा संकेतों का पालन करें।
10. वाहन चलाते समय, वाहन चालक अपने पास ड्राईविंग लाईसेंस तथा इन्श्योरेंस अवश्य साथ रखें।
11. सड़क पार करते समय दाय-बाय देख कर शीघ्रता से सड़क पार करें तथा सदैव बाई तरफ चलें।

**सड़क सुरक्षा एवं यातायात सप्ताह 2015**



Vehicle safety instructions boards displayed along with in plant speed limit boards at Kapasan plant

#### At Kapasan,

- Safe Driving Instruction Board displayed
- Employees and Contract personnel along with truck drivers awareness carried out on Road Safety



At Sahibabad, small vessel is designed and installed for heating the water. Hot water is used for cleaning of filter in place of direct steam which is safe and easy to operate.

## OCCUPATIONAL HEALTH SERVICES

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

Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY 2014-15.

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

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



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



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



## 5.3 Labour Practices and Human Rights

### DISCLOSURE ON MANAGEMENT APPROACH – LABOUR PRACTICE

- **Goals & Performance**

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

- **Policy**

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

- **Organisational Responsibility**

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

- **Monitoring & Follow-up**

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

#### *Jubilant Industries Limited – that's all of us!*

In this ever evolving organisation HR strategies needs to be abreast it with changing scenario of organisation & profile of its employee to find, bind and support our employees in the right positions at the right time. The motto of HR strategy is to Attract, Retain, Develop and Excite



JLITE through innovating people & Business solution. The Company has a total workforce of around 604 resourceful employees spread across its corporate office in Noida, manufacturing units and sales and distribution offices/ stores across India that witness their development aligned to the growth of the organization.

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

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

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

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

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



<b>No. of Employees as on 31<sup>st</sup> March 2015 (FY 2014-15)</b>	<b>604</b>	
Corporate/Branches	275	Executives = 275, Workers = 0
R&D - I	11	Executives = 11, Workers = 0
Gajraula	180	Executives = 100, Workers = 80
Samlaya	49	Executives = 37, Workers = 12
Sahibabad	55	Executives = 33, Workers = 22
Nira	3	Executives = 3, Workers = 0
Kapasan	31	Executives = 31, Workers = 0

No. of Executives (as on 31 <sup>st</sup> March 2015)	490	Gender ( <i>Executives</i> ): Male - 471, Female - 19
No. of Workers (as on 31 <sup>st</sup> March 2015)	114	Gender ( <i>Workers</i> ): Male - 114

Percentage of employees in the gender category (as on 31 <sup>st</sup> March 2015)	Male – 96.85%, Female - 3.15%
Percentage of employees by age group (as on 31 <sup>st</sup> March 2015)	<30yrs = 22.35%, (30 - 50yrs) = 65.07%, >50yrs = 12.58%

We provide various benefits to our employees, addressing their social and security needs such as Personal Accident, Group Term insurance and Healthcare Coverage with the TOP UP Plan for employees and their dependents. We also offer housing facilities for certain number of our employees at our Gajraula and Nira plants and provide funding for schools for our employees' children at Gajraula. The wages and benefits of our unionised employees are generally established by collective bargaining agreement.

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

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



Average number of training hours per employee for reporting period	20.02	Total training hours stand to be 12,090 (Training hours for Executives –9,650 & Workers – 2,440)
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For the reporting period, the total number of training hours for male executives is 9,450 hrs and for female executives is 200 hrs. There is no female worker in the Company.

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

Percentage of total employees by gender who received a formal performance appraisal and review during the reporting period.	All employees in executive category except trainees receive a formal performance appraisal. As on 31st March 2015, percentage of such eligible employees stand to be 75.66% approximately (Female - 3.94%, Male - 96.06% from the total no. of 457 covered).
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Total number of new employees hired during reporting period	124	Male
	6	Female
Rate of new employees hired (Average Manpower base = 130)	95.38%	Male
	4.62%	Female

Total number of new employees hired (Age group wise)	130	<30yrs = 59, (30 - 50yrs) = 71, >50yrs=0
Rate of new employees hired (Age group wise)		<30yrs = 45.38%, (30 - 50yrs) = 54.62%, >50yrs=0.00%

Total number of employees leaving during reporting period	180	Male
	6	Female
Rate of employees leaving during reporting period (Base figure =186)	96.77%	Male
	3.23%	Female
Total number of employees leaving employment (Age group wise)	186	<30yrs = 67, (30 - 50yrs) = 109, >50yrs = 10
Rate of employees leaving employment (Age group wise)		<30yrs = 36.02%, (30 - 50yrs) = 58.60%, >50yrs = 5.38%

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 upcoming challenges. This is how we intend to establish the Win-Win environment across all businesses and functions in Jubilant Industries Limited.

## HUMAN RIGHTS

### Disclosure on Management Approach - Human Rights

- **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. All suppliers have been reviewed for not employing child labour

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

Percentage of total employees covered by collective bargaining agreements.	18.87%	The total no. of workers as on 31st March, 2015 across all manufacturing locations is 114. They are covered by Long term settlement by way of workmen committees. Long term settlements are considered equivalent to collective bargaining agreements as we do not have trade unions.
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The communication is shared via the notice display boards or mails in case of any substantially affecting initiatives organisation takes.

