

# Creating Value, Growing Sustainably

Sustainability Report  
2021-22



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# Message from the Chairmen

GRI : 102-14



**Shyam S. Bhartia**  
Chairman

**Hari S. Bhartia**  
Co-Chairman

**Dear Stakeholders,**  
**FY 2022 was an extraordinary year for Jubilant Ingrevia Limited.**

For all its turbulence, this was a year that unleashed potential and tested our mettle. We were stretched and pushed harder and we experimented more and experimented faster. That's a testimony to the relentless perseverance of our employees and their unwavering focus on delivering business value.

The perseverance and deep-rooted responsibility of our people helped drive our progress, during the devastating second wave of COVID-19 last year. We are hopeful that with continued unity and a desire to make a positive impact, we shall continue to serve our stakeholders, the environment and our community.



The perseverance and deep-rooted responsibility of our people helped drive our progress during the devastating second wave of COVID-19 last year.



## Message from the Chairmen (Contd.)

Sustainability is an integral part of our culture and purposeful action. We believe in delivering on our promise of Caring, Sharing, Growing. Before the demerger, the Company started its sustainability reporting journey way back in 2003 following GRI Standards. In parallel to its sustainability reporting, the Company has put in place several policies and international standards to make the Company management and the governance system more mature and resilient to the ever-changing business risks, challenging its performance. In addition to the existing environmental and social challenges, business risks arising out of climate change, pandemic and conflict are the relevant and more recent areas on which the Company management is convinced. The Company is working towards addressing these challenges as well as harnessing the opportunities.

Additionally, effective climate protection and scarce resources are the central challenges of our time. We would like to take this opportunity to inform you about some of our achievements under environmental and social performance during this reporting period as follows:

In line with India's Nationally Determined Contributions (NDC), we have our vision for a sustainable tomorrow. Our progress towards the sustainability goals was encouraging as we met our sustainability goals related to specific water and specific GHG.

Cont. GRI : 102-14



## Message from the Chairmen (Contd.)

**We climbed from 23rd to 6th position on Responsible Business Ranking by the joint ET - Futurescape 8th Sustainability Index Report.**

We reduced 19% of specific water consumption and 11% on specific Greenhouse Gases (GHG) emissions with respect to the FY 2019 baselines. 35% of our water withdrawal is recycled and reused in-house. We also worked towards digitalisation of over 150 schools in India and supported over 2,300 families to achieve sustainable livelihood.

Our commitment to sustainability can be demonstrated by our achievement in our Environmental, Social, and Governance (ESG) ratings. In the S&P Global ESG Indices CSA 2021- CHM Chemicals, we scored 81% percentile. In CDP (formerly the Carbon Disclosure Project) we are on awareness band in climate change and water securities disclosure. We also climbed from 23<sup>rd</sup> to 6<sup>th</sup> position on Responsible Business Ranking by the joint ET-Futurescape 8<sup>th</sup> Sustainability Index Report.

One of the strategic action plans, developed by Jubilant Ingrevia Limited, towards driving its sustainability journey ahead is – the 'Responsible and Inclusive Growth' (RIG-26) program. The 'Responsible

Inclusive Growth' (RIG -26) program was established to identify certain focus areas with their targets to be achieved by FY 2026. These internal initiatives under the program aim to enhance socio-economic value for our stakeholders while minimising the environmental footprint of the Company's operations. These focus areas under RIG-26 are aligned with the Company's business and in turn, will contribute to the SDG's commitment of the organisation.



The Company delivered record financial performance during FY 2022 despite facing a severe second wave of the pandemic at beginning of the year, then headwinds and volatility in key input raw materials and a rise in energy prices. The Company is pleased to announce its YoY growth in revenue at 42%, EBITDA at 38% & PAT 51%. Jubilant Ingrevia Limited is driven to consistently add value with its sustainability-focused operations in its business segments of Speciality Chemicals, Nutrition & Health Solutions and Chemical Intermediates. Going forward, we plan to make focused investments in our Speciality Chemicals and Nutrition & Health Solutions segments.

Overall, our business holds an optimistic outlook for the coming years as we continue to stay invested in the long-term projects to drive growth and sustainability.

We have collectively worked hard towards this sustainability report and would love to hear from you how we can improve on this further.

**Shyam S. Bhartia**  
Chairman

**Hari S. Bhartia**  
Co-Chairman

# About Our Organisation

## OUR BUSINESSES

GRI : 102-1, 102-2, 102-5, 102-6, 102-7

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 offers a broad portfolio of high-quality ingredients that find application in a wide range of industries. The Company serves more than 1,400 customers in over 50 countries across the world. The Company's portfolio also extends to custom research and manufacturing for pharmaceutical and agrochemical customers on an exclusive basis. Majority of the Company's manufacturing sites are 'Responsible Care' certified and the Company is driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products that the Company manufactures, it takes pride in being a partner of choice for its valued customers.



## About Our Organisation (Contd.)

### Business segments

#### 1. Speciality Chemicals



##### Pyridine & Picolines

Our Speciality Ingredients business offers speciality building blocks such as Pyridine and Picolines, Cyanopyridines, Piperidine and so on, for the production of a range of agrochemicals, pharmaceuticals, nutrition, fine chemicals, oilfield chemicals, electronics, solvents, and so on.



##### Fine Chemicals

In Fine Chemicals, we offer value-added derivatives derived from Speciality Ingredients, attaining No 1 position globally in manufacturing and sale of ingredients including Acetyl Pyridines, Amino Pyridines, Halo Pyridines, Pyridine Aldehydes, Metal Complexes and different other Pyridine, Picoline and Piperidine-based derivatives for the pharmaceutical, human and animal nutrition, personal care, flavours and fragrance and other industrial applications.



##### Crop Protection Chemicals

We offer value added derivatives, derived from speciality building blocks such as Amino Pyridines, Halogenated Pyridines, Quaternary salts, Alkyl Pyridines and so on, which have application in intermediates and actives used across insecticides, fungicides, herbicides and plant growth regulators, whereby we contribute to the global food security program.



##### CDMO

Our strong, synthetic and organic chemistry and manufacturing capabilities, makes us a one-stop-shop for Custom Development and Manufacturing (CDMO) services and a 'Partner of Choice' to global pharmaceutical and agrochemical customers. We continuously collaborate 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.

