



**green** architecture  
sustainable **future**



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

JIL believes in manufacturing high quality products with minimum impact on the environment and keeping in mind the requirement of valued customers. While manufacturing products, we emphasize on resource conservation, quality assurance, energy efficiently, reducing pollution and health & safety of employees and community where we operate.

The Company believes in Inclusive growth i.e. growth of the key stakeholders along with the Company and encourages transparency, accountability and good governance practices across all facets of business. The Company has adopted integrated policy on Environment, Health & Safety and Sustainability Mission steering business towards long term success.

## CONTENTS

Statement from Chairman	3	Stakeholder Engagement	27	Customer Engagement and	
Internal Control Systems and		Corporate Governance	30	Product Responsibility	57
Risk Management	5	Economic Performance	32	Community Engagement and	
Organisational Profile	13	Climate Change & Caring		Corporate Social Responsibility	63
Awards and Recognitions	22	for Environment	35	The Way Forward	68
Ethics and Integrity	23	Occupational Health and Safety	44	The GRI Index	69
Report Profile and Reporting Principles	25	Labour Practices and Human Rights	50	Abbreviations	83

# Message From CHAIRMAN

Our CSR programs are modelled with a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a ‘social change’ involving “knowledge generation & sharing, experiential learning and entrepreneurial ecosystem”.

*Dear Stakeholders,*

I am sharing with you the 12th Sustainability Report of Jubilant Industries Limited for the year gone by. This report as in early years is a proactive disclosure of the Company’s performance covering Economic, Environment and Social Aspects. Once again, the Report conforms to the highest “In Accordance – Comprehensive” level of reporting prescribed in the GRI Standards of the Global Reporting Initiative (GRI).

Jubilant is committed to develop products that are safe, durable and have minimal environmental impact. Improvement in Power & Fuel Norms in our various manufacturing plants has reduced energy intensity and GHG emission by 2723 tCO2. Around 50% of total direct energy consumed in FY21-22 came from renewable fuel - Rice husk. Use of rice husk eliminated 4933 MT of coal consumption resulting into reduction of GHG emission by 8269 tCO2. Apart from this, we have eliminated the use of HSD by replacing our diesel gensets with PNG (cleaner fuel) based gensets and switching boilers operation from LDO to PNG at our Sahibabad Plant.

Company’s efforts in its drive for sustainable growth has always been recognized in prestigious forums. Gajraula plant received Platinum Award in India’s Prestigious Grow Care Award in Chemical Sector for outstanding achievement in Occupational, Health & Safety in FY21-22.





During the Financial Year 21-22, Jubilant Bhartia Foundation continued working in the arena of Health, Education & Livelihood to improve the quality of the life of the community around the manufacturing locations, which is considered as apex stakeholder. Corporate Social Responsibility (CSR) is a critical part of sustainability framework of Jubilant.

Jubilant’s CSR programs are modelled with a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a ‘social change’ involving “knowledge generation & sharing, experiential learning and entrepreneurial ecosystem” through JBF. CSR activities at Jubilant are established in accordance with the provisions of Section 135 read with Schedule VII to the Act and are also in line with United Nations Sustainable Development Goals (SDGs), also known as Global Goals.

With a thrust on CSR, the company will continuously working towards Economic, Environmental and Social performance. The CSR projects will also continue empowering the communities around the area of operations of Jubilant and add value in their life.

As we look forward to our next sustainability reporting, we will work to ensure that our sustainability focus has a direct link to our strategic priorities and the SDGs with relevance to our business. We present our performance and the challenges that lie ahead through this report and look forward to your ideas and feedback that would help us improve our sustainability performance.

Priyavrat Bhartia  
Chairman  
27 May, 2022





# Internal Control Systems and Risk Management

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

## Internal Financial Control Framework

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

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



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

## Implementation of Internal Financial Controls

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

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

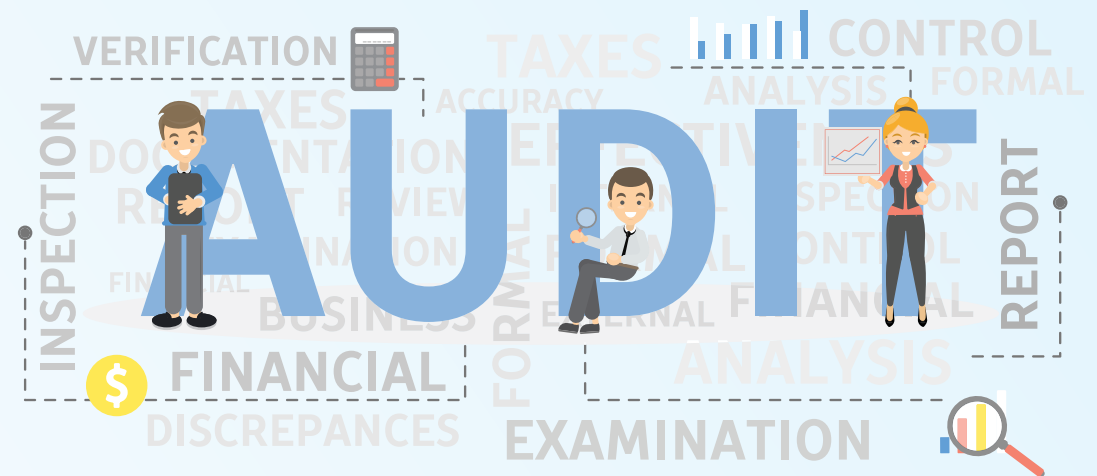
**Create an efficient review mechanism:** We created a review mechanism under which all the businesses are reviewed for performance once in a month and functions are reviewed once in a quarter by the Chief Executive Officer (CEO).

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

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

- Purchase Committee ensures high quality purchases at economical cost and maintains reliability of supplies from reputed suppliers with long-term relationships.
- Capex Committee ensures cost reduction with proper negotiation and monitors time and cost overrun.
- Credit Committee evaluates the credit risk and approves the maximum specific credit which can be provided to any particular customer. This committee approves the credit limits annually and is empowered to make changes as and when required.

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



## Risk Management

### Our Vision on Risk Management

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

### Risk Management Strategy

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

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

### Risk Management Structure

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

### Risk Mitigation Methodology

We have a comprehensive internal audit plan exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same. We have completed eleven years of our certification process wherein, all concerned Control Owners certify the correctness of controls related to key operating, financial and compliance, every





quarter. This has made our internal controls and processes stronger and also serves as the basis for compliance as per Regulation 17(8) of the Securities and Exchange Board of India (listing obligations and disclosure requirements) Regulations, 2015 (the 'Listing Regulations').

## Management 's Assessment of Risk

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

### Competition



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

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


In Agri Products, the Company is focusing on expansion of new network and introduction of new products.

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




In Food Polymers and Latex business, the Company faces competition from international territories including China in terms of cost advantage enjoyed by our competitors. Further for these export oriented businesses, we face competition from European competitors. With the industry overall not growing, it is leading to pricing pressures between the top 3 players in the industry in order to gain share amongst the existing available opportunity and when it comes to customers that are based in Europe, we continue to be at a logistical disadvantage compared to competition. Despite these challenges, the Company has worked on a strong customer and account management programs to secure long-term commitments from our customers, which has led to the profitable business outcome in FY 2021. Strong plans have also been put in place to continue replicating the success of FY 2021 & continue to grow in future years.

### Cost Competitiveness

 The Company believes that its growth and market position is due to the quality that it stands for. Rising input prices amidst inflationary market conditions pose a risk to the Company's ability to remain price competitive and build profitability to drive future growth. Volatility in prices of raw materials such as Sulphur, Rock Phosphate, VAM, PVA, Celvolit, Catalysts, Butadiene and 2-Vinyl Pyridine etc. and any surge in logistics cost may have a significant impact on operating margins.


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

### Foreign Currency Fluctuations

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

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


### Capacity Planning and Optimization

 As a part of its growth strategy, the Company makes investments to expand capacity and service capabilities and focuses on debottlenecking the existing plants. Debottlenecking/process improvements helped in generation of additional capacity with the available resources in Fertiliser plant. This is critical to achieve our

business objectives of driving growth and maintaining market leadership. Non availability of sufficient capacity due to delayed commissioning, cost overruns and inability to deliver as per standards can significantly impact achievement of revenue targets, margins and expected return on investment (ROI). It can also result in customer dissatisfaction and adverse impact on reputation. Uncontrollable breakdowns and idle capacities contribute to inefficiencies in manufacturing process. Similarly, unutilized capacity for short periods due to power breakdown, unavailability of labor, transport strike etc. may impact the ability to meet customer demand and garner market share.

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

### Portfolio and mix: Product and Customer Concentration

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

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

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

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

Food Polymers and Latex business, an over-dependence on single product or few customers, may adversely impact the realization of long term business objectives in the event of any regulation limiting the end use application. We continue to address this issue by adding newer customers as well as applications to the portfolio. Efforts on



the Food Polymers continue but the challenge remains with limited customer base and even in that a few holding by far the majority share. Failure to effectively / optimally utilize co-products as per strategy may result in inventory build-up, distress sale and forced losses.

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

## Human Resources – Digital Experience



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

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

## Human Resources-Acquire and Retain Professional Talent



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

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

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

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



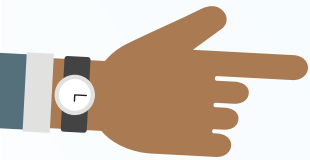
Cross-functional teams at work ensure adequacy of empathy and sensitivity across business and function teams. The organization lays an overarching focus on utilizing the CFTs to mitigate live wire challenges across the board.

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

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

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

ENCOURAGEMENT ABILITY  
REWARD TALENT ATTENTION  
RELATIONSHIP EDUCATION  
PROMOTION MANAGEMENT SKILL  
MOTIVATION SUPPORT  
OPPORTUNITY RESPONSIBILITY EMPOWERMENT



## Organizational Profile

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

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

The Company has membership in following Organisations;

- Fertilizer Association of India (FAI)
- International Chewing Gum Association
- All India Rubber Industries Association
- Elastomer Technology Development Society (ETDS)
- Indian Chemical Society
- American Chemical Society
- Polymer Processing Academy (PPA)
- Federation of Indian Export Organisations
- PHD Chamber of Commerce and Industry

The Company reported consolidated Revenue from operations of Rs. 11658.02 Million, EBITDA of Rs.1007.16 Million & Net Profit of Rs. 535.85 Million in FY 2021-22. The Basic EPS for FY 2021-22 was Rs. 35.65 Our Agri Products business reported revenue of Rs. 4842.03 Million and Performance Polymer business reported revenue of Rs. 6815.99 Million.

The total capitalization broken down in terms of debt and equity is Rs. 767.16 Million and Rs. 1397.20 Million respectively.