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

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



## 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 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. There is no incident of legal action for anti-competitive behaviour, anti-trust and monopoly practices in the reporting period.

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



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

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

### Bandhan

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

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

### Dealers Meet

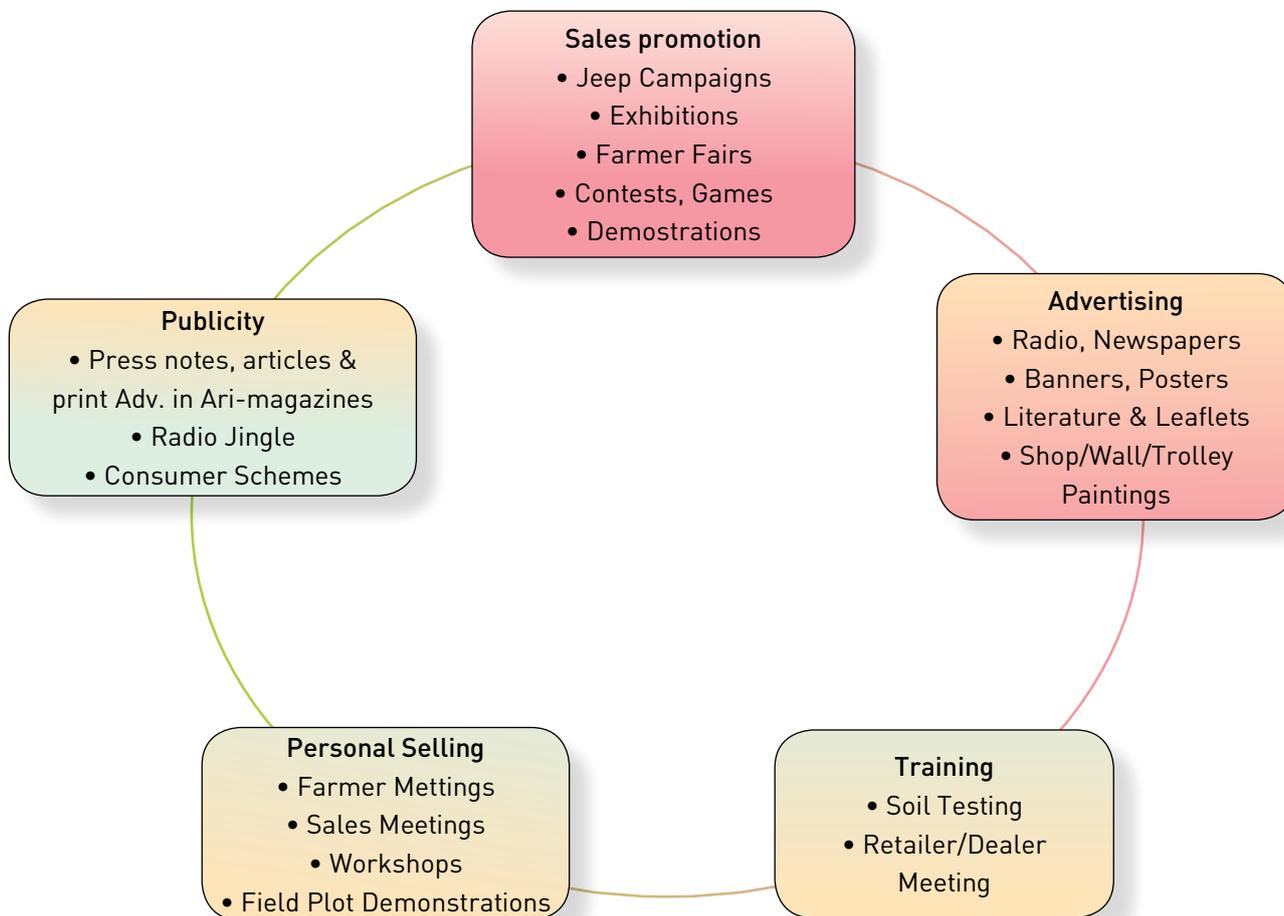




### Canopy Activity



### Brand Building- Farmer & Dealer involvement activities





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

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

Through Crop specific jeep campaigns and farmer meetings, one to one interaction with farmers helps educating them with modern and useful tools and techniques from sowing till harvesting like field preparation, new and high yielding crop varieties, seed treatment, balanced fertilization and crop protection methods and products with their dosages and usage. Also detailed discussions are held with farmers on the usage of Ramban SSP for increasing yield and bringing about an appreciable improvement in the quality and appearance of crops. They are educated on economic as well as crop and soil benefits of SSP vs DAP, Granular fertilizer & other Specialty products. The benefits extended by Ramban SSP far outweigh the input cost, bringing better profitability per acre of land to the farmers.

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

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

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









## 6.2 Community Engagement and Corporate Social Responsibility



### JUBILANT CRICKET CUP

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

In the reporting year the Company invited teams that had participated in the Ranji trophy to participate in “**Jubilant Cup – 2015**”

The Jubilant cup matches were held from March 26, 2015 to April 2, 2015. Teams participated are (1) Air India, (2) Amroha Eleven, (3) Sonnet, (4) ONGC (5) Malik Sports, (6) Lal Bahadur Shastri, (7) Collage, and (8) K G Gymkhana.