Contd. GRI : 102-2, 102-5, 102-6, 102-7, 102-16

## About Our Organisation (Contd.)

### 2. Nutrition & Health Solutions



#### Nutrition & Health Ingredients

In Nutrition & Health Ingredients, we offer products like Vitamin B3 and Picolinates (Chromium and Zinc) which are fully backward integrated. We also offer other ingredients like Herbal Choline, Riboflavin Phosphate Sodium and so on. Our ingredients find application in animal nutrition, human nutrition, personal care, and more.

#### Animal Nutrition & Health Solutions



The aim of Animal Nutrition & Health Solutions is to provide high-quality feed additives and solutions to enhance performance of live stocks. We have over 24 branded product offerings in:

1. **Health ingredients category** - including vitamins, mineral premixes, stress regulators, amino acids, herbal choline, herbal non-antibiotic growth promoter and egg quality enhancer.
2. **Performance ingredients category** - including toxin binders, acidifiers, enzymes and emulsifiers, having application in poultry, dairy, aqua and pet food industry.



#### Human Nutrition & Health Solutions

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

### 3. Chemical Intermediates



#### Acetyls

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



#### Speciality Ethanol

In Speciality Ethanol, we offer various speciality grades of ethanol from renewable sources (sugarcane molasses), for applications in pharmaceuticals, agrochemicals, personal care, and fuel blending. We also offer CO2 for beverage and industrial applications.

#### Shareholding pattern for Jubilant Ingrevia Limited as on March 31, 2022

- Promoter and Promoter Group: 51.1%
- Public: 48.9%

Contd. GRI : 102-2, 102-5, 102-6, 102-7, 102-16

## About Our Organisation (Contd.)



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



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



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



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

GRI : 102-6, 102-16

### Our Values

We started our journey more than 40 years ago and our values have been the foundation for our success. Each activity at Jubilant Ingrevia Limited is driven by these set of values which are imbibed in each employee at all levels, by conducting regular trainings and related activities.

# About Our Organisation (Contd.)

## Our Presence

GRI : 102-2, 102-3, 102-4, 102-6, 102-7 102-45, 102-46

### India

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

### Location of Headquarter:

#### Jubilant Ingrevia Limited

1A, Sector 16A, Noida-201301,  
Uttar Pradesh, India

Jubilant Ingrevia Limited's business facilities across India:

#### Ambernath, Maharashtra, India

Facility for Exclusive Synthesis - Pyridine derivatives

#### Bharuch, Gujarat, India (Special Economic Zone (SEZ))

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

#### Gajraula, Uttar Pradesh, India

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

#### Nira, Maharashtra, India

Life Science Chemicals – Ethanol, Ethyl Acetate, Acetic Anhydride

#### Savli, Gujarat, India

Animal Nutrition Products

### Key subsidiary companies:

- 1 Jubilant Infrastructure Limited
- 2 Jubilant Agro Sciences Limited  
(formerly known as Jubilant Crop Protection Limited)
- 3 Jubilant Life Sciences (USA) Inc.
- 4 Jubilant Life Sciences (Shanghai) Limited
- 5 Jubilant Life Sciences International Pte. Limited
- 6 Jubilant Life Sciences NV



Noida, Uttar Pradesh  
Corporate Office &  
R&D Facilities



Gajraula,  
Uttar Pradesh



Savli, Gujarat



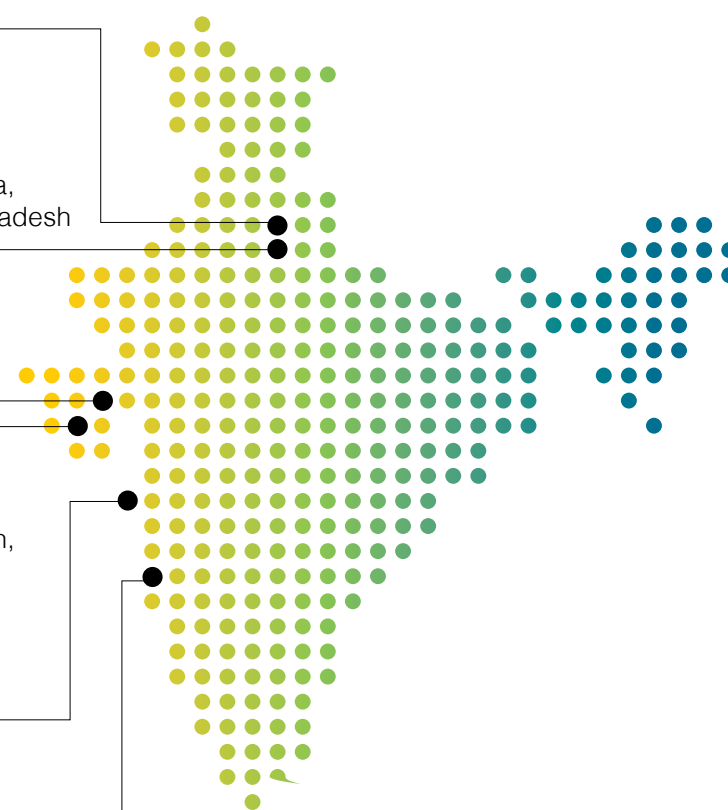
Bharuch,  
Gujarat



Ambernath,  
Maharashtra



Nira,  
Maharashtra



# Report Profile

## Topic Boundaries

GRI : 102-31, 102-32, 102-46, 102-50, 102-51, 102-54, 102-52

This is the second Corporate Sustainability Report of Jubilant Ingrevia Limited, post the demerger of the 'Life Sciences Ingredients' business from 'Jubilant Pharmova Limited', (previously Jubilant Life Sciences Limited) on February 1, 2021. However, the 'Life Science Ingredients' business was very much part of the sustainability reporting journey of 'Jubilant Pharmova Limited' since 2003 and continued to report its sustainability performance till FY 2020 within the same reporting boundary. The Report provides a concise overview of our overall performance and prospects to

assist the reader in making an informed decision on the Company's ability to create value in the short, medium and long term, and on the future viability of its business. This Report has been prepared in accordance with the GRI Standards: Comprehensive option.

Key sustainability data and information published in this Report has been compiled using the sustainability software 'SoFi', Enterprise Resource Planning (ERP), software (BAAN) for financial accounting, and PeopleSoft Human Resource Information System (HRIS)

for human resource data accounting. The Board and the CEOs review the sustainability performance on a half-yearly basis, while the Chief Sustainability Officer reviews the organisation's sustainability report and ensures that the organisation remains committed to cover 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 2022 (from April 1, 2021 to March 31, 2022) while reporting the sustainability performance of the Company.



