



Creating Value, Growing Sustainably

SUSTAINABILITY REPORT 2023-24



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Message from the Chairmen

GRI 2-22

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Dear Stakeholders,

With great pleasure, we present the Sustainability Report of Jubilant Ingrevia Limited for the financial year 2023-24. This report is a reflection of our steadfast commitment to embedding sustainability into our operations, emphasising our philosophy of **'Creating Value, Growing Sustainably'**.

Over the years, Jubilant Ingrevia Limited has evolved into a global entity serving over 1,500 customers across diverse sectors, driven by the dedication of our 2,300+ employees. Our products and services impact the lives of more than 100 million people globally, while our community-focused initiatives have touched over a million lives, affirming our role as a responsible corporate citizens.

In January 2024, we unveiled our ambitious 5-year strategy, Pinnacle 345, which charts a bold course for growth and value creation. This transformative strategy is designed to triple our revenue and quadruple our EBITDA by FY29. Alongside our business aspirations, we have embedded a comprehensive ESG Vision and Strategy for 2024-2029, positioning Jubilant Ingrevia Limited as a leader in sustainability.

Our ESG Vision aspires to establish Jubilant Ingrevia Limited as the best ESG-compliant organisation across sectors. We have set ambitious goals to achieve this, including transitioning to net-zero greenhouse gas emissions, achieving water neutrality and accelerating diversity, equity and inclusion.

Our environmental commitments include a 26% reduction in Scope 1 emissions and a 65% reduction in Scope 2 emissions by FY29, driven by energy efficiency measures and a significant shift toward renewable energy sources. Additionally, we are dedicated to reducing specific water consumption by 15.7% and enhancing biodiversity by planting over 9.12 lakh trees by 2029.



On the social front, we prioritise occupational health and safety through initiatives such as Project Apollo, aimed at fostering a zero-harm safety culture. We are also committed to increasing the representation of women in our workforce to 20% by FY29, promoting inclusivity and equity. Through the Jubilant Bhartia Foundation, we continue to support education, healthcare, nutrition and skill development programs, making a tangible impact on communities in need.

Governance forms the backbone of our sustainability efforts. We strive to continuously improve ESG ratings, aiming to elevate our S&P Global/DJSI score to the 99th percentile by FY27 and achieve EcoVadis Platinum certification by FY27. Robust oversight by the Board and its committees ensures that our sustainability performance aligns with global best practices.

One of the most significant milestones of the year is the launch of Bharat Impact, an initiative by the Jubilant Bhartia Centre for Social Entrepreneurship. This platform is designed to nurture and promote social entrepreneurship, addressing critical social challenges while fostering sustainable business models. With a strong foundation of business expertise, extensive networks, and a deep commitment to inclusive growth, Bharat Impact represents our vision to create long-term, meaningful change in Tier 2 and Tier 3 regions.

Our performance during FY24 has been remarkable, marked by measurable progress across all pillars of sustainability. On the environmental front, we achieved an 9% reduction in specific greenhouse gas emissions (Scope 1 and 2), preventing the release of approximately 61,074 tonnes of CO2 equivalent into the atmosphere. Water recycling and reuse rate has been significantly improved by 21% through various water conservation initiative and improving recyclability to 40%. We also enhanced our waste management efforts by reducing specific waste generation by 10%, achieving 67% recyclability. To reinforce our commitment to biodiversity, we planted over 5,31,658 trees, a critical step toward our goal of planting 9.12 lakh trees by 2029. Additionally, over 27% of our raw materials now come from renewable sources, reflecting our dedication to creating environmentally friendly products.

One of our most significant milestones was signing a landmark agreement with O2 Renewables to increase the share of renewable energy in our operations. By August 2025, our renewable energy will be increased by 2.5x of existing. This transition highlights our firm commitment to sustainable and clean energy solutions.

In the social dimension, we launched Project Apollo, a flagship safety transformation initiative to achieve zero harm. This program focuses on workplace safety, process safety management, and cultural transformation, supported by digital interventions. As a result, the average safety training hours per employee increased from 38 to 41 during the year. Our commitment to diversity and inclusion is reflected in the increase of women in our workforce to 5.1%, with a target of 20% by FY29.

Through the Jubilant Bhartia Foundation, our community engagement initiatives continued to deliver measurable outcomes. In education, programs such as Muskaan and Khushiyan ki Pathshala empowered rural students with 21st-century skills and value-based learning. In

healthcare, our telemedicine application, JubiCare, provided over 90,000 consultations, while our nutrition programs supported the Government of India's Poshan Abhiyaan, distributing 860 kits to beneficiaries. Additionally, our livelihood initiatives, in collaboration with HP India Foundation, trained over 18,000 individuals, bridging the digital divide and equipping underserved communities with critical skills.

Our governance practices remain robust, clearly focusing on enhancing ESG ratings. We ranked in the top 5% of global chemical companies with an EcoVadis Gold Rating and achieved a 93rd percentile ranking in the S&P DJSI Index. This recognition reflects our commitment to ethical business practices, transparency and continuous improvement.

As we look ahead, we are guided by a bold vision and a shared commitment to creating a more sustainable and equitable future. Each step we take is grounded in innovation, collaboration, and accountability, ensuring that we continue delivering value to our stakeholders while contributing meaningfully to our planet's and society's well-being.

We sincerely thank our employees, partners, and communities for their unwavering support and dedication. We will continue to shape a future defined by progress, resilience and sustainability.

Warm regards,



Shyam S Bhartia

Chairman



Hari S Bhartia

Co-Chairman and
Whole-Time Director



About Our Organisation

Our Businesses

GRI 2-1, 2-6

Jubilant Ingrevia Limited is a global integrated Life Science products and Innovative Solutions provider serving Pharmaceutical, Nutrition, Agrochemical, Consumer and Industrial customers with customised products and solutions that are innovative, cost-effective and conforming to excellent quality standards.

The Company, with more than 40 years of experience, offers over 130 products & innovative solutions, using more than 35 key chemistry and technology platforms across its three portfolios of businesses viz Specialty Chemicals, Nutrition and Health Solutions and Chemical Intermediates and its broad portfolio of high-quality ingredients find application in a wide range of industries. We are driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products we manufacture, we take pride in being a partner of choice for our valued customers.





Business Segments

Speciality Chemicals



Bio Pyridine & Bio Picolines

This is our flagship business and the foundation for various products across industries. We are the world's largest and only non-Chinese scaled player of Bio-Pyridine and Bio-Picoline. These are used as building blocks across multiple applications. They find specific uses in niche Electronics and Oil Field Applications. Our Bio-Pyridine and Bio-Picolines command a significantly high Bio Carbon content of 81% and 65%, respectively.



Fine Chemicals

With a strong presence across Speciality Derivatives of Pyridine & other heterocyclic compounds as well as Diketene, we offer over 70 commercial product offerings in this segment. Our Fine Chemical products find usage as key starting materials, intermediates and even actives for pharmaceuticals, agrochemicals, personal care products, nutraceuticals, dyes and coatings and performance products.



CDMO

Our strong Synthetic, Organic Chemistry and Manufacturing Capabilities, make us a one-stop-shop for Custom Development and Manufacturing (CDMO) services and emerge as a 'Partner of Choice' to global Pharmaceutical and Agrochemical customers. We have a strong relationship with 19 out of 25 Global Innovator Pharmaceutical companies and 7 of the top 10 Global Agrochemical companies. We are continually collaborating on late-phase and launch products with Pharma innovators and Biotech companies.

We have also worked on key intermediates for Remdesivir, the first US FDA-approved Antiviral drug for Covid-19. Our contract manufacturing portfolio includes customised solutions for the pharmaceutical, agrochemical and semiconductor industries.



Nutrition & Health



Animal Nutrition & Health Solutions

The aim of Animal Nutrition & Health Solutions is to provide high-quality feed additives and solutions to enhance the performance of live stocks. We have 24+ branded product offerings in the Health ingredients category, which includes: - Vitamin, Mineral Premix, Stress regulators, Amino acids, Herbal Choline, Herbal Non-antibiotic growth promoters & Egg quality enhancers & in the Performance ingredients category, which includes: - Toxin Binders, Acidifiers, Enzymes & Emulsifiers, having application in poultry, dairy, aqua & pet food industry.

We also offer products like Vitamin B3 & Picolinates (Chromium & Zinc) which are fully backward integrated. We also offer other ingredients like Herbal Choline, Riboflavin Phosphate Sodium and so on.



Human Nutrition & Health Solutions

We offer food ingredients & premix solutions to nutrition, bakery, beverages, confectionary & nutraceuticals industries along with our global strategic partners.

Chemical Intermediates



Acetyls

We offer building block ingredients based on the Acetyls and Ketene Chemistry platform, having life life-essential applications such as pharmaceuticals, food and nutrition, agrochemicals, health & hygiene, flexible packaging, paints & coatings, adhesives, aromatics, dyes intermediate and industrial solvents. We produce various organic intermediates, including Acetic Anhydride, Acetic Acid, and Ethyl Acetate which are typically used in the manufacture of downstream products in applications such as pharmaceuticals, agrochemicals and solvents.



Our New 'Compass'

GRI 2-1

forms the Bedrock of our Future Growth Roadmap

Purpose


Enable a sustainable world through chemistry




Vision

Leading provider of innovative solutions in our core chemistries globally

Capabilities / Core Pillars

	Customer Centricity	World-class, Safe Operations	Innovation & Technology	ESG Leader	People Focused
	Customer-first approach to deliver best solutions, service, quality, cost	Highest quality and efficient operations, enabled by digital/analytics; Zero tolerance mindset towards safety	Innovative products/solutions by pushing 'technology' boundaries	Amongst ESG leaders in India/globally	Attract, develop and retain the best talent;; Best place to work

Values

Inspire	Challenge	Innovation	Excel	Collaborate	
Agile, role model, higher ownership, empowerment	Bold, go extra mile, increase efficiency	Creative, curious, fail fast approach, solution mindset	Reliable, integrity, first time right, strive to excel	Trust, considerate, team-player	



Future Growth Aspiration to grow 3x in next 5 years



3 times Revenue

4 times EBITDA

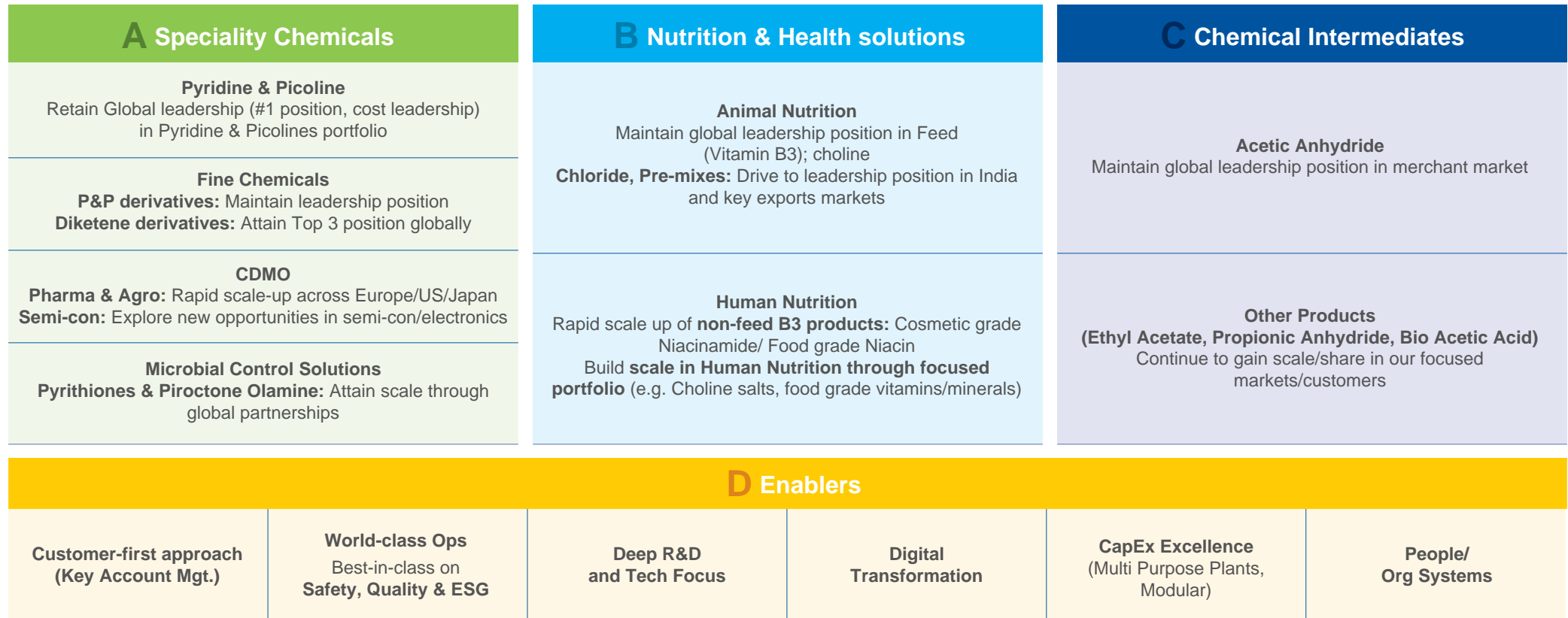
5 year HORIZON



Building blocks of Pinnacle 3.4.5

Jubilant Ingrevia's Full Potential 3X revenue, 4X EBITDA, 5 years

Growth Pillars





Our Global Presence

GRI 2-1, 2-2, 2-6

India

Scope of this report:

All sites and subsidiaries of the Company as shown in the below map. While all economic, social & environmental performance indicators of subsidiary Jubilant Infrastructure Limited covered in this report, for other subsidiary companies (office establishment) only headcount numbers are considered here

Manufacturing site location Map:



Jubilant Ingrevia Limited's Business Facilities:

Gajraula, Uttar Pradesh, India

Integrated Pyridine & its derivatives facility, Ethanol, Ethyl Acetate, Acetic Anhydride, Propionic Anhydride, Acetaldehyde, Formaldehyde

Bharuch, Gujarat, India {Special Economic Zone (SEZ)}

Facility for Vitamins and Crop Protection Chemicals & its derivatives, Acetic Anhydride

Nira, Maharashtra, India

Life Science Chemicals – Ethanol, Ethyl Acetate, Acetic Anhydride Savli, Gujarat, India Animal Nutrition Products

Savli, Gujarat, India

Animal Nutrition Products

Ambernath, Maharashtra, India

Facility for Exclusive Synthesis - Pyridine derivatives

Key subsidiary companies:

- Jubilant Infrastructure Limited
- Jubilant Life Sciences (USA) Inc.
- Jubilant Life Sciences International Pte. Limited
- Jubilant Life Sciences (Shanghai) Limited
- Jubilant Life Sciences NV
- Jubilant Agro Sciences Limited



Report Profile

Topic Boundaries GRI 2-2, 2-3, 2-14

This is the fourth Corporate Sustainability Report of Jubilant Ingrevia Limited, after the demerger of the 'Life Sciences Ingredients' business from 'Jubilant Pharmova Limited', on February 1, 2021. However, the 'Life Science Ingredients' business has been very much part of the sustainability reporting journey of 'Jubilant Pharmova Limited' since 2003 and has continued to report its sustainability performance till FY 2020 within the same reporting boundary. This report has been prepared in accordance with GRI Standards.

Key sustainability data and information published in this report have been compiled using Enterprise Resource Planning (ERP), software (Infor LN) for financial accounting, and PeopleSoft Human Resource Information System (HRIS) for human resource data accounting. The Board and the CEO & MD's review the sustainability performance on a half-yearly basis, while the Vice President – OHS & Sustainability reviews the organisation's sustainability performance on a monthly basis and ensures that the organisation remains committed to covering all the material topics. The data presented in the report is verified through systematic internal and external audits. The reporting period of the Company has been maintained for the complete FY 2024 (from April 1, 2023 to March 31, 2024) while reporting the sustainability performance of the Company.





Reporting Principles

GRI 2-3, 2-4, 2-5

Defining Report Quality

The Company focuses on data accuracy, balance, clarity, comparability, reliability and time-lines to ensure the completeness of the report as per GRI standards.

Defining Report Content

The Company adopts an inclusive approach involving identification of key stakeholders, material issues and key stakeholders' concerns. In addition, the Company focuses on issues of global context which have direct and/or indirect impact on Jubilant Ingrevia Limited's sustainability. Details on stakeholder engagement and materiality assessment procedure has been further delineated under their respective sections in this report.

Restatement of Information

GRI 2-4

No restatement in this reporting year.

Changes in Reporting Requirement

There is no significant change either in material topic or in topic boundary in this report as against the previous financial year. The operational & physical boundary of Jubilant Ingrevia Limited remains same as last year.

Independent Assurance of Report

GRI 2-4

M/s Ernst & Young Associates LLP conducted independent assurance for this report, and their Assurance Statement is a part of this report.

For queries, clarification or feedback related to the report, write to:

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Key Highlights

Environment

We are committed to reducing our environmental impact through sustainable practices. The below KPIs (Key Performance Indicator) reflects our FY24 v/s FY23 performance:

GHG Emissions

Through energy efficiency and conservation measures, we achieved an 9% reduction in Scope 1 and 2 specific greenhouse gas (GHG) emissions i.e. reduced approx. 61,074 tCO₂e of greenhouse gas (GHG) emissions.

Water Recycling

Our water recycling and reuse rate has been significantly improved by 21% through various water conservation initiative. 40% of our water was recycled and reused.

Waste Management

We have successfully reduced specific waste generation by 10% through the implementation of circular economy practices. About 67% of our waste is being recycled, showcasing our commitment to sustainability and resource efficiency.

Biodiversity

To ensure no net loss to biodiversity, we have undertaken the initiative of Afforestation. We planted 0.53 million trees till FY24.

Raw Material

Over 27% of our raw materials are sourced from renewable sources.

Social

Occupational Safety, Diversity, Equity, and Inclusion (DEI) and Corporate Social Responsibility (CSR), continue to be our priorities. We are committed to fostering a safe and inclusive workplace, driving positive community impact. Some of the highlights in each of these sub-categories are as below:



Safety

Safety remains our #1 priority. We have zero tolerance on Safety. To enhance it further we launched in March 2024 Project Apollo our flagship Safety cultural transformation program to achieve Zero Harm. This program covers four key aspects:

- Workplace Safety
- Process Safety Management
- Digitization of Safety to make reporting and availability of information digitally
- Cultural Safety

In FY2024, the average safety trainings per employee increased from 38 hours to 41 hours. 251629 man-hours were spent on safety training during this year.

Diversity at workplace

The percentage of women in our workforce has been increased to 5.1%. It has aligned with SDG (Social Development Goal) 5: Gender Equality.

CSR

- **Livelihood:** Collaboration between Jubilant Bhartia Foundation and HP India Foundation to bridge the digital divide, provide quality education and skill training to underserved communities. 18,192 candidates have successfully completed training through the Jubilant Bhartia Foundation-HP India Programs. It has aligned with SDG 1: No poverty.
- **Education:** To improve the quality of education for the rural community, Jubilant Bhartia Foundation implemented
 - i. Muskaan program in government schools
 - ii. Khushiyan ki Pathshala program to inculcate 21st-century value-based skills in rural government primary school studentIt has aligned with SDG 4: Quality Education.
- **Healthcare:** Jubilant Bhartia Foundation, through Arogya program of Government of India, promoted health checks in the community. 90,115 Patients consulted through JubiCare Tele-clinic- a telemedicine application conceptualized & developed by Jubilant Bhartia Foundation. It has aligned with SDG 3: Health and Well-being
- **Nutrition:** To support the Government of India's Poshan Abhiyaan (Nutrition Program), Jubilant Bhartia Foundation provided 860 Poshan (Nutrition) kits to beneficiaries identified by the local government. It has aligned with SDG 2: Zero Hunger
- **Social Entrepreneurship:** Our flagship social entrepreneur of the awards were given to budding talent and organizations. This will roll into our Bharat Impact (Incubation Center) from FY25

Governance

The Board of Directors ('Board') is the apex and highest governing body in Jubilant Ingrevia Limited. The Board along with its Committees provides leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities thereby ensuring that

the management adheres to high standards of ethics, transparency and disclosures.