As on 31st March 2022, total number of 810 employees were employed by the Company.





### Corporate Office and Registered Office:

The Company's [Corporate Office](#) is located at pristine building at following address

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

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

### Manufacturing Sites:

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

It has [4 Manufacturing locations](#) in India: Gajraula, Kapasan, Samlaya and Sahibabad. The company boasts off a highly competitive product lines based

on quality, customer service, product performance, price and product innovations.

#### 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

#### 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 leadership in its various product brands based on our internal assessment.

**Food Polymers :** No.1 in India and amongst the top 3 for PVAc for chewing gum base globally

**Latex Products :** No.1 in India and amongst the top 2 players globally for Vinyl Pyridine Latex for automobile tires and conveyor belt

**Agri Products :** A well-recognised brand in the country, a leader in state of Uttar Pradesh for Single Super Phosphate fertilizer and a significant Agro nutrient player.

**Consumer Products** Consumer brand “Jivanjor” is the 2nd largest brand in India in consumer adhesives and “Charmwood” is a significant player in the Indian wood finishes market

## Consumer brand

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

Consumer Products adhesives and “Charmwood” is a significant player in the Indian wood finishes market

Jubilant Industries Limited has following subsidiary and business divisions;

Jubilant Agri and Consumer Products Limited (JACPL)

1. Food Polymers Division
2. Latex Division
3. Agri Products Division
4. Consumer Products Division

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

## Food Polymers

Jubilant is one of the three major global suppliers of Poly Vinyl Acetate (PVAc). PVAc is the major raw material for making gum base for Chewing Gum and bubble gum. The products are available under the brand name of Vamipol. The product is manufactured at a modern “state of the art” manufacturing facility at Gajraula (UP). All grades



of PVAc have been developed by extensive in-house R&D efforts and technology improvements and conform to international standards and food Grade quality. All grades of the product comply with the Food Chemical Codex XII, US FDA Regulations – 21 CFR 172 615 and British Retail Consortium (BRC) – Issue 8.

The products as well as the manufacturing facilities are accredited with ISO 9001, ISO 14001 and ISO 45001 certifications. Jubilant's product and the manufacturing facility are Kosher & Halal certified. Jubilant boasts of a customer profile which includes the market leaders worldwide in the chewing gum industry. Jubilant is now expanding its portfolio of products in order to have a wider offering of food grade chemicals. PVAc by Jubilant is sold under the brand trade name of VAMIPOL. Polyvinyl Acetate (PVAc) is also used by Pharma Companies in various Drug Formulations for Extended Release (ER) / Sustained Release (SR) properties in medicines.

Jubilant is a global supplier of Ester Gum. Ester Gum is one of the major raw materials for making gum base for Chewing Gum and bubble gum. The products are available under the brand name of JubiGum. The product is manufactured at a modern “state of the art” manufacturing facility at Gajraula (UP). All grades of Estergum have been developed by extensive in-house R&D efforts and technology improvements and conform to international standards and food Grade quality. All grades of the product comply with the US FDA Regulations – 21 CFR 172 615.

## Latex

We are established as Number 1 in India and globally amongst the top 2 for manufacturing VP Latex used in dipping of Tyre Cord fabric, Belting fabric and Chafer. The products are available under the brand name of Encord. Our manufacturing facility is located at Samlaya, 35 kilometres from Vadodara City, Gujarat State, India. The facility is accredited with ISO 9001, 14001 & ISO 45001.

We are also registered under REACH (EU and Korea). Encord is available in three varieties and it is used for as follows:

1. Encord VP Latex: Used for dipping of tyre cord fabric, belting fabric & Chafer
2. Encord SBR Latex: Used for dipping of tyre cord fabric, belting fabric & Chafer in blend with VP Latex
3. Encord NBR Latex: Used in manufacture of Automotive Gasket Jointings





## Agri Products

Jubilant offers a basket of Crop Nutrition and Crop Growth Regulator products category under the brand “Ramban”, which is a widely accepted brand in the market. We are one of the leading manufacturers of Single Super Phosphate (SSP) in India which is also one of the largest selling products under the Ramban Umbrella.

### Product Category

#### Crop Nutrition

Fertilizer and its related products are inseparable inputs of agriculture in India. They support agricultural production by increasing crop yield through root and shoot development whilst providing soil conditioning and resistance against crop diseases.

Major products in the portfolio include RAMBAN SSP (PSSP, GSSP & B-GSSP, ZGSSP, ZPSSP & Fortified SSP WITH Zinc and boron), Organic Granular Fertilizers- RAMBAN SHAKTI ZYME, FASAL GRO & RAMBAN NUTRA MIX, SULPHA GOLD (Sulphur 90% DP) Nutra-Mix 6% and Vigor (Sulphur 90% Powder). In FY 21-22 two new Products have been added which are Nutra-Mix 5% and Mono-Zinc -33% & Bio-Poshan

**Nutra-Mix 5 % (Micro-nutrient Mixture):** It is a Rajasthan state certified grade of Micro-Nutrient Mixture which is having Zinc-5%, iron-2%, Manganese-2%, Copper-0.5%, molybdate-0.05 & Di-Na Tetraborate pentahydrate -0.5%. It is mostly used in Potato, Sugarcane & Paddy in top-dressing. It is important to provide immunity to Plant and plays vital role in synthesis of enzyme, Protein and chlorophyll.

**Mono-Zinc 33%:** It is Zinc-Sulphate 33% having Zinc -33%, Sulphur-15% Minimum. It provides Immunity to Plant and play key role in Important for enzyme, Protein and chlorophyll Synthesis

**Bio-Poshan:** Bio-Poshan is an Organic Multi-nutrient Bio-Stimulant granule, It is In-house product of Jubilant, Manufactured at Gajraula. It is Organic Based Product having sea weed, Humic Acid, Fulvic acid, Boron Chelated & Zinc Plant Hormones Like Gibberellic Acid, Auxin, Cytokinin and some Amino Acid. It provides balanced nutrition and growth stimulating substances to the crops. It enhances seed germination, flowering, fruit setting, Improves quality of the fruits, stimulate respiration and Photosynthesis.

**Our In-house products.- Organic Granular Fertilizers (Ramban Shakti Zyme),** when applied along with any complex fertilizer improve the overall health of the crop in both vegetative & reproductive phases. In addition to crop health, these products also provide for soil health. The products are composed organically and serve as nutrients for farms, with no adverse impact on soil or plants. They not only add additional organic carbon to the soil but also serves as a medium to improve microbial population. Our product Sulpha Gold (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 DAP & MAP.



## Crop Growth Regulator

Plant growth regulators (PGRs) are organic compounds, other than nutrients, that modify plant physiological processes. The chemicals act inside plant cells to stimulate or inhibit specific enzymes or enzyme systems and help regulate plant metabolism. They primarily help to improve the strength and resistance of crops and curtail the unwanted vegetative growth, saving time and thus increasing the yield.

Our product in this category is VAM-C. (Chlormequat Chloride 50%SL) Jubilant crop growth regulator-VAM-C is being used by the farmers to ensure the right growth of plant by balancing different crop life cycle stage. In the recent years, VAM-C has shown promising results in crops like Pigeon pea, Gram, Soybean etc, in the geography of Maharashtra & M.P.

## Industrial Chemicals

Industrial Chemical offered by Jubilant is Sulphuric Acid (H<sub>2</sub>SO<sub>4</sub> 98.4%) which is a strong mineral acid. It is a basic raw material used in a wide range of industrial process and manufacturing operations. It has a wide application in Fertilizers, Detergents, Paints, Iron/Steel Pickling, Alum, Dyes, Pharmaceuticals, Sugar/ Vegetable oil Refining industry.

## Consumer Products

The consumer products division, with a wide spread of network of distributors and retailers all over India, represents the following business under the brand name of “Jivanjor”, “Charmwood” & Ultra Italia

The industry it caters to is as follows:

- (i) Woodworking Adhesives
- (ii) Wood Finishes
- (iii) Wood Preservatives

In each of these categories there is a range of products for specific applications to suit customers’ requirements. The raw materials, the chemical composition and the production processes are meticulously selected, configured and integrated to ensure that the products perform well in domestic conditions and meet the demand of overseas markets.

These products are manufactured in the state of the art manufacturing unit under stringent quality protocols. The facility is awarded ISO 9001 and ISO 14001 certification.



## (i) Woodworking Adhesives

Jubilant Industries Limited, manufactures and markets wood working adhesives using its superior technology and state of the art manufacturing facility. The adhesives are designed to work for multiple sub-states and environments.

It caters to the market of both water based and solvent based adhesives which are required for different applications. The range of wood working adhesives made by Jubilant Agri and Consumer Products Ltd is used in applications like joining wood to wood, ply to wood, veneer to wood, decorative laminate to wood, PVC to wood and laminate to particle boards. It also makes specialty adhesives which is used for applications where Foam is used as one substrate and other sub-state could be wood, Veneer, Ply, leather, Cloth etc., widely used for making furniture and upholstery of vehicles. Jubilant also provides specialized adhesives for water resistance, heat resistance, bubble free lamination, vertical and nail free lamination. The offerings are made through the following brands

- Jivanjor Lamino – Bubble Free Lamination
- Jivanjor Aquabond – Heat & Water Resistance
- Jivanjor Lamino Nxt – Laminate to Laminate
- Jivanjor All Rounder – General Purpose

Two key strategic Brand Initiatives were rolled out in FY 2021-22; and are in the process of being executed in the market

### 1. New Visual Identity System for JivanJor

JivanJor range of Premium Adhesives have been preferred by our Distributors, Dealers, Contractors, Carpenters and End users for almost 2 decades as they offer an unmatched High quality and Superior Bond Strength to enhance the durability of Furnitures and fixtures. The range, with different products for different needs, have stood the test of time and formed a strong JOD with all stakeholders – a JOD which is getting stronger with time. The new Visual Identity brings to life this strong JOD JivanJor has with all our Distributors, Dealers, Contractors, Carpenters and End Users; while representing the lifelong strength JivanJor imparts to the furniture and Fixtures it is used for. The New VIS also maintains and builds upon the strong color association each of JivanJor products have; as it has been adapted to the entire WWA range. We are sure that this new VIS will further strengthen JivanJor's position as a strong Adhesive brand with an unmatched Jod.





## 2. New JivanJor Brand Positioning

We also worked to develop the new brand positioning of JivanJor and the promise the brand makes to all the stakeholders and end consumers. We live in completely uncertain times, where, nothing is guaranteed. If we say in colloquial parlance – Kuch bhi Pakka Nahi hai. In this uncertain world where nothing is Pakka, JivanJor range of Premium Adhesives – with Unmatched high quality products and superior bond strength assures all stakeholders of high quality, long lasting Pakka Adhesion for their beloved furniture and fixtures. Simply put, Life mein Aur Kuch Pakka Ho na Ho, JivanJor Premium Adhesives se bana aapka furniture saalon tak mazbooti se chalta rahega, Yeh Pakka Hai. This new Brand Positioning is a Pakka promise of Trust, of Assurance, and of unmatched Products and Service to our entire set of stakeholders. We are sure this positioning will strengthen JivanJor's position as a Strong Adhesive brand all across.