# Report Profile (Contd.)

## Reporting Principles GRI : 102-46

### Defining Report Quality

The Company focuses on data accuracy, balance, clarity, comparability, reliability and timeliness 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 the Company'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 : 102-48

#### Water withdrawal (source wise break up):

Total water withdrawal figure has been corrected for FY 2021 to 2.32 million m<sup>3</sup> (Ground water) & 1.76 million m<sup>3</sup> (surface water) against last year reported figure of 3.39 million m<sup>3</sup> (Ground water) & 0.69 million m<sup>3</sup> (surface water) respectively. This was due to consideration of Nira site water source as ground water which is actually surface water.

#### Total hazardous waste disposal:

Hazardous waste figure for FY 2020 & 2021 has been corrected to 80085 MT & 81620 MT against earlier reported figure of 25727 MT & 17762 MT respectively. This was due to not consideration of organic raffinate under hazardous waste incineration category at Gajraula site along with compilation error.

### Changes in Reporting Requirement GRI : 102-10, 102-49

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

### Independent Assurance of Report GRI : 102-56, 102-53

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:

#### KVS Satish Kumar

Chief Sustainability Officer

1-A, Sector 16A, Noida 201301

Uttar Pradesh, India

Phone: +91-120-4361000

Email: satish.kanagala@jubl.com



# Corporate Governance

## Governance Structure

GRI : 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-27, 405-1

The Board of Directors ('Board') is the apex and highest governing body of the Company. 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 implementation of the Board's decisions.

Jubilant Ingrevia Limited is led by a team of distinguished individuals who inspire, lead and contribute to the growth of this Company. The Board of Directors of the Company has a judicial mix of executive, non-executive, Independent and Non-Independent Directors. As on March 31, 2022, the Board comprised two Executive Directors and four Non-Executive Directors. The Board had six Independent Directors including two women Directors. All members of the Board are well experienced and bring expertise in the fields of Life Sciences, Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, and so on. (Please refer to the Company's annual Report for further information:

[www.jubilantingrevia.com/investors/financials/annual-reports](http://www.jubilantingrevia.com/investors/financials/annual-reports).)

The core skills/competencies identified by the Board of Directors for effective functioning of the Company are available with the Directors. The core skills / competencies identified by the Board are deep understanding of the Company's business/ strategy and structure, financial acumen, knowledge in accounting and auditing standards and tax matters, Companies Act, applicable SEBI and stock exchange regulations, employee benefit schemes and matters related to employee hiring, skill development, gender diversity and so on.

It also requires 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, 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 on [www.jubilantingrevia.com/investors/corporate-governance/duties-of-directors/independence-criteria-for-directors](http://www.jubilantingrevia.com/investors/corporate-governance/duties-of-directors/independence-criteria-for-directors).

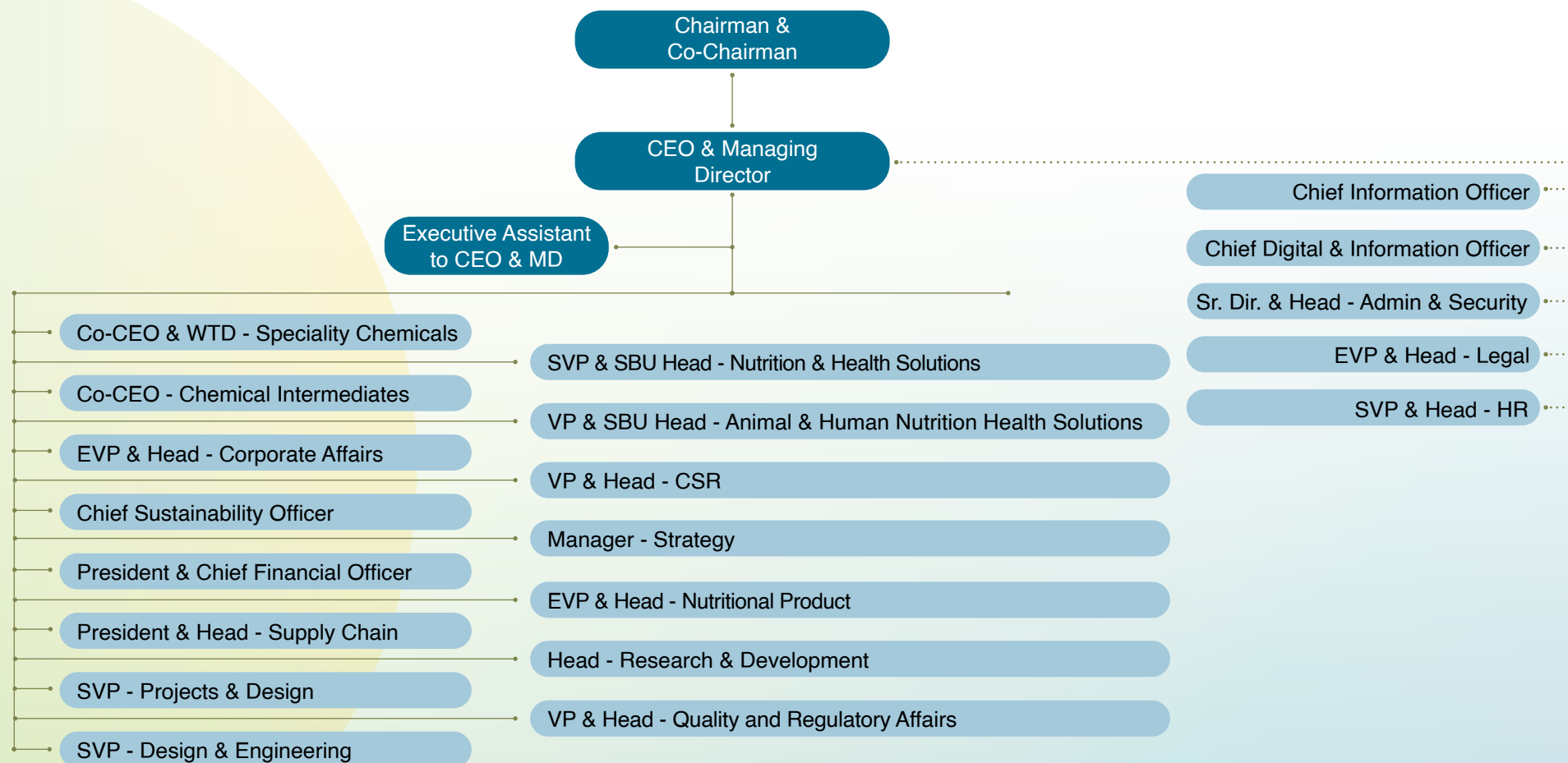
The CEO and Managing Director is the highest Executive Officer of the Company. He, along with the Chairman and Co-Chairman, has led the Company to its present success. The Chief Executive Officers (CEOs) of various businesses are responsible for smooth functioning of their respective businesses. This 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, Executive Directors and CEOs.