Committees

To focus effectively on the issues and ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The core skills/ expertise/ competencies identified by the Board of Directors for effective functioning of the Company are available with the Directors.

Board Oversight

Board and Leadership Oversight on ESG is through Sustainability and CSR Committee comprises of Independent and Executive Directors appraised of the Company's sustainability performance covering environmental, economic, and social indicators on a half-yearly basis. The EC (Executive Council) reviews ESG progress occur at monthly frequency.

Code of Conduct (CoC) and Policies

We will continue to strengthen our existing policies such as Environment Health and Safety, Board diversity, Code of Conduct, Whistler blower, Sustainable Green Supply Chain policies for effective governance.





Summary of Goals & Targets

We have created more meaningful goals and targets for 2024, inspired from SDGs, Science based targets, India's Intended Nationally Determined Contributors (INDC) and NITI Aayog. These goals are being taken as individual KRAs and the baseline for the targets is FY 2018-19, unless otherwise specified.

During the reporting year, the company started monitoring these goals and presented the status to the CSR and sustainability committee at board level. The progress against these goals will be reported in future.

S.No	Our Goals	UoM	Actual - FY23	Actual - FY24	Target – FY 24	Status
1	Number of trees planted (Target 2030) – includes plantation done through CSR initiative	Lacs Nos	4.69	5.31*	4.71	●
2	% of renewable energy in overall energy mix	%	7.6	3.22**	7	●
3	Reduce the specific energy consumption	GJ/ MT	19.28	17.24	17.02	●
4	Reduce the specific carbon emission (Scope 1+ Scope 2)	tCO2e/ MT	1.67	1.52	1.48	●
5	Reduce specific air emission load (SOx)	Kg/ MT	1.22	1.58	1.51	●
6	Reduce specific air emission load (NOx)	Kg/ MT	0.76	1.20	1.14	●
7	Reduce specific air emission load (SPM)	Kg/ MT	0.28	0.35	0.32	●
8	Phasing out of ODS (HCFCs)	kg of CFC11 eq	21.3	21.49	27.2	●
9	Reduce specific water consumption	m3/ MT	7.28	6.82	6.75	●
10	% of water recycle reuse in-house	Total water recycled/Total water withdrawal *100	33	40	36	●
11	Reduce Lost Time Injuries Frequency Rate (LTIFR)	Number of incidents per million man-hours worked	0.15	0.42	0.31	●
12	Reduce Lost Time Injuries Severity Rate (LTISR)	Number of lost days per million man-hours worked	885	422	364	●
13	Zero fatalities	Nos.	2	1	0	●
14	Percentage of women workforce	%	4.72	5.1	10	●
15	Improve skill and knowledge of employees by imparting training	Training Man-days per employee per year	3.93	3.60	3	●
16	Attrition of high performers executives	No of High Performer Executive Exits*100/Total no of High Performer Executives (in %)	5.10	4.9	3	●

* This includes cumulative tree planted till FY 24 across all manufacturing sites.

** Reduced due to optimize of Speciality Ethanol business.



Stakeholder Engagement

Jubilant Ingrevia Limited regularly engages with its key stakeholders to address their aspirations and expectations. The Company believes in collaborations and inclusive growth. Therefore, its engagement endeavours help the Company to craft solutions towards common sustainability goals.

Stakeholder Engagement and Prioritisation GRI 2-29



The Company continually works towards making its Stakeholder Engagement Framework more focused and structured, year-on-year. This enables it to identify material challenges critical for the Company's sustainable business. The Stakeholder Engagement Framework is based on established long-term relationships with key stakeholders such as investors, shareholders, customers, suppliers, vendors, employees, local communities and regulatory bodies.

Through the framework, material challenges are identified, prioritised, and integrated into the overall business strategy. From FY15, the Company started stakeholder prioritisation and materiality assessment involving the Top management that continuously engages with different stakeholders at different intervals. During the reporting year, the Company formalised sustainability goals on stakeholder engagements and presented to the Board. The list of key stakeholders, mode of engagement and key topics raised through these engagements are given below.





Stakeholder Engagement

Stakeholder	Modes of engagement (frequency)	Needs/expectations of stakeholders
Customers	<p>Company employees attended the following exhibitions to reach out to customers during the reporting period:</p> <ul style="list-style-type: none"> Chemspec Europe CPHI Japan CPHI North America CPHI Worldwide Poultry India CPHI India ICC Conference US ChemOutsourcing EPCA (The European Petrochemical Association) 	<ul style="list-style-type: none"> Quality Packaging and labelling Climate change Timely delivery
Investors and Shareholders	<ul style="list-style-type: none"> 4 Earnings Conference calls (for Q1'24, Q2'24, Q3'24 and Q4'24) with investors/ analysts attended by the Chairman, CCMD, Business CEO & CFO and Group CFO – Over 100 participants in each call. AGM with investors- 30th August 2024. A dedicated Investor Relations team engages with investors & analysts 	<ul style="list-style-type: none"> Sustainable business growth to create long-term value Timely receipt of dividends and shares Timely receipt of financial reports (e.g. Annual Report)
Employees	<ul style="list-style-type: none"> Reward & Recognition (Quarterly) Chairmen Annual Awards (Annually) Long Service Awards (Annually) Employee Wellness Programs – awareness sessions, counselling initiative (Ongoing) Events & Celebrations (ongoing) Annual Day/Jubilant Ingrevia Day Celebration (Annually) Jubilant Premiere League (Annually) Employee Experience Survey (Once in two years) Exit Interviews New Joiner Induction Program (Monthly) Town halls 	<ul style="list-style-type: none"> Collaboration Employee Experience Inclusive work culture Culture of recognition & appreciation Transparency
Partners (Suppliers and Service Providers)	<ul style="list-style-type: none"> One-on-one meeting with the suppliers. Virtual meetings/Audits with the suppliers and contract manufacturers Mailers Webinar 	<ul style="list-style-type: none"> Transparency with respect to RFQ Ethical behaviour Timely payment
Regulatory bodies	<ul style="list-style-type: none"> One-to-one meetings Industry bodies and other related platforms 	<ul style="list-style-type: none"> Compliance related to EHS, TAX, labour practice
Community	<ul style="list-style-type: none"> Meetings during formal community engagements Public hearings Community interface meet Suggestion box at the gate The grievance redressal form on the website 	<ul style="list-style-type: none"> Road safety Local employability Environmental pollution Health and hygiene Vocational training Water



Materiality Assessment



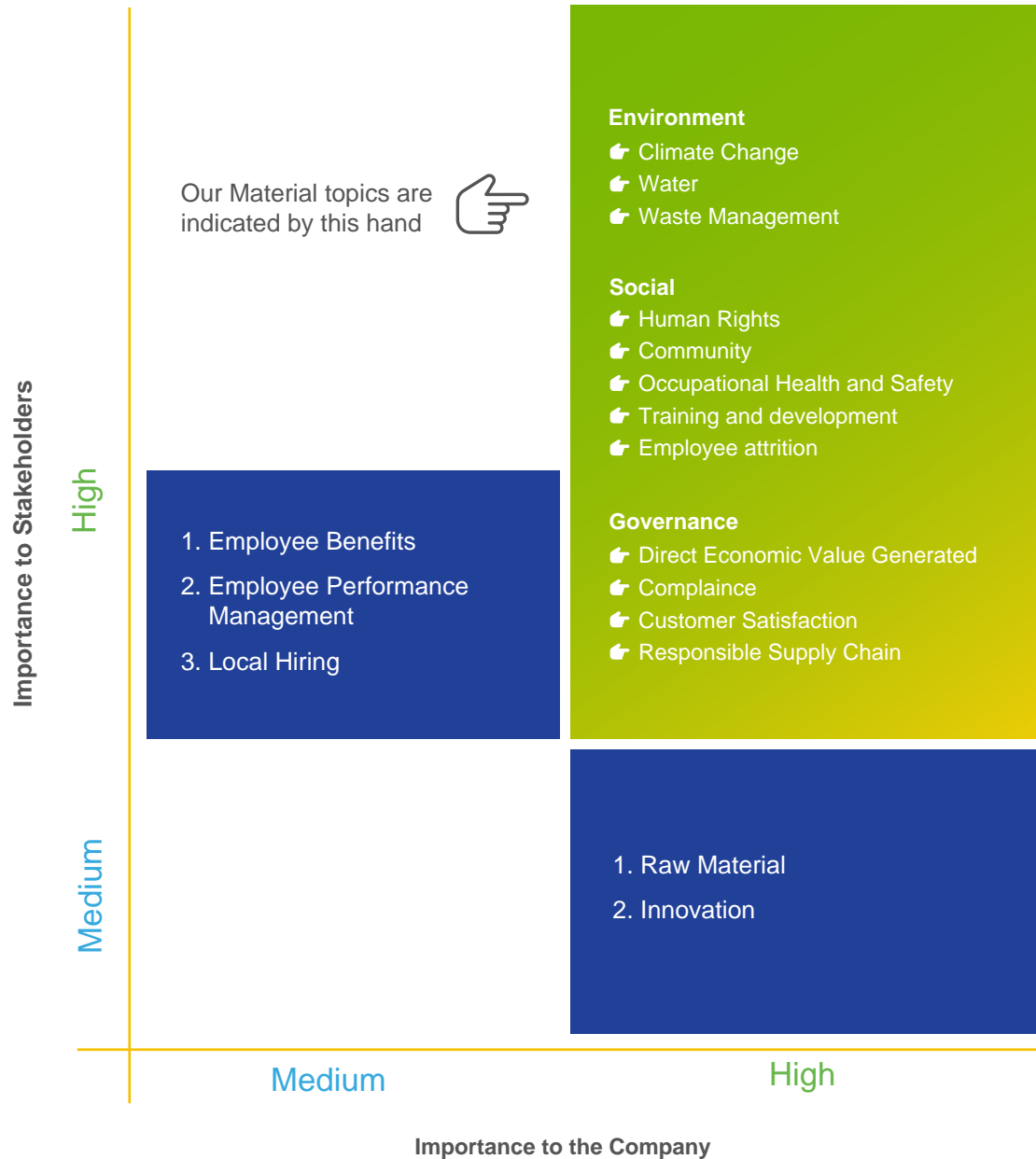
Material Topics Identification

GRI 3-1

As per the GRI reporting framework, materiality implies relevance. Relevant topics are reasonably considered important to both stakeholders and the Company. During the reporting period, the Company conducted internal stakeholder consultations to re-validate the significant material topics reported in FY19. Therefore, stakeholder expectations were reviewed and prioritised based on the gravity and frequency of the topics they raised, while the Company's risks and opportunities were prioritised through internal assessments. The degree of relevance of the identified sustainability aspects was the same as reported last year. Therefore, the Company continued to report on the same material topics as last year.

Further, the Company tried to align the stakeholder expectations against the business risks. This enabled us to identify material challenges based on the below materiality matrix.

Following is the list of key material challenges identified, detailed across the report. All the important material topics identified below (High-high in the above matrix) were communicated to the highest governance body through the risk management and sustainability committees.



GRI 3-2

These material topics have been discussed in detail throughout the report with respect to the Company's performance and response in the reporting period. In the report, they've been indicated as 'Material Topic'.

In this report, the Company has also addressed some additional sustainability topics, which were not identified as material topics as per the materiality assessment conducted. These topics have been clearly shown in the GRI content index from pages 78 to 95. The Company continues to report on non-material topics, as some of its stakeholders require this information from time to time. With this, the Company continues to address additional sustainability/non-material topics for consistent reporting to its stakeholders.





Environmental Impact



Our Approach

GRI 3-3, 2-14

For a sustainable world, environmental protection is the need of the hour. Knowing that Jubilant Ingrevia Limited proactively works towards implementing initiatives to balance the environmental and business needs of the Company and community. The Management has adopted and implemented international management systems such as ISO 14001, RC 14001, ISO 50001 and technologies to mitigate environmental challenges arising due to daily operations. The top Management is committed towards environmental sustainability, considering which various policies have been adopted:

Environment, Occupational Health & Safety (EHS) Policy

Sustainability Policy

Responsible Care Policy

Green Supply Chain Policy

Energy Policy

Biodiversity Policy

Climate Change Mitigation Policy

Good Manufacturing Practices Policy

The Company sets environmental targets & monitors its environmental performance on an ongoing basis. The performance against these targets is reported to the Board of Directors and presented in the Sustainability Report.

All our employees are provided with induction training, covering aspects of sustainability and technical training to support their work. EHS and sustainability-related Key Result Areas (KRAs) are also set for the Company CEO and down the line to ensure sustained focus on environmental challenges.

Every year, the Company spends money on different environmental projects to improve its overall environmental performance. During the reporting period, there was a total environmental capex of ₹ 26.5 million.



Climate Change

Why it matters?

GRI 3-3, 201-2

Climate change and its impact is now very much evident and is a global phenomenon and our Company is no exception to this. Jubilant Ingrevia Limited understands the damage potential climate change can bring to our businesses with respect to natural resources like water and agro-based raw materials like molasses. We believe that global emission of Greenhouse Gases (GHG) is the major contributor to climate change. Our customers also ask us about the GHG emissions of the products they purchase.

As per IPCC's latest report and various climate modelling software like Think Hazard (World Bank), there is an increase in global temperature compared to pre-industrialisation time. Various research papers and articles attribute climate change to increased severity of extreme events, changes in precipitation patterns, extreme variability in weather patterns and rising sea levels, all posing serious risks to all businesses.

Climate change is creating opportunities for companies like us who are willing to innovate. One area that we are seriously focusing on is renewable energy, such as solar, wind, biomass, etc. We are also focusing on allocating funds on energy efficiency, resource efficiency, green chemistry, low carbon technologies, circular economy, and the use of biomass as a fuel for addressing climate change. We carried out a 2°C and 1.5°C global warming scenario analysis to understand the impact of climate change on our business and each site. TCFD recommendations and scenario analysis are used as processes for identifying, assessing, and managing climate-related risks and are integrated into the organisation's overall risk management. We conducted an LCA (cradle to gate) based PCF (product carbon footprint) of 28 products following the ISO 14067: 2018 standard and the PCF report was assured by a third party.

Greenhouse Gases

The Company regularly monitors and reports its GHG emissions. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world.

The transition to net zero will require economies and societies to make significant adjustments. We have begun to develop comprehensive plans for achieving net-zero emissions (Scope 1+2) and also started to integrate those plans into our business strategies. It has taken five-year GHG Intensity targets by taking guidance from SBTi (Science-based Target Initiative) in 2019 and is monitoring and continuous efforts are being made to meet these targets year on year. Scope 1 & 2 reduced by 9% in specific GHG emissions by efficiency and conservation.

To achieve net zero emissions, this year, we have set up Internal Carbon Price (US \$12 per ton of carbon emitted) based on peer benchmarking and implicit pricing. The carbon price will enable us to create resources that will help us invest in low-carbon technologies and reduce future emissions.





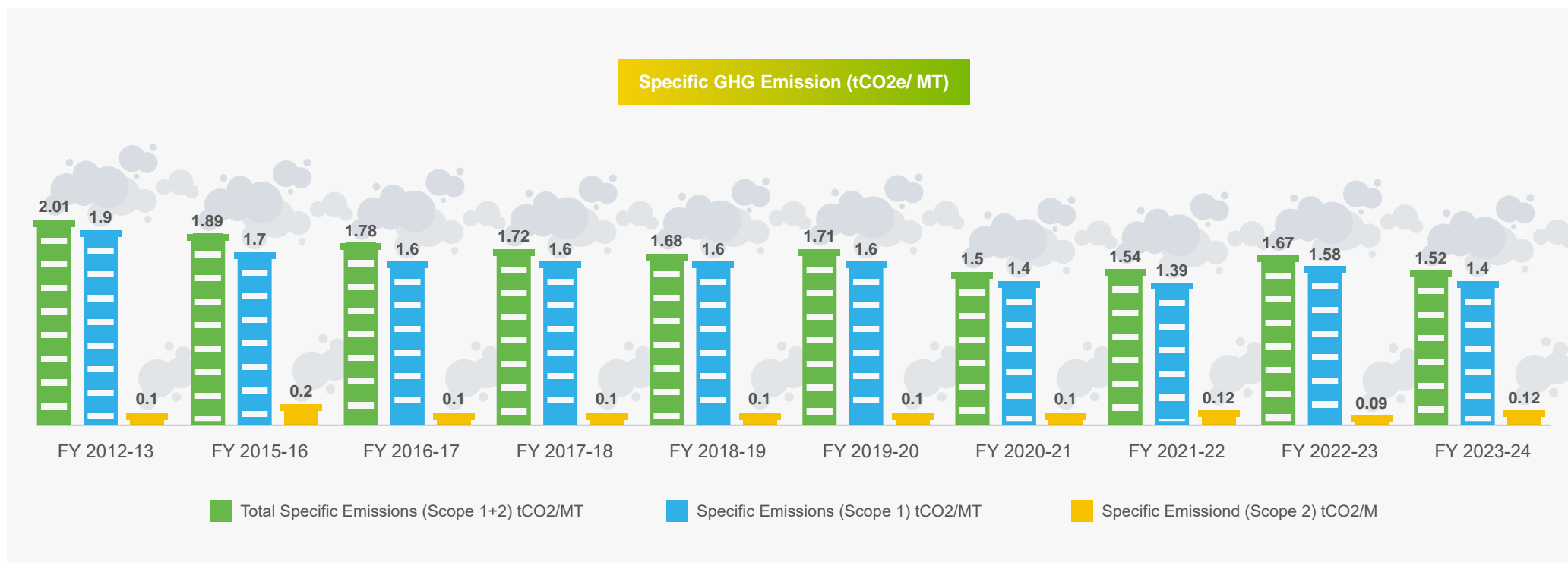
GRI 3-3, 305-1, 305-2, 305-4

GRI Disclosure	GHG Emissions	Units	FY23	FY24
	Total GHG Emissions	1,000 MT CO ₂	948.44	767.73*
GRI 305-1	Total Scope-1 GHG Emissions	1,000 MT CO ₂	895.12	704.82
GRI 305-2	Total Scope-2 GHG Emissions	1,000 MT CO ₂	53.32	62.91

*In addition to the total GHG emissions, the total emission from Biomass & Biogas is 15480.8 tCO₂.

*This includes 1046.64 tCO₂ emissions from the corporate office.

Specific GHG emissions





GHG Intensity Goal FY24

S.No	Jubilant Ingrevia Limited	Status FY 2022-23	Status FY 2023-24	Reduction Target FY 2023-24 (Baseline-FY 2018-19)
1	(Manufacturing sites)	1.67 tCO2e/ MT	1.52 tCO2e/ MT	1.48 tCO2e/ MT

*GHG intensity includes Scope 1+2 emissions (This includes bio-compost production as well.)

Scope 3 Emissions

GRI 305-3, 305-5

S.No	Category	Emissions value in tCO2	Status FY24
1	Purchased goods and services	2,89,536	We have used Spend based method to calculate the same
2	Capital goods	1,95,538	We have used Spend based method to calculate the same
3	Fuel- and energy-related activities (not included in scope 1 or scope 2)	1,84,786	We have taken Well-to-tank (WTT) fuel conversion factors of DEFRA
4	Upstream transportation and distribution	43,709	Defra emissions factor based on tonnage and kilometer, mapped the distance between various ports/Airports and calculated it for Sea and Air. For Road transport India GHG emissions factor
5	Waste generated in operations	36,511	Calculated based on using Defra and IPCC emissions factor and multiplying the quantity by disposal type
6	Business travel	1,213	Included for air and train travel using Defra emission factor
7	Employee commuting	428	It includes emissions from employee commute in factories by Bus and employee commute by Car and Bikes.
8	Downstream transportation and distribution	18,319	Defra emissions factor based on tonnage and kilometer, mapped the distance between various ports and calculated it for Sea For Road transport India GHG emissions factor
Total		7,70,041	

Assumption:

- For other applicable Scope 3 categories, we are evaluating our Emissions
- Emissions in our "Waste generated in operations" category do not include transportation emissions



Transport Emission

GRI 305-3, 305-5

From FY17, we have started to capture Scope 3 GHG emissions, in absolute terms, arising from the transportation of raw materials and finished goods. To start with, we have calculated the total GHG from the complete domestic Logistics (Inbound and Outbound) of Jubilant Ingrevia Limited business.