The inauguration was done by District Magistrate, Amroha, Mr. Ved Prakash Singh on March 26, 2015. The final match was played between Collage and LB Shastri 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 (JLSL) was the Chief Guest. He gave away the Trophy and Prize money of ₹ 90,000/- to the winning team and ₹ 45,000/- to the runners up. Man of the series was awarded with a LED TV and Memento.





Opening Ceremony



Man of Match Award



Man of the Series



Winner Team (Collage)





## SWATCH BHARAT ABHIYAN

Jubilant Employees organised Rally from Gajraula to Brajghat on 12<sup>th</sup> January 2015 under the motive "Swachh Bharat Abhiyan". Jubilant Employees participated in cleaning the holy river Ganga.





## DISCLOSURE ON MANAGEMENT APPROACH – SOCIETY

### • Goals & Performance

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

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

### • Policy

The Company abides by its Sustainability Mission to constantly engage in delivering value to its stakeholders through its promise of caring, sharing and growing. The Company through Jubilant Bhartia Foundation is active in the realm of primary schooling in rural areas, provision of basic health care, vocational training and promoting social enterprises in India. At JBF we are committed to bring in a progressive social change through multi stakeholder engagement. The total CSR expenditure from the Company for FY 2014-15 was ₹ 3.39 Million including ₹ 1.39 Million donations to CII.

### • Organisational Responsibility

The Head- CSR is responsible for the overall functioning of Jubilant Bhatia Foundation. The program/field officers at various locations engage and interact with community continuously. The interaction helps in getting the feedback of project being implemented and also helps in identifying the need of formulating new initiatives. The corporate CSR team works in close coordination with the Program/ Field officer at various locations. The documentation, strategic communication and sustainability reporting role is performed by corporate level team.

### • Monitoring & Follow-up

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

Corporate Social Responsibility at Jubilant is the commitment of businesses to contribute to sustainable economic development by working with the local community and the society at large to improve their lives in ways that are good for business and for its development

The Corporate Social Responsibility segment of the organisation is guided by the sustainability Mission of the Company. As per new amendment in the Company's Act 2013, Sec-135 is applicable on Jubilant Industries Ltd and to comply with the same company has taken following steps:

- ◆ The company has framed its new CSR policy which has been uploaded on the website [www.jubilantindustries.com](http://www.jubilantindustries.com)



- ◆ The company has renamed its Sustainability Committee as CSR and Sustainability Committee
- ◆ The CSR and Sustainability Committee accorded its approval to implement its CSR activities through “Jubilant Bhartia Foundation” which is a Section 25 Company (Sec 8 as per new Act) which is in line of the provision of the Act
- ◆ For CSR projects, the company shall give priority to the area around its Manufacturing locations in India
- The CSR and Sustainability Committee approved the CSR Activities which are in line with the Schedule VII of the act
  - ◆ Project Swasthya Prahari: Improving health indices through innovative services and promoting health seeking behavior;
  - ◆ Project Muskaan: Universalizing elementary education and improving quality parameters for primary education through community involvement;
  - ◆ Project Samriddhi: The objective of the project is to provide accessible, adaptable, affordable and available agricultural and cattle services to the target community
  - ◆ Rural development: Supporting the community infrastructure as and when identified in the project area.

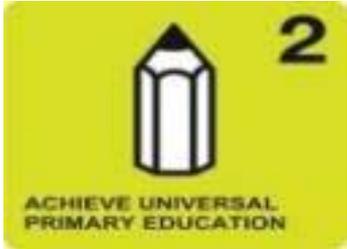


Millennium Development Goals



Eradicate Extreme Hunger and Poverty

Achieve Universal Primary Education and Corporate Giving



Promote Gender Equality and Empower Women

Reduce Child Mortality



Improved Maternal Health

Combat HIV AIDS, Malaria & other Diseases



Ensure Environment Sustainability

Develop a Global Partnership for Development





## CSR INITIATIVES ALIGNING WITH THE MDGs

### Goal 1: Eradicate Extreme Poverty and Hunger

Being in nutrition business, the Company has a great understanding and penchant towards malnutrition as a cause. **Jubilant has signed Statement of Commitments with SUN network-Scaling Up Nutrition.** Through Integrated Malnutrition Project; Jubilant is committed to improving the nutritional status of children under the age of 6 years in project controlled areas of Jubilant Bhartia Foundation. The project focuses on behavior change communication and creating a supporting environment.



Jubilant is committed to provide an update on the project on annual basis, including reporting on the number of children reached through the programme.

Jubilant is working on Integrated Child Care Project to address the goal through its Malnutrition project in Gajraula in 10 select villages as a pilot. The Company through JBF is addressing the root cause of the malnutrition in children that is lack of awareness among the community. JBF focuses on improving the nutritional intake and status of mothers and children, right from pre natal stage till their growing years. The project is proposed as a pilot in Gajraula. Nutrition oriented awareness programs of JBF includes comprehensive local audio visual based IEC programmes and community engagement methods.

**Project villages:** Sultanther, Tigariya Khadar, Allipur, Bhikanpur, Chhoya, Navada, Katai, Tigariya Bhod, Naipura, Sehwaspur Dor and Kumrala.