## Corporate Governance (Contd.)

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

Contd. GRI : 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-27



Chief Sustainability Officer is responsible for the sustainability aspects of the organisation and directly reports to the CEO & Managing Director

## Corporate Governance (Contd.)

### Mechanism for Effective Governance

#### 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 required. Minutes of the Committee meetings are placed at the subsequent Board meeting.

#### Major Committees of the Company include:

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability and 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 Company's Annual Report.

Contd. GRI : 102-24, 102-26, 102-35, 102-36

#### Compensation for the members of the highest governance body

GRI : 102-35, 102-36, 102-37, 102-38, 102-39 102-28

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 the 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 Shares and/ or Retention Bonus) in terms of long-term incentive plan of the Company .

The 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 75. Also, the ratio of percentage increase from 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 0.72



## Corporate Governance (Contd.)

### Appointment and Remuneration **GRI : 102-24**

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 (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 available on the Company's website and can be accessed here:

[www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy](http://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy)

### Code of Conduct (CoC) and Policies

**GRI : 102-16, 102-17, 102-26, 205-2**

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 (Listing Regulations). Following are the key codes and policies which provide broad guidelines for smooth and transparent functioning of the Board:

**Contd. GRI : 102-28, 102-35, 102-36, 102-37**

- 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 of Independent Directors
- Silent Period Policy



### 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 and 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   |   |
|---|---|
| The HR or Business Head   | Log on to <a href="http://www.cwiportal.com">www.cwiportal.com</a> and click on the 'Lodge Report' button |
| Email to <a href="mailto:ombudsperson@jubil.com">ombudsperson@jubil.com</a> | Write to Post Box No. 4374, The Ombudsperson - Jubilant Bhartia Group, New Delhi.                         |

Call Toll Free Number 18601234525 (Availability Monday to Friday from 0930 hrs - 1730 hrs IST) or send a voicemail anytime.

Refer To The Updated Code Of Conduct And Whistle Blower Policy @myjubilant



## Corporate Governance (Contd.)

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

### Code of Conduct covering the following:

- 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: [www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts](http://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts).

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

- Caring for the environment which includes caring for the society in which the Company operates;

Contd. GRI : 102-16, 102-17, 102-26, 102-28, 205-2

- 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 : 102-25, 102-17, 102-28

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.

Conflicts arising, if any, can be resolved through informal discussions. However, if any conflict is unresolved, the following approach is adopted by the Company:



### Business activity involving friends/family can conflict with the interest of the Company

Any situation, where an employee engages with anyone who is party to a Company transaction or when an employee is in a position to derive an improper benefit, by making/influencing decisions comprises conflict of interest. Employees should not engage in any business, relationship or activity which might conflict with the interest of Company.

If you are in a position of authority do not abuse the same by influencing decisions for improper personal benefits

| OPTIONS TO REPORT  |   |
|--|---|
| The HR or Business Head  | Log on to <a href="http://www.cwpportal.com">www.cwpportal.com</a> and click on the 'Lodge Report' button |
| Email to <a href="mailto:ombudsperson@jubi.com">ombudsperson@jubi.com</a>  | Write to Post Box No. 4374, The Ombudsperson - Jubilant Bharat Group, New Delhi.                          |
| Call Toll Free Number: 18601234525 (Availability Monday to Friday from 0930 hrs - 1730 hrs IST) or send a voicemail anytime. |   |
| Refer To The Updated Code Of Conduct And Whistle Blower Policy @myjubilant   |   |

Analyse or review the situation of conflict;

Organise meeting jointly with the concerned parties to know their perspective; and reconcile through the involvement of senior executives.

In case, it is not possible to solve the conflicts, the matter is dealt by senior persons/external reputed persons. However, no such cases occurred during the year.

The Company has implemented a 'Code of Conduct for Prevention of Insider Trading' with regard to the securities of the Company for observance and compliance by its Directors and Designated Persons. The said Code, inter alia, prohibits trading of securities of the Company by Directors and Designated Persons while in possession of the unpublished price sensitive information in relation to the Company or its securities.

## Corporate Governance (Contd.)

### Grievance Redressal GRI : 102-33, 102-17

Jubilant Ingrevia Limited has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without the fear of retaliation /victimisation / discrimination which is a sine qua non for an ethical organisation. To further augment the Corporate Governance standards, an office of the Ombudsperson for the Jubilant Bhartia Group has been established. Any issue or concern may be reported by e-mail to [ombudsperson@jubil.com](mailto:ombudsperson@jubil.com) or by logging on to [www.cwiportal.com](http://www.cwiportal.com), an external web portal with whom Jubilant has tied up for processing issues/ concerns independently and confidentially.

### Anti-Corruption GRI : 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 Ernst & Young 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 the senior management. This CoC clearly prohibits all forms of corruption in 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.



### Corruption of any kind is not tolerable

Employees are prohibited from engaging in any kind of illegal or improper payments or any benefits to be given or received from any vendor, government body, regulatory authority etc. Furthermore, seeking favours in turn of doing one's own job is unacceptable.

**If you note any such act done by any person, please notify the same to the concerned authorities.**

OPTIONS TO REPORT

|   |  |
|---|--|
| <p> The HR or Business Head</p> <p> Email to <a href="mailto:ombudsperson@jubil.com">ombudsperson@jubil.com</a></p> | <p> Log on to <a href="http://www.cwiportal.com">www.cwiportal.com</a> and click on the <b>Lodge Report</b> button</p> <p> Write to <b>Post Box No. 4374</b>, The Ombudsperson- Jubilant Bhartia Group, New Delhi.</p> |
|---|--|

Call Toll Free Number 18601234525 (Availability Monday to Friday from 0930 hrs – 1730 hrs IST) or send a voicemail anytime.