Scope 3 GHG Emissions from road and rail**	FY23	FY24
Total GHG emission in tCO ₂ e	17,298	16,513

*Latest DEFRA 2024 emission factor used in FY24 GHG emission calculation due to domestic logistics (inbound & outbound)

**This is included in our Scope 3 table under upstream and downstream transportation

What are we doing?

The Company conducted lifecycle-based carbon footprint studies by a reputed external agency during FY12. The study was conducted on 15 key company products using the cradle-to-gate approach. The Company engaged a third party for PCF (Product Carbon Footprint) assurance of 28 products. The PCF study of 28 products was completed, and assurance statements were received from third parties this year. The Company is also monitoring any changes in global, regional, and national level policies and regulations on climate change and its mitigation, which may have financial implications with respect to energy and other resources relevant to the Company's business.

To be a partner in this global drive for climate action, the Company is striving to reduce its carbon footprint by all possible means by focusing on:

- Improving process energy efficiency
- Finding alternate sources of uninterrupted low-cost cost, clean and renewable energy
- Recovering waste heat
- Use of biomass as fuel

Improving Energy Efficiency

GRI 3-3, 302-3, 302-4, 305-5

Jubilant Ingrevia Limited is focused on improving energy efficiency. The Company implemented 31 energy-saving projects in the reporting year that have directly contributed towards the reduction of around 610 TJ of energy consumption (Coal – 22,159 MT, electricity- 72,54,004 kWh, heating-62,874 MT steam equivalent, LSHS – 26 KL, Biomass saving of 412 MT). This is equivalent to 61,074 MT of CO₂e and incurring total savings of ₹ 342.4 million.

Alternate sources of uninterrupted low-cost, clean and renewable energy

Jubilant Ingrevia Limited is dedicated to finding alternative sources of affordable, renewable, and clean energy. Solar, biogas, and biomass are the direct renewable energy sources used in the Company's overall energy mix.

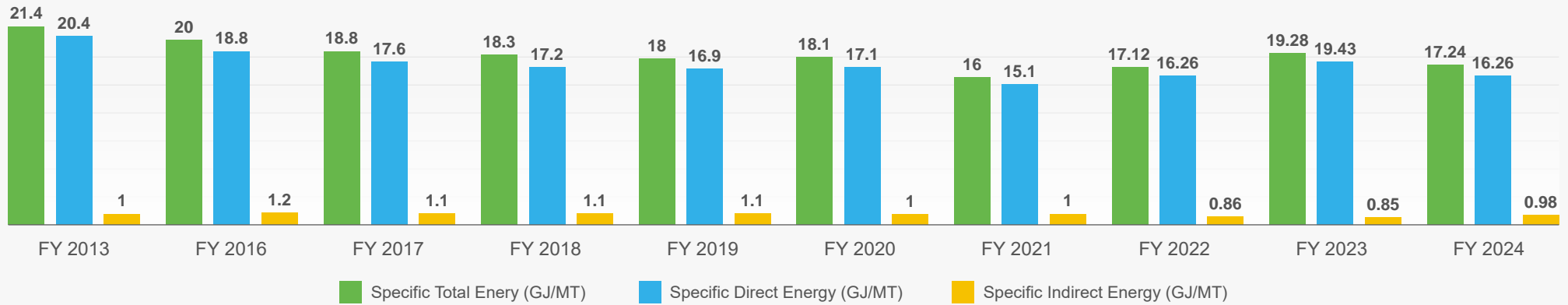
Energy Efficiency Sustainability Goal Status: Reduce the specific energy consumption (energy intensity)

S.No	Jubilant Ingrevia Limited (JVL)	Status (FY 2023)	Status (FY 2024)	Reduction Target FY 24 (Baseline FY 2018-19)
1	(Manufacturing sites)	19.28 GJ/MT	17.24 GJ/MT	17.02 (GJ/MT)





Specific Energy



Energy Key Performance Indicators

GRI 302-1

GRI Disclosure	Environmental Performance	Units	FY23	FY24	GHG Emissions (1000 tCO ₂)
	Total Energy consumption*	Peta Joules	10.94	8.67	767.73
GRI 302-1	Direct Energy Consumption - Non-renewable energy sources				
	Coal	MT	4,88,574	3,80,753	626.51
	Energy from Coal	Peta Joules	8.69	6.56	
	HSD	KL	2234	975	2.72
	Energy from HSD	Peta Joules	0.084	0.037	
	FO/LSHS	MT	13,933	16,543	52.73
	Energy from FO/LSHS	Peta Joules	0.575	0.682	



GRI Disclosure	Environmental Performance	Units	FY23	FY24	GHG Emissions (1000 tCO ₂)
	Natural gas	sm3 in MILLION	7.78	11.14	22.79
	Energy from Natural gas	Peta Joules	0.284	0.406	
	Total direct energy consumption from Non-renewable energy sources**	Peta Joules	9.63	7.69	
Renewable energy sources					
	Bio-gas	Million M3	18.19	5.60	0
	Energy from Bio-gas	Peta Joules	0.33	0.10	
	Solar Energy	Peta Joules	0.07	0.08	0
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.39	0.18	
Biomass as an energy source					
	Biomass	MT	14,334	8,601	0
	Energy from Biomass	Peta Joules	0.17	0.10	
	***Waste Heat Energy	Peta Joules	0.27	0.20	0
	**Total Direct Energy	Peta Joules	10.46	8.17	720.30
GRI 302-2	Indirect Energy Consumption				
	Electricity purchased	1000 KWH	73,712.38	93,502.35	66.39
	Steam purchased	MT	61,297	45,391.61	0
	Total Indirect Energy consumption	Peta Joules	0.48	0.49	

* Energy consumption (direct and indirect energy) data of employee residential colonies are included wherever they are near our manufacturing locations. All marketing offices are out of the scope of this report.

**Total direct energy also includes Gasoline (0.00001 PJ) and LPG (0.0010 PJ)

*** From the previous year, calculating energy used from process waste heat



Recommendations of the Task Force on Climate-related Financial Disclosures in the relevant chapters of the Sustainability Report

Topic	Recommended disclosures	Section/explanation
Governance Disclose the organisation's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance
	Describe Management's role in assessing and managing climate-related risks and opportunities.	Corporate Governance
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Risk and Opportunity
	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Risk and Opportunity
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environment
Risk management Disclose how the organisation identifies, assesses, and manages climate-related risks.	Describe the organisation's processes for identifying and assessing climate-related risks.	Risk and Opportunity
	Describe the organisation's processes for managing climate-related risks.	Risk and Opportunity
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Risk and Opportunity
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environment
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Environment



Biodiversity

GRI 3-3, 304-1, 304-2, 304-3, 304-4

Last year, the Company developed & communicated its 'Biodiversity Policy' of the Company delineating its commitment towards conservation and responsible Management of biodiversity. No species listed in the International Union for Conservation of Nature (IUCN) Red List and National Conservation List was found to exist in or near the manufacturing operations of the Company. Most of our manufacturing facilities are located outside biodiversity-sensitive or notified protected areas; there is no such case of habitats significantly affected by discharges of water and runoff from Jubilant Ingrevia Limited.

To ensure no net loss to biodiversity, we have undertaken the Afforestation initiative. We planted 0.53 million trees.

Water

GRI 3-3, 303-1, 303-2, 303-4

Why it matters?

Being a life sciences company, we are dependent on water for many of our manufacturing processes. At the same time, we also deeply understand how critical this natural resource is to human life and ecosystems. Earlier, we conducted periodic verification of water-related risks at our manufacturing locations. This exercise was conducted with the help of WWF Water Risk Filter and WRI Aqueduct tools to identify and evaluate water risks around our manufacturing location. As per the CGWA assessment, Gajraula is classified as a critical zone with respect to groundwater consumption (1.75 Million m3).



What we are doing?

Jubilant Ingrevia Limited is continuously monitoring, reviewing and optimising water consumption through process modifications and adoption of new technologies.

The Company strives to recycle usable water from the effluents after treatment in order to reduce freshwater consumption. Most of our facilities are zero liquid discharge. The Bharuch site discharges treated effluent through the Gujarat Industrial Development Corporation pipeline, while the Savli site sends its treated effluent to the Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities. The quality norms are based on regulatory parameters such as Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), Power of Hydrogen (pH) etc., are monitored internally and externally as per regulatory requirement. During FY24, a total 16.2 MT of COD load was discharged from the Bharuch and Savli sites post-treatment of its effluent through CETP (run by third parties).

We also conducted hydro-geological studies in the Gajraula region and in a few other major operations to assess the impacts of this Company's processes on water security. Following our impact assessment, we adopted 195 ponds in and around the Gajraula district and further made a rainwater harvesting structure to harvest rainwater. After this large-scale initiative, the Gajraula plant is not only in compliance with CGWA regulations but has also created recharge potential.

After considering our momentum with water-related initiatives, the Company has set ambitious goals for FY24 in FY19, which are aligned with the Sustainable Development Goals (SDGs), Intended Nationally Determined Contributions (INDCs) and other programs under Niti Aayog. Refer to our 'Summary of Goals & Targets' section.

Water Sustainability goal: Reduce the specific water consumption

S.No	Jubilant Ingrevia Limited	Reduction Target FY24 (baseline FY19)	Status (FY24)	Status (FY23)
1	(Manufacturing sites)	6.75 m3/MT	6.82 m3/MT	7.28 m3/MT



GRI Disclosure	Water	Units	FY23	FY24
GRI 303-3	Water withdrawal			
	Ground Water	Million m3	2.43	1.81
	Surface Water	Million m3	1.69	1.60
	Municipal Water	Million m3	0.02	0.03
	Total*	Million m3	4.14	3.44
GRI 303-3	Water Recycled and Reused			
	Water Recycled and Reused	Million m3	1.37	1.38
GRI 303-4	Treated Effluent Discharge**	Million m3	0.16	0.18

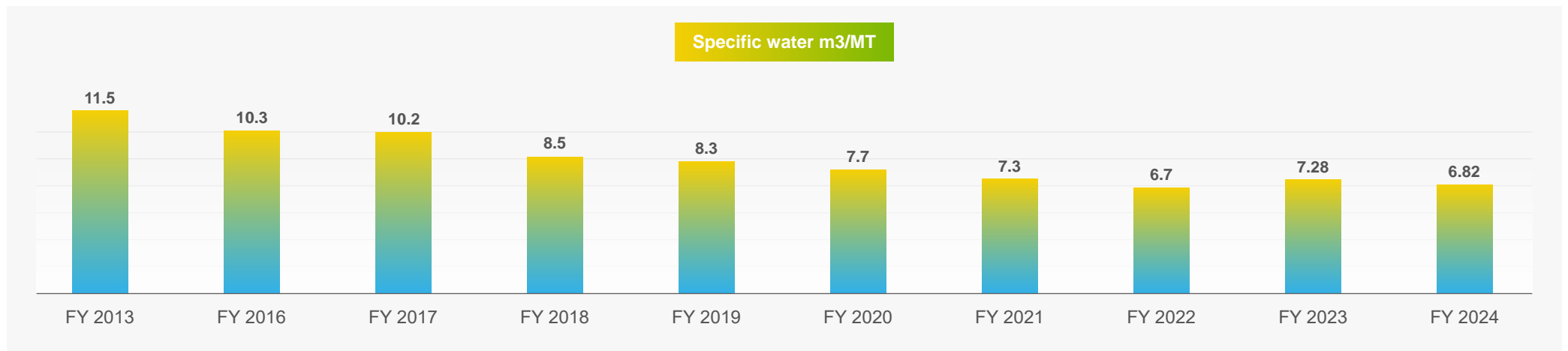
** During the reporting period, no significant spills were observed.

*Water withdrawal includes corporate office 0.0089 Million m3



Specific fresh water withdrawal (m3/MT) of JVL (Manufacturing sites):

GRI 303-1, 303-3, 303-5





Other Initiatives taken towards sustainable water management are listed below:

Contd. GRI : 303-1, 303-2, 303-4

Our water recycling and reuse rate has been significantly improved by 21% through various water conservation initiatives. 40% of our water was recycled and reused during this year.

Gajraula

- The construction of a surface water runoff collection pit with a storage capacity of 700 KLD was commissioned towards the groundwater conservation program.
- Groundwater monitoring during every Pre-monsoon and post-monsoon through a network of 46 Pizo Wells in 10 Kms of the plant is undertaken to assess the Preventive/Mitigation action plan against resource depletion.
- Three rainwater harvesting structures, each equipped with

a recharge bore well capable of recharging 450 m3 of water/day, have been commissioned outside the plant premise. These structures collect rainwater and surface runoff, infiltrating it into the ground to replenish the area's groundwater resources.

- We adopted 195 ponds in and around the Gajraula district and further made a rainwater harvesting structure to harvest rainwater.

Nira

- One of the lagoon capacities, 65,000 m3, is utilised for rainwater harvesting after providing a brick/HDPE liner.
- More than 80% recycle of treated water/cooling tower blowdown through RO.

Bharuch

- Rainwater harvesting/rooftop water recycling started inside the premises.

Unit-4 ETP expansion from 140 KLD to 280 KLD & RO plant expansion from 300 KLD to 360 KLD for maximise effluent treatment & RO permeate recycle to cooling tower. Agro unit installed 30 KLD capacity MEE plant for effluent treatment & recycle MEE condensate in the cooling tower.

- Maximising of Unit 1 & 2 treated water recycling through MEE and RO.

Savli

- A surface water runoff collection pit with a storage capacity of 3000 KLD.
- Rainwater harvesting structures, each equipped with two recharge borewells capable of recharging 100 m3 of water per day, have been commissioned inside the plant premise. These structures collect rainwater and surface runoff, infiltrating it into the ground to replenish the area's ground-water resources.



Compliance

GRI 2-27

Why it matters?

Our business operates within a highly regulated environment. If we fail to comply with regulatory requirements, or if complaints are made that we fail to comply, our financial condition and results of operations could be adversely affected. Any change in the regulations, enforcement procedures or regulatory policies set by regulatory agencies could increase the costs or time of development of our products and delay or prevent sales of our products.

What we are doing?

We have put in place a Compliance Management System to ensure compliance with all applicable laws and regulations. During the last financial year, the Company upgraded its compliance reporting system with state-of-the-art software for managing compliances. We have a dedicated team of experts whose knowledge ensures that global regulatory compliances are met and we can build a competitive advantage. We also undertake training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws. We are also proactively following up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly. Further, the estimation of risks on account of failure/delay in obtaining approvals is duly considered while designing business plans.

The Company has a well-defined system to track non-compliance in all departments, especially for environmental impacts. The approach to this can be found highlighted in the 'Precautionary Approach' section of this report.

Environmental non-compliance status FY24

In 2009, a Public Interest Litigation (PIL) was filed by a group of villagers around the Nira plant against the Company on account of environmental pollution in the Hon'ble Bombay High Court, which was transferred to Hon'ble National Green Tribunal, Pune Bench (NGT). NGT gave its judgement on May 16, 2014, and final directions on August 8, 2017, to implement a remediation plan, which is under implementation by the Company. In 2020, the District Collector committee (constituted by NGT for assessing if there is any Agricultural loss) submitted its report concluding that no farmer is identified as a victim or affected for disbursement of amount with respect to cumulative loss of Productivity. In March'2020, the NGT, based on the report of a Joint Monitoring Committee constituted by the NGT, directed Jubilant to deposit the Environmental Compensation (EC) of Rs. 5.475 Crore and an additional EC of Rs. 0.762 Crores and disposed of the matter. In June 2021, the Company deposited the EC amounts with the Maharashtra Pollution Control Board (MPCB). In June 2021, the Villagers filed an appeal before the Supreme Court challenging the order of the NGT, which appeal has been dismissed. Pursuant to the Action Plan, the groundwater aquifer remediation program (scheduled completion by June 2025 per plan approved by NGT) is progressing as per schedule, and to augment the said remediation program, a Hydrogeology expert undertook a reassessment of the aquifer in April 2023, whose recommendations have been received and remedial actions are in progress.





In 2019, one farmer complained to the NGT regarding the loss of crop in his mango orchid located near the Company's Gajraula factory. In March'2019, the NGT directed the District Magistrate (DM) Amroha to constitute a team of experts from various departments and investigate. The DM committee submitted a report to the NGT stating that no such incident had been reported/observed in the area. In July'2019, the NGT directed CPCB to undertake an inspection and file a report. Based on the report filed by CPCB in October'2019, the Uttar Pradesh Pollution Control Board (UPPCB) issued a direction to deposit Rs. 30 Lakhs as compensation and also issued a notice to the Company's Distillery unit alleging illegal extraction of Groundwater since the renewal of no-objection (NOC) of Central Ground Water Authority (CGWA) since April 2019 was not furnished, and imposed an Environment Compensation (EC) of Rs. 9.84 crore, against which Company filed objections having filed renewal applications for the NOC in time. In December'2019, the Company deposited Rs. 30 lakhs with the UPPCB. In February 2020, the NGT directed the regulatory authorities to take appropriate action and approved the separate EC of Rs. 6.19 crore, against which the Company filed objections to the findings of the report. In June 2020, UPPCB issued a directive for the closure of the distillery for failing to deposit the ECs and also causing land contamination due to spent wash line puncture.

Immediately, the Company filed a writ Petition in the Allahabad High Court seeking relief against the ECs and direction for early issue of renewal of NOC. On satisfactory remedial actions taken by the Company, the closure direction was revoked on June 30 '2020 and plant operations resumed. In September'2020, the Company deposited an additional Amount of Rs. 0.70 crores under protest towards the EC.

In November'2020, the Allahabad High Court granted a stay against any coercive action by UPPCB and directed the Company to deposit a Solvency Security Certificate with UPPCB for the EC amounts, which certificate has been duly deposited, and the matter is pending before the Allahabad High Court. In March'2021, the NGT disposed of the matter, directing UPPCB to take necessary action to recover the EC amounts. In May'2021, Uttar Pradesh Ground Water Authority (UPGWA) granted the NOCs to the Company for groundwater extraction, which were informed to UPPCB with a request for cancellation of the EC of Rs. 9.84 crore in view of the NOCs being in place. The Company has also submitted a representation to UPPCB requesting to waive the balance amount EC of Rs. 5.49 crore.





Waste Management

GRI 3-3, 306-1, 306-2

Our Approach

We adopted the 3R approach for waste minimisation



Hazardous waste Disposed:

GRI Disclosure	Hazardous waste	Units	FY22	FY23	FY24
GRI 306-2	Hazardous waste disposal*	MT	85,141	86,337	64,564

Hazardous waste disposed of by the Company

The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulations:

- Recycle and Reuse through authorised third-party
- Co-processing at a cement kiln
- Secured landfill
- Incineration (both solid and liquid)

GRI 306-1, 306-2, 306-3, 306-4, 306-5

GRI Disclosure	Hazardous waste	Units	FY23	FY24
GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5	Hazardous waste disposal*	MT	86,337	64,564
	Solid waste incineration + Liquid waste incineration total waste incinerated.	MT	63,096	44,729
	Co-processing in cement kiln	MT	5,602	4,056
	To authorised agency(Recycler)	MT	8,312	7,111
	Secure landfill	MT	9,326	8,668

*In addition to the above, during the reporting year, the Company disposed of 85 kg of biomedical waste.