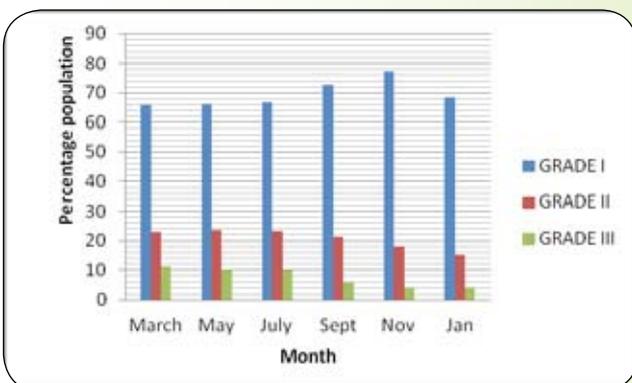
### Various channels of communication used for awareness generation



The awareness program on malnutrition approach the community members at a campaign level to inculcate good and healthy nutritional practice amongst the community members.



## Impact



In this project, the Company is supporting the work towards enhancing the effectiveness of Integrated Malnutrition Project at Gajraula location by introducing digital data capturing.

### KRISHI PAATSHALAA

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

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

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

Other topics include Goat farming, animal rearing, soil testing, cauliflower farming, pea farming, horticulture and maize farming.



Krishi Pathshala Schedule				
Sr. No..	Date	Village	Place	Time
1	28/8/2014	Sultanther	Ramsaran Ki Bathak	12:30 PM
2	1/9/2014	Firozpur	Sohan Ki Bathak	12:30 PM
3	5/9/2014	Khungawali	Hanuman Mandir	1:00 PM
4	13/9/2014	Bhikanpur	Jaipal Ki Bathak	1:00 PM
5	15/9/2014	Sehwzpur Dor	Ramjani Ki Bathak	12:30 PM
6	18/9/2014	Basiely	Kalwa Ki Bathak	12:30 PM
7	19/9/2014	Mohmadpur	Shiv Mandir	1:00 PM
8	20/09/2014	Choubara	Matru Ki Bathak	12:00 PM
9	23/09/2014	Kankather	Primary School	12:00 PM
10	30/09/2014	Kumrala	Dhirendra Ki Bathak	12:30 PM
11	13/12/2014	Bhikanpur	Jaipal singh Ki Bathak	12:00 PM
12	15/12/2014	Khungawali	Hanuman Mandir	1:00 PM
13	18/12/2014	Sehwazpur Dor	Ramjani Ki Bathak	1:00 PM
14	23/12/2014	Firozpur	Sohan Ki Bathak	12:00 PM
15	25/12/2014	Kankather	Hanuman Mandir	2:00 PM
16	26/12/2014	Choubara	Matru singh Ki Bathak	1:00 PM
17	29/12/2014	Kumrala	Dhirendra Ki Bathak	2:00 PM
18	29/12/2014	Basiely	Kalwa Ki Bathak	2:00 PM
19	3/1/2015	Sehwazpur Dor	Ramjani Ki Bathak	1:00 PM
20	13/01/2015	Mahmadpur	Shiv Mandir	2:00 PM
21	15/01/2015	Bhikanpur	Jaipal singh Ki Bathak	12:00 PM
22	21/01/2015	Firozpur	Sohan Ki Bathak	12:00 PM
23	27/01/2015	Khungawali	Hanuman Mandir	1:00 PM
24	2/2/2015	Sultanther	Ramsaran Ki Bathak	12:00 PM
25	5/2/2015	Bhikanpur	Jaipal singh Ki Bathak	12:00 PM
26	16/03/2015	CHC	CHC Meeting Hall	1:00 PM





## Goal 2: Achieve Universal Primary Education

JBF understands that the lack of education is a root cause of various social and economic problems and therefore, the foundation believes that the education should be the primary area of intervention for empowering the communities. In this regard, Project Muskaan was introduced in 2007 to improve the quality of learning in the Government Primary Schools at select locations. The project has been named 'Muskaan', as it aims to bring smile on every child's face. The month-wise activities are scheduled in the select project schools which sustain the interest of students in the schools and motivate them to come to school regularly. The activities include Toon Magic, Drawing competition, storytelling competition, crafts day, essay completion and street playing competition etc.





<b>Goal</b>	To strengthen education system in project areas
<b>Objectives</b>	<ul style="list-style-type: none"><li>• To improve learning environment in Government schools</li><li>• Sustaining the interest of the students to attend school</li><li>• To improve the quality of education imparted to the students</li><li>• To motivate the students to take up higher studies</li></ul>
<b>Mode of Action:</b>	Participatory approach, Community Involvement, Monthly activity based learning
<b>Outcome</b>	Increased grading of students

### Master Training for Muskaan Mathemagic

**Objective:** The Master Training program was conducted with the intention to skill the JBF coordinators and few selected teachers in effectively utilizing the IDEK maths kit to be launched under the Muskaan Mathemagic Project. This kit has been specially created by an expert panel for improving the pedagogy used in schools to impart education especially in the government primary schools. The Company is supporting these tool kits in the project schools. The kit comprised of activity materials which increases the visual perception and concept of a child to understand numbers and calculations. The kit helps the child to learn mathematics through games, banking, set replacements, colour combinations, etc improving the foundation.