Refer To The Updated Code Of Conduct And Whistle Blower Policy @myjubilant

### Precautionary Approach GRI : 102-11

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 compliance reporting system 'Conformity Tool' with a state of the art software for managing compliances as a part of the precautionary approach to prevent any non-compliance. 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 Executive Director and CEOs of the Company and is reported to the Audit Committee at the quarterly meetings.



## Key Highlights

### Environment

- Reduced **19%** of specific water consumption and **11%** of specific GHG emissions with respect to FY 2019 baselines
- **35%** of water Recycled and Reused
- Estimated saving of 797 TJ equivalent of energy and reduction of 75016 tCO<sub>2</sub> through implementation of **42** energy saving projects.

### Governance

- Revenue growth - **42%** on YoY basis, driven by growth across business segments.
- EBITDA at Rs **863** crore, growth by **38%** on account of strong performance of all three product segments.
- PAT growth - **51%** YoY driven by growth in EBITDA, aided by reduction in finance cost on account of reduction in debt and optimisation of interest rates.

### Social

- **143896** man-hours were spent on safety training during this year
- Digitalisation of over **150** schools
- Supported over **2300** families to achieve sustainable livelihood



# Risks and Opportunities

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

## Internal Financial Control Framework

GRI : 102-15, 102-29, 102-30

Our Internal Financial Controls (IFC) system has been established with policies and procedures that incorporate all the five elements:

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

More detailed explanation of these elements can be found in the Company's Annual Report [www.jubilantingrevia.com/investors/financials/annual-reports](http://www.jubilantingrevia.com/investors/financials/annual-reports)

In addition, the Company has a transparent framework for periodic evaluation of the Internal Financial Controls in the form of internal audit exercise carried out throughout the year and online controls self-assessment through Controls Manager software, thereby reinforcing the commitment to adopt best corporate governance practices.

## Our Vision on Risk Management

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

## Risk Management Strategy and Structure

The Board of Directors constituted a Risk Management Committee (RMC) to formulate detailed 'Risk Management Policy' and oversee risk management process and systems. The Risk Management Committee acts as a governing body to monitor the effectiveness of the risk management framework twice in a year. Risk management workshop is also conducted for RMC to ensure that they are informed about latest-risk management practices and are equipped to assess various forms of risks.

The Company's risk management structure comprises the Board of Directors, Risk Management Committee at the apex level, supported at an operational level by Enterprise Risk Management (ERM) Council. ERM Council comprises the CEO & MD, Co-CEOs, Chief Financial Officer, Chief of Operations, Chief of Supply Chain, Head - Internal Audit, Chief Information Officer, Chief of Manufacturing and so on. The Head - Internal Audit leads the ERM Council and reports to the CEO & MD for risk management activities. Clear roles and responsibilities are defined in Risk Management Policy for the Board, RMC, ERM Council and Risk and Mitigation Plan owners.

The Company has a strong risk management framework for risk identification, prioritisation, mitigation, assessment and reporting of potential internal or external risks. The Company has established processes and guidelines, along with a strong overview and monitoring system at the Board, RMC and ERM Council. The Company has laid down procedures to inform Board members about the risk assessment and risk minimisation procedures. As an organisation, the Company promotes strong ethical values and high levels of integrity in all its activities, which by itself significantly mitigates risk.

Enterprise Risk Management Council sets the overall tone for risk minimisation culture through defined and communicated corporate values, clearly assigned risk mitigation responsibilities and appropriately delegated authority. The ERM Council ensures proper identification and prioritisation of key risks covering sensitivity analysis and stress testing. Risk identification also include more extreme versions or more uncommon type of risks. Risks and mitigation plans are discussed and deliberated at various review forums chaired by the CEO & MD. Progress against risk management is periodically monitored.



# Risks and Opportunities (Contd.)

## MANAGEMENT'S ASSESSMENT OF RISK

The Company identifies and evaluates several risk factors through various brainstorming sessions by ERM Council and appropriate mitigation plans are created to address these risks. Some of the key risks along with mitigation plans are laid out below:

For further details about the identified risks please refer to the Company's Annual Report at: [www.jubilantingrevia.com/investors/financials/annual-reports](http://www.jubilantingrevia.com/investors/financials/annual-reports)

### Environment, Health and Safety (EHS)

#### Brief Description of Risk

We require many statutory and regulatory permits and approvals to operate our business. Any failure to secure, renew or maintain the required permits or approvals or inability to ensure compliances to EHS requirements may result in substantial fines, penalties, imposition of other civil or criminal sanctions, clean-up costs, claims for personal injury or property damages, restrictions on or the suspension of our operating permits or activities.

#### Brief Description of Mitigation Plan

Over the years, EHS excellence has been extensively promoted as a part of Company's culture. It is also clearly reflected in the Company's

policies on sustainability, EHS, responsible care, climate change and green supply chain.

Increased adoption of digital technologies for measurement and monitoring, implementation of Zero Liquid Discharge, rainwater harvesting, solar energy sourcing, renewable fuel sourcing & green belt development are some of the approaches towards achieving reduction in environment foot print and towards sustainability.

Investments are regularly made for the up-gradation of process safety and enhanced process controls at our sites.

The Company has a full-fledged EHS team which is continuously addressing the issues of environmental safeguards by conducting periodical safety audits and training program.

### Compliance and Regulatory

#### Brief Description of Risk

Our business operates within a highly regulated environment. Due to constantly increasing regulatory obligations, new requirements as well as globalisation, the responsibilities of the business in terms of regulatory readiness is becoming stringent, especially in some countries/regions, such as the US, Europe and Japan

Any changes in regulations, statutes, legal interpretation or policies, when and if promulgated, enacted or adopted, may have an adverse impact on our business in future. Such changes or new legislation could increase the cost or delay or prevent sales of our products

#### Brief Description of Mitigation Plan

Compliance Management System is in place to ensure adherence to all applicable laws and regulations. Amendments in regulatory and compliance requirements are updated in the system and monitoring of compliances of all facilities as well as offices is undertaken, to proactively meet and take corrective actions on compliance commitment



## Risks and Opportunities (Contd.)

### Delay in implementation and effectiveness of new technology in growth projects/ capex

#### Brief Description of Risk

New technology always comes with the risk of failures / hiccups / troubleshooting before it is stabilised or established. Any set back on new technology, its effectiveness vis-a-vis intended benefits may impact the timelines of launch, the cost effectiveness and loss of opportunity. Further, delay in implementation of large growth projects may also impact revenue growth / sales projection.