GRI Disclosure	Non-hazardous waste	Units	FY23	FY24
GRI 306-2 GRI 306-3 GRI 306-4	Fly ash generation and disposal			
	Fly ash to land fill/ low lying area levelling	1,000 MT	14.0	13.0
	Reuse in cement and brick kiln	1,000 MT	112.9	93.6
	Generation	1,000 MT	125.9	106.4
GRI 306-5	Non-hazardous waste sold to third party	MT*	4,974	**2,996

**It includes 1.2 MT of e-waste to an authorised agency.



Non-Hazardous Waste

GRI 301-3

At Jubilant Ingrevia Limited, the non-hazardous wastes are either recycled or reused by third parties. Fly ash, metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste.

Further, the Company is highly committed to minimising plastic waste and avoiding littering. Hence, the products are packaged in bulk quantity and in tankers, which considerably reduces the Company's consumption of packaging materials. The Company believes in supporting circular consumption patterns of reusing, re-storing and re-pairing rather than buying new products. Some products are sent in drums and carboys, which are reused wherever feasible.

Waste Management Initiatives

Bharuch

- Approx. 9,464 m³ Biogas generated from the Anaerobic Reactor of ETP and utilised in Unit-4 AC2O Furnace as fuel
- Resource 'Glacial Acetic Acid' 1,168.98 MT conserved by utilisation of Hazardous Waste 'Dilute Acetic Acid'

Nira

Maximum utilisation of hazardous waste generated during the ethyl acetate and acetic anhydride manufacturing process in cement manufacturing and reprocessing was previously sent for incineration to MEPL.





Other Environmental Factors

Raw Materials

GRI 3-3, 301-1, 301-2

To remain cost competitive, Jubilant Ingrevia Limited always practices efficient use of quality material in its processes. The Company utilises molasses as its key raw material, which is biogenic in nature. As per the last lifecycle-based carbon footprint study, it is evident that Pyridine & other products manufactured by Jubilant Ingrevia Limited through the Ethanol (biogenic source) route have a much lesser carbon footprint than similar products which are manufactured through the conventional petro route. Other major raw materials are alcohol and process chemicals.

Molasses (by-products from the sugar industries) press mud and corn cob are renewable in nature and constitute 27.7% of the total major raw material consumption. During this year, the production from Indian operations was 5, 02,411 MT.

Major Raw Materials	Consumption in FY24
Renewable (MT)	1,37,904
Non-renewable (MT)	3,59,128
Total RM (MT)	4,97,032

Air Emissions

GRI 305-7

Jubilant Ingrevia Limited recognises that air pollution has a direct impact on the working environment and the surrounding community. The company management is very concerned about these air pollution challenges and has put in place necessary mitigation measures.

- Engineering controls like electrostatic precipitators, scrubbers, thermal oxidisers and cyclones are used for air pollution control.
- Installing auto controls to maintain critical process parameters.
- Preventive maintenance schedules for all environmental critical equipment like the above.
- An online monitoring system is used to check performance against local regulations. Periodic regulatory-approved third-party monitoring and analysis are conducted for key air pollutants like SPM, Sox, NOx, VOC etc.

Key emission reduction initiatives

Gajraula

- By installing a Waste Heat Recovery Boiler, process heat has been utilised more efficiently, resulting in reduced fuel consumption.
- Discontinued spray dryer, slop boiler with Integrated approach of process vents through scrubbers, incinerators and thermal oxidisers, thus reducing odour emissions

Nira

Various initiatives were undertaken to improve boiler efficiency, including the introduction of fuel additives in the Boiler, which led to a reduction.

Ambernath

By blocking the furnace area of the Boiler, we reduce briquette consumption, which has led to a reduction in Air emissions.

GRI Disclosure	Emissions	Units	FY23	FY24
GRI 305-7	Particulate Matter	MT	157	175
	SO ₂	MT	694	792
	NOx	MT	431	601

**Overall GHG emission and Energy consumption reduced in FY24 w.r.t FY23 but Particulate Matter, SO₂, and NOx increased due to change in Energy/Fuel Mix. Please refer to page no 23, 25 and 26.

Ozone Depleting Substances

GRI 305-6

The Company does not manufacture products containing Ozone Depleting Substances. (ODS). All banned ODS is being phased out as per applicable regulations of the land. In Jubilant Ingrevia Limited, emissions of ozone-depleting substances are primarily from ODS-based refrigerants in air conditioners and chiller plants. This year, the recharge quantity of CFC 11 equivalent ODS was 0.021 MT.



Social Impact

GRI 3-3



At Jubilant Ingrevia Limited, we believe that our people and community strengthen us and make us exceptional in driving world-class performance, nurturing our employees and benefitting the society around us. We not only focus on hiring the best candidates and retaining our talented employees around the world but also ensure appropriate economic growth and environmental protection measures within the communities of our Company. Occupational Safety, Diversity, Equity, and Inclusion (DEI) and Corporate Social Responsibility (CSR), continue to be our priorities. We are committed to fostering a safe and inclusive workplace, driving positive community impact.



Health & Safety

Our Approach **GRI 3-3, 403-1, 403-6, 403-7, 403-8**

Jubilant Ingrevia Limited believes its workforce is a key asset contributing to the Company's success. The Company ensures that Health and Safety (OHS) standards at all our locations are benchmarked with the global best practices and standards. Our approach towards best-in-class occupational health and safety standards is articulated in our OHS Policy. The Company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage and respond to emergencies, if any. The majority of our manufacturing sites are ISO 45001 certified. All employees of these locations who have access to our operating sites are also covered under these OHS management systems, which are audited periodically. All visitors arriving at the sites are provided with a basic safety briefing before being allowed to enter the premises. This ensures that everyone is aware of the essential safety protocols. The Company has implemented comprehensive safety management system to ensure the well-being of employees, visitors, and contractors while maintaining a safe and secure working environment.

The Board is updated on significant occupational health and safety issues, if any, on a weekly basis. The Sustainability and CSR committee review the safety performance of the Company on a monthly basis.

Safety remains our #1 priority. We have zero tolerance on Safety. To enhance it further, we launched Project Apollo in March 2024, our flagship safety cultural transformation program, to achieve zero harm. This program covers four key aspects:

- Workplace Safety
- Process Safety Management
- Digitisation of Safety to make reporting and availability of information digitally
- Cultural Safety

Occupational Health & Safety Performance

Why it matters?

Our operations are spread across different geographies. Being a Healthcare manufacturer, We at Jubilant Ingrevia Limited, take care of our ultimate customers (Patients) and thus intend to continue our supply chain uninterrupted. During this manufacturing process, we ensure zero-injury operations by complying with all OHS regulatory requirements to achieve our employee's physical and mental well-being.

What we are doing

Looking at the importance of Occupational Health Safety, safety targets have been included in the Key Performance Indicators (KPI) of the CEO, COO and other Senior Leadership team.



Awarded with Platinum Award in National Level OHS Award from Indian Chamber of Commerce (ICC) in Chemical & Petrochemical Sector-Sept-23

This helps us to ensure that safety is not only a priority but also a value.

The following initiatives are being taken to improve safety culture across the organization:

- Safety committees
- Safety Themes – Monthly
- Safety Buzz – Daily
- Regular Health Talks – Subjective
- Safety Moment – First few minutes of any meeting
- Health and Safety pieces of training Hazard identification
- Safety awareness and communication
- Employee well-being
- Rewards and recognition for workers
- Implementing safety management software systems
- Identification of unsafe acts and unsafe conditions by employees and logging in the online portal (Sanchetna)



PSM implementation

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

In addition to the safety management system, Jubilant Ingrevia Limited has successfully implemented robust Process Safety Management (PSM) standards by creating a Corporate Apex committee. Site teams are engaged for each and every element, which are guided and monitored by the individual element owner at corporate.

Regular audits and performance reviews are conducted to monitor the effectiveness of the PSM system and drive continuous improvement.

Behaviour-based Safety

- Contractor workers were guided by the respective supervisors of Jubilant Ingrevia Limited.: 'Suraksha Mitra' or 'Safety Buddy' launched wherein each employee has the responsibility of 2-3 contract workmen. Regular counselling is done
- Contractor Safety Supervisor: A safety supervisor is assigned to contract workers. Focused areas: Toolbox talks, PPE compliance, Audit & Supervision
- 12 Life Saving Rules are implemented. These are non-negotiable, and violation of them may lead to termination. Cardinal Rules are made part of the agreement with the Union
- Site leadership and their direct reportee are taking two two-hour compulsory plant rounds. These two hours are zero meeting hours
- All Site Heads made a formal written Empowerment announcement – 'Everyone is empowered to take a decision to stop operation/maintenance if any unsafe condition is found'
- Projects & long shutdown permit delegation (Other than Safety Department). The plan is to make line management accountable for permit signing. The safety team will ensure compliance through regular field audits. ~80% compliance at all sites
- Recruitment of Jubilant Ingrevia Limited shop floor safety supervisors to identify unsafe acts and conditions, raise red flags and stop the activity

Safety Committees

Safety committees at every site are formed with representation from both workers and executives. All the OHS standards, procedures, policies, and rules for effective implementation are discussed in these forums. The entire workforce at Jubilant Ingrevia Limited is represented in formal joint management- worker Health and Safety Committees. Health and safety topics are also included in the local formal agreements of the Company's manufacturing facilities with trade unions.

Occupational Health and Safety Trainings

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops on topics like PPE, MSDS, chemical safety, electrical safety, fire safety, permit to work etc. are conducted regularly for both permanent and contractual employees. All permanent and contractual employees working at our operations are regularly trained and informed about

refusing/stopping the work if it is unsafe. Safety training kiosks were installed at all five facilities to train all field employees and visitors. This year, 2,51,629 hours of training hours were spent on safety learning.

Training Identification and Mitigation

As a proactive measure, the Company continuously carries out different modes of risk assessment, both internally and through external Subject Matter Experts (SMEs) to safeguard its employees and assets.

Hazards are identified in the entire operations through

- Scheduled workplace OHS inspections
- OHS checks for the equipment
- Risk assessment of processes like HAZOP, LOPA, JSA, H&S, FMEA etc.
- OHS meetings at department, site, corporate level
- External audits and inspections
- OHS standard gap analysis

All the identified hazards are recorded and Corrective and Preventive Actions (CAPA) are made in our in-house portal 'Sanchetna'. Regular reviews of mitigation of hazards are also done for effective closure. All incidents (First aid, Medical Treatment Cases, Restricted Work Cases, Loss time Injuries, Fire Incidents & Dangerous Occurrences) are recorded in the Incident Reporting and Investigation System (IRIS), which is an in-house portal. Incidents are thoroughly investigated by deploying cross-functional teams and identifying root causes by using various tools like 5WHY, Fishbone analysis etc.

The following hierarchy is adopted for mitigating the hazards: Elimination, Substitution, Isolation, Engineering control, Administrative Control and PPE. For identified root causes, effective CAPA is written following a hierarchy of controls. In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.

Safety Awareness and Communication

- Celebration of Safety Month was observed across all company manufacturing facilities
- A 360-degree learning system from internal and external incidents has been implemented across company manufacturing facilities
- A system for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities
- The company has engaged a reputed third party for further improvement of the existing safety management system across facilities
- Monthly Safety Theme celebration at manufacturing facilities . 8 safety critical topics were covered with an engagement of ~200 participants in each session. Activity includes on-the-spot quizzes, online quizzes, mock drills, town halls, audits & inspections based on theme



Employee Well-being

GRI 3-3, 403-1, 403-3, 403-4, 403-6, 403-7, 403-9, 403-10

All sites have dedicated and well-equipped occupational health centres with qualified doctors and round-the-clock medical attendants. All employees undergo health check-ups before joining and at least once a year/ as per regulatory requirements. All the reported occupational illnesses are investigated to find the root causes. All workers on all manufacturing facilities also have access to basic healthcare facilities like fever – cold, etc.

Safety Performance Statistics (Including contract employees)

GRI Disclosure	Safety Statistics	Units	2022-23	2023-24
GRI 403-9, GRI 403-10	No. of fatal accidents	Number	2	1
	No. of Lost Time Injury (other than fatal)	Number	0	5
	Total lost days, including fatal accidents	Number	12,000	6,024
	No. of first aid cases	Number	36	30
	Lost Time Frequency rate	Number of incidents per million man-hours worked	0.15	0.42
	Lost Time Severity rate	Number of lost days per million man-hours worked	885	422
Process Safety Event Tier 1		Number per million hours worked	0.19	0.35

Safety Sustainability Goal Status

S.No.	Safety Sustainability Goal	Unit	Status (FY 2023)	Status (FY 2024)	Reduction Target FY 24 (Baseline FY 2018-19)
1	Reduce Lost Time Frequency rate (LTIFR)	Number of incidents per million man-hours worked	0.15	0.42	0.31
2	Reduce Lost Injuries Severity Rate (LTISR)	Number of lost days per million man-hours worked	885	422	364
3	Zero Fatalities	Numbers	2	1	0



Human Resource Performance

Our Approach

At Jubilant Ingrevia Limited, we aim to empower and motivate our employees with global opportunities and regular performance reviews. This creates a rewarding culture within the Company, and to maintain this, we have implemented a well-structured Human Resource Department at corporate offices and all manufacturing sites. In addition, the Company has HR policies and the 'Code of Conduct' to retain talent and lower the attrition rate.

The following are key topics covered in our approach:

- Employee Benefits
- Employee Performance Management
- Training and Development
- Employee Attrition
- Local Hiring
- Human Rights
- Security Practices
- Anti-competitive behaviours
- Labour Management & Labour Relations

Employee Benefits

GRI 3-3, 401-2, 401-3, 404-3

The Company's benefits apply to Jubilant Ingrevia Limited employees at every level of the organisation. Due to local laws and regulations, some benefits vary by location.

Long-term employee benefits include Pension, Provident Fund and Gratuity. These constitute the key elements of employee's post-retirement benefits in India. All permanent employees across Indian sites are covered under retirement plans and schemes according to local regulations.

The benefits schemes include disability and invalidity coverage as per the Employee Compensation Act, Group Mediclaim insurance for employees and their dependents and parental leaves. Whereas, according to the Maternity Act in India, all female employees are eligible to avail maternity leaves during and post pregnancy. The statistics for the same are specified:

Total number of employees that were entitled to maternity leave	All female employees covered under Maternity Benefit Act are entitled as per terms & condition of Maternity Benefit Act
Total number of employees that took maternity leave during FY24.	5
Total number of employees that returned to work in the reporting period after parental leave ended during FY24	5
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	2
Return to work and retention rates of employees that took parental leave.	Return to work Rate 100% Retention rate 100%

Employee Performance Management

GRI 404-3

Jubilant Ingrevia Limited rewards good performance, encourages talent, and ensures motivation among the employees. A Performance Management System (PMS) is formulated on a balanced scorecard, providing a clear linkage between organisational and individual objectives. A performance-linked incentive system is in place to monitor the performance of all employees. Employee performance & appraisal is being done annual basis. The Company also has wage agreements at manufacturing locations with trade unions and works committees.



Training and Development

GRI 3-3, 404-2



Why it matters?

Talent development is imperative for the success of businesses and therefore, having the right people with the right will, skill and knowledge is essential. Employees are key stakeholders for Jubilant Ingrevia Limited, and through regular engagement with them, we have realised their aspiration to take up new assignments within the organisation through self-development.

What we are doing

Our training and development initiatives offer training to employees around the globe. It helps our people develop personal skills, strategic thinking, team development, provides assistance to those in charge of key operations and improves procedures and processes. Training needs are rigorously identified and delivered through internal and external workshops as well as web-based modules. This is included in the Company's training calendar, and courses are designed to help employees perform their roles to the highest of their potential. This also helps us systematically improve the quality of our workforce.

Senior management employees in critical positions are also sent for customised general management programs at premier institutes to prepare them for larger roles and build cross-functional capability in the organisation. Our Learning Management System (LMS) comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal.

Avg. Man-Days per Employee per Year

Gajraula 4.4



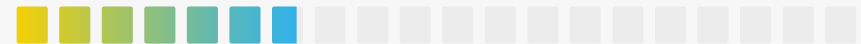
Bharuch 3.1



Nira 3.2



Savli 3.4



Ambernath 5.3



Corp office 2.0



Total 3.60





Number of Online Programs for skill upgradation

GRI 205-2, 404-2

Number of online programs for skill upgradation (Corporate offices + Subsidiaries+ Branches+ Sites)

	Training Hours	No. of Online Program
Business and functional skills	2,250	1,347
Management and leadership	1,172	290
Personal Skills	210	152
Total	3,632	1,789

Mandatory Program Online (Corporate offices+ Subsidiaries +Branches+ Sites)

	Training Hours	No. of employee Participated
Code of conduct (E)	1,628	1,416
POSH	1,369	1,420
Responsible Care Management	1,198	1,198
IT Security (E)	1,647	1,432
Total	5,843	5,466

	% Coverage	No of Employee Trained
Mandatory Programs (Online) Coverage	COC** - 92% (368/401)	368
	POSH - 82% (330/401)	330

*Total no. of new joinees (including those who left during reporting period) - 401

**This includes training given to all employee including security persons on human right as part of COC.

Internal classroom training programs

Corporate Locations+ Subsidiaries + Branches+ Sites	Training Man days	No of participants
Business Skills & Functional Skills	1,293	1,037
Management and leadership	729	513





GRI 205-2, 404-2

Manufacturing Location	Executive	Workmen	Total	Training Hours*	Man-Days	Avg. Man-Days per Employee per year
Gajraula	690	181	871	32,058	4,007	4.6
Bharuch	578	48	626	17,810	2,226	3.6
Nira	197	53	250	6,556	820	3.3
Savli	59	28	87	2,378	297	3.4
Ambernath	26	14	40	1,685	211	5.3
*Corporate Office	418	0	418	5,501	688	1.6
Total	1,968	324	2,292	65,988	8,249	3.60

The Average amount spent per employee including contract workmen on training and development was INR 1,887.

*Corporate Office includes : Branch Office, Greater Noida, all subsidiaries



Training Breakup Category Wise GRI 404-1, 404-2

Category	Headcount	Training Man-days	Avg. Training /Employee
Executive	1,968	7,488	3.8
Worker	324	760	2.3
Total	2,292	8,249	3.6

Training Breakup Gender Wise

Gender	Headcount	Training Man-days	Avg. Training /Employee
Female	116	417	3.6
Male	2,176	7,831	3.6
Total	2,292	8,249	3.6



Employee Attrition

GRI 3-3, 401-1

Why it matters?

At Jubilant Ingrevia Limited, we consider each and every employee an asset to the organisation, and therefore, their retention is of prime importance to the Company. The Company regularly monitors its employee attrition and reports both internally and externally.

What we are doing

Jubilant Ingrevia Limited has increased talent mobility, learning opportunities and progression planning for employees to cater to their specific needs. Our Human Resource team at Jubilant Ingrevia Limited plays a strategic role in building a prosperous employee platform by nurturing them with strong leadership values and scope for growth. We believe in transparent communication and creating opportunities for enhanced learning. The Company has a monthly internal newsletter, 'Symphony,' which is circulated across all locations to communicate with our employees about various activities at Jubilant Ingrevia Limited.

The Company achieves its shared goals and organisational objectives by focusing on attracting and retaining the correct talent mix with diversity in relation to gender, age and expertise.



Region- Country	Man-Power as of 31st March, 2024 (Incl. Workmen)	New Joinee		Attrition	
		Total New Joinee	New Joinee %	Total Attrition	Attrition %
India	2,292	401	17.5%	282	12.3%

Total new employees hired and attrition during reporting period by age group

Age in yrs.	Attrition (Voluntary)		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
< 30	121	42.9%	182	45.4%
30-50	149	52.8%	210	52.4%
>50	12	4.3%	9	2.2%
Grand Total	282	100%	401	100%

Total New employees and attrition during reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
Female	26	9.2 %	37	9.2%
Male	256	90.8 %	364	90.8%
Grand Total	282	100%	401	100%

In the reporting year, 25% (129/519) of our open positions were filled by internal candidates.