Muskaan Mathegic Training in Progress



### Goal 3: Promote Gender Equality and Empower Women

The Company abides by its policy of non-discrimination and supports equal access to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety and social security etc.

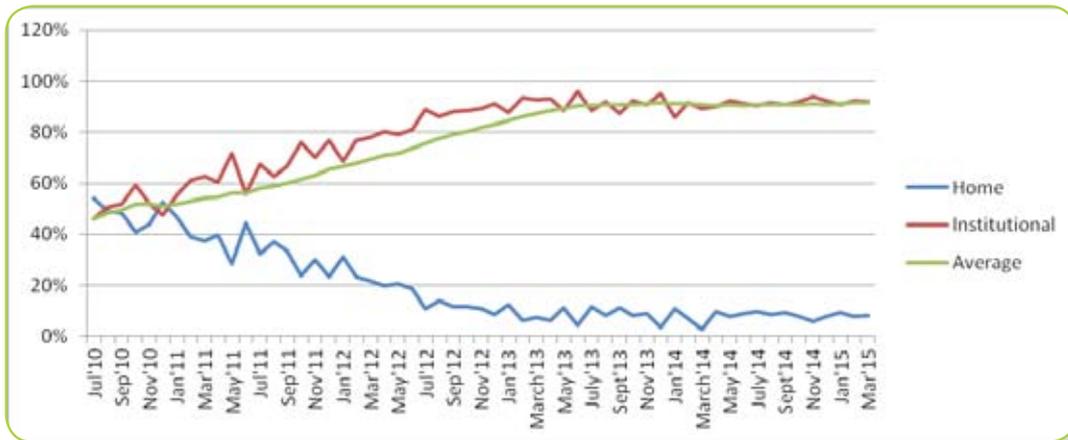
The projects of the Foundation ensure women's access to education health and skill development

The Swasthya Prahari project of the Company involves identifying potential women health workers from select villages, providing them necessary training on maternal child health. They work with the foundation in the health project on incentive basis. This not only empowers the health workers but also ensures the well being of other women who are in touch with them.



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

Jubilant Bhartia Foundation through its Swasthya Prahari project keeps a close watch on Birth Rate, Infant Mortality Ratio (IMR) and institutional delivery in project villages of Gajraula location. The project is implemented through women health guards who promote institutional delivery and regular immunisation along with providing counselling to expecting & lactating mothers, provide information on nutrition of children and mothers. The increase in institutional delivery over the years is evident in the graph below:



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

The Company has established registered Integrated Counselling & Testing Centre (ICTC) at Gajraula responsible for identification of HIV infected people and their proper counselling.

The Company also observes World AIDS Day observed on 1 December every year. The day was observed at all locations.

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



Observing World AIDS Day at Samlaya



## Goal 7: Ensure Environmental Sustainability

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

The month-wise activity under Muskaan project includes Har Aangan Me Ped initiative comprising sapling plantation by the project Muskaan students. This year the activity was organised in Samlaya and Saplings were distributed amongst the local school students at Samlaya was held at various locations to generate awareness on environment. Around 300 students participated in the activity.



Environment Centric activity at Muskaan School in Samlaya

## Goal 8: Develop a Global Partnership for Development

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

1. World Economic Forum (WEF)
2. Confederation of Indian Industry (CII)
3. Indian Food Bank Network
4. Aid Matrix
5. Goonj
6. SUN network



### FACE:

Jubilant Bhartia Foundation along with the Confederation of Indian Industry (CII) has set up a Food and Agriculture Centre of Excellence (FACE) to contribute to the ongoing policy dialogue related to agriculture and food-security concerns. The Centre through its integrated approach of action oriented programs and capacity building will address the issues from the farm gate to the consumer end.



## CII – Jubilant Bhartia Food and Agriculture Centre of Excellence (FACE)

The CII Jubilant Bhartia Food and Agriculture Centre of Excellence (CII FACE) works at improving competitiveness of India's agriculture sector by catalysing innovation, building capacity and enhancing productivity across the agriculture and food value chain.

### ADVOCACY

The CII National Council on Agriculture works on policies issues that impact overall growth of the agriculture sector and livelihood opportunities of the farmer. In this context, the centre has initiated a study on agriculture marketing that critically evaluates the current marketing practices and its impact on farmer incomes and consumer spending and hence suggest appropriate policy reforms towards bringing in greater efficiency and competition. The centre has also initiated a study on custom hiring model in the area of mechanization that will take stock of the current challenges and obstacles faced by the stakeholders both providing and availing these services and in effect put forth unique solutions to ensure better implementation of this model.

### ACTION

#### Capacity Building through a Collaborative Approach

- **The CII-Spices Board Collaborative Training Centre for Spices and Botanical Ingredients**, in partnership with the University of Maryland, (USDA and JIFSAN) as Knowledge Partners, developed Master Trainers from supply chain management professionals in the spices sector and conducts programmes for industry and Government officials for further disseminating to the farm level. Six such programmes covering 130 participants have been conducted in Ahmedabad, Mumbai, Cochin, Hyderabad, Bangalore and Chennai.
- **IIT - CII-FACE Certified Food Professional Course**, Batch 3 aimed at developing world class facilitators for SMEs, covered practical and theoretical food science, laboratory techniques, quality processing technology, food regulations and manufacturing hygiene. Field visits were conducted at the Keventer plant, EFRAC (Edward Food Research and Analysis Centre) and Pepsi Co-packer. A 'Face to Face' session was held at IIT Kharagpur's State of Art Agriculture and Food Processing Engineering Department, along with e-learning sessions and one month industry internship.
- **NIFTEM (National Institute of Food Technology Entrepreneurship and Management)** As per a mandate of the Ministry of Food Processing Industries, CII FACE conducted a Short Term Training Program on Food Safety in Quality which had 160 participants comprising industry members and students from New Delhi and Haryana with faculty from QCI-NABCB, ITC Hotels, Mother Dairy, Field Fresh, Haldirams, CII-FACE, NIFTEM and GSK among others.