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



### (ii) Wood Finishes

Jubilant offers complete wood finishes system, stains and ancillaries for decoration & protection of wooden furniture. The Brand for Wood Finishes is:

#### Charmwood & Ultra Italia

The wood finishes system includes Polyurethane finish, Melamine Non Yellowing finish, Melamine finish, Nitrocellulose finish & PU Alkyd finish. These systems offer exceptional fast drying properties, tough coatings and superior resistance. Jubilant also offers a wide range of stains that can be mixed to generate unique colours to suit every desire.

Jubilant offers ancillaries like sealers & thinners required for the purpose of successful application. The finishes systems are supported by our motivated technical team which provides intense technical training.

The range of Charmwood Wood finishes are listed below:

- Melamine
- NC (Nitrocellulose)
- PU Alkyd Finish – Woody
- Stains
- Thinners

The range of Ultra Italia PU is listed below

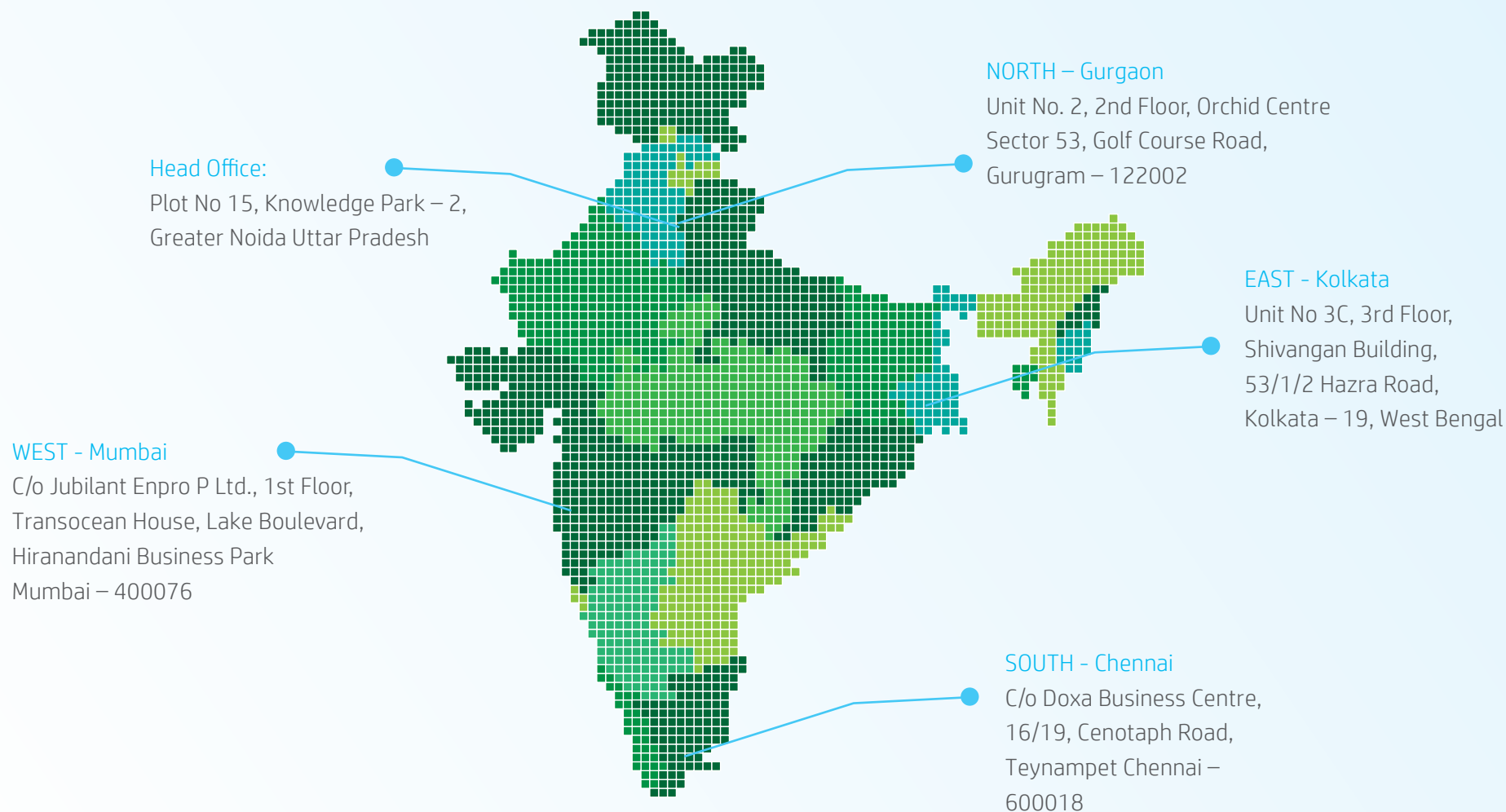
- |                   |                                |
|-------------------|--------------------------------|
| • PU Clear Glossy | • PU White Sealer              |
| • PU Clear Matt   | • PU Thinner for Matt & Sealer |
| • PU White Glossy | • PU Thinner for Glossy        |
| • PU White Matt   |                                |
| • PU Clear Sealer |                                |





## Distribution Network

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



## Awards and Recognitions



Jubilant Gajraula plant has received PLATINUM AWARD for outstanding achievement in Occupational, Health & Safety in India's Prestigious "GROW CARE INDIA Award - 2021"

# Ethics and Integrity

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

## OUR VISION

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

## OUR PROMISE

*Caring, Sharing, Growing*

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

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

## Our Vision is driven by Our Values



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



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



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



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

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



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

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





## Report Profile and Reporting Principles

The Corporate Sustainability Report for Jubilant Industries Limited covers the performance period from April 1, 2021 to March 31, 2022 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, 2020 to March 31, 2021 and was Self- Assured by Independent Internal team and was Self-declared as per GRI Standards and released in Annual General Meeting held on 24th September, 2021.

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

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



Labour Practices and Human Rights Performance for Corporate Office have been considered in the Report. The data measurement techniques adopted for reporting are based on its practicability.

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

### External Assurance:

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

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

Content Index for the report details is covered in pages no 69-82.

All resources consumed are based on actual measurement. There are no re-statements of information in the report. Previous years' figures have been re-grouped / re-arranged wherever found necessary to conform to this year's (FY 2021-22) classification.

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

**Ajit Singh, Head - EHS**

Address: Jubilant Industries Limited, Plot No. 15, Institutional Area, Knowledge Park -2, Greater Noida – 201306, Uttar Pradesh, India

Email: jil\_sustainability@jubl.com

### Reporting Scope and Boundary for Material Aspects

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

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

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

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



# Stakeholder Engagement

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

S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
1	Consumer products	In - Shop Meets	As per calendar	In-Shop meet is an effective platform to engage with influencer set and to educate them about product differentiations and benefits .It also helps in building last mile relationship with key decision makers for the category. After the initial disruption due to COVID, we accelerated these In Shop meets with almost 5000 In Shop meets, with over 70,000 contractors. Contractors in these meets were given Jivanjor Branded gifts (Umbrellas, Cups etc.) to enhance brand visibility in the Ecosystem
		Carpenter / Contractor / Dealer meets	As per calendar	These meets are conducted to mark events like product/brand launches, entry to a new geography or to drive demand for growth. We conducted more than 200 such meets with 5000 + contractors
		TE/ADE Working	On Going	259 TEs / 177 ADEs ( Area Development Executives ) work on site sampling, site trial , lead generation and organic demand creation at the ground level
		I Club – Key Retail Program	On Going	Key Dealer Program - We enrolled around 4500 Dealers in our attractive iClub program.
		Consumer Promotions	On Going	To drive off-takes and positive substitution of our brands, we run Consumer Promotion on the Premium and Super Premium Category of our products
		Consumer product Trials	On Going	Trials have been a huge focus in FY 22 to demonstrate our product benefits and to generate positive word of mouth and create organic brand ambassadors within our customer segment. These were done for existing products as well as New Products
		Jivanjor Achievers' Club	On Going	This is a well structured contractor Loyalty program which impacts our influencer segment directly. We leverage on a new age App and a robust IVR structure to make the entire platform experience seamless and hassle-free. We hit an all time high of 31000 contractors buying monthly in March to deliver a record 875 MT volume from the program.
		Festival Engagement	Key Festivals	Attractive and On time Dealer Gifts for Key festivals and occasions lie Holi, Diwali and New Year, were sent out communicating the new Brand Identity and positioning.



S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
2	Farmers and Dealers / Retailers	<ul style="list-style-type: none"> <li>Field Visits</li> <li>Phone calls</li> <li>Small &amp; Large Farmer Gatherings</li> </ul>	Continual Continual Continual  Continual	<ul style="list-style-type: none"> <li>Enriching farmer knowledge base &amp; make them aware with best farming practices, crop &amp; market trends.</li> <li>Aid them in achieving higher yield and better quality of the produce.</li> <li>Attending farmer queries &amp; providing solutions.</li> </ul> <p>The feedback received during such interface helps the company to develop &amp; improve products aimed at farmer requirements.</p> <p>In FY 21-22, Our focus was on strengthening Last Link (Retailer) , Dealer Network and Create awareness among Farmers</p> <p>Large Retailer &amp; Dealer meet : 2</p> <p>No. of farmer meetings- 4000 (Including spot Meetings)</p> <p>Participation in Kisan Mela : 6</p> <p>Zeep Campaign : 15 Days in Two Territories</p>
3	Employees / Contractors	Training	As per Plant Training Plan	Work place Health and Safety, Hazards Identification and Risk control measures such as HAZOP, Food Safety and HACCP Safe Operation Procedures. Training on COVID 19 to everyone
		Awareness Campaign	World Environment Day (5th June)	Environment Day Celebration, Planting Trees, Water Conservation, Waste reduction and elimination measures, Air Emission reduction measures
			Safety Week (4th March)	Safety Week, Workplace Health and Safety, Hazards Identification and Risk control measures such as HAZOP, Food Safety and HACCP, Safe Operation Procedures
		Medical Examination	Annually/ Six Monthly	Occupational Health monitoring
		Safety Committee Meetings	Quarterly	Safe Workplace practices, Unsafe Acts and Unsafe Conditions tracking and performance improvement