Local Hiring GRI 2-7, 2-8, 3-3, 202-1, 202-2, 405-1

With rising unemployment across the globe, there is increasing demand for local employment in the communities surrounding the Company's manufacturing facilities, particularly in India. Even though Jubilant Ingrevia Limited recruits employees based on their skills and merit, more than 90% of employees at significant operations are local employees. They are preferred as long as they meet the specific roles set by the Company. Employee salaries are always higher than the minimum wages mandated by the local regulation.

Region wise Employee head count

Region	Number of Permanent Employees (P)			Number of Contractual Employees (C)		Overall	
	Executives	Workmen	Total (P)	Temp & Labour Supply	Job Contracts/ Projects	Total (C)	(P+C)
India	1,955	324	2,279	1,254	1,837	3,091	5,370
Others (Shanghai, Pennsylvania, Montreal, Belgium)	13	0	13	0	0	0	13
Total	1,968	324	2,292	1,254	1,837	3,091	5,383



Promoting Diversity

Age wise Headcount Breakup (All manufacturing units, R&D, branch offices and corporate offices) – (Including Subsidiary)

Age in yrs.	Headcount			Percentage
	Executive	Workmen	Grand Total	
< 30	347	13	360	15.7%
30-50	1,315	145	1,460	63.7%
>50	306	166	472	20.6%
Grand Total	1,968	324	2,292	100%



Gender wise Headcount Breakup – (Including Subsidiary)

Gender	Headcount			Percentage
	Executive	Workmen	Grand Total	
Female	116	0	116	5.1%
Male	1,852	324	2,176	94.9%
Grand Total	1,968	324	2,292	100%

Our target for Gender diversity is 10%

Diversity Indicator	
Share of women in total workforce (as % of total workforce)	5.1%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	5.1%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions) – A & L band	5.8%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions) – Sr. Management Band	3%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	16.8%

As our major operations are based out of India and the Majority of our workforce are Indians (more than 99%) and the remaining (< 1%) are from (China, Nepal, Belgium and USA)

We are Gender-neutral and take much pride in fostering an inspiring workplace with an agile and high-performance culture to attract, develop, and retain the best talent. We are also deeply committed to recognising and valuing diversity, ethnicity across our teams. In the reporting year, there was a total 4 differently abled persons in our manufacturing sites.





Human Rights

GRI 3-3



Why it matters?

Jubilant Ingrevia Limited upholds UNGC principles on Human Rights with the right spirit and due commitments, which is reflected in the Company's promise statement. Like in any other company, Employees expect high standards of professionalism, dignity and respect in the workplace.

What we are doing

The Company has formulated policies and systems to ensure the protection of Human Rights at the workplace, which are defined in the Business Code of Conduct. This Business Code of Conduct is available to all employees through the intranet. The Company also has dedicated HR teams that monitor any violation of company policies and codes involving Human Rights challenges. During FY21, the 'Code of Conduct' was revisited and this year, around 1,628 hours of training on revised content on COC was provided to around 92% of new joiners (including those left during the reporting year), by our HR team across all offices and operations.

To strengthen our commitment towards Human Rights, all new recruits must certify that they understand and accept the Code of Conduct, which includes our human rights commitment. During FY22, the Company conducted human rights assessment across our plants and locations in India. As per the assessment, we did not identify any site with any major human rights-related risks and thus, there was no need for a Mitigation & Remediation plan for our operations. As per policy, we conduct human right assessment once in three years.

There has been no incidence recorded through formal organisational grievance mechanisms pertaining to Human Rights, corruption, or labour practices during this reporting period.



Highlighted below are a few human rights topics specified in our Code of Conduct:



Free of Discrimination & Harassment

GRI 405-2, 406-1

The Company does not discriminate in employment or remuneration based on gender, religion, race, ethnicity etc. Our workplace is free from any sort of discrimination and harassment. Necessary governance mechanisms exist to ensure a workplace free of discrimination and harassment. However, three incidents involving sexual harassment were recorded and resolved during the reporting period.

During FY24, no case of discrimination was reported to the Ombudsperson's office.

Child Labour

GRI 408-1

It is code not to employ children as labour. In order to ensure this, every applicant is required to submit proof of age in certain jurisdictions. Further, the Company is committed to working in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company also encourages its suppliers to work towards a no child-labour policy.

There were no cases of child labour reported within the organisation or came to the Company's notice involving its suppliers during FY24.

Forced and Compulsory Labour

GRI 409-1

The Company respects the dignity of labour and denounces all forms of forced and compulsory labour. The Company, therefore, ensures that the terms of employment are transparent and voluntary. The Company encourages its suppliers and service providers to adhere to a no-forced and compulsory labour code.

No incident of forced or compulsory labour at the supplier's end came to the Company's notice during this reporting period.



Operational Responsibility and Ombudsperson

GRI 2-25, 2-26, 2-30, 205-3, 407-1

Jubilant Ingrevia Limited has a Whistle-Blower Policy and a dedicated Ombudsperson Office to address employee grievances in a neutral and unbiased manner. A charter of the Ombudsperson has been prepared and made available on the Company intranet. This charter allows stakeholders, including employees, to voice their concerns and guide the Company in resolving challenges efficiently. To maintain the reporting and anonymity of the whistle-blower, the Company has a dedicated portal and Ombudsperson email ID.

Ombudsperson:

Email: ombudsperson@jubl.com
Portal: www.cwiportal.com

No cases of human rights violations or corruption were reported to the Ombudsperson's office during the reporting period.

Freedom of Association and Collective Bargaining

GRI 407-1

The Company follows the national/ state laws governing freedom of association and collective bargaining and respects the rights of individuals in this regard. We also work with associations/unions and resort to collective bargaining as may be required under law. In India, 260 employees are covered by collective bargaining agreements with trade unions and worker committees.

Security Practices

GRI 410-1

All security personnel are briefed about the Company's relevant policies, which lay the foundation for them to function effectively. They are also trained in first responder and fire security at all manufacturing facilities. The security personnel (including third-party organisations) are given basic training on citizen rights and Human Rights, which is included in our Company's Code of Conduct. Regular grievance and awareness sessions are conducted in a forum called 'Security Darbar.'

Key activities:

1. Risk-Based Security Vulnerability Assessment:

A security risk assessment is done and all potential risks are identified. Security measures are taken to protect property, people, and information. Adequate countermeasures deployed against identified risks.

2. Response to security incidents:

Regular trainings are carried out for security personnel in order to be vigilant and ready to attend any untoward issue related to security, First aid, Fire and Defensive Driving.





Indigenous Rights

GRI 411-1

The Company has operations in various locations across India. Jubilant Ingrevia Limited supports and accepts the local cultures of the various geographies in which it operates. There have been no violations involving the rights of Indigenous people or those related to Human Rights in Jubilant Ingrevia Limited during the reporting period.

Public Policy

GRI 415-1

The Company engages with a variety of stakeholders like, the government, regulatory agencies, NGOs and industry associations. Through its dialogue with various stakeholders, the Company identifies opportunities and participates in framing public policy matters. The Company also uses industry association forums to voice its views.

Anti-Competitive Behaviour

GRI 206-1

The Company's approach to anti-competitive behaviour is anchored in our Code of Conduct. It binds employees to limit any contract or association with competitors, including membership of a trade association, to legitimate purposes only. Considering the growing global importance of following anti-competitive behaviour, during FY21, the Company revised the Code of Conduct, incorporating the code on Anti-Competitive behaviour. During the reporting year, there have been no legal actions concerning any anti-competitive behaviour, antitrust, or monopoly practices by the Company.

Human Rights Assessment

There was no significant green field project or new acquisition-related investment during the reporting year. Hence, no dedicated comprehensive third-party human rights assessment was conducted during this reporting period. However, the Company conducted an internal human rights assessment at its plants and locations in India in FY22. As per the assessment, it did not identify any site with any major human rights-related risks. As per policy, we conduct human right assessment once in three years.



Practices/Behaviors Considered Anti-Competitive GRI 206-1



Labour Management & Labour Relations

GRI 3-3, 402-1

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions/ Works Committees exist at three locations with bargaining capabilities.

The minimum notice period varies for the staff depending on their position in the organisation. The minimum notice period followed for termination of a permanent worker is 30 days and the same is mentioned in their appointment letter. In case of significant operational change that could substantially affect employment, the notice period and/ or Voluntary Retirement Schemes (VRS) are determined as per the local regulation and direction by the local regulatory body.





Corporate Social Responsibility

GRI 3-3, 413-1, 413-2

Jubilant Bhatia Foundation, a not-for-profit arm of the Jubilant Bhartia Group, works towards the conceptualisation and implementation of CSR activities of Jubilant Ingrevia Limited. Throughout the year, through CSR, following the 4P (Public-Private-People-Partnership) model, the Company actively drove community engagement.

During FY24, the Company's several community empowering projects are stated below:

- **Livelihood:** The purpose of this program is to create sustainable livelihood opportunities for all



- **Nutrition:** The purpose of this program is to support the Government of India's Poshan Abhiyaan (Nutrition Program)
- **Education:** The purpose of this program is to strengthen the education and learning environment in rural areas
- **Social Entrepreneurship:** Our flagship social entrepreneur of the awards were given to budding talent and organizations. This will roll into our Bharat Impact (Incubation Center) from FY25

Besides, the CSR initiatives at the Company are in line with the United Nations Sustainable Development Goals (SDGs) as below:

GRI 3-3, 203-1, 203-2, 413-1, 413-2

Livelihood



The Company, working towards the goal of No Poverty, has extended various livelihood initiatives for the community around manufacturing locations. This year, the Foundation has implemented various livelihood programs. Also, the Jubilant Bhartia Foundation facilitated the linking of community members to various social welfare schemes for the community's social security.

The details are as follows:

Nayee Disha

It is a livelihood-centric program. Under this program, vocational training is provided & virtual skills are developed to enhance employability skills amongst youths & women in the community around manufacturing units. The details of the candidates who received training at various locations are as below:

S.No	Locations	No.of candidates Trained
1	Gajraula	149
2	Bharuch	498
3	Savli	229
4	Nira	405
Total		1,281



Jubilant Bhartia Foundation, in collaboration with HP India, is actively implementing various education and skill training projects designed to enhance digital literacy and improve access to education in Bharuch and Gajraula through the following initiatives:

Accessible Learning for All (ALFA)

- This initiative provides digital classrooms for secondary and higher secondary schools located in remote areas that have limited access to educational resources.
- It aims to improve digital learning opportunities for students in these regions.

Continued Learning Access Program (CLAP) and World on Wheels (WOW)

- These programs utilise mobile vehicles equipped with digital resources, including computers and laptops.
- Managed by trained digital literacy trainers, these vehicles travel to community areas and primary schools to facilitate computer education and boost digital literacy.

HP Life Short Courses

- This initiative offers skill training through short courses.
- It focuses on equipping individuals with essential skills that enhance employability and support personal development.

The collaboration between Jubilant Bhartia Foundation and HP India Foundation is making significant progress in bridging the digital divide and providing quality education and skill training to underserved communities. These initiatives play a vital role in fostering an inclusive and educated society.

In addition, 18,192 candidates have received training under Jubilant Bhartia Foundation- HP Programs. The locations are as follows:

S.No	Locations	Total Students
1	Bharuch	8,171
2	Gajraula	10,021
Total		18,192

JubiFarm

The program empowers farmers by facilitating access to modern and sustainable farming methods.

- At Gajraula, Grameen Samriddhi Kendra was established to promote entrepreneurship with an initial focus on dairy farming.
- At Bharuch, a partnership with Farm Bridge organisation is being established to equip farmers with modern farming practices.

The details of the farmers reached are as below:

S.No	Locations	Farmers Reached
1	Gajraula	19,175
2	Bharuch	478
3	Savli	441
Total		20,094

Neem Pulverization

Jubilant Bhartia Foundation is continuing this project of at Savli in Gujarat, where Neem Leaves powder is being procured through the local Self Help Group of women, creating livelihood opportunities to 201 women in the surrounding area.





Didi Ki Dukaan

Jubilant Bhartia Foundation, in association with BEABLE Foundation in Gajraula, has supported 25 women entrepreneurs in launching their Daily Essential shop in the village.

Online Learning School

Jubilant Bhartia Foundation has launched a Jubilant Virtual Academy to cater to the needs of skill development and vocational training among youth in the country. This will aid in bridging the growing skill demand vis-à-vis industrial demand. Jubilant Virtual Academy is a virtual platform which can be easily accessed on mobile & web. It has a mobile app for candidates and a web dashboard for partners to monitor. Currently, an Entrepreneurship Development Course Module is running on this.

5 GENDER EQUALITY



Gender Equality

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

Besides, Jubilant Bhartia Foundation conducted an experiment to create an ecosystem that is more hospitable to the needs of young women in the industry, thus raising their participation in the manufacturing sector. We mentorship program to empower select young women from ITI/Diploma through training on 21st century skills and career guidance & counselling in Bharuch.

- Jubilant Bhartia Foundation continued its projects oriented towards women empowerment through the Neem Pulverization Project at Savli
- Didi Ki Dukaan:** Jubilant Bhartia Foundation, in association with BEABLE Foundation in Gajraula, has supported 25 women entrepreneurs in launching their Daily Essential shop in the village

Nutrition

2 ZERO HUNGER



Nutrition Program

In order to support the Government of India's Poshan Abhiyaan (Nutrition Programme), Jubilant Bhartia Foundation supported by providing Poshan Kits/Nutrition kits to beneficiaries identified by the local government as below:

S.No	Locations	Poshan Kits
1	Gajraula	250
2	Bharuch	400
3	Savli	160
4	Nira	50
Total		860

3 GOOD HEALTH AND WELL-BEING



Good Health and Well-being

Jubilant Bhartia Foundation, through Arogya program, promotes health-seeking behaviour in the community at Gajraula in Uttar Pradesh, Nira in Maharashtra, Samlaya & Bharuch in Gujarat, which are around the manufacturing units of the Company. It provides effective basic healthcare to the community through various initiatives like Jubilant Bhartia Foundation Medical Centre (JBFMC) and Mobile

Dispensary, which is equipped with JubiCare- Tele clinic. The health programmes implemented by Jubilant Bhartia Foundation aim at reaching out to the communities with a 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 conceptualised & developed by Jubilant Bhartia Foundation. This telemedicine interface provides a real-time Patient - Doctor Consultation through text/audio/video. The JubiCare app uses ICT to exchange information for the diagnosis and treatment of diseases by a certified medical professional. The applications aim to address the health issues of patients by health workers without unnecessary exposure to infections. The application provides immediate support and delivery of healthcare services to underserved communities in rural and urban areas without travel.

S.No	Locations	Patients consulted through Jubicare
1	Gajraula	25,458
2	Bharuch	24,504
3	Savli	15,954
4	Nira	24,199
Total		90,115



Tuberculosis Awareness Program

Jubilant Bhartia Foundation is facilitating early diagnosis of tuberculosis including creating awareness among people and systematic screening of contacts and high-risk groups through health volunteers.

In addition, Jubilant Bhartia Foundation at Amroha is supporting the government initiative of 'Yes we can End TB' through the replication of the IVRS platform to track around 9000 TB patients, especially MDR TB.

Education

4 QUALITY EDUCATION



Quality Education

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

- Muskaan program for Strengthening Rural Education system through various education-centric programs in government schools

- Khushiyon ki Pathshala program to inculcate 21st-century value-based skills in rural government primary school student
- Digitisation program in partnership with HP across the location through E-Muskaan
- Setting up of micro science Labs in schools
- Career counselling to support students of government school

Social Entrepreneurship

17 PARTNERSHIPS FOR THE GOALS



Partnerships for the Goals

Jubilant Bhartia Foundation engages and collaborates with several local and global organisations on a continuous basis to achieve optimal outcomes for its program. Some of the major engagements during this year with different organisations 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 recognises the individuals and organisations 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 providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth
- **HP:** Jubilant Bhartia Foundation partnered with HP for the Digital Education Program
- **Digital Empowerment Foundation:** Jubilant Bhartia Foundation, in Partnership with Digital Empowerment Foundation, is implementing the SochnaPreneur (Lead Community Information Resource Centre) initiative
- **Haqdarshak:** Jubilant Bhartia Foundation, in association with Haqdarshak, has set up a Yojna Kendra in Gajraula & Nira
- **Agastya Foundation:** Jubilant Bhartia Foundation, in association with Agastya Foundation, runs a Science lab at Gajraula, Bharuch & Savli
- **Farm Bridge:** Empowering farmers through new farm techniques
- **BEABLE:** Women enterprise project



Bharat Impact

Jubilant Bhartia centre for social entrepreneurship

The Company has been supporting Jubilant Bhartia Foundation, promoting Social Entrepreneurship for the last 14 years through Social Entrepreneur of the Year (SEOY) Awards - India, in partnership with Schwab Foundation for Social Entrepreneurship (a sister organisation of the World Economic Forum). To extend the impact of the program, the foundation is launching '**Bharat Impact-Jubilant Bhartia Centre for Social Impact**' with a purpose to make a lasting social impact by nurturing and promoting social entrepreneurship. The centre envisions to create India's leading platform to foster innovation that addresses critical social challenges while creating sustainable business models. Bharat Impact aims to create an ecosystem that provides a robust support system for start-ups, enhancing their capacity to scale and create meaningful change.

The centre thrust upon nurturing emerging innovators and entrepreneurs, foster collaboration among Social Entrepreneurs and support social start-ups. IIM-Ahmedabad Ventures is the centre's knowledge partner. This incubation centre will offer resources, mentorship, provide networking opportunities with world-class facilities.

Goal

- To Setup a Centre for Social Impact for Incubation, Education and Research
- Establish a sector agnostic Incubator to nurture social enterprises working to solve for critical problems and also targeting underserved geographies
- Establish as an independent Centre of expertise and build the legacy of social impact entrepreneurship in the country

Activities

- Mentorship Programs: Connect start-ups with experienced mentors from various industries to provide guidance and support
- Workshops & Training: Regular sessions on business development, fundraising, marketing & impact measurement
- Networking Events: Facilitate networking opportunities with investors, industry experts, and other social entrepreneurs
- Resource Access: Provide access to office space, technological resources, and funding opportunities
- Impact Measurement: Implement tools and frameworks to measure and track the social impact of incubated start-ups





Customer Satisfaction

GRI 3-3

Why it Matters?

For Jubilant Ingrevia Limited, maintaining a reliable and strong customer base is the key to sustainable business. Every customer expects good product quality, health and safety and other needs to be met while having their queries addressed swiftly and promptly. We always aspire to build mutual trust with our customers through transparency while addressing any queries raised by our customers from every part of the world.

What we are doing

The Company is determined to improve processes to enhance the quality of production and cost competitiveness and is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide.

We are able to satisfy our customers with:

- Customer relationship management
- External certifications
- Ensuring product health and safety

Customer Relationship Management

To provide an effective digital platform for addressing customer queries more efficiently, the Company implemented Salesforce.com, Customer Relationship Management (CRM) software in 2015. Any customer can float a product query, and dedicated business personnel can respond to those queries online.

Customer feedback is taken both in formal and informal ways depending upon the type of business and products. A standard customer feedback form has been prepared using the existing customer feedback system. Feedback forms are sent to all customers and feedback is taken at least once a year. Based on the feedback received, the customer satisfaction index is calculated at the end of the year. This customer satisfaction index paves the way forward for respective businesses and gives direction to the sales and marketing team to improve customer satisfaction.