#### CII National Award for Food Safety

The Food Safety Award program has helped CII-FACE reach out to organisations through 88 CII trained assessors from the industry, their suppliers and co-packers across India in cities and far flung locations like Thiruvallur, Bidadi, Medak, Nelamangala, Pallakad, Aurangabad, Nuh and Palanpur among others. The CII National Award for Food Safety was launched in 2010 and its stature has grown over the years. The 2014 edition saw increased participation from the small and medium sector, and Chairman FSSAI and the FAO India Representative graced the Award function which was held in December 2014 in New Delhi. CII conferred the highest honours to top 6 units in the Food Processing sector and recognised 30 other food sector units including Frozen fresh produce from across the country for their commendable performance in Food Safety.



To promote Hygiene and Food Safety in Street Food, in 2013 CII began assessing Street Food Vendors across the country. Two street food vendors from Mumbai – Balaji Fast Food and Roshan Ice Cream - received recognition from the Chief Guest, Chairman FSSAI at the Award Ceremony in 2014 by way of token monetary incentives and the CII Silver Rating Certificates. The initiative has promoted 'Inclusiveness' through the Food Safety Award Program

The 9th Food Safety and Quality Summit with IFPRI and MIBRT as Institutional Partners on Excellence in Food Safety and Quality for Consumer Safety and Competitiveness was held on December 2-3 in New Delhi. The annual Food Safety and Quality Summit followed a unique format this year by also including a one day Master classes on major pre-requisites to Food Safety to comprehensively deliberate on implementation enablers. International speakers from USFDA, Federal Research Institute, Germany, Dubai Municipality, International Livestock Research Institute & European Union among others and more than 250 participants interacted to deliberate on the way forward for the industry. Some of these key recommendations included promotion of Collaboration among Industry, Academia and Government, and emphasised focus on Science based approaches, Research, Risk Analysis, Validation Audits and Harmonisation with Codex Standards for increased Trade. Options for Novel Technologies while building in Sustainability in Food Businesses were identified.



### Rural Business Hubs

CII FACE has collaborated with the United States Agency for International Development (USAID) for a period of two years (2012-2014) to improve agricultural productivity and output in West Bengal and Bihar in eastern India, through the establishment of Rural Business Hubs (RBH) under the Rural Business Hub Project. CII FACE catalyses private sector investments and develops scalable and economically viable business models to increase farm incomes and productivity through inclusive economic growth.

The objectives of the project include

- I. Improving market efficiency by generating procurement linkages within value chains.
- II. Increasing agriculture productivity through increased use of agri-innovation including technology and processes and service for improved management
- III. Improving market competitiveness through human capacity to strengthen responses to market opportunities



IV. Integrating stakeholders across the value chain to improve productivity and market development (through innovative business models and balanced market systems).

**Two projects are underway – one in West Bengal for the Banana Value Chain** where the aim is to introduce G-9 tissue culture banana agro services, input provisioning and buy back arrangement of banana through the Rural Business Hubs. So far, 6 Rural Business Hubs have been activated; more than 3000 farmers mobilized and around 500 farmers have adopted tissue culture technology; 6 demonstrations have been managed by agri-experts and scientists, 110 formal trainings sessions conducted for 2500 farmers and village level entrepreneurs (VLEs) and assured marketing linkages through Keventer Agro provided.

**The other project in Bihar is for the Vegetable Value Chain, where 4 Agri-Business Centers (Rural Business Hubs)** have been operationalized with the facility of bank account and input (seed, fertilizer and crop protection) licenses; membership of 5000 farmers through 4 FPOs generated; input supply tie-ups with 20 companies benefitted 1243 farmer members; market linkage with Knids Green Pvt Ltd, whole sellers in Bihar Sharif and Patna mandi established and transaction of input and output worth Rs 8.6 lakhs by FPCs conducted.

### CII GAIN National Edible Oil Fortification Project

The CII GAIN National Edible Oil Fortification Project was launched on 1 August 2014 and aims at building consensus around fortification as a voluntary industry led initiative and generating evidence on the merits of business led expansion of a fortified edible oil portfolio. The project entails engagement with various stakeholders (business leaders, technical experts, nutritionists and policy makers) to build consensus on taking forward the agenda of large scale fortification of edible oils.





## 7.0 The Way Forward



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

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

### 1. Resource Conservation:

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

### 2. Energy Conservation and Climate change mitigation:

Continue to identify opportunities for Energy Conservation and implement measures for realising this by improving manufacturing process efficiencies, use of energy efficient equipment, cycle time reduction and batch size optimisation to reduce energy requirement and emissions.