S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
4	Community / Villagers in vicinity of plants	Community Interface Meet  Meeting with PRIs, Opinion Leaders from the local community.	Continual	<p>Community Expectation from the Company and respective Social Initiatives implemented in villages in plant vicinity;</p> <p>A) A program was organised on building trust to address the community at Gajraula. The community comprising doctors, teachers PRI members, Businessmen and opinion leaders</p> <p>B) COVID 19 activities</p> <ul style="list-style-type: none"> <li>• Installation of Oxygen plant at CHC, Gajraula &amp; JBF medical center.</li> <li>• Sanitizer distribution to all the government departments in Amroha district also distribution to every household in Nagar Palika area Gajraula.</li> <li>• Dry ration food packets distribution to the needy people as per direction of DM, Amroha.</li> <li>• Ready to eat food packets to the needy people in and around Gajraula block.</li> <li>• COVID relief kit to CHC, Gajraula &amp; Hasanpur.</li> </ul> <p>Pre &amp; Post awareness session in nearby villages related to COVID-19.</p>
		Regular Meeting with local Community Monthly Village meetings and stakeholder engagement activities		<p>C) Education activities</p> <ul style="list-style-type: none"> <li>• Installation of I-dream application to ensure the continuity in learning of students in rural areas.</li> <li>• YDP- Capacity building of 10 youths to become next generation leaders . All round development in youths &amp; Quality education in government schools.</li> </ul> <p>D) Health</p> <ul style="list-style-type: none"> <li>• Providing basic health care services in 58 villages covering approx 2.5 lakh population.</li> <li>• JUBI CARE- It provides a real-time patient doctor consultation through text/audio/video.</li> <li>• Swasthya Prahari project- Health monitoring in 32 villages of Gajraula block.</li> </ul> <p>E) Livelihood</p> <ul style="list-style-type: none"> <li>• Cotton Mask stitching done by women SHG group during COVID 19 and supplied to corporate office Noida.</li> <li>• Training on fashion designing, beautician, and health care services.</li> </ul> <p>JUBI Farm (250 farmers) – A sustainable &amp; multi stakeholder initiative to enhance the profitability &amp; generate income opportunities in farming for the migrants returning back to their natives.</p>



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

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



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

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

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

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

The Board/Committees regularly monitor:

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

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

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

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



# Economic Perormance

## Management Approach Disclosure

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

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

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

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

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

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

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





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

Revenues generated from operations are detailed below:

Revenue generated (Rs. In Million)	FY 2019-20	FY 2020-21	FY 2021-22
Total Revenue	5,444.03	6,214.83	11,658.02
Agri Business Revenue	1,861.58	2,838.53	4,842.03
Performance Polymer Revenue	3,582.45	3,376.30	6,815.99

The revenue generation from export during FY2021-22 is Rs. 2005.69 Million which is 17.20% of the total revenue generation.

### Value Distribution

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

Although the Company does not follow any policy for procurement of materials from only local suppliers, the

Company procures major part of the materials from the locally based (within India) suppliers and tries to connect our Partners in Progress with Green Supply Chain Management as defined in the policy.

S. No.	Raw Materials Quantity (MT)	FY 2019-20	FY 2020-21	FY 2021-22
1	Process Chemicals	14880.99	14534.08	16729.21
2	Rock Phosphate	96890.13	157484.61	192033.72
3	Sulphur and Sulphuric acid	55437.09	90939.09	105918.51
4	Chemicals for Latex	6206.68	5736.75	7277.50
5	Vinyl Acetate Monomer	8628.21	8419.11	12953.08



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

Sr. No.	Products Sales Quantity (MT)	FY 2019-20	FY 2020-21	FY 2021-22
1	Polymers including SPVA, latex, adhesives & WF	33884	32693	45963
2	Fertilizers and Agro chemicals	161741	268468	327224
3	Sulphuric acid	39403	36079	33441
4	IMFL (KL)	1835.76	NIL	NIL

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

Item (Rs. In Million)	FY 2019-20	FY 2020-21	FY 2021-22
<b>Total</b>	<b>4,335.96</b>	<b>5,019.00</b>	<b>9,824.84</b>

The staff cost as a percentage of net sales is 8.25 % for the FY 2021-22. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below:

Item (Rs. In Million)	FY 2019-20	FY 2020-21	FY 2021-22
Salaries, Wages, Bonus, Gratuity & Allowances	672.71	734.91	870.29
Contribution to Provident Fund & Superannuation Fund	29.14	30.37	37.054
Employee share-based payment	0.19	3.08	7.67
Staff Welfare Expenses	33.76	34.76	47.58
<b>Total</b>	<b>735.81</b>	<b>803.12</b>	<b>962.59</b>

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

The Company's other equity including retained earnings are Rs 1246.89 Million the dividend pay-out for the reporting year is NIL.

The Company paid taxes related to its products and services to the Government of India.

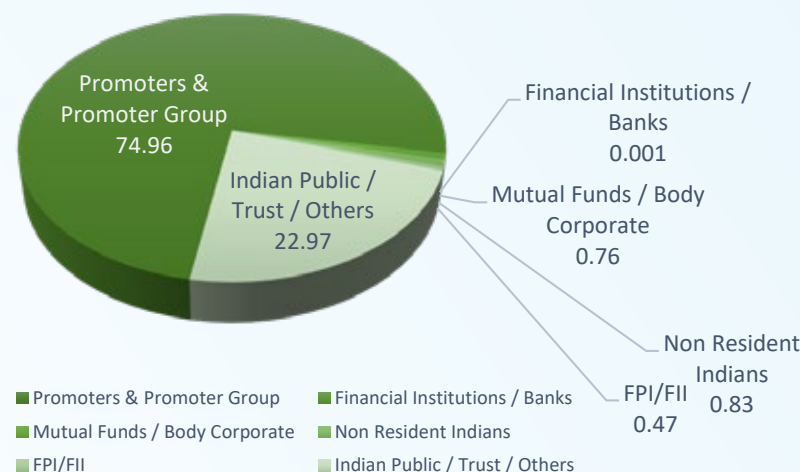
The Company receives subsidies on the sale of fertilizers. During the year 2021-22, the amount received from the Government against subsidy, is Rs 2897.01 Million.

The Company received export incentives of Rs 18.77 Million as financial assistance from Government for the year 2021-22.

Shareholding Pattern of the Company as on March 31, 2022 is as under:

Promoters & Promoter Group	74.96
Public Shareholding	
Financial Institutions / Banks	0.001
Mutual Funds / Body Corporate	0.76
Non Resident Indians	0.83
FPI/FII	0.47
Indian Public / Trust / Others	22.97

**Percentage of Shareholding**



# Climate Change and Caring for Environment

## Management Approach for Environmental Indicators

JThe Company through its EHS Policy has committed towards maintaining high standards of Environment, Health & Safety (EHS) across all manufacturing plants. The policy guides the plants on addressing through systemic approach the environmental material issues related to Materials, Energy, Water, Biodiversity, Emissions, Effluents and Waste from its products and services. Aspects – Impact analysis are reviewed for the operation and maintenance tasks and the changes. The significant impacts are mitigated or controlled through management programs and operational control procedures respectively. Legal EHS Compliance review is an integral process of EHS Management system. Three manufacturing locations – Gajraula, Sahibabad and Samlaya are certified for ISO 9001, ISO 14001 and ISO 45001 through accredited auditing agencies.

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 Unit Heads/Head EHS and all Unit Heads report to Chief of Manufacturing.



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

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

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

Chief of Manufacturing reviews the environmental performance every quarter. At operational level, the performance on environment aspects is reviewed monthly involving the Unit Head (highest designated authority at the Manufacturing Unit).

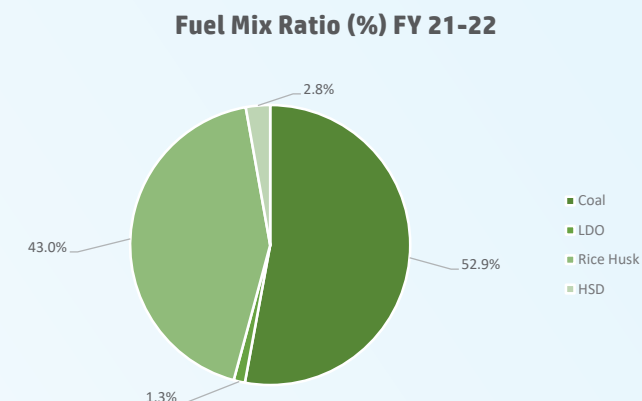
Environment performance has been a part of annual strategy and also an important aspect for all capital expenditure proposals of the Company. Precautionary approach principle is followed as any significant environmental issue / impact is identified, adequate investment and systems are put in place for mitigating the risk and avoiding environmental degradation caused from Company operation.

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

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

S. No.	Parameter	Unit	Value in 2019-20	Value in 2020-21	Value in 2021-22
1	Coal	MT	-	4004	9334
	Energy	GJ	-	71140	137978
2	High Speed Diesel (HSD)	KL	137	143	148
	Energy	GJ	5338	5560	5744
3	Light Speed Diesel (LDO)	KL	68	36	59
	Energy	GJ	2993	1581	2601
4	Agro Fuel (Rice Husk)	MT	6993	5330	6989
	Energy	GJ	87700	66838	87649
	Total Direct Energy consumed	GJ	96032	145120	203693

In FY'21-22 company has used around 43 % green Fuel. Rice Husk (Agro Waste) renewable fuel usage in place of coal in Gajraula fertilizer plant. Total 4933 MT of coal consumption (energy equivalent to 87741 GJ) avoided through use of rice husk.





The total indirect energy consumption is presented below:

S. No.	Parameter (Major)	Unit	Value in 2019-20	Value in 2020-21	Value in 2021-22
1	Electricity purchased	KWH	17090275	18314415	24722973
	Electrical Energy purchased	GJ	61525	65931	89003
2	Steam purchased	MT	12663	11957	16370
	Energy in form of steam purchased	GJ	35456	33480	45836
<b>Total Indirect Energy purchased</b>		<b>GJ</b>	<b>96981</b>	<b>100129</b>	<b>134839</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 Ingrevia Limited and State Electricity Power Supplying Company in respective states.

At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Ingrevia Limited. For the reporting period 67940 MT steam has been generated and supplied to Jubilant Ingrevia Limited amounting to 190232 GJ of energy. This has also avoided 18281 tCO<sub>2</sub> emissions by eliminating the use of coal.

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

Higher specific consumption is only due to higher consumption of renewable fuel—rice husk as percentage of moisture content was higher in FY21-22.

Various Energy Conservation initiatives have been taken across plants in FY' 2021-22;

- Reduction in Power Norms in GSSP & SAP Plant at Gajraula
- Optimization of RPM of cooling tower pump & Reactor Agitators at Savli
- Optimization of running duration of 20TR/10TR chilling system for BD and Styrene storage chilling at Savli

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

- Involvement of employees to create awareness about climate change and inculcate responsible behavior in day-to-day activities like replacement of ordinary lamps with LEDs and using natural light during day time in offices and at home wherever feasible.