Certification and Licences

Jubilant Ingrevia Limited complies with all applicable national and international product safety standards such as EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and other REACH-like regulations around the world, Feed Additives and Pre-Mixtures Quality System (FAMI-QS), Kosher, Halal and other notification obligation of target export countries. The Niacinamide manufacturing facility at Bharuch, Bio Acetic Acid manufacturing facility at Gajraula and Acetic Anhydride, Ethyl acetate, Ethyl alcohol facility at Nira have been certified for Food Safety System Certification (FSSC) 22000. Jubilant has FSSAI approvals for its manufacturing sites at Nira, Gajraula, Bharuch and Savli. Additionally, Bharuch site is inspected and recognised for GMP compliance by the FDCA, CDSCO and USFDA. We undertake due modifications in the approvals as and when a new product (like Choline chloride, Choline Bitartrate and food-grade acetic acid) or a new target country is added to our business.

Environment, Health and Safety (EHS) are the key to sustainable business growth and our continuous efforts are to embed EHS in every aspect of the business way beyond compliance, obtaining Responsible Care (RC) 14001 certification for our facilities (Corporate Office, Manufacturing site in Gajraula, Bharuch unit -1 and Nira) and similar certifications like ISO 14001 and ISO 45001 is an affirmation of our commitments and beliefs. Jubilant Ingrevia Limited has also been awarded permission to use the 'Responsible Care Logo' for all the sites.

REACH Compliance

Compliance and commitment to product safety are central to Jubilant Ingrevia Limited's business philosophy. At Jubilant Ingrevia Limited, we are committed to REACH's aims of enhanced protection for human health and the environment and diligently follow REACH guidelines of the European Chemical Agency.

Jubilant has already successfully registered all the products exported to Europe as per their registration deadlines. It has also taken up the lead registrant role in many of its products.

The Company also successfully passed the REACH and CLP inspection carried out by the National Enforcement Authority of the EU member state (Belgium).

In addition to the above, Jubilant Ingrevia Limited has also pre-registered many products under Turkey REACH (KKDIK), UK REACH, and Korea REACH (K-REACH). In Korea, we have already completed the registration of the products falling under the 2021 deadline and in similar lines, we will comply with the future deadlines for other products.





GRI 417-1

Certifications	Ambemath	Bharuch	Gajraula	Nira	Samalaya	Corporate office, Noida
ISO 9001	✓	✓	✓	✓	✓	✓
ISO 14001		✓	✓	✓	✓	
ISO 45001		✓	✓	✓	✓	
FSSC 22000		✓	✓	✓		
FAMI-QS		✓			✓	
GMP/State GMP		✓	✓			
HALAL		✓	✓	✓		
KOSHER		✓	✓	✓		
ISO/IEO 17025-NABL		✓	✓			
RC 14001		✓	✓	✓		✓
ISO 50001		✓	✓			
ISO 27001						✓
ISO 13485						
RC Logo from ICC	✓	✓	✓	✓	✓	✓
WHO GMP		✓				
USFDA		✓				



Product Health & Safety

GRI 3-3, 416-1, 417-1

Business Heads and Functional Heads are responsible for addressing the issues related to product responsibility aspects of their respective business. They are supported by a dedicated Sales and Marketing team, Research & Development (R&D), Quality Assurance (QA), Quality Control (QC) and Regulatory Affairs teams. The employees are trained on a continuous basis on customer satisfaction, both externally and internally, based on the needs identified through annual performance management.

At Jubilant Ingrevia Limited, a two-pronged approach is established for Product Health and Safety, where in, R&D and Regulatory Affairs teams constantly work to upgrade product safety information. QA & QC teams ensure that product quality, packaging, and labelling of the products are strictly in accordance with customer specifications, applicable international guidelines, and regulatory requirements. Product health and safety is ensured by the following approach:

Safety Data Sheets (SDS)

Corporate Regulatory Affairs team continuously updates the product health and safety information in the form of Safety Data Sheet (SDS) and Labels and the same is provided to the customers and available on Company's website for accessibility of all stakeholders.

Product and Service Labelling

The Regulatory Affairs team prepares labels as per the region's applicable regulations. In case any changes required in the existing labels based on customer needs or changes in regulation, the regulatory team makes the necessary changes with a justification as deemed fit. The products are packed with proper labelling and bar-coding, wherever applicable. In its bid to be more inclusive, the Company also uses Braille Code for the products meant for end consumers in Europe. For communication of hazards, international labelling guidelines are followed depending on the requirements of the target customer. For the customers in Europe, CLP (Classification, Labelling and Packaging) is followed, whereas for Chinese customers - China GHS (Global Harmonised System), for Korean customers – Korea GHS and the USA and the rest of the world UN GHS is followed for classification and labelling of chemicals. Labels are also continuously updated as per the changes and updates in the required regulation.





Product Transportation

GRI 3-3, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1

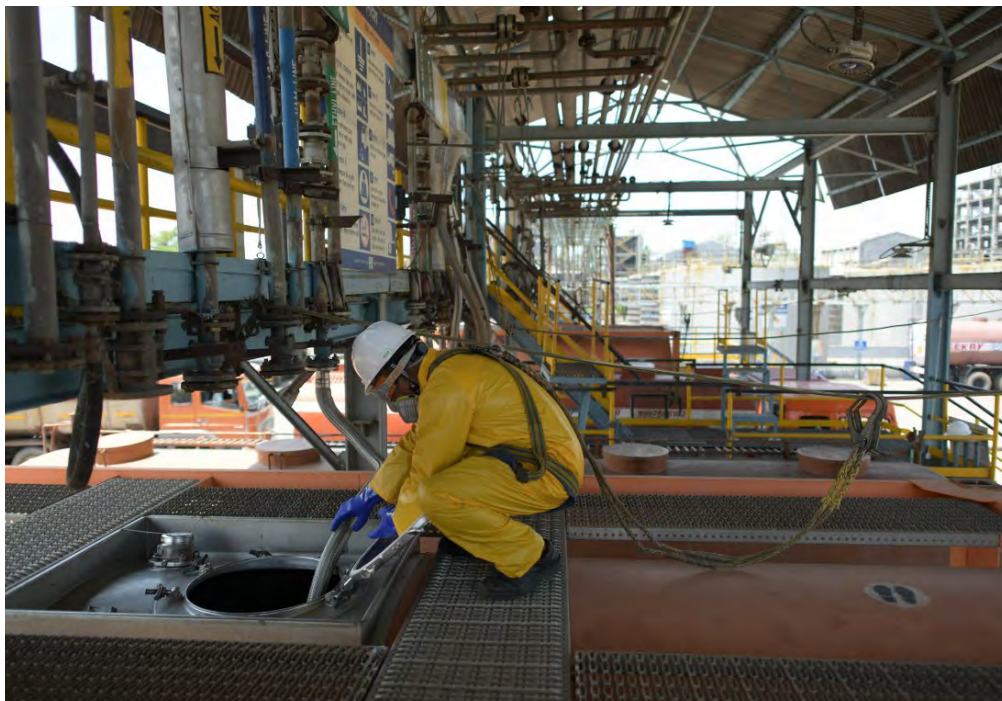
To reduce hazards arising from emergency situations during transportation, Transport Emergency (TREM) cards are provided to the vehicle driver with the necessary information for quick control of the situation. The Company adheres to the transport labels which are governed by the guidelines of the International Air Transport Association (IATA), for shipments by air, and International Maritime Dangerous Goods (IMDG), for shipments by sea, and ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road), for road transport.

During this reporting period, there was no non-compliance with regulations resulting in a fine or penalty with regard to the safety impacts of Jubilant Ingrevia Limited's products and services during their life cycle.

There was no incidence of non-compliance with regulations or voluntary codes concerning product & service information and labelling in this year.

All the manufacturing facilities under the animal nutrition business are FAMI-QS certified, which ensures the safety, quality and regulatory compliance of speciality feed ingredients and their mixtures for animal nutrition. Some of the products are used in the food industry and the facilities involved in manufacturing these products are Kosher-certified. This is to assure the customer that none of the products contain any ingredients of animal origin.

In addition to the above systems, Jubilant Ingrevia Limited also has a Drug Manufacturing License and GMP certificate for certain products under the purview of the Drug and Cosmetic Act 1940. PMDA approval (Pharmaceuticals and Medical Devices Agency, Japan) for exporting certain products to the Japanese market, Jubilant has also registered some anti-microbial pesticides (Biocides) with the US Environmental Protection Agency (US EPA) in accordance with FIFRA section 3(c)(7)(A) for sale in the US. Further, State registrations were also done in the US for the sale and distribution of these products within the US.



Marketing Communication

GRI : 417-3

The Company adheres to all applicable laws, standards, and voluntary codes related to marketing communications. The Company does not engage in the sale of any banned or disputed products. Professional sales training is also conducted at the National Sales Meeting for all sales team members.

There have been no incidences of non-compliance with regulations and voluntary codes concerning marketing communications during this reporting period. Similarly, there have been no fines of significant monetary value for non-compliance with laws and regulations concerning the provision and use of products and services during this reporting period.

Intellectual Rights and Data Privacy

GRI 418-1

The Company pays special attention to protecting its customers' intellectual rights and privacy. There have been no incidences of breach of customer privacy and loss of customer data.



Supply Chain

GRI 3-3, 204-1, 308-1, 308-2, 408-1, 409-1, 414-1, 414-2

Why it Matters?

Supply Chain Management is a very important factor for the Company in terms of its business and economic performance. Supply interruptions due to a single supplier can cause business interruptions, short supplies and production bottlenecks. Supply Chain is also a concern for our investors and customer bases, as an issue with the supply of raw materials directly impacts the production of the Company, hence, the products' availability to customers etc.

What we are doing

The management approach adopted for the supply chain at Jubilant Ingrevia Limited includes:

Supplier Meet

The Supplier Meet serves as an effective platform for the Company to have a productive dialogue with its suppliers. It goes a long way in strengthening our relationships.

Local Sourcing

The Company has operations in various locations across India. Jubilant Ingrevia Limited supports and accepts the local cultures of the various geographies it operates. In value terms, 54% of the material was sourced domestically, whereas 46% was sourced from other countries for Indian operations in the Financial Year 2023-24.

Creating Shared Value

The principal goal of Supply Chain Management (SCM) at Jubilant Ingrevia Limited is to provide a substantial and sustainable value contribution for the success of our businesses. The guiding principles for our supply chain have been set under our Green Supply Chain policy. All suppliers of our business have been communicated about Jubilant Ingrevia Limited's supplier code of conduct, which mandates ethical business conduct. The same has also been uploaded on our Company's website.

Paperless Sourcing

Jubilant Ingrevia Limited uses eJ-Buy- an e-procurement tool that enables paperless buying. It ensures greater efficiency and transparency in the procurement process and information flow.

Supplier Audits

Annual supplier audits are conducted to cover critical vendors at least once every three years. Supplier quality audits include performance assessments against parameters such as environment, labour practice, human rights and social impact. In addition to critical suppliers, external manufacturer's sustainability performance is also assessed on a regular basis. The Company is in the process of revising the sustainability evaluation of the critical suppliers for our business.

Jubilant Ingrevia Limited	Total no. of existing suppliers	Total no. of New supplier's inducted	Total no. of existing supplier's audited	Total No. of new suppliers Audited	Total
Critical Suppliers (A)	20	0	0	0	
External Manufacturers (B)	18	4	10	4	
Total no. of Suppliers (C = A+B)	38	4	-	-	42
Total no. of supplier's audited (D = A+B)	-	-	10	4	14
% Audited ([D/C] *100)	-	-	-	-	33%





Corporate Governance

Governance Structure

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-24, 405-1

The Board of Directors ('Board') is the apex and highest governing body in Jubilant Ingrevia Limited. The Board, along with its Committees, provides leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities, thereby ensuring that the management adheres to high standards of ethics, transparency and disclosures. The Board's objective is to create sustainable value for all stakeholders, provide vision to the Company and oversee the implementation of the Board's decisions.

Jubilant Ingrevia Limited is led by a team of eminent individuals who inspire, lead and contribute to the growth of this Company. The Board of Directors of Jubilant Ingrevia Limited has a judicial mix of executive, non-executive, (independent and non-independent) Directors. As of 31st March, 2024, the Board of the Company comprises twelve members, out of which six are Non-Executive Independent Directors (including two Independent Women Directors), three Non-Executive Non-Independent Directors, one Co-Chairman and Whole Time Director, one CEO and Managing Director & one Co CEO and Whole-time Director. All members of the Board are well experienced and bring expertise in the fields of Life Sciences, Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, etc. (Please refer to the Company's Annual Report for further information:

<https://www.jubilantingrevia.com/investors/financials/annual-reports>)

The core skills/ expertise/ competencies identified by the Board of Directors for the effective functioning of the Company are available with the Directors. The core skills/expertise/ competencies identified by the Board are: Deep understanding of the Company's business/ strategy and structure, Industry experience, Financial acumen, Knowledge in Accounting and Auditing Standards and tax matters, Knowledge of the Companies Act, applicable SEBI and Stock Exchange Regulations, Knowledge of Employee Benefit Schemes and matters related to employee hiring/skill development, gender diversity, etc., Entrepreneurial skills to evaluate risk and rewards and perform advisory role, Focus on compliance, understanding of the processes and systems for defining high corporate governance standards, Understanding rights of Shareholders and obligations of the Management, Knowledge in global standards on Corporate Sustainability and Sustainability Reporting based on Global Reporting Initiatives (GRI) Standards, Experience in Risk Management/ Operational Risk Management/ Financial Risk Assessment experience and Information Technology skills.

The Independent Directors constitute half of the Board's strength, thus ensuring independence and transparency of the Board's decision-making process. The Independent Directors are not associated with the Company in any executive capacity. They do not have any material pecuniary relationship with the Company other than their remuneration. The Independent Directors, by furnishing a Certificate of Independence to the Board, affirm their independence on an annual basis. The Independence criteria of Directors is available at

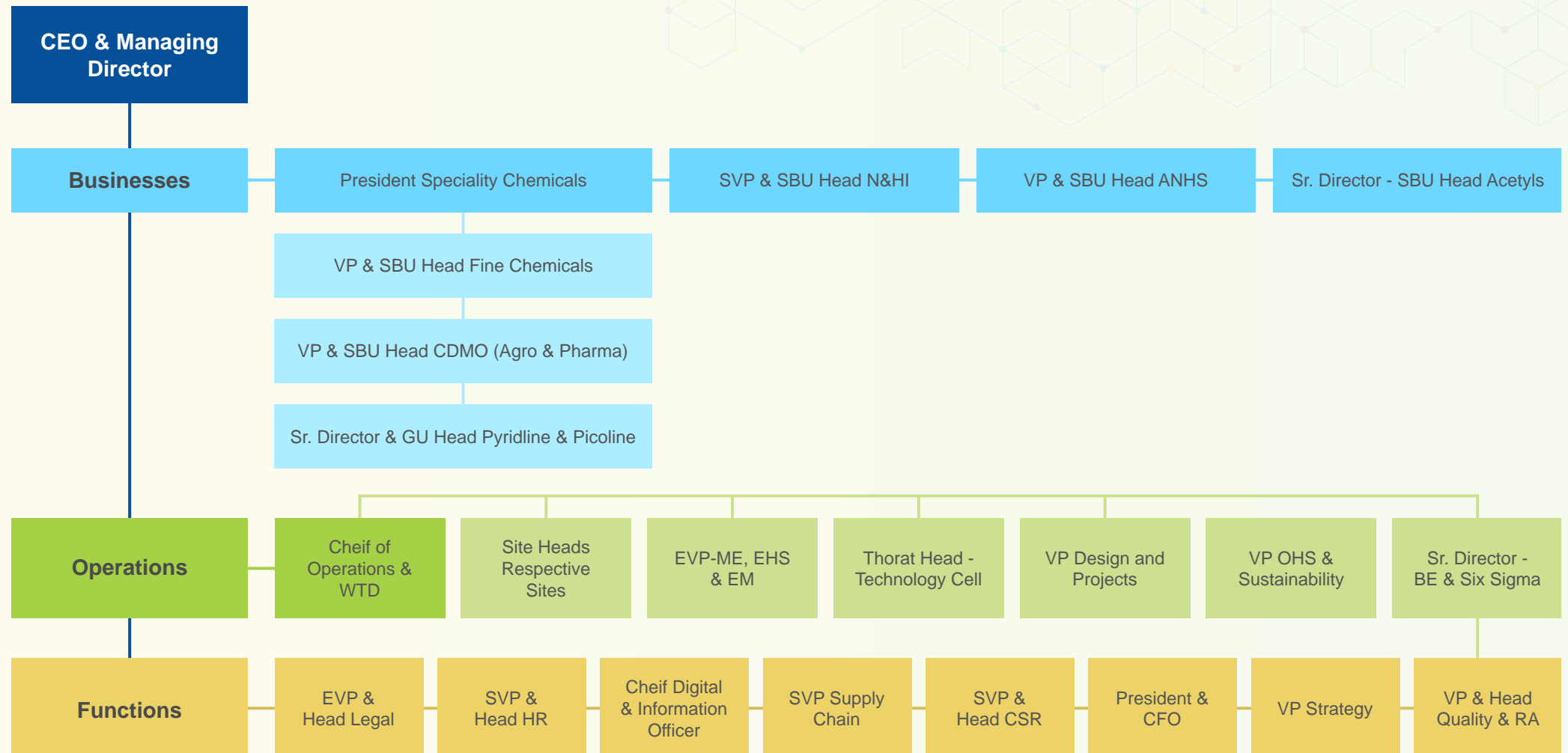
<https://www.jubilantingrevia.com/investors/corporate-governance/duties-of-directors/independence-criteria-for-directors>

CEO and Managing Director is the highest Executive Officer of the Company and responsible for smooth functioning of the businesses. This also includes development of business strategies as well as due consideration of interests of all the stakeholders. The business strategies and plans are reviewed during the Annual Strategy Meet by the Chairman, Co-Chairman, CEO and Managing Director, Group Chief Financial Officer and Chief Financial Officer.



The Global Management Team of Jubilant Ingrevia Limited is presented below:

GRI 2-9, 2-11, 2-24





Mechanism for Effective Governance

GRI 2-10, 2-12, 2-13, 2-14, 2-18, 2-19, 2-20, 2-21, 2-24

Board Committees for effective governance

To focus effectively on the issues and ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The Committee members are appointed by the Board with the consent of individual Directors. The Committees meet as often as per the statutory requirement. Minutes of the Committee meetings are placed at the subsequent Board meeting for noting.

Major Committees are

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability & CSR Committee
- Risk Management Committee
- Finance Committee

The role, terms of reference and composition of these committees are available in detail in the Corporate Governance Report forming part of the Annual Report.

Compensation for the members of the highest governance body

The Appointment and Remuneration Policy of the Company aims at encouraging and rewarding good performance/ contribution to its objectives. Non-Executive Directors are entitled to the following remuneration:

- Sitting fees for attending meetings of the Board of Directors and its Committees; and
- Commission as decided by the Board and approved by the members subject to aggregate commission to Non-executive Directors not exceeding 1% of net profits per annum computed pursuant to the provisions of the Companies Act, 2013.

The remuneration of Executive Director is paid as recommended by the Nomination, Remuneration and Compensation Committee and approved by the Board and Shareholders of the Company. Remuneration of Executive Director consists of a fixed component (salary, allowances, perquisites and other benefits), variable component (variable pay as per Variable Plan of the Company and incentives (ESOPs and/ or Performance/ RSUs Shares and/ or Retention Bonus) in terms of Long Term Incentive Plan of the Company. Remuneration Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully. During the reporting period, the ratio of annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 161. Also, the ratio of percentage increase from the last year in annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 17.