#### Brief Description of Mitigation Plan

1. Investment in intellectual capabilities with specialised chemical engineers / process engineers associated right from R&D stage to piloting to commercial scale up to take advantage of the blend of new technology and discovery chemistry.

2. Keeping a close watch on supply / demand gaps on key materials like steel, PVDF where the scarcity is encountered which in turn can delay the projects' implementation.

3. Negation of the above effects with alternative material of construction options.

4. Periodical reviews by steering committee.

5. A structured approach in place for timely project implementation along with PMC companies which helps overcome the risks on delays.

6. Scale-up specialists identified and aligned to ensure key steps of the processes are piloted well so that set back on new technology or new process is minimised.



Contd. GRI : 102-15, 102-29, 102-30

### Climate Change risk

#### Brief Description of Risk

As per IPCC's latest report and various climate modelling software like think hazard, world resource institute 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 the businesses

#### Brief Description of Mitigation Plan

The Company is focusing on utilising renewable energy like solar, wind etc. It is also focusing and allocating funds on energy efficiency, resource efficiency, green chemistry, low carbon technologies, circular economy and use of biomass as a fuel for addressing the climate change.

### ESG Ratings

#### Brief Description of Risk

ESG performance is now must for investors/ customers prior to take any decision related to investment, product / service agreement, acquisition, merger, employment, issuing licence to operate etc. Risk of failure to meet benchmarked ESG performance will affect competitiveness, demand for products & services and reputational risk

#### Brief Description of Mitigation Plan

The Company is improving capabilities and competencies of our personnel on ESG by imparting various trainings. The requirements of various ESG ratings were shared with concerned departments and systems are implemented as per the requirements of various ESG ratings

## Risks and Opportunities (Contd.)

### Disruption in availability of energy resources & disruption in Supply Chain

#### Brief Description of Risk

Non availability/ sharp rises in prices of energy/coal is currently a major concern of coal companies has shifted complete focus on supplies to power generator instead of Captive Power Producers (CPP).

Logistical challenges are also there due to major strike or disruption in the movement of raw material or finished goods at sea ports

#### Brief Description of Mitigation Plan

The Company has developed multiple vendors for sourcing both domestic coal as well imported coal. Besides this, it also started use of Bio mass as fuel to blend along with coal in couple of plants. In one of the plants, it has already shifted 100% to Bio mass as fuel. With these initiatives, the Company is confident to ensure continuity of supplies to its our plants.

The Company has already invested in digital projects specifically aimed at improving visibility of its finished goods as well as inputs at all stages of Supply Chain.

The Company maintained close working relationships with all ulti suppliers of material through regular virtual meetings.

### Human Resource - Acquiring and Retaining Skilled Talent

#### Brief Description of Risk

An organisation's success is largely dependent on the quality and performance of its people, making HR a risk-prone function. As the Company seeks sustainable growth, its targets have become more demanding than ever.

#### Brief Description of Mitigation Plan

- 1 The Company has established strategic talent & succession management process and identify critical roles across the organisation.
- 2 It has built a pipeline of GETs and MTs for taking higher positions in the Organisation
- 3 It has a focused approach towards improving gender diversity and facilitating talent rotations for multiskilling.
- 4 The Company keeps compensation and benefits packages simple and comprehensive
- 5 It provides opportunities for its employees to grow through blended learning programs

## Risks and Opportunities (Contd.)

### Individual & Group Activism

#### Brief Description of Risk

Enhanced vigilance and activism by NGOs and motivated individuals against environmental issues around the industrial operations may result in complaints before Government, Regulators and National Green Tribunal (NGT) creating pressure on authorities for action on the Company, resulting in time and unnecessary efforts in litigation.

#### Brief Description of Mitigation Plan

- 1 Engagement with stakeholders through Corporate Social Responsibility (CSR).
- 2 Organising community interface meet at each location.
- 3 Effectiveness of communication study at each location to gauge the perception of important stakeholders.
- 4 Taking up of various projects for which company receives request/advise from local community/administration

Contd. GRI : 102-15, 102-29, 102-30



## Risks and Opportunities (Contd.)

### Information Technology (IT)

#### Brief Description of Risk

Occurrence of any unforeseen threats to Information Technology systems could have adverse impact on data availability and continuity of business operations. Cyber threats phishing, SMS based phishing, PDF scams, malware and ransomware, database exposure, credential stuffing and accidental sharing may lead to disruptions in IT systems.

#### Brief Description of Mitigation Plan

The Company's IT processes are ISO 27001 certified and it follows National Institute of Standards and Technology (NIST) cyber security framework which ensures compliance to international standards and frameworks.

The Company has an incident management process which ensures that all IT security events impacting critical IT infrastructure are getting logged and monitored round the clock by the Company's Cyber Defence Centre (CDC).



### Competition, Cost Competitiveness and Pricing

#### Brief Description of Risk

A significant share of Company's business comes from exports and the Company faces stiff competition in both domestic and international markets. Manufacturers in China, who gain from economies of scale, favourable policies and lower cost along with other advantages, may adversely affect Company's ability to maintain market leadership, achieve planned growth and generate planned margins.

#### Brief Description of Mitigation Plan

Increasing penetration in other geographical regions and strengthening relationship with existing strategic customers through competitive offering to achieve a higher share of wallet of customers' business. Wherever feasible, the Company enters into long-term contracts with volume commitments

Introducing cost improvement initiatives and manufacturing efficiency improvement plans at plants by undertaking projects under Business Excellence program

Contd. GRI : 102-15, 102-29, 102-30

## Risks and Opportunities (Contd.)

### Research Development & Technology (RDT) / New Product Development

Failure of RDT to provide innovative and cost-effective products with desirable quality would result in non-achievement of top line or bottom-line goals

Risk of failure to develop products which are compliant with accepted standards documentation will significantly dent the Company's reputation in addition to the financial loss associated with the failed launch

#### Brief Description of Mitigation Plan

The RDT team has taken a proactive approach to introduce new products in Pyridine chemistry and also in non-Pyridine chemistry by deploying cost effective and differentiated technological platforms and capabilities. New products continue to get developed by experienced and talented RDT teams which work in alignment with the marketing strategy by developing new cost-effective processes/products.