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

## GHG Emission

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

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

Parameters	Units	Value in 2019-20	Value in 2020-21	Value in 2021-22
Scope 1 – Direct Energy GHG Emissions	tCO <sub>2e</sub>	462	7093	10617
Scope 2 – Indirect Energy GHG Emissions	tCO <sub>2e</sub>	17592	18584	25138



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

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

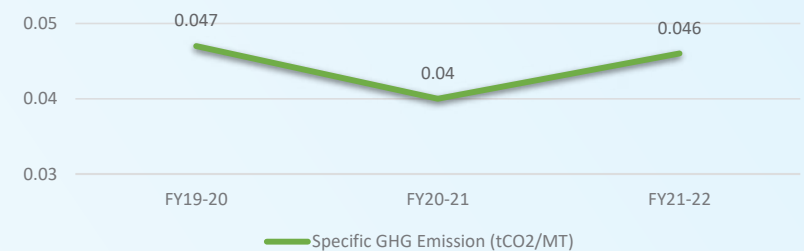
### Scope 3

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

### GHG Intensity

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

**Specific GHG Emission (tCO<sub>2</sub>/MT)**



### EARTH HOUR 2022

#### 2030 Hrs, March 26, 2022

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

#### Ozone Depleting Substances (ODS):

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

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



## Air Emissions

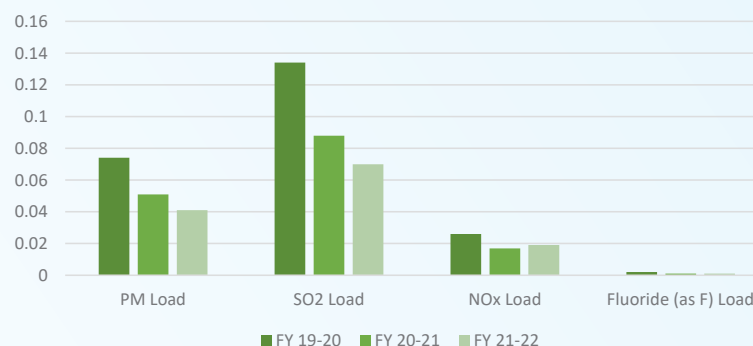
The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance.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

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

The details of these emissions are given below:

	Units	Value in 2019-20	Value in 2020-21	Value in 2021-22
PM Load	Ton	32.5	32.3	32.1
SO <sub>2</sub> Load	Ton	59.2	56.3	54.3
NO <sub>x</sub> Load	Ton	11.6	11.2	15.0
Fluoride (as F) Load	Ton	0.90	0.94	0.86

**Specific Air Emission (kg/MT)**



Overall Specific emissions in FY 21-22 have gone down as compared to FY 20-21 & FY 19-20.

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

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

the limits specified by the regulatory agency, as applicable at respective manufacturing locations. These systems enable the Company to track emission performance and thereby reduce the risk to communities and staff living in the vicinity of manufacturing locations.

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

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

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

## Water



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

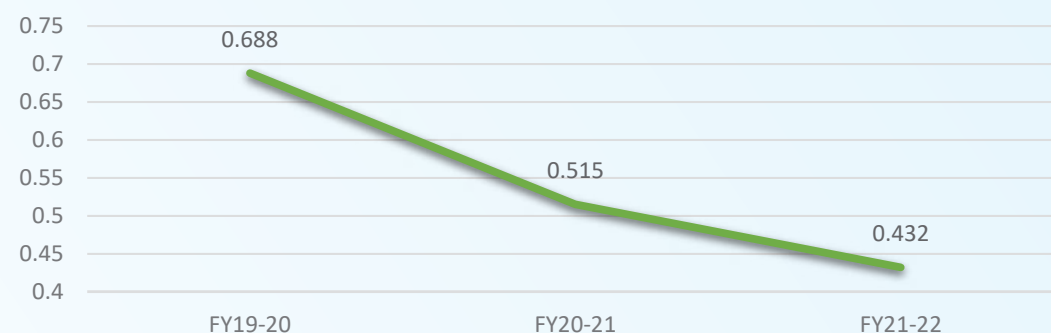
The Company monitors the amount of water used by individual units to improve the consumption norms by implementing various conservation efforts. For minimizing usage of water, various efforts such as mopping in place of hosing for cleaning of floors, reusing low graded products for cleaning the blending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

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

Water consumption details are tabled below:

Sources of Water consumed	Units	Value in 2019-20	Value in 2020-21	Value in 2021-22
Withdrawn from Surface	KL	769	60	0
Withdrawn from ground	KL	24417	86034	45090
Purchased from municipality	KL	9995	9521	9174
Purchased from Jubilant Ingrevia Ltd	KL	269576	233846	281948
Total water Consumed	KL	304758	329461	336212

Specific Water Consumption (KL/MT)





The Company continuously strives to reduce its water consumption. Condensate from the process is recycled and reused. Quantity of waste water recycled and reused both with and without treatment across all manufacturing locations is 19921 KL (Approx. 6% of total water consumed) for the reporting period. The Company uses rain water harvesting measures to recharge the ground water.

## Waste Water

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

At Gajraula 12102 KL of industrial waste water was treated at Effluent Treatment Plant (ETP) of Jubilant Ingrevia Limited and 3835 KL of STP treated waste water is used for gardening in plant.

At Samlaya unit, 3636 KL effluent was sent to Jubilant Ingrevia Limited ETP for treatment

At Sahibabad, the treated effluent 617 KL of waste water was treated in ETP of the plant and then treated water discharged into municipal sewer in accordance with Consent Terms and Conditions issued by the Uttar Pradesh State Pollution Control Board.

## Waste Utilisation

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

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

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

At Gajraula during the FY 2021-22, No Sulphur sludge has been processed/ recovered.

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

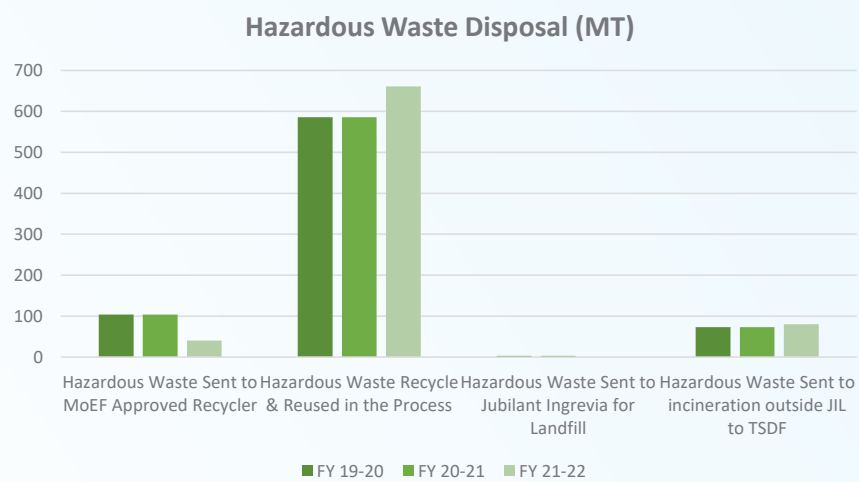
Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) approved by Ministry of Environment, Forests and Climate Change (MoEF) while the used oil generated from the Company's operation is sold to MoEF authorised re-processors. The hazardous wastes during the year were disposed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

The hazardous waste generation is maintained in Form 3 as per prevailing laws and the total quantity of hazardous waste generated in the reporting period is 567 MT.



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

The hazardous waste disposal details are mentioned below -



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

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

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

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

**Biodiversity:**

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

**Tree Plantation and Green Area Development**

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



World Environment Day with monsoon season is most suitable period preferred for trees plantation. Awareness programs are carried out among employees and contractor personnel for encouraging them to plant more trees and increase greenery. Tree plantation drive is also carried out in local communities and villages and awareness and saplings are provided by the Company. Total 27156 trees have been planted across manufacturing units & nearby communities.

### Impact Mitigation of Products

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



### Transport

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

### Environmental Compliance

The Company has not been fined for any non-compliance of environmental laws and regulations in the year 2021-22.

### Environmental Expenditure

Regular environmental monitoring of ETP, STP, stack emissions, installation of online monitoring system for stack emission and flow monitoring of waste water generation and ambient air quality and up-gradation of environment pollution control equipments and disposal of hazardous waste are included in the overall cost of manufacturing operations at respective units. Capital expenditure done on various activities to conserve the environment in FY21-22 was 5.3 million India Rupees.



# Occupational Health and Safety

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

During the reporting period, One Reportable Accident has occurred at our Rajasthan (Kapasan) manufacturing unit. Root cause analysis was carried out and subsequently actions have been taken to prevent any future occurenece.

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

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

On-Spot coaching has been provided to personnel found following Unsafe Acts. Refresher Training has been continuously provided emphasizing the importance of improving and following safe work practices. For the reporting period, total 30312 number of Unsafe Acts and Unsafe Conditions have been observed, out of which 24384 number of Unsafe Acts and Unsafe Conditions have been corrected.





## Safety Motivation

The Company organized various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2022, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

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

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



## Safety embedded in training

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

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



## Managing safety

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

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

- In-house healthcare facilities, first-aid and emergency care services for all employees
- Full-time / Visiting doctors at the plant and paramedical staff at on- site clinic
- Employee health checks regularly
- Safety committee meeting at all manufacturing locations at regular interval with minimum 50% committee members from workers
- Regular safety audits
- Awareness program for workplace safety with regular campaigns
- Usage of safety protection equipment such as safety helmets, gloves, respirators
- Regular mock drills involving concerned persons
- Safety Day / Week celebrations with 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 ISO45001 and ISO 14001 have procedures defined to be followed in plant. Workmen agreements cover clause for adhering compliance to statutory legislations such as Factories Act 1948 and follow the safe operating procedures (SOP) defined for the processes.

### Preventive Measures taken during COVID-19

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Isolation ward at OHC (Occupational Health Centre)</li> <li>• Wear Mask at all times &amp; Social distancing</li> <li>• Thermal scanning for all people at the time of entry</li> <li>• Shoe sanitization</li> <li>• Health screening and declaration</li> <li>• Disinfection of vehicles</li> </ul> | <ul style="list-style-type: none"> <li>• Formation of Steering Committee</li> <li>• Entry of only Critical visitor</li> <li>• Training on Covid-19 awareness</li> <li>• Sanitization and fumigation in manufacturing locations daily</li> <li>• Display - Banners &amp; Posters on Covid-19 awareness</li> </ul> |
|---|--|





EHS Improvements

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

Solvent Tanks Interlocking System



Pull chords in fertilizer plants



PPE matrix Display Boards in Plants



Overhauling of HT Yard



High Mast Light for better visibility in night



Safety Showers at various locations in plants



Mist Water Canon  
Installation for Dust Control



Installation of Flame  
Detectors





## Occupational Health Services

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

Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY 2021-22.