Appointment and Remuneration

GRI 2-10, 2-24

Jubilant Ingrevia Limited has a policy on appointment and remuneration of Directors, Key Managerial Personnel ('KMP') and senior management/other employees ('Employees') of the Company. The 'Appointment and Remuneration Policy' aims to ensure that the persons appointed as Directors, KMP and Employees possess requisite qualifications, experience, expertise, attributes, commensurate to their positions and level. The remuneration to such persons is fair, reasonable and sufficient to attract, retain and motivate the personnel, to manage the Company successfully. The policy contains, inter alia, provisions pertaining to qualification, attributes and process of their appointment and removal as well as remuneration.

The policy is displayed on the Company's website and can be accessed here:

<https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy>



Code of Conduct (CoC) and Policies

GRI 2-14, 2-23, 2-24, 2-26

There are several codes and policies framed by the Board in compliance with the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations'). Following are the key codes and policies which provide broad guidelines for smooth and transparent functioning of the Board:

- Code of Conduct for Directors and Senior Management
- Code of Conduct for Prevention of Insider Trading
- Corporate Social Responsibility Policy
- Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions
- Policy on Board Diversity
- Succession Plan for Board Members and Senior Management
- Whistle Blower Policy
- Policy for Determination of Materiality of Events and Information
- Risk Management Policy
- Performance Evaluation Policy
- Appointment and Remuneration Policy
- Policy for Determining Material Subsidiaries
- Dividend Distribution Policy
- Policy for Preservation of Documents
- Archival Policy
- Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
- Policy and Procedure for Inquiry in case of Leak or Suspected Leak of Unpublished Price Sensitive Information
- Code for Independent Directors
- Familiarisation program for Independent Directors
- Silent Period Policy

In addition, there are several other policies adopted by the Company ensuring effective governance in regular operations. Some of the key policies are mentioned below:

- Sustainability Policy
- Climate Change Mitigation Policy
- Environment, Occupational Health and Safety Policy
- Energy Policy
- Responsible Care Policy
- Green Supply Chain Policy
- Quality Policy
- Prevention of Sexual Harassment Policy
- Biodiversity Policy
- Good Manufacturing Practices Policy





Code of Conduct covering the following

GRI 2-23, 2-24, 2-26

- Prohibition of Child Labour
- Prohibition on Forced and Compulsory Labour
- Prohibition on Bribery and Corruption
- Non Discrimination

Information about these policies (other than POSH) is available on the Company's website:

(<https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts>).

Also the detail of Code of Conduct (CoC) is available in the Company website:

https://jubilantingrevia.com/Uploads/image/514imguf_code-of-conduct-August2021.pdf

The Company's Corporate Governance philosophy is led by the core principles of:

- Caring for the environment which includes caring for the society around us;
- Enhancement of stakeholders' value through pursuit of excellence, efficiency of operations, quest for growth and continuous innovation;
- Transparency, promptness and fairness in disclosures to and communication with all stakeholders including shareholders, Government authorities, customers, suppliers, lenders, employees and the community at large;
- Complying with laws in letter as well as in spirit;

Avoidance of Conflict of Interest

GRI 2-15

In terms of the Code of Conduct for Directors and Senior Management, the Directors and Senior Management must promptly disclose to the Board of Directors if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and

Disclosure Requirements) Regulations, 2015, the Directors and Senior Management are also required to confirm to Chairman/ Co-Chairman on an annual basis that they have not entered into a material financial or commercial transaction, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board.

The Company has adopted a Code of Conduct for Prevention of Insider Trading with a view to regulate trading in securities of the Company by the Designated Persons. The Company has also implemented the Policy and Procedure for inquiry in case of leak or suspected leak of Unpublished Price Sensitive Information ('UPSI').

Dealing in the shares of the Company by the Designated Persons is effectively monitored for ensuring compliance with the Code. Report on dealing in the shares of the Company by the Designated Persons is placed before the Chairman of the Audit Committee and the Board on a quarterly basis. The Company has also established effective internal controls to ensure compliance. These internal controls are reviewed annually by the Audit committee and the Board of Directors to ensure effectiveness of such controls.



Grievance Redressal

GRI 2-16, 2-25, 2-26

The Company has a robust Whistle Blower Policy and Ombudsman Process to make the workplace at Company conducive to open communication regarding business practices. It enables the Directors and full time employees to voice their concerns or disclose or report fraud, unethical behaviour, violation of the Code of Conduct, questionable accounting practices, grave misconduct, etc. without fear of retaliation/ unlawful victimisation/ discrimination which is a sine qua non for an ethical organisation. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism and also provides for direct access to the Chairperson of the Audit Committee. Whistle Blower can report concerns or complaints of violation or potential violation (with full details and evidence, if any) to the Ombudsperson by using any of the following communication channels:

Information about these policies (other than POSH) is available on the Company's website:

- Email to: Ombudsperson@jubl.com;
- Logging/ accessing the web portal www.cwiportal.com

The Whistle Blower Policy has been posted on the Company's website and can be accessed at <https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy>. The Audit Committee periodically reviews the functioning of the Policy and the Ombudsperson Process.



Communication with the Media can be done by Designated Persons only



To maintain and retain the Company's reputation and to ensure that information to media and investors is accurate and properly presented, only the Chairman or Co-Chairman, Managing Director or the designated representatives such as CEO or Group CFO / CFO of the respective entity would give interviews or make statements to media / investors.

Any employee receiving requests for information from the media should promptly refer all such requests to Corporate Communications department.



OPTIONS TO REPORT



Write to
your division
HR Head



Log on to
www.cwportal.com
And click on the
Lodge Report button
Enter Organisation
Code: **Jubilant**



Email to
ombudsperson@jubil.com
to report or to
seek clarification on
any of the policies



Write to
Post Box No.
4374 Group
Ombudsperson



Toll Free
Ombudsperson
Hotline:
18601234525
Availability:
Monday to Friday
9:30 AM - 5:30 PM

Refer to the updated **Code of Conduct Policy, Whistle Blower Policy or POSH policy**
@myjubilant or www.jubilantbhartia.com/codeofconduct

Anti-Corruption

GRI 3-3, 205-1, 205-2

Jubilant Ingrevia Limited is committed to avoiding any form of corruption in any of its business dealings. Jubilant Ingrevia Limited has a policy on 'Bribery and Corruption' which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. In order to prevent and detect frauds and errors, external and internal auditors carry out perpetual internal audit activity. Action points and recommendations made by them are discussed and presented to sub-audit committee and audit committee. In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Deloitte Touche Tohmatsu India LLP across all operations. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. Other significant risks are specified under 'Risks and Opportunities' section of this report. The Company has framed the Code of Conduct (CoC) for its Directors and senior management. This CoC clearly prohibits any form of corruption in any business dealings. The CoC has been communicated to our Directors and they annually affirm compliance with CoC. All our Directors in the Company Board are citizens of India.

Precautionary Approach

GRI 2-24, 2-27

India is party to international protocols/ forums on precautionary approach basis and Indian laws and regulations are also based on these aspects. The Company has a robust quarterly controls self-assessment (CSA) process in place which enables process owners to perform self-assessment against the Risk and Control Matrices (RACM). The CSA process enables the Company to monitor the adequacy and effectiveness of the internal control environment.

Further, statutory compliances are monitored through online tool 'Conformity'. This system is web-based and is hosted on the Company's intranet. The status of statutory compliances is reviewed on a quarterly basis by the Compliance Committee consisting of Governance owner viz: Chief of Operations, Chief Financial Officer, Legal Head, Senior Vice President - HR, Senior. Vice President - Supply Chain and Company Secretary, The Compliance Report is placed at the Audit Committee at the quarterly meetings.

Amendments or new statutory requirements are also updated on a regular basis in the tool for effective tracking and adherence. This reinforces the Company's commitment to adopt best corporate governance practices.



Economic Impact

GRI 3-3, 201-1

Direct Economic Value Generated

Why it matters?

Steady economic growth is of prime importance to both the Company and its key stakeholders. The industry is highly competitive; therefore, the Company's economic performance determines its competitive edge over other entities. The economic value generated gives a holistic output metric for all company business excellence, innovation, manufacturing, and marketing initiatives. Our stakeholders are concerned about the Company's performance since it directly affects their involvement with the Company in terms of creating long-term value for them.

The Audit Committee at the Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed an external auditor to monitor performance and identify gaps. In addition to external auditors, there is an in-house team of internal auditors who internally review the implementation and efficiency of financial controls.

Key Financial Highlight

- Total Revenue from operation was **Rs 4,136 Crore for FY24**
- EBITDA was at **Rs 456 Crore for FY24**
- PAT during FY24 was at **Rs 183 Crore**



Economic Performance: Jubilant Ingrevia Limited

GRI 201-1, 201-3, 207-4

Economic Performance*	Units	FY 23	FY 24
Direct Economic Value generated			
Total Revenue	₹ Crore*	4,773	4,136
EBITDA (including other income)	₹ Crore	581	456
PAT	₹ Crore	307	183
Economic Value Distributed			
Major operating costs ¹	₹ Crore	3,882	3,331
Employee wages and benefits	₹ Crore	343	384
Payments to providers of capital ²	₹ Crore	79	79
CSR Investment around Indian Operations	₹ Crore	4.9	7.3
Retained Earnings	₹ Crore	1,158	1,261
Donation (including corporate social responsibility expenditure) ³	₹ Crore	5	17
Company Contribution in Long term employee benefits			
PF Contribution	₹ Crore	12	13
Pension Contribution	₹ Crore	3	3
Superannuation Contribution	₹ Crore	0	0
Others			
Grant Received from Government	₹ Crore	4	12
Paid up Capital	₹ Crore	16	16
Consolidated Debt	₹ Crore	397	733
Revenue from International Sales	₹ Crore	2,061	1,693
Revenues from third-party sales;	₹ Crore	4,740	4,100
Tangible assets other than cash and cash equivalents	₹ Crore	3,392	3,791
Tax paid	₹ Crore	-	22
Corporate income tax paid on a cash basis	₹ Crore	77	46
Corporate income tax accrued on profit/loss	₹ Crore	129,21	85

* 1 Crore = 10⁷

Note1: Major operating costs include total cost less depreciation, employee cost and finance cost for the period

Note2: In addition to the dividend payment of ₹ 79 crores in FY24, the Board of Directors has recommended a final dividend of ₹ 2.50 per share of ₹ 1 each amounting to ₹ 40 Crores which will be paid in FY25

Note 3: During FY24, the Company made a contribution of ₹ 6.2 Crores to Prudent Electoral Trust

Note 4: The Company implemented 31 energy saving projects in the reporting year that has directly contributed towards reduction of around 610 TJ of energy consumption (Coal – 22159 MT, electricity- 7254004 kWh, heating-62874 MT steam equivalent, LSHS – 26 KL, Biomass saving of 412 MT). This is equivalent to 61074 MT of CO₂e and incurring total savings of ₹ 342.4 million.





Taxation

GRI 3-3, 207-1

As a responsible corporate tax citizen, our approach to tax is a commitment to comply with the tax laws and obligations in all the jurisdictions where Jubilant Bhartia Group operates and has a business presence in a responsible manner towards meeting all Tax reporting, filing, payment and disclosure requirements aligning with the arm's length principles of economic value creation and commercial rationale of setting up a business presence and simultaneously having a transparent and constructive relationship with tax administrations across the operating jurisdictions.

We understand our responsibility to pay an appropriate amount of tax. Jubilant Ingrevia Limited is committed to pursuing a competitive tax strategy in a responsible manner. This means paying taxes in jurisdictions where business activity generates profits. As a general rule, the Company and its subsidiaries pay corporate taxes in the countries in which they operate. A competitive tax strategy implies achieving a tax level around the peer-group average. It means having a balanced tax risk profile and not engaging in tax avoidance activities. We have a business and employment presence in multiple countries, and we pay a significant amount of tax, including corporation and other business taxes, as well as taxes associated with our employees. Significant judgement and estimates are required to determine the accrual for income taxes, deferred income tax assets and liabilities, and provision for uncertain tax positions. At the same time, we have a responsibility to our shareholders to be financially efficient and deliver a sustainable tax rate. As part of this approach, we look to align our investment strategies to those countries where we already have substantial economic activity and where government policies promote tax regimes that are attractive to business investment.

As we operate in multiple countries, there are transactions between and amongst Jubilant Ingrevia Limited and its Group companies. In line with internationally recognized standards for cross-border transactions and OECD (Organisation for Economic Co-operation and Development) guidelines, we base our transfer pricing policy on the arm's length principle and support our transfer prices with economic analysis and reports. The pricing is driven by the activities undertaken and the value created. This approach is consistently followed in all countries where we operate. Due professional care and judgement is exercised and all decisions are backed by appropriate documentation, while complying with the tax laws of various jurisdictions where we operate.

For jurisdiction-specific tax details and details about our subsidiaries, please refer to our Annual report for FY24, which is available on the Company website.

Tax Details for subsidiaries of Jubilant Ingrevia Limited

GRI 201-4, 207-4

Particulars	Jubilant Infrastructure Limited	Jubilant Life Sciences (USA) Inc.	Jubilant Life Sciences NV	Jubilant Life Sciences (Shanghai) Limited	Jubilant Life Sciences International Pte Limited	Jubilant Agro Sciences Limited
Revenue from operations	2,003.45	2,404.00	6,029.56	874.81	-	29.52
Other income	113.16	-	-	25.81	64.74	0.78
Total Income	2,116.61	2,404.00	6,029.56	900.62	64.74	30.30
Profit before tax	285.57	15.41	25.06	16.02	62.72	-32.21
Tax expense	50.2	17.05	7.28	8.80	3.39	-
Deferred tax income	36.94	(7.96)	-	-	-	(5.27)
Profit after tax	198.42	6.32	17.78	7.22	59.33	-26.94
Tax liability (Provision for tax)	12.31	-	-	-	0.49	-
Tax paid	42.03	21.57	34.45	26.14	3.34	-
Employees as on March 31, 2024	131	4	3	6	NA	40

Amounts in INR Mn.



Tax Governance, Control and Risk Management

GRI 207-2

Businesses are increasingly being challenged to ensure they contribute through the tax system to the societies in which they operate and to provide information on their tax management principles and policies.

We have robust internal policies, processes, training, and compliance programmes to ensure we are aligned across our business and meet our tax obligations. We understand the importance of tax in the wider context of business decisions and have processes in place to ensure that tax is considered as part of the decision-making process.

We are conscious of the negative publicity that can arise from an inappropriate tax policy and perceive strong internal controls and good relationships with professional advisors and regulators as the best way to manage reputational risk. As responsible corporate tax citizens, we are committed not to engaging in any tax planning or setting up tax avoidance structures in tax havens that would be considered contrary to the intentions of the regulators. We engage advisors and legal counsels to review tax legislation and its implications for our business. Where relevant, we are actively providing relevant business input to tax policymakers.

We maintain and operate our tax affairs within a strong Tax Governance, Reporting & Control Framework, Policies and Guidelines reviewed and approved by the Group Chief Financial Officer and the Board. Our thrust on transparency drives us to make all the reporting and disclosures relating to tax matters before appropriate forums in a timely manner. The complexity of tax laws and the periodic amendments in the tax arena require us to keep our knowledge updated in the relevant areas of taxation. In addition to international tax law and regulatory changes such as BEPS (Base Erosion and Profit Shifting) initiatives by OECD, changes in tax frameworks, tax reforms and other changes to the way existing tax laws are applied in jurisdictions and major countries where Jubilant Ingrevia Limited and its subsidiaries and affiliates operate could affect our income, our effective tax rate, and consequently our future net income. These changes may cover matters such as



taxable income, tax rates, indirect taxation, transfer pricing, dividend taxation, or a restriction in certain forms of tax relief. Any of these changes could have a material adverse effect on our business and future results. Additionally, due to the complexity of the fiscal environment, the ultimate resolution of any tax matter may result in payments higher or lower than the amounts accrued.

Jubilant Ingrevia Limited's commitment to managing tax risk is integrated with our broader business risk management and compliance framework. Our approach is to manage tax risks and tax costs in a manner consistent with applicable regulatory requirements and with shareholders' best long-term interests, taking into account operational and economic factors.

The roles and responsibilities of Tax Function is appropriately defined amongst an experienced in-house team of tax professionals responsible for diligently managing tax affairs of the Group. Matters involving significant tax exposures are reviewed closely by the Group's Senior Management. Under the Group's Tax Risk Management Framework, the responsibility and accountability for tax risk is appropriately managed within the in-house tax team.

Stakeholder engagement and management of concerns related to tax

GRI 207-3

Jubilant Ingrevia Limited engages with tax and regulatory authorities with honesty, integrity, respect, and fairness in a spirit of cooperative compliance. We are committed to prompt disclosure and transparency in all tax matters with respective tax authorities. Our business is conducted in multiple countries and is subject to tax in such jurisdictions. We pay the taxes as applicable on the income earned in the respective country in a timely manner by filing relevant returns and documents. The tax returns that are filed are subject to examination by various Federal, state and local tax authorities. We seek to maintain open and positive relationships with governments and tax authorities, and we welcome constructive debate on tax policy.



Risk & Opportunities

Risk-taking is an inherent trait of any enterprise. It is essential for the 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.

Risk Management

Our Vision for Risk Management

Our vision for risk management is to empower our organisation to achieve its strategic objectives by embedding a proactive and comprehensive risk management culture that anticipates, identifies, and mitigates risks, ensuring sustainable growth and protecting stakeholder value.



Risk Management Strategy and Structure

The Board of Directors constituted a Risk Management Committee ('RMC') to formulate a detailed risk management policy and oversee risk management processes and systems. The RMC acts as a governing body to ensure that appropriate methodology, processes, and systems are in place and to monitor the effectiveness of the risk management framework.

Our Risk Management structure comprises the Board of Directors and the Risk Management Committee at the apex level, supported by the Enterprise Risk Management (ERM) Council. The ERM Council comprises the CEO & MD, Co-CEO, Chief Financial Officer, Head of Business, President Operations, Chief of Manufacturing, Chief of Supply Chain, Head-HR, Head- CSR, Head-Corporate Affairs, Head- OHS & Sustainability, Head-Risk & Management Assurance, Chief Digital & Information Officer, Head - IT Security etc. The Head - Risk & Management Assurance, acts as an enabler to the ERM Council and reports to the CEO & MD on risk management activities.

The ERM Council establishes enterprise risk management objectives, strategies, and guiding principles, setting the overall tone for a risk minimisation culture. The Council ensures the identification and prioritisation of key risks through sensitivity analysis and stress testing, including identifying more extreme or uncommon types of risks. Risks and mitigation plans are discussed at various review forums chaired by the CEO & MD, with progress periodically monitored.

Risk Governance

Clear roles and responsibilities are defined in the Risk Management Policy for risk owners and mitigation plan owner (first line of ownership), the ERM Council, RMC, and Board (second line of ownership for setting standards and overseeing risk management activities), and the Head of Internal Audit (third line of ownership to provide independent assurance on the effectiveness of risk management activities).

The internal audit function serves as an independent reviewer, providing objective assessments of the Company's internal controls, risk management processes, and adherence to operational procedures, internal policies, and regulatory requirements across the organisation.



Risk Management Processes



Risk Review

We have a strong risk management framework for identifying risks (including emerging risks), prioritising, mitigating, monitoring, assessing, and reporting potential internal or external risks. We have established processes, guidelines, and a strong overview and monitoring system at the Board, RMC, and ERM Council levels. As an organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risks.

Risk management is a continuous process in which new and emerging risks are identified, and existing risks are modified in the Risk Library. The risks undergo evaluation to determine their exposure levels, considering both potential impact and likelihood of occurrence. This assessment is conducted using a risk assessment scale, and risks are categorised based on their overall assessment score.

Risk Exposure

The ERM Council reviews the risk management activities at least twice a year, defines new mitigation plans and improvements in existing ones, and reviews the progress. This proactive approach ensures we stay informed about the evolving risk landscape and maintain our resilience.

The Risk Management Committee reviews the Company's overall risk assessment at least twice a year and advises the Board on the Company's overall risk tolerance and strategy.