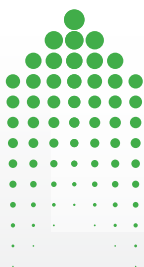
### Dependence on Certain Key Products and Customers

#### Brief Description of Risk

The Company depends on certain key products and customers for a significant portion of its total revenue, cash flows and earnings and any events that adversely affect the markets for key products or key contracts may adversely affect the Company's financial condition, results of operations and profitability

#### Brief Description of Mitigation Plan

The Company continues to launch new products with the help of RDT resources with forward and backward integration, which helps in developing new cost-effective processes/ products to meet customer demand and build market share. The Company may also change its product mix appropriately



# Risks and Opportunities (Contd.)

## Foreign currency and interest rate exposures

### Brief Description of Risk

There has been significant movement in exchange rates over several years. The Company has foreign currency exposures due to its exports and imports and may also be exposed to credit risks in some markets.

### Brief Description of Mitigation Plan

The Company's overall foreign currency risk exposure is naturally hedged. Hence, during this year, the need to use hedging tools did not arise as the Company evaluated that its foreign currency rate variation risk on net foreign exchange exposure was not significant.



## Risks and Opportunities (Contd.)

### Capacity planning and optimisation

#### Brief Description of Risk

The Company's production capacity may not be aligned with market demand. Insufficient capacity threatens our ability to meet demand and be competitive while excess capacity threatens the Organisation's ability to generate competitive profit margins.

#### Brief Description of Mitigation Plan

- 1 The Company has robust processes to continuously monitor plant capacities and utilisation
- 2 The Company periodically undertake de-bottlenecking and other initiatives to improve efficiency
- 3 The Company has developed a dedicated external manufacturing team which can help to outsource some capacities
- 4 To mitigate excess capacity situation or lower asset utilisation, the Company continuously evaluates manufacturing of new intermediates

### Manufacturing operations compliance

#### Brief Description of Risk

Due to the nature of business, the Company needs to comply with multiple domestic and international regulations across its manufacturing units

#### Brief Description of Mitigation Plan

Transforming manufacturing for Operational Excellence and Sustainability with zero tolerance to any non-compliance' is Company's core focus. The Company practices world-class manufacturing processes in its day-to-day operations

The Company's manufacturing units have been certified by various third-party agencies

### Changes in Tax Legislation

#### Brief Description of Risk

The Company's activities are subject to tax at various rates in different countries computed in accordance with local legislation and practice. Actions by governments to increase tax rates or to impose additional taxes may reduce Company's profitability.

#### Brief Description of Mitigation Plan

The Company has a dedicated team of tax professionals whose primary task is to ensure that the tax liabilities are correctly computed and any revision in the tax legislation is monitored continuously.

### Labour Unions

#### Brief Description of Risk

If the Company experiences labour union issues, the Company's production capacity and overall profitability could be adversely affected. Although the Company generally enjoys cordial relations with its employees, the Company may experience a strike over wages and other matters.

#### Brief Description of Mitigation Plan

This may be resolved amicably through a voluntary negotiation and mediation process. However, if any such future negotiation regarding wages with Company's employees or any of the labour unions is not concluded quickly, Company's relations with employees could suffer, which may adversely affect its financial condition, results of operations and profitability.

Contd. GRI : 102-15, 102-29, 102-30

# 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.

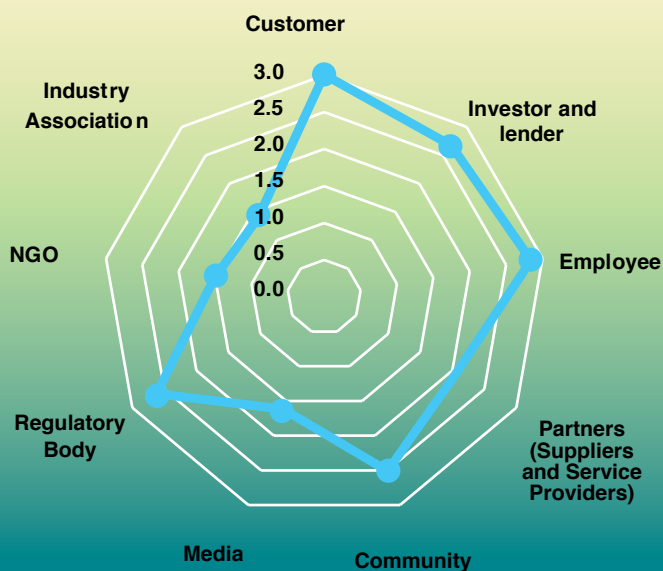
## Stakeholder Engagement and Prioritisation

GRI : 102-42, 102-21, 102-29, 102-40, 102-43

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 sustainable business of the Company. 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 within the overall business strategy. From FY 2015, 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 a list of key topics raised through these engagements are given below.