### 3. Behavioural Safety:

Consolidate employee engagement further at sites on HSE by focusing continued on Behavioural Safety, tracking and addressing issues of unsafe act and unsafe condition by involving all the employees in the initiative and use of online reporting and tracking tool Sanchetna.

### 4. Good Governance:

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

### 5. Capability Building

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

### 6. Community Engagement:

The Company would persist its efforts towards empowering community in vicinity of its manufacturing locations through Jubilant Bhartia Foundation in the sphere of primary schooling in rural areas, provision of basic health care, vocational training. The diverse range of the Company's product includes Fertilizers, Agrichemicals and Performance Polymers which directly touches the lives of farmers and craftsmen. Looking at the nature of the business the Company would direct its efforts in exploring the initiatives which could enhance the agricultural productivity and improve the skills of the craftsmen in the community. 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.



# GRI Content Index



G3.1 Content Index						
Application Level	A		Assured by	Data Verification carried out by Company Internal Team		
STANDARD DISCLOSURES PART I: Profile Disclosures						
1. Strategy and Analysis						
Profile Disclosure	Disclosure	Level of reporting	Location of disclosure	For partially reported disclosures, indicate the part not reported	Reason for omission	Explanation for the reason for omission
1.1	Statement from the most senior decision-maker of the organization.	Fully	pg 2-3, 88			
1.2	Description of key impacts, risks, and opportunities.	Fully	pg 4-9, 88			
2. Organizational Profile						
2.1	Name of the organization.	Fully	pg 10			
2.2	Primary brands, products, and/or services.	Fully	pg 12-17			
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	pg 13			
2.4	Location of organization's headquarters.	Fully	pg 10			
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	Fully	pg 11			
2.6	Nature of ownership and legal form.	Fully	pg 10, 34			
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	pg 10-17, 33			
2.8	Scale of the reporting organization.	Fully	pg 10, 12			
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	pg 10			
2.10	Awards received in the reporting period.	Fully	pg 18-19			
3. Report Parameters						
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	pg 23			
3.2	Date of most recent previous report (if any).	Fully	pg 23			
3.3	Reporting cycle (annual, biennial, etc.)	Fully	pg 23			
3.4	Contact point for questions regarding the report or its contents.	Fully	pg 24, 104			
3.5	Process for defining report content.	Fully	pg 23-24			



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
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	pg 23-24			
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	pg 23-24			
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	pg 23-24			
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 23-24			
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 24			
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	pg 24			
3.12	Table identifying the location of the Standard Disclosures in the report	Fully	pg 89-101			
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	pg 29			
<b>4. Governance, Commitments, and Engagement</b>						
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	Fully	pg 30			
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	pg 30			
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	pg 31			
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	pg 31			



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
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	pg 30			
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	pg 31			
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 31			
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 20-22			
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	pg 31			
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	pg 31			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	pg 35			
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	pg 5, 10, 13, 15, 21, 23, 76-87			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	pg 10, 13, 15, 76-87			
4.14	List of stakeholder groups engaged by the organization.	Fully	pg 27-28, 76-87			
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	pg 27-28, 76-87			
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	pg 27-28, 76-87			



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
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	pg 25-28			

### 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
<b>DMA EC</b>	<b>Disclosure on Management Approach EC</b>						
Aspects	Economic performance	Fully	pg 32				
	Market presence	Fully	pg 32				
	Indirect economic impacts	Fully	pg 32				
<b>DMA EN</b>	<b>Disclosure on Management Approach EN</b>						
Aspects	Materials	Fully	pg 35				
	Energy	Fully	pg 35				
	Water	Fully	pg 35				
	Biodiversity	Fully	pg 35				
	Emissions, effluents and waste	Fully	pg 35				
	Products and services	Fully	pg 35				
	Compliance	Fully	pg 35				
	Transport	Partially	pg 24, 35	Energy Consumption and Emissions from Transport of material and personnel are not quantified	Not available	We do not report this year as we have been unable to gather all the data, but we will be able to report in future.	2020
Overall	Fully	pg 35					
<b>DMA LA</b>	<b>Disclosure on Management Approach LA</b>						
Aspects	Employment	Fully	pg 56				
	Labor/management relations	Fully	pg 56				
	Occupational health and safety	Fully	pg 56				
	Training and education	Fully	pg 56				
	Diversity and equal opportunity	Fully	pg 56				
	Equal remuneration for women and men	Fully	pg 56				



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
<b>DMA HR</b>	<b>Disclosure on Management Approach HR</b>						
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 Remediation	Fully Fully	pg 60 pg 60				
<b>DMA SO</b>	<b>Disclosure on Management Approach SO</b>						
Aspects	Local communities	Fully	pg 73-74				
	Corruption	Fully	pg 73-74				
	Public policy	Fully	pg 73-74				
	Anti-competitive behavior	Fully	pg 73-74				
	Compliance	Fully	pg 73-74				
<b>DMA PR</b>	<b>Disclosure on Management Approach PR</b>						
Aspects	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
<b>Economic performance</b>							
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 33-34, 73				
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	pg 7				