Risk Management Process Audit

An external consultant periodically reviews the risk management process to assess the maturity level. Risk management is also integrated with internal audit reviews conducted by the Internal Auditor, ensuring ongoing effectiveness of the risk management process.

Risk Culture

We have strategies to promote an effective risk culture throughout the organisation. During the year, a Risk Culture Survey confirmed that employees understand the risk management process and that the framework works effectively.

Training modules focusing on risk management are provided to employees across the organisation. Additionally, risk management education is provided to the Risk Management Committee (Non-Executive Directors) periodically.

To strengthen our risk mitigation plans and the overall framework, employee performance appraisals also consider risk management alongside other factors, linking financial incentives and encouraging effective risk management practices.



Management's Assessment of Risk

The Company identifies and evaluates risks (including emerging risks) through various brainstorming sessions with the ERM Council, and appropriate mitigation plans are created to address these risks. Some of the key risks are detailed below:

- Climate Change risk
- Environment, Health, and Safety (EHS) risk
- ESG Rating Risk
- Loss of market & competitiveness risk
- Delay in growth projects/capex risk
- Geo-economic, geo-political and macro-economic instability risk (emerging risk)

- Human resource - acquiring and retaining skilled talent risk
- Compliance and regulatory risk
- Cyber threats risk (emerging risk)

Climate Change Risk

GRI 201-2

According to the latest IPCC report and analyses from climate modelling software such as Think Hazard and the World Resources Institute, global temperatures have risen significantly since pre-industrial times. This increase has led to more frequent and severe extreme weather events, altered precipitation patterns, unpredictable weather fluctuations, and rising sea levels, all posing substantial business risks.

Mitigation Plan

Our approach focuses on adopting renewable energy sources,

such as solar and biomass, alongside investments in energy and resource efficiency, green chemistry, low-carbon technologies, and circular economy practices.

We are actively integrating biomass as a blend with coal in select plants, with two facilities already operating 100% on biomass. To reduce dependency on coal, we are diversifying energy sources through initiatives like Waste Heat Recovery and increasing renewable energy usage. We have set annual targets for reducing greenhouse gas emissions to track our progress effectively.

For further detail about the identified Risks please refer our Annual Report at <https://jubilantingrevia.com/investors/financials/annual-reports>





Membership in Associations

GRI 2-28

Jubilant Ingrevia Limited	
Sr.No	Name of the Association/Chamber
1	AAMA (Additional Ambernath Manufacturer's Association)
2	All India Distillers' Association (AIDA)
3	All India Industrial Gases Manufacturers' Association (AIIGMA)
4	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)
5	Chemtech-Chemical Advisory Board (CAB)
6	Confederation of Indian Industry (CII)
7	European Petrochemicals Association (EPCA)
8	Federation of Indian Chambers of Commerce & Industry (FICCI)
9	Gujarat Employers' Organisation
10	Indian Captive Power Producers Association (ICPPA)
11	Indian Chemical Council (ICC)
12	Indian Speciality Chemical Manufacturers' Association (ISCMA)
13	Lucknow Management Association (LMA)
14	PHD CHAMBER OF COMMERCE AND INDUSTRY
15	Savli East Waghodia West Association of Industries
16	Global Reporting Initiative (GRI)
17	Global Compact Network of India (GCNI)





*Please note, the Company has become GRI community member from July 2021 and signatory to UNGC (United Nations Global Compact) from June 2021



United Nations Global Compact

Jubilant Ingrevia Ltd. became a member of the UN Global Compact (UNGC) in 2010 with the aim of internalising the 10 Global Compact Principles in the areas of Human Rights, labour, environment and anti-corruption within its strategies, policies and operations. Through our support to UNGC, we aim to undertake projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals. From 2010 onwards, the Company is submitting its Communication on Progress (COP); these communications are available on the UNGC website.

UNGC ‘The Ten Principles’

Area	Principle	Statement	Page No
 Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed Human Rights	48
	Principle 2	Businesses should make sure that they are not complicit in Human Rights abuses	48- 52
 Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	50
	Principle 4	The elimination of all forms of forced and compulsory labour	49, 67
	Principle 5	The effective abolition of child labour; and	49, 67
	Principle 6	The elimination of discrimination in respect of employment and occupation	49, 67
 Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges	68
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	21-36
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	21-36
 Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	68



GRI Content Index

Jubilant Ingrevia Limited has reported in accordance with the GRI Standards for the period 1st April 2023 to 31st March 2024.

Statement of use			Jubilant Ingrevia Limited has reported in accordance with the GRI Standards for the period 1st April 2023 to 31st March 2024		
GRI 1 used			GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)			NA		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organisational details	5-11	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organisation's sustainability reporting	11			
	2-3 Reporting period, frequency and contact point	12-13			
	2-4 Restatements of information	13			
	2-5 External assurance	13, 96-97			
	2-6 Activities, value chain and other business relationships	5-7,11			
	2-7 Employees	46			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	46			
	2-9 Governance structure and composition	63-64			
	2-10 Nomination and selection of the highest governance body	63, 65			
	2-11 Chair of the highest governance body	63-64			
	2-12 Role of the highest governance body in overseeing the management of impacts	63, 65			
	2-13 Delegation of responsibility for managing impacts	63, 65			
	2-14 Role of the highest governance body in sustainability reporting	11,12, 63, 65			
	2-15 Conflicts of interest	67			
	2-16 Communication of critical concerns	67			
	2-17 Collective knowledge of the highest governance body	63			
	2-18 Evaluation of the performance of the highest governance body	65			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-19 Remuneration policies	65			
	2-20 Process to determine remuneration	65			
	2-21 Annual total compensation ratio	65			
	2-22 Statement on sustainable development strategy	3-4			
	2-23 Policy commitments	66-67			
	2-24 Embedding policy commitments	63-68			
	2-25 Processes to remediate negative impacts	50, 67			
	2-26 Mechanisms for seeking advice and raising concerns	50, 66-67			
	2-27 Compliance with laws and regulations	32, 68			
	2-28 Membership associations	76			
	2-29 Approach to stakeholder engagement	17			
	2-30 Collective bargaining agreements	50			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is unavailable.		
	3-2 List of material topics	20			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	69			
GRI 201: Economic Performance 201	201-1 Direct economic value generated and distributed	69, 70			
	201-2 Financial implications and other risks and opportunities due to climate change	22, 75			
	201-3 Defined benefit plan obligations and other retirement plans	70			
	201-4 Financial assistance received from the government	71			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	46			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	46			
	202-2 Proportion of senior management hired from the local community	46			
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	53			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	53			
	203-2 Significant indirect economic impacts	53			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	62			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	62			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	68			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	68			
	205-2 Communication and training about anti-corruption policies and procedures	43, 68			
	205-3 Confirmed incidents of corruption and actions taken	50			
Anti-competitive behaviour					
GRI 3: Material Topics 2021	3-3 Management of material topics	48-51			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	51, 52			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	71			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 207: Tax 2019	207-1 Approach to tax	71			
	207-2 Tax governance, control, and risk management	72			
	207-3 Stakeholder engagement and management of concerns related to tax	72			
	207-4 Country-by-country reporting	70-71			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	36			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	36			
	301-2 Recycled input materials used	36			
	301-3 Reclaimed products and their packaging materials	36			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	21, 25			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	26, 102			
	302-2 Energy consumption outside of the organisation	—	Energy consumption outside of the organisation	Information unavailable/incomplete	Since it is difficult to get the primary data required to calculate energy consumption outside the organisation
	302-3 Energy intensity	25			
	302-4 Reduction of energy consumption	25, 102			
	302-5 Reductions in energy requirements of products and services	—	Yes	Not applicable	Reason for omission: Not Applicable. Since the Company is not in the business of selling energy-requiring products
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	29-31			
	303-2 Management of water discharge-related impacts	29-31			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	30			
	303-4 Water discharge	29, 30			
	303-5 Water consumption	30			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			
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	29			
	304-2 Significant impacts of activities, products and services on biodiversity	29			
	304-3 Habitats protected or restored	29			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	29			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	23			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	23			
	305-2 Energy indirect (Scope 2) GHG emissions	23			
	305-3 Other indirect (Scope 3) GHG emissions	24			
	305-4 GHG emissions intensity	23			
	305-5 Reduction of GHG emissions	25			
	305-6 Emissions of ozone-depleting substances (ODS)	36			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	36			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	34			
	306-2 Management of significant waste-related impacts	34			
	306-3 Waste generated	34			
	306-4 Waste diverted from disposal	34			
	306-5 Waste directed to disposal	34			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	62			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	62			
	308-2 Negative environmental impacts in the supply chain and actions taken	62			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	41, 45			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	45			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	41			
	401-3 Parental leave	41			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	52			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	52			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	38			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38-40			
	403-2 Hazard identification, risk assessment, and incident investigation	39			
	403-3 Occupational health services	39			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	39-40			
	403-5 Worker training on occupational health and safety	39			
	403-6 Promotion of worker health	38-40			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38-40			
	403-8 Workers covered by an occupational health and safety management system	38			
	403-9 Work-related injuries	40			
	403-10 Work-related ill health	40			
Training and Education					
GRI 3: Material Topics 2021	3-3 Management of material topics	42			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	44			
	404-2 Programs for upgrading employee skills and transition assistance programs	42-44			
	404-3 Percentage of employees receiving regular performance and career development reviews	41			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	—			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	46, 47, 63			
	405-2 Ratio of basic salary and remuneration of women to men	49			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	49			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
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	50			
Child labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	49, 62			
Forced or compulsory labour					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	49, 62			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	50			
Rights of Indigenous Peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving the rights of Indigenous peoples	51			
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	53			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	53			
	413-2 Operations with significant actual and potential negative impacts on local communities	53			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	62			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	62			
	414-2 Negative social impacts in the supply chain and actions taken	62			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	48			
GRI 415: Public Policy 2016	415-1 Political contributions	51			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	60			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	60-61			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	61			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and labelling					
GRI 3: Material Topics 2021	3-3 Management of material topics	58, 60			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labelling	59, 61			
	417-2 Incidents of non-compliance concerning product and service information and labelling	61			
	417-3 Incidents of non-compliance concerning marketing communications	61			
Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	58, 61			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	61			



Assurance Statement



Independent practitioner's assurance report

Jubilant Ingrevia Limited
Plot No. 1 A, Sector 16 A, NOIDA - 201301
Uttar Pradesh, India

Scope

We have been engaged by Jubilant Ingrevia Limited (hereafter "Jubilant Ingrevia") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on select non-financial Key Performance Indicators (KPIs) (mentioned in Annexure-1 below) (the "Subject Matter") contained in Jubilant Ingrevia's (the "Company's") Sustainability Report FY 2023-24 as of 31 January 2025 for the year ended 31 March 2024 for the period from 01 April 2023 to 31 March 2024 (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Jubilant Ingrevia

In preparing the select non-financial KPIs contained in the Sustainability Report FY 2023-24, Jubilant Ingrevia applied the GRI Standards of the Global Reporting Initiative (Criteria). Such Criteria were specifically designed for the select non-financial KPIs; As a result, the subject matter information may not be suitable for another purpose.

Jubilant Ingrevia's responsibilities

Jubilant Ingrevia's management is responsible for selecting the Criteria, and for presenting the select non-financial KPIs contained in the Sustainability Report FY 2023-24 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)', and the terms of reference for this engagement as agreed with Jubilant Ingrevia on 27 September 2024. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

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We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Jubilant Ingrevia's select non-financial KPIs for FY 2023-24 and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the company's material sustainability aspects contained in the Sustainability Report FY 2023-24.
- Checking of consistency of data / information within the Sustainability Report FY 2023-24.
- Carry out limited assurance including checking of the sample data and information reported at the selected sites finalised in mutual discussion with Jubilant Ingrevia and corporate office at Noida, Uttar Pradesh.
- Checking of audit trail of selected claims and data streams to determine the level of accuracy in collection, transcription and aggregation processes followed.
- Conducting interview of select representatives of Company's management to understand the current processes in place for collecting, collating, and reporting the subject matter as per GRI Standards, and the progress made during the reporting period.

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- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the criteria.

We also performed such other procedures as we considered necessary in the circumstances.

The assurance scope excludes:

- Data and information outside the defined reporting period of: 01 April 2023 to 31 March 2024.
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Sustainability Report, or other sources available in the public domain.
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to select non-financial KPIs contained in the Sustainability Report FY 2023-24 as of 31 January 2025 for the year ended 31 March 2024 for the period from 01 April 2023 to 31 March 2024, in order for it to be in accordance with the Criteria.

Ernst & Young Associates LLP

31 January 2025
Gurugram, Haryana
India



Annexure I (Subject Matter)

S.No.	Relevant GRI Indicators	Disclosures
1	GRI 205-1 to 205-3	Anti-Corruption
2	GRI 206-1	Anti-Competitive Behavior
3	GRI 302-1, 302-3, 302-4	Energy
4	GRI 303-1 to 303-5	Water and Effluents
5	GRI 305-1 to 305-7	Emissions
6	GRI 306-1, 306-3 to 306-5	Waste
7	GRI 308-1	Supplier Environmental Assessment
8	GRI 401-1 to 401-3	Employment
9	GRI 403-1 to 403-6, 403-8, 403-9	Occupational Health and Safety
10	GRI 404-1 to 404-3	Training and Education
11	GRI 405-1 to 405-2	Diversity and Equal Opportunity
12	GRI 406-1	Non-Discrimination
13	GRI 407-1	Freedom of Association and Collective Bargaining
14	GRI 408-1	Child Labor
15	GRI 409-1	Forced or Compulsory Labor
16	GRI 410-1	Security personnel trained in human right policies or procedures
17	GRI 413-1 to 413-2	Local Communities
18	GRI 414-1	Supplier Social Assessment
19	GRI 418-1	Customer Privacy



List of Abbreviations

GRI 102-56

Abbreviations	Meaning	Abbreviations	Meaning
BEPS	Base erosion and profit shifting	KPI	Key Performance Indicators
CAPA	Corrective and Preventive Actions	KRA	Key Result Areas
CDP	Carbon Disclosure Project	kWh	Kilowatt-hour
CEO	Chief Executive Officer	LSHS	Low sulphur heavy stock
CETP	Common Effluent Treatment Plant	LSI	Life Sciences Ingredient
CFO	Chief Financial Officer,	LTIFR	Lost Time Injury Frequency Rate
CGMP	Current Good Manufacturing Practices	LTISR	Lost Time Injury Severity Rate
CGWA	Central Ground Water Authority	MS	Mild Steel
CII	Confederation of Indian Industry	MPCB	Maharashtra Pollution Control Board
CLP	Classification, Labelling and Packaging	MSDS	Material Safety Data Sheet
CoC	Code of Conduct	MT	Metric Tonnes
COO	Chief of Operation	NGO	Non-Governmental Organization
CO2e	Carbon Dioxide Equivalent	NABL	National Accreditation Board for Testing and Calibration Laboratories



Abbreviations	Meaning	Abbreviations	Meaning
tCO ₂ e	Tonne of CO ₂ e	NGT	National Green Tribunal
COP	Communication on Progress	NOC	No Objection Certificate
CPCB	Central Pollution Control Board	NRC	Nutrition Rehabilitation Centre
CRM	Customer Relationship Management	NOx	Oxides of Nitrogen
CSR	Corporate Social Responsibility	ODS	Ozone Depleting Substances
DOTS	Directly Observed Treatment, Short-course	OECD	Organisation for Economic Co-operation and Development
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortisation	OHS	Occupational Health & Safety
EC	Environment Clearance	OPD	Outpatient Department
ED	Executive Director	PAT	Profit After Tax
EHS	Environment Health & Safety	PF	Provident Fund
ERM	Enterprise Risk Management	PIL	Public Interest Litigation
ERP	Enterprise Resource Planning	PMS	Performance Management System
ETP	Effluent Treatment Plant	POSH	Prevention of Sexual Harassment
EU	European Union	PPE	Personal Protective Equipment



Abbreviations	Meaning	Abbreviations	Meaning
FAMI – QS	Feed Additives and Premixtures Quality System	QA	Quality Assurance
FSSAI	Food Safety and Standards Authority of India	QC	Quality Control
FSSC	Food Safety System Certification	RC	Responsible Care
FICCI	Federation of Indian Chambers of Commerce and Industry	REACH	Registration, Evaluation, Authorisation and restriction of Chemicals
FO	Furnace Oil	SAM	Severe Acute Malnutrition
FMEA	Failure Mode and Effects Analysis	SCM	Supply Chain Management
FY	Financial Year	SCRS	Statutory Compliance Reporting System
GHG	Green House Gases	SDG	Sustainable Development Goals
GHS	Global Harmonised System	SEBI	Securities and Exchange Board of India
GRI	Global Reporting Initiative	SEOY	Social Entrepreneur of the Year
Hand Symbol	Material topic starts	SEZ	Special Economic Zonen
HAZOP	Hazards and Operability Study	SHG	Self Help Group
HRIS	Human Resource Information System	SME	Subject Matter Expert
HSD	High-Speed Diesel	SO ₂	Sulphur Dioxide



Abbreviations	Meaning	Abbreviations	Meaning
H&S	Health & Safety	JBF	Jubilant Bhartia Foundation
HR	Human Resource	JVL	Jubilant Ingrevia Limited
IATA	International Air Transport Association	JLL	Jubilant Life Sciences Limited
ICC	Indian Chemical Council	JSA	Job Safety Analysis
ICCA	International Council of Chemical Associations	SOx	Oxides of Sulphur
ICTC	Integrated Counselling & Testing Centre	TJ	Tera Joule
IFC	Internal Financial Controls	TREM	Transport Emergency Management
IMDG	International Maritime Dangerous Goods	TPH	Tonnes Per Hour
INDC	Intended Nationally Determined Contribution	UNGC	United Nations Global Compact
INR	Indian Rupee	UPPCB	Uttar Pradesh Pollution Control Board
IPR	Intellectual Property Rights	USA	United States of America
ISO	International Organization for Standardization	VRS	Voluntary Retirement Schemes
IT	Information Technology	WHO	World Health Organization
IUCN	International Union for Conservation of Nature		



Methodology for calculations

GRI 302-1,302-4,305-1,305-2,305-3,305-5,

Energy calculation:

Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled in Excel. All energy & GHG calculations are done in Excel using international guidelines (e.g. GHG Protocol) and emission factors (e.g. IPCC emission factor).

Energy calculation for offices:

Fuel, power and water-related data collected directly and multiplied by respective NCV for energy and GHG calculations.

Fuel analysis: Other than coal and biogas, all fuel NCVs were from third-party analysed data. We used in-house analysis data for coal and for biogas, we used NCV of methane referred from standard literature.

Emission Factors:

Relevant IPCC emission factors are built-in and used for GHG calculations. Scope 1 GHG calculation used IPCC emission factor for each fuel except for biogas, where carbon content in biogas was used. For purchased power (Scope 2), the Central Electricity Authority published the emission factor for our Indian operation. For Scope 3 emission, we used in-house logistic data along with emission factors from GHG Protocol – Mobile Guide.

Goals	Sustainable Development Goals	Page No.
Goal 1	No poverty	53-55
Goal 2	Zero hunger (No hunger)	55
Goal 3	Good health and well-being	55
Goal 4	Quality education	56
Goal 5	Gender equality	55
Goal 6	Clean water and sanitation	29-31, 56
Goal 7	Affordable and clean energy	25-27, 56
Goal 8	Decent work and economic growth	37-61, 69-72
Goal 9	Industry, Innovation and Infrastructure	11, 60
Goal 10	Reduced inequality	NA
Goal 11	Sustainable cities and communities	NA
Goal 12	Responsible consumption and production	36
Goal 13	Climate action	22, 28
Goal 14	Life below water	NA
Goal 15	Life on land	29
Goal 16	Peace, justice and strong institutions	NA
Goal 17	Partnership for the goals	56





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INGREVIA***

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