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





# Labour Practices and Human Rights

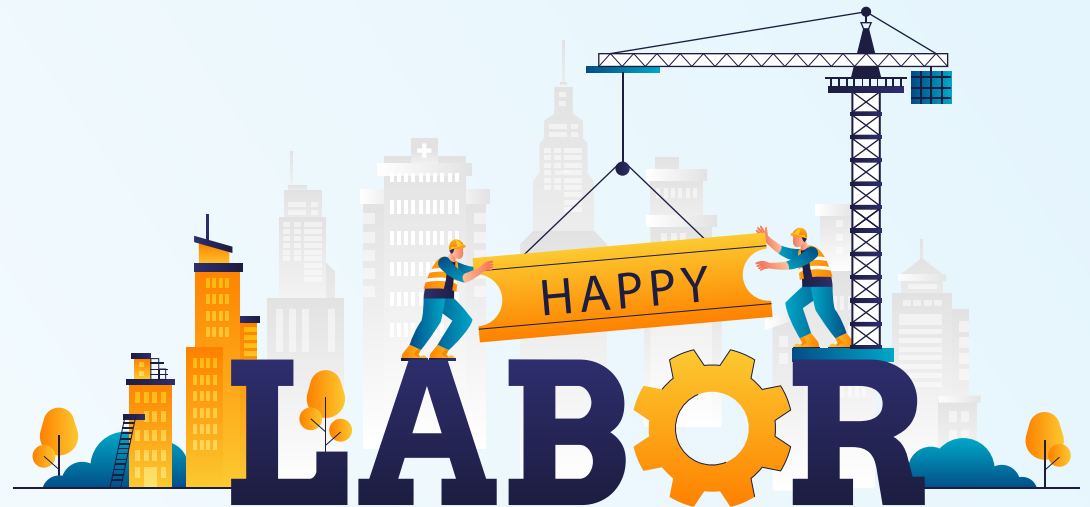
## Disclosure on Management Approach

### – Labour Practice

- Goals & Performance

Our approach is beyond the paradigm of adhering to laws. We manage our human resources as a strategic asset, adopting a rational approach towards leveraging this talent for competitive advantage. The inherent belief of going beyond the usual practice of legal paradigm enable us to demonstrate the organisational Values – Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality. The Company understands, the effectiveness with which we manage, develop and stimulate our employees is an important cornerstone & directly impacts the organisation profitability.

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



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

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

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

### Key dimensions of People Agenda:

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

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

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

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

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

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

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



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

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

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

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

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



No. of Employees as on 31st March 2022 (FY 2021-22)	810	
Corporate/Branches	507	Executives = 507, Workers = 0
R&D – I	13	Executives = 13, Workers = 0
Gajraula	160	Executives = 110, Workers = 50
Samlaya (Savli Plant)	66	Executives = 57, Workers = 9
Sahibabad	40	Executives = 22, Workers = 18
Kapasan (Chittorgarh Plant)	24	Executives = 24, Workers = 0

No. of Executives (as on 31st March 2022)	733	Gender (Executives): Male – 723, Female – 10
No. of Workers (as on 31st March 2022)	77	Gender (Workers): Male – 77

Percentage of employees in the gender category (as on 31st March 2022)	Male – 99%, Female – 1%
Percentage of employees by age group (as on 31st March 2022)	<30yrs = 20%, (30 – 50yrs) = 69%, >50yrs = 11%

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

We provide benefits like Personal Accident Insurance, Group Term insurance and Healthcare Coverage with the TOP UP Plan for employees and their dependents, also complying to their social and security needs. We also offer housing facilities to our employees at Gajruala plant and provide funding for schools for our employees' children, health Check-up at Gajruala. The wages and benefits of our unionised employees are generally established by collective bargaining agreement.

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

Average number of training man days per employee for reporting period (executives)	2.6	Total training man days stand to be 1367 (16404 Man Hours) (Training man hrs for Executives – 11278 hrs & Workers 5126 hr)
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For the reporting period, the total number of training hours for male executives is 11184 hrs and for female executives is 94 hrs. There are 10 female workers in the Company.

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

Percentage of total employees by gender who received a formal performance appraisal and review during the reporting period.	385 (Male – 380 (99%) & Female – 5 (1%))
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Total number of new employees hired during reporting period	288	Male
	3	Female
Rate of new employees hired (Average Base is 78)	99%	Male
	1	Female

Total number of new employees hired (Age group wise)	291	<30yrs = 115, (30 - 50yrs) = 171, >50yrs=5
Rate of new employees hired (Age group wise)		<30yrs = 40%, (30 - 50yrs) = 59%, >50yrs=2%

Total number of employees leaving during reporting period	158	Male
	2	Female
Rate of employees leaving during reporting period (Base figure = 105)	99%	Male
	1%	Female
Total number of employees leaving employment (Age group wise)	160	<30yrs = 30, (30 - 50yrs) = 105, >50yrs = 25
Rate of employees leaving employment (Age group wise)		<30yrs = 19%, (30 - 50yrs) = 66%, >50yrs = 16%

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

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

## Human Rights

### Disclosure on Management Approach - Human Rights

- Goals & Performance

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

- Policy

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

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





## • Organisational Responsibility

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

## • Monitoring & Follow-up

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

## Sankalp

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

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

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

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

Percentage of total employees covered by collective bargaining agreements.	12%	The total no. of workers as on 31st March, 2022 across all manufacturing locations 79. They are covered by Long term settlement by way of workmen committees. Long term settlements are considered equivalent to collective bargaining agreements as we do not have trade unions..
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The communication is shared via the notice display boards or mails in case of any substantially affecting initiatives organisation takes.



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

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

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

About 30 to 35 % raw material is Imported and rest procured locally within the country. Packing material is completely procured locally. Supply Chain has tie-up for storage facilities at key ports of Kandla, Mundra, Dahej, Hazira in Gujarat and JNPT Mumbai in Maharashtra. Most of the Rock Phosphate a key raw material for fertilizer is procured from locally from Rajasthan. Apart from domestic, also procuring Imported Rock Phosphate from Egypt & Jordan to fulfil our complete requirement. Sulphur is procured from refineries, Mathura in Uttar Pradesh, Panipat in Haryana and Bhatinda in Punjab. All the materials are transported internally through rakes, trucks, and tankers based on logistics availability and cost benefit consideration. Timely availability of material is tracked as per Business sales plan and production plan. Inventory norms are defined based on lead time and ABC classifications for different raw /packing material. The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. The questionnaire checklist has been revised for assessment of Suppliers for Sustainability Aspects.

All contractors & service providers engaged in the plants were reviewed to ensure NO Child Labour has been engaged by them and further their performance reviewed regularly by Supply Chain team with support of cross functional to ensure they do not violate any legal requirements / standards. Total 12 numbers of contractors and service agencies have been reviewed for human rights.



# Customer Engagement and Product Responsibility

## Management Approach – Product Responsibility

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

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

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

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



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

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

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

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

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

The activities identified and practiced at the Company are:

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

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

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



## QUALITY POLICY

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

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

The Quality Management System will strive to:

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

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

  
**Manu Ahuja**  
**CEO & Whole Time Director**

**December 01, 2018**



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

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

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

There are no 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.

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

## BRAND BUILDING- FARMER & DEALER INVOLVEMENT ACTIVITIES

### Personal selling

**Farmer Meeting**

**Dealer and retailer Meet**

### Sales Promotion

**Jeep Campaign**

**Gifts Distribution (Bags)**

### Advertisement and publicity

**Banner , posters , leaflets**

**Wall –painting**

**Advertisement in Agri-Magazine**





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

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

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

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

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

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

In a demonstration conducted at Bareilly district, Ramban SSP showed visible increase in yield upon usage in Sugarcane crop as compared to DAP.

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

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



### Poster / Sticker / Leaflet / Banner



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

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

### Achievers Club

‘JIVANJOR’ & ‘CHARMWOOD’ are established brands of Jubilant Agri and Consumer Products Limited. The Company believes and practices a holistic approach towards the business of its choice. Along with the attainment of financial objectives, the existence of influencer satisfaction is of the utmost importance to the brand. An effective influencer loyalty Program needs to be present and maintained with much competence. ‘JIVANJOR’ initiative Achievers Club is our effort towards realising this objective. We have more than 1.7 L+ Unique buyers (Since program inception) i.e. carpenters/contractors & polishers with us whom we Interact directly through our team and the call centre .

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



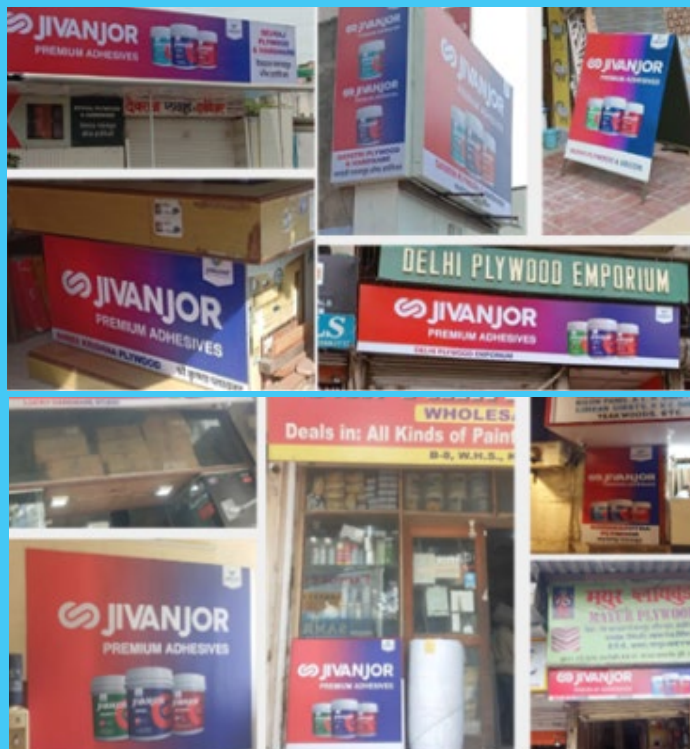


## Retailers & Contractor Engagement:

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



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



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



# Community Engagement and Corporate Social Responsibility

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

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

The CSR programs of Jubilant are strategized in line with the United Nations Sustainable Development Goals (SDGs), also known as Global Goals.