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
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	pg 34, 58				
EC4	Significant financial assistance received from government.	Fully	pg 34				
<b>Market presence</b>							
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Fully	pg 58-59				
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	pg 33				
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	pg 59				
<b>Indirect economic impacts</b>							
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Fully	pg 73-87				
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	pg 73-87				
<b>Environmental</b>							
<b>Materials</b>							
EN1	Materials used by weight or volume.	Fully	pg 33				
EN2	Percentage of materials used that are recycled input materials.	Fully	pg 39-42				
<b>Energy</b>							
EN3	Direct energy consumption by primary energy source.	Fully	pg 37				
EN4	Indirect energy consumption by primary source.	Fully	pg 37				
EN5	Energy saved due to conservation and efficiency improvements.	Fully	pg 36-37				
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 36-37				
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	pg 36-37				



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
<b>Water</b>							
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 39				
<b>Biodiversity</b>							
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 42				
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 42				
EN13	Habitats protected or restored.	Fully	pg 42				
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Fully	pg 42				
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 42				
<b>Emissions, effluents and waste</b>							
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	pg 37				
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	pg 37-38				
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	pg 36-38				
EN19	Emissions of ozone-depleting substances by weight.	Fully	pg 38				
EN20	NO <sub>x</sub> , SO <sub>x</sub> , 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 41-42				
EN23	Total number and volume of significant spills.	Fully	pg 42				



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
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 42				
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Fully	pg 38, 42				
<b>Products and services</b>							
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	pg 36-42				
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Fully	pg 65				
<b>Compliance</b>							
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	pg 36				
<b>Transport</b>							
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	pg 24	employee travel and material movement impacts not tracked	Not material	Not covered within the boundary of report	
<b>Overall</b>							
EN30	Total environmental protection expenditures and investments by type.	Fully	pg 39				
<b>Social: Labor Practices and Decent Work</b>							
<b>Employment</b>							
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	pg 57-58				
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	pg 59				



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
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Fully	pg 58				
LA15	Return to work and retention rates after parental leave, by gender.	Fully	pg 58				
<b>Labor/management relations</b>							
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				
<b>Occupational health and safety</b>							
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 52				
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 44-55				
LA9	Health and safety topics covered in formal agreements with trade unions.	Fully	pg 52				
<b>Training and education</b>							
LA10	Average hours of training per year per employee by gender, and by employee category.	Fully	pg 59				
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	pg 57-59				
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Fully	pg 59				



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
<b>Diversity and equal opportunity</b>							
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 31, 58-59				
<b>Equal remuneration for women and men</b>							
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Fully	pg 59				
<b>Social: Human Rights</b>							
<b>Investment and procurement practices</b>							
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.	Fully	pg 61				
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 59				
<b>Non-discrimination</b>							
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	pg 61				
<b>Freedom of association and collective bargaining</b>							
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				
<b>Child labor</b>							
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				



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
<b>Prevention of forced and compulsory labor</b>							
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				
<b>Security practices</b>							
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Fully	pg 61				
<b>Indigenous rights</b>							
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Fully	pg 61				
<b>Assessment</b>							
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Fully	pg 61				
<b>Remediation</b>							
HR11	"Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms."	Fully	pg 61				
<b>Social: Society</b>							
<b>Local communities</b>							
S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Fully	pg 71-87				
S09	Operations with significant potential or actual negative impacts on local communities.	Fully	pg 71-87				
S010	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	pg 71-87				
<b>Corruption</b>							
S02	Percentage and total number of business units analyzed for risks related to corruption.	Fully	pg 61				



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
S03	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	pg 59, 61				
S04	Actions taken in response to incidents of corruption.	Fully	pg 61				
<b>Public policy</b>							
S05	Public policy positions and participation in public policy development and lobbying.	Fully	pg 70-87				
S06	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	
<b>Anti-competitive behavior</b>							
S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	pg 64				
<b>Compliance</b>							
S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	pg 64-65				
<b>Social: Product Responsibility</b>							
<b>Customer health and safety</b>							
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 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 64-65				
<b>Product and service labelling</b>							
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Fully	pg 64-65				
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 64-65				



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
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Fully	pg 27, 62-69				
<b>Marketing communications</b>							
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	pg 62-69				
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 62-69				
<b>Customer privacy</b>							
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Fully	pg 64-65				
<b>Compliance</b>							
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
NO <sub>x</sub>	Oxides of Nitrogen
NSE	National Stock Exchange of India Limited
OHSAS	Occupational Health and Safety Assessment Series
PPEs	Personal Protective Equipments
PVA	Poly Vinyl Alcohol
RO	Reverse Osmosis
SLF	Secured Landfill Facility
SO <sub>2</sub>	Sulphur Dioxide
SOP	Standard Operating Procedure
SPVA	Solid Poly Vinyl Acetate
SSF	Sodium Silico Fluoride
SSP	Single Super Phosphate
tCO <sub>2</sub> e	Tons Carbon Dioxide Equivalent to
TR	Tons of Refrigeration
REACH	Registration Evaluation Authorisation & Restriction of Chemicals
VFD	Variable Frequency Drive
VP	Vinyl Pyridine



# Feed Back Form Sustainability Report 2014-15



Details of information provided on issues covered in the Report:

Comprehensive       Adequate       Inadequate

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

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Clarity of information provided in the Report:

High       Medium       Low

The quality of design and layout of the report:

Excellent       Good       Average       Poor

Your comments for adding value to the Report:

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