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

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

During the Financial Year 2021-22, Jubilant continued working in the arena of Health, Education & Livelihood to improve the quality of the life of the community around the manufacturing locations, which is considered as apex stakeholder. The brief information is as below:

**Supporting Rural Government Primary Education-** Jubilant Bhartia Foundation is reaching out to students through primary school through E-Muskaan (School Digitization), Khushiyon Ki Pathshala (Value education) & Muskaan Fellowship (Youth Leadership programme)



**Providing affordable basic & preventive health care-** Reaching out to over community members around its manufacturing locations through Jubilant Aarogya (Providing affordable healthcare through mobile & static clinic enabled with JUBICARE- Tele-clinic platform and Swasthya Prahari (Preventive Health care) along with need based health awareness camps.

**Working towards providing Sustainable livelihood** to the community through Nayee Disha (Skill Development), Samridhhi (SHG & micro enterprise Promotion), Jubifarm (Sustainable Agriculture program having sub programs like Pashu Sakhi & Paryavaran Sakhi).



The company furnished to the first goal of SDGs through its livelihood program. The SDG goal of No Poverty dwells in to reducing poverty in all forms which is triggered due to factors like lack of basic services, such as education, hunger, social discrimination and exclusion, and lack of participation in decision making along with lack of income.

This year to strengthen aspect of livelihood for the community around manufacturing locations, the company implemented following key projects:

**JubiFarm-** It is a sustainable and multi-stakeholder initiative that is conceived to enhance farming activities in the community around manufacturing locations of Jubilant. The project focuses on to enhance the scope of horticulture as peripheral areas of agriculture for the farmers in the community of Gajraula, Nira, Savli and Bharuch. This year JBF reached out to more than 600 farmers.

Also, an animal treatment camp was organised at Kapasan for the community around to ensure healthy cattle for promoting animal husbandary.

**Paryavaran Sakhi-**It is a unique effort to engaged rural women for Neem based social agro forestry. The project involves plantation of neem saplings in the waste land followed by selection of Paryavaran Sakhis & formation of SHG. These women are responsible for the maintenance of neem tree. JBF will ensure end to end market linkage of harvest obtained from Neem plantation after 3 years. A total of 300 Paryavaran Sakhis are registered by JBF this year in the community around manufacturing unit of Gajraula, Nira, Savli Bharuch and Kapasan.

**Pashu Sakhi-** To promote livestock farming among poor and marginal community members around Gajraula and to increase the level of income among them by providing a proper market linkage for the goats, JBF launched this new initiative in partnership with The Goat Trust. A total of 610 farmers are being registered under Pashu Sakhi Initiative, which are governed by 10 Pashu Sakhis.

**Samriddhi-** It is the Self Help Group support initiative of the Company. Jubilant continued its project of Neem Pulverization at Savli in Gujarat where Neem Leaves powder is being procured through local Self Help Group of women creating livelihood opportunity for 200 women in the surrounding area.

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

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





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

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



Jubilant promotes health seeking behavior in the community at Gajraula in Uttar Pradesh, Nira in Maharashtra, Samlaya & Bharuch in Gujarat which are around the manufacturing units of the Company. Also, it provides effective basic healthcare to the community through various initiatives like Jubilant Bhartia Foundation (JBF) medical Centre, Mobile Dispensary which is equipped with JubiCare- Tele clinic and Swasthya Prahari. The health programmes implemented by Jubilant Bhartia Foundation aims at reaching out to the communities with lack of good health services and basic information of diseases along with providing preventive and curative health service in the project areas.

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

**Swasthya Prahari-** The Swasthya Pahari’s, women health guards identified from the local community around the manufacturing location to implements the initiative of combating malnutrition in children of 0-5 years of age at Gajraula

Community Health Services- JBF Medical Centre (JBPMC), the healthcare facility at Gajraula and Bharuch equipped with Outpatient Department (OPD), Day Care, Lab Test and Directly Observed Treatment, Short course (DOTS) for Tuberculosis, Integrated Counseling and Testing Centre (ICTC), X-Ray etc. is operational for providing services to the community in vicinity. At other locations, the basic healthcare services are provided to the community through mobile health units.

- COVID 19 Care at Kapasan in Chittorgarh, Rajasthan
- Sanitisation across 10 Village benefitting around 7500 people
- Distribution of masks and sanitiser to each household across 2 gram panchayat benefitting 5000
- Conducted a general health camp for 2 gram panchayats benefitting 100 beneficiaries





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

**e- Muskaan, Supporting Education through Digital Literacy-** This programme is launched to digitize the government schools to bring about effective mode of learning by creating and initiating a hybrid model of learning by installing smart TVs across the select government schools in Gajraula, Nira, Savli and Bharuch. These smart TVs are uploaded with syllabus and educational content to facilitate the Digi-learning through audio-visuals. The TV cabinets also act as a writing board for the teachers. A total of 148 schools have been digitized all across the project locations. Out of which 10 schools are digitized at Kapasan in Chittorgarh.



**Muskaan Fellowship- A Youth Development Programme-** Jubilant continued the Muskaan Fellowship initiative which is a unique youth leadership training program developed by Jubilant Bhartia Foundation, focusing on sensitizing and enhancing the capacity of young people on community issues. The program is an intensive experiential learning journey wherein young people, Muskaan Fellows, find the leader in themselves through engaging in social action in their communities.

The 3rd chapter of Muskaan Fellowship comprised of a cohort of 20 youths selected from 4 states i.e. Uttar Pradesh, Gujarat, Uttarakhand and Maharashtra.

These youths facilitated value based education to the children of their local community.

The program concluded with certificate distribution to the fellows who have successfully attended the program. The training partner for the program is Pravah working with young people and youth organizations to build leadership for social change and nurture active citizens, who play a positive role in society.

**Khushiyon ki Pathshala-** With an aim to help in holistic development of a child and facilitate in creating a value based society along with providing teachers the space to familiarize themselves with new ideas and concept, JBF launched Khushiyon ki Pathshala initiative all across its project locations, reaching out to around 250 teachers with a pre designed framework.

The framework was designed by Pravah, the knowledge partner for imparting the training to the CSR coordinator who in turn provided the training to the teachers of rural government primary school. The training program was conducted in 3 phases where the value sessions were imparted to the teachers, which in turn will be facilitated to the school students in their routine curriculums. The 12 values around which the sessions are weaved around are Love, Gratitude, Respect, Humility, Kindness, Trust, Integrity and commitment, care, hope, safety and courage.



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

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



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



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

**Schwab Foundation for Social Entrepreneurship-** The Social Entrepreneur of the Year Award celebrates the advancement of social innovation Worldwide. The award recognizes the individuals and organizations who implement innovative, sustainable and large-scale solutions to address poverty, indignity and the lack of basic services and resources in Bottom of the Pyramid and ultra-poor communities. They work in areas as diverse as health, education, job creation, water, clean energy and building identity and entitlements and access to information and technology. Jubilant Bhartia Foundation in partnership with the Schwab Foundation is working towards to providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.

**Pravah-** Jubilant Bhartia Foundation has partnered with Pravah for training of the youths under the initiative of Muskaan Fellowship-A youth development program and training of teachers on value based learning of students through Khushiyon ki Pathshala initiative.

**Panasonic-** JBF continued its partnership with Panasonic is implementing a health project at Jajjhar district of Haryana

**The Union-** JBF partnered with The Union on Stop TB Training initiative for JBF employees

**HP-** JBF partnered with HP for Digital Education Program

**Safeducate Learning Pvt Ltd-** Partnered with Safeducate for online training program of rural youths on supply chain at Bharuch in Gujarat

**Sanjeevani-** Life Beyond cancer- JBF organized a session on Cancer awareness for all employees of Jubilant in association with Sanjeevani

# The Way Forward

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

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

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





# The GRI Index

GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2016					
General Disclosures					
GRI 102: General Disclosures 2016	Organizational Profile				
	102-1 Name of the organization	13	-	-	-
	102-2 Activities, brands, products, and services	15-21	-	-	-
	102-3 Location of headquarters	14	-	-	-
	102-4 Location of operations	14			
	102-5 Ownership and legal form	13, 35	-	-	-
	102-6 Markets served	13, 15-19	-	-	-
	102-7 Scale of the organization	13	-	-	-
	102-8 Information on employees and other workers	52-54	-	-	-
	102-9 Supply chain	56	-	-	-
	102-10 Significant changes to the organization and its supply chain	13	-	-	-
	102-11 Precautionary Principle or approach	35-36	-	-	-
	102-12 External initiatives	13, 15, 16, 37, 60, 61, 63	-	-	-
	102-13 Membership of associations	13	-	-	-
	Strategy				
	102-14 Statement from senior decision-maker	3-4	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
	102-15 Key impacts, risks, and opportunities	5-12	-	-	-
	Ethics and Integrity				
	102-16 Values, principles, standards, and norms of behavior	23-24	-	-	-
	102-17 Mechanisms for advice and concerns about ethics	23-24	-	-	-
	Governance				
	102-18 Governance structure	30-31	-	-	-
	102-19 Delegating authority	30-31	-	-	-
	102-20 Executive-level responsibility for economic, environmental, and social topics	30-31	-	-	-
	102-21 Consulting stakeholders on economic, environmental, and social topics	30-31	-	-	-
	102-22 Composition of the highest governance body and its committees	30-31	-	-	-
	102-23 Chair of the highest governance body	30-31	-	-	-
	102-24 Nominating and selecting the highest governance body	30-31	-	-	-
	102-25 Conflicts of interest	30-31	-	-	-
	102-26 Role of highest governance body in setting purpose, values, and strategy	30-31	-	-	-
	102-27 Collective knowledge of highest governance body	30-31	-	-	-
	102-28 Evaluating the highest governance body’s performance	30-31	-	-	-
	102-29 Identifying and managing economic, environmental, and social impacts	30-31	-	-	-
	102-30 Effectiveness of risk management processes	30-31	-	-	-
	102-31 Review of economic, environmental, and social topics	30-31	-	-	-
	102-32 Highest governance body’s role in sustainability reporting	30-31	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
	102-33 Communicating critical concerns	30-31	-	-	-
	102-34 Nature and total number of critical concerns	30-31	-	-	-
	102-35 Remuneration policies	30-31	-	-	-
	102-36 Process for determining remuneration	30-31	-	-	-
	102-37 Stakeholders’ involvement in remuneration	30-31	-	-	-
	102-38 Annual total compensation ratio	30-31	-	-	-
	102-39 Percentage increase in annual total compensation ratio	30-31	-	-	-
	Stakeholder Engagement				
	102-40 List of stakeholder groups	27-29	-	-	-
	102-41 Collective bargaining agreements	55	-	-	-
	102-42 Identifying and selecting stakeholders	27-29	-	-	-
	102-43 Approach to stakeholder engagement	27-29	-	-	-
	102-44 Key topics and concerns raised	27-29	-	-	-
	Reporting Practice				
	102-45 Entities included in the consolidated financial statements	15	-	-	-
	102-46 Defining report content and				
	topic Boundaries	25-26	-	-	-
	102-47 List of material topics	26	-	-	-
	102-48 Restatements of information	26	-	-	-
	102-49 Changes in reporting	25	-	-	-
	102-50 Reporting period	25	-	-	-
	102-51 Date of most recent report	25	-	-	-
	102-52 Reporting cycle	25	-	-	-

GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
	102-53 Contact point for questions regarding the report	26	-	-	-
	102-54 Claims of reporting in accordance with the GRI Standards	26	-	-	-
	102-55 GRI content index	26	-	-	-
	102-56 External assurance	26	-	-	-
	Topic-Specific Standards				
	GRI 200 Economic Standard Series				
Economic Performance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	32-22	-	-	-
	103-2 The management approach and its components	32-33			
	103-3 Evaluation of the management approach	32-33			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	33-34			
	201-2 Financial implications and other risks and opportunities due to climate change	31	-	-	-
	201-3 Defined benefit plan obligations and other retirement plans	34	-	-	-
	201-4 Financial assistance received from government	34	-	-	-
Market Presence					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54-55	-	-	-
	103-2 The management approach and its components	54-55	-	-	-
	103-3 Evaluation of the management approach	54-55	-	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	55-56	-	-	-
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	55-56	-	-	-





GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Indirect Economic Impacts					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	63-64	-	-	-
	103-2 The management approach and its components	63-64	-	-	-
	103-3 Evaluation of the management approach	63-64	-	-	-
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	63-67	-	-	-
	203-2 Significant indirect economic impacts	63-67	-	-	-
Procurement Practices					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	56	-	-	-
	103-2 The management approach and its components	56	-	-	-
	103-3 Evaluation of the management approach	56	-	-	-
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	56	-	-	-
Anti-Corruption					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	24	-	-	-
	103-2 The management approach and its components	24	-	-	-
	103-3 Evaluation of the management approach	24	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	56			
	205-2 Communication and training about anti-corruption policies and procedures	56	-	-	-
	205-3 Confirmed incidents of corruption and actions taken	56	-	-	-
Anti-Competitive Behaviour					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	56	-	-	-
	103-2 The management approachand its components	56	-	-	-
	103-3 Evaluation of the management approach	56	-	-	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti- competitive behavior, anti-trust, and monopoly practices	56	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
GRI 300 Environmental Standard Series					
Topic-Specific Standards					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	33, 36-67	-	-	-
	301-2 Recycled input materials used	41-42			
	301-3 Reclaimed products and their packaging materials	43			
Energy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 302: Energy 2016	302-1 Energy consumption within the organization	36-37	-	-	-
	302-2 Energy consumption outside of the organization	-	Not Covered	Information unavailable	Will be taken up in future
	302-3 Energy intensity	36-37	-	-	-
	302-4 Reduction of energy consumption	37-38	-	-	-
	302-5 Reduction in energy requirements of products and services	37-38	-	-	-
Water					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 303: Water 2016	303-1 Water withdrawal by source	40-41	-	-	-
	303-2 Water sources significantly affected by withdrawal of water	40-41	-	-	-
	303-3 Water recycled and reused	40-41	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Biodiversity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	42-43	-	-	-
	304-2 Significant impacts of activities, products, and services on biodiversity	42-43	-	-	-
	304-3 Habitats protected or restored	42-43	-	-	-
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	42-43	-	-	-
Emissions					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 305:Emissions 2016	305-1 Direct (Scope 1) GHG emissions	36	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	37	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	38	-	-	-
	305-4 GHG emissions intensity	38	-	-	-
	305-5 Reduction of GHG emissions	37	-	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	38	-	-	-
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	39	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Effluents and Waste					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	41	-	-	-
	306-2 Waste by type and disposal method	41	-	-	-
	306-3 Significant spills	42	-	-	-
	306-4 Transport of hazardous waste	42	-	-	-
	306-5 Water bodies affected by water discharges and/or runoff	42	-	-	-
Environmental Compliance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	35-36	-	-	-
	103-2 The management approach and its components	35-36	-	-	-
	103-3 Evaluation of the management approach	35-36	-	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	43	-	-	-
Supplier Environmental Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	56	-	-	-
	103-2 The management approach and its components	56	-	-	-
	103-3 Evaluation of the management approach	56	-	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	56	-	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	56	-	-	-





GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
GRI 400 Social Standard Series					
Employment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	50-52	-	-	-
	103-2 The management approach and its components	50-52	-	-	-
	103-3 Evaluation of the management approach	50-52	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	53-54	-	-	-
	401-3 Parental leave	53	-	-	-
Labor/Management Relations					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	50-52	-	-	-
	103-2 The management approach and its components	50-52	-	-	-
	103-3 Evaluation of the management approach	50-52	-	-	-
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	55	-	-	-
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	44	-	-	-
	103-2 The management approach and its components	44	-	-	-
	103-3 Evaluation of the management approach	44	-	-	-
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management– worker health and safety committees	45	-	-	-
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	49			
	403-3 Workers with high incidence or high risk of diseases related to their occupation	49			
	403-4 Health and safety topics covered in formal agreements with trade unions	45-46	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Training and Education					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	50-52	-	-	-
	103-2 The management approach and its components	50-52	-	-	-
	103-3 Evaluation of the management approach	50-52	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	53	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	53			
	404-3 Percentage of employees receiving regular performance and career development reviews	53			
Diversity and Equal Opportunity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54	-	-	-
	103-2 The management approach and its components	54	-	-	-
	103-3 Evaluation of the management approach	54	-	-	-
GRI 405:Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	54	-	-	-
	405-2 Ratio of basic salary and remuneration of women to men	54			
Non-discrimination					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	50-52	-	-	-
	103-2 The management approach and its components	50-52	-	-	-
	103-3 Evaluation of the management approach	50-52	-	-	-
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	55	-	-	-
Freedom of Association and Collective Bargaining					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54-56	-	-	-
	103-2 The management approach and its components	54-56	-	-	-
	103-3 Evaluation of the management approach	54-56	-	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	56	-	-	-



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Child Labor					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54-56	-	-	-
	103-2 The management approach and its components	54-56	-	-	-
	103-3 Evaluation of the management approach	54-56	-	-	-
GRI 408: ChildLabor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56	-	-	-
Forced or Compulsory Labor					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54-56	-	-	-
	103-2 The management approach and its components	54-56	-	-	-
	103-3 Evaluation of the management approach	54-56	-	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56	-	-	-
Security Practices					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	54-56	-	-	-
	103-2 The management approach and its components	54-56	-	-	-
	103-3 Evaluation of the management approach	54-56	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained inhuman rights policies or procedures	56	-	-	-
Rights of Indigenous Peoples					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries		-	-	-
	103-2 The management approach and its components		-	-	-
	103-3 Evaluation of the management approach		-	-	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		No new plant is set-up	Not Applicable	No new plant is set-up



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Human Rights Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	50-52	-	-	-
	103-2 The management approach and its components	50-52	-	-	-
	103-3 Evaluation of the management approach	50-52	-	-	-
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	56	-	-	-
	412-2 Employee training on human rights policies or procedures	53-56	-	-	-
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	53-56	-	-	-
Local Communities					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	63-64	-	-	-
	103-2 The management approach and its components	63-64	-	-	-
	103-3 Evaluation of the management approach	63-64	-	-	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63-67	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	63-67	-	-	-
Supplier Social Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	56	-	-	-
	103-2 The management approach and its components	56	-	-	-
	103-3 Evaluation of the management approach	56	-	-	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	56			
	414-2 Negative social impacts in the supply chain and actions taken	56			



GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Public Policy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries		-	-	-
	103-2 The management approach and its components		-	-	-
	103-3 Evaluation of the management approach		-	-	-
GRI 415: Public Policy 2016	415-1 Political contributions	-	Company does not encourage such practices		
Customer Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	57-58	-	-	-
	103-2 The management approach and its components	57-58	-	-	-
	103-3 Evaluation of the management approach	57-58	-	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	57-62			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	57-62			
Marketing and Labeling					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	57-58	-	-	-
	103-2 The management approach and its components	57-58	-	-	-
	103-3 Evaluation of the management approach	57-58	-	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	57-62			
	417-2 Incidents of non-compliance concerning product and service information and labeling	57-62			
	417-3 Incidents of non- compliance concerning marketing communications	57-62			

GRI Standard	Disclosure	Page number(s) and/ or URL(s)	Omission		
			Part Omitted	Reason	Explanation
Topic-Specific Standards					
Customer Privacy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	57-58	-	-	-
	103-2 The management approach and its components	57-58	-	-	-
	103-3 Evaluation of the management approach	57-58	-	-	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	57-62			
Socioeconomic Compliance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	57-58	-	-	-
	103-2 The management approach and its components	57-58	-	-	-
	103-3 Evaluation of the management approach	57-58	-	-	-
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	57-62			



## Abbreviations

AIDS	Acquired Immune Deficiency Syndrome	KL	Kilo Litres
BSE	Bombay Stock Exchange Limited	KSA	Kingdom of Saudi Arabia
CFC	Chloro Fluoro Carbon	MSDS	Material Safety Data Sheet
CII	Confederation of Indian Industry	MT	Metric tons
CLP	Classification Labeling and Packaging	NOx	Oxides of Nitrogen
CSR	Corporate Sustainability Report	NSE	National Stock Exchange of India Limited
ETP	Effluent Treatment Plant	OHSAS	Occupational Health and Safety Assessment Series
EU	European Union	PPEs	Personal Protective Equipments
FY	Financial Year	PVA	Poly Vinyl Alcohol
GHG	Greenhouse Gases	SLF	Secured Landfill Facility
GHS	Global Harmonised System	SO2	Sulphur Dioxide
GRI	Global Reporting Initiative	SOP	Standard Operating Procedure
HAZOP	Hazard Analysis and Operability Studies	SPVA	Solid Poly Vinyl Acetate
HCFC	Hydro Chloro Fluoro Carbons	SSP	Single Super Phosphate
HIV	Human Immunodeficiency Virus	tCO2e	Tons Carbon Dioxide Equivalent
IMFL	Indian Manufactured Foreign Liquor	REACH	Registration Evaluation Authorisation & Restriction of Chemicals
ISO	International Organization for Standardisation	VFD	Variable Frequency Drive
JBF	Jubilant Bhartia Foundation	VP	Vinyl Pyridine



## Feed Back Form

### Corporate Sustainability Report 2021-22

Details of information provided on issues covered in the Report:

Comprehensive ☐ Adequate ☐ Inadequate ☐

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

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

☐ medium ☐ low ☐ low

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

☐ Excellent ☐ good ☐ average ☐ poor

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

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