## Stakeholder Prioritisation



## Stakeholder Engagement (Contd.)

GRI : 102-40 102-44 102-43 102-21 102-29

| Stakeholder                                       | Modes of engagement (frequency)  | Needs/expectations of stakeholders   |
|---|--|--|
| <b>Customers</b>                                  | <ul style="list-style-type: none"> <li>Two virtual fairs: INDIA-AFRICA Dyes, Chemical &amp; Ceramic Virtual Fair (June 21-23, 2022), and the INDIA – ASEAN Dyes, Chemical &amp; Ceramic Virtual Fair by TPCI (June 28-30, 2022)</li> </ul>   | <ul style="list-style-type: none"> <li>Quality</li> <li>Packaging and labelling</li> <li>Climate change</li> <li>Timely delivery</li> </ul>  |
| <b>Investors and Shareholders</b>                 | <ul style="list-style-type: none"> <li>Regular investor meetings and calls during FY 2022</li> <li>Four conference calls (for Q4 FY21, Q1 FY22, Q2 FY22, Q3 FY22) and an analyst meet call with investors, attended by the Chairman, CCMD, Group CFO, CFO and Business CEO – with over 100 participants in each call</li> <li>AGM with investors, on September 22, 2021</li> <li>A dedicated Investor Relations team that looks after interaction with investors and analysts</li> </ul> | <ul style="list-style-type: none"> <li>Sustainable business growth to create long-term value</li> <li>Timely receipt of dividends and shares</li> <li>Timely receipt of financial reports (Annual Report)</li> </ul> |
| <b>Employees</b>                                  | <ul style="list-style-type: none"> <li>Reward &amp; Recognition</li> <li>Virtual Chairmen's Award event</li> <li>Virtual quarterly Reward &amp; Recognition</li> <li>Virtual Long Service Awards</li> <li>COVID YODDHA recognition</li> <li>COVID management</li> <li>Employee wellness programs – awareness sessions, counselling initiatives</li> <li>Virtual success celebrations</li> <li>Virtual festival/special days celebrations</li> </ul>                                      | <ul style="list-style-type: none"> <li>Faster decision-making</li> <li>Talent pool</li> <li>Collaboration</li> <li>Job enrichment</li> <li>Career growth</li> <li>No discrimination</li> </ul>                       |
| <b>Partners (Suppliers and Service Providers)</b> | <ul style="list-style-type: none"> <li>One-on-one meeting with the suppliers.</li> <li>Virtual meetings/audits with the suppliers and contract manufacturers</li> <li>Mailers</li> </ul>   | <ul style="list-style-type: none"> <li>Transparency with respect to RFQ</li> <li>Ethical behaviour</li> <li>Timely payments</li> </ul>   |
| <b>Regulatory bodies</b>                          | <ul style="list-style-type: none"> <li>Industry bodies and other related platforms</li> </ul>  | <ul style="list-style-type: none"> <li>Compliance related to EHS, TAX, labour practice</li> </ul>  |
| <b>Community</b>                                  | <ul style="list-style-type: none"> <li>Meetings during formal community engagements</li> <li>Public hearings</li> <li>Community interface meet</li> <li>Suggestion box at the gate</li> </ul>  | <ul style="list-style-type: none"> <li>Road safety</li> <li>Local employability</li> <li>Environmental pollution</li> <li>Health and hygiene</li> <li>Vocational training</li> <li>Water</li> </ul>                  |

## Stakeholder Engagement (Contd.)

### Materiality Assessment

GRI : 102-47, 102-34, 102-29

#### Material Topics Identification

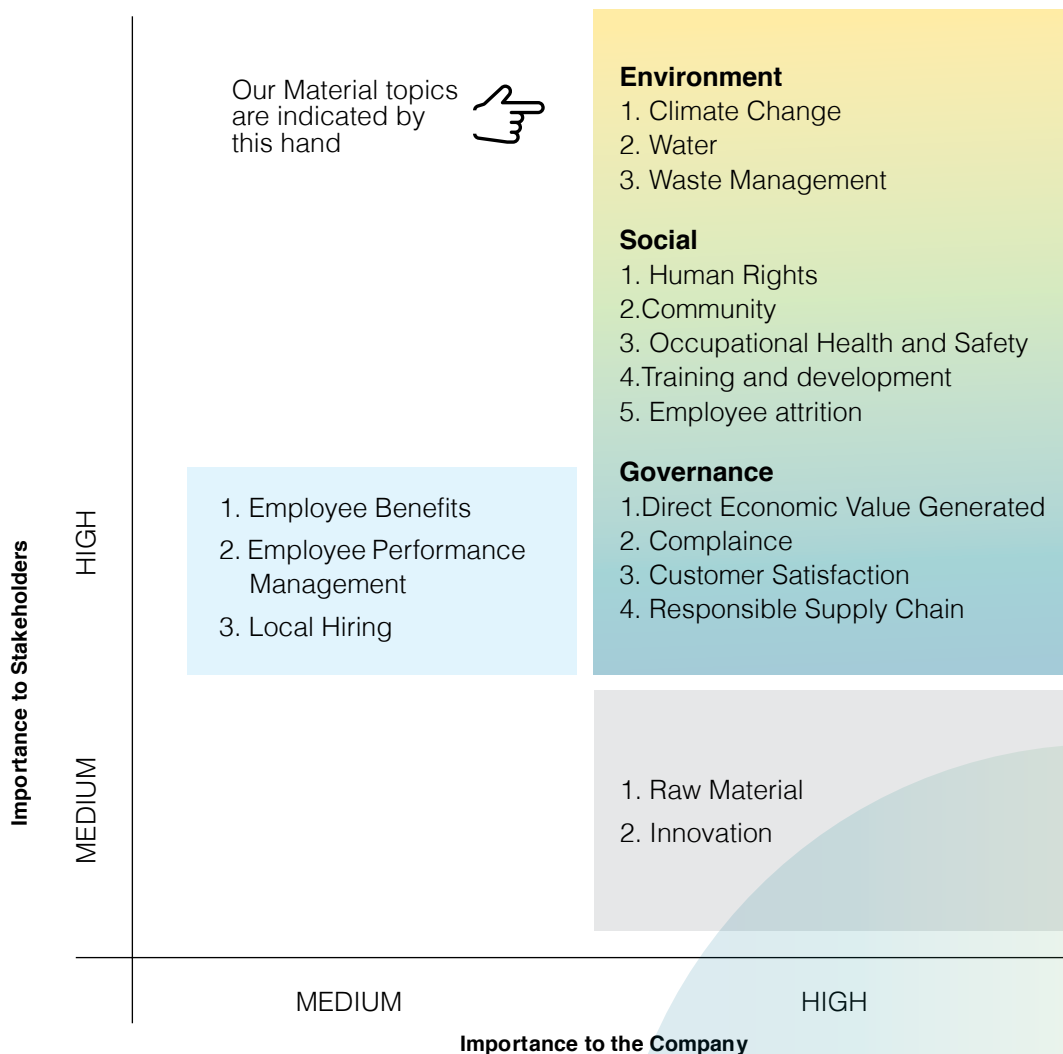
As per the GRI reporting framework, materiality implies relevance. During the reporting period, the Company conducted internal stakeholder consultations to re-validate the significant material topics reported in FY 2019. Therefore, stakeholder expectations were reviewed and prioritised based on gravity and frequency of the topics raised by them, while the Company's risks and opportunities were prioritised through internal assessments. The degree of relevance of the identified sustainability aspects were 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 to identify material challenges based on the below materiality matrix.

Following is the list of key material challenges identified, detailed out across the Report. All the below identified important material topics (High-High in above matrix) were communicated to the highest governance body, through the Risk Management and Sustainability committees.



## Stakeholder Engagement (Contd.)



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 Topics'.

In this Report, the Company has also addressed some additional sustainability topics, which are not, identified as material topics as per

the materiality assessment conducted. These topics have been clearly shown in the GRI content index from page 89 to 99. The Company continues to report on the 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.



# Economic Impact Material Topic

## Direct Economic Value Generated

GRI : 102-7, 201-4, 201-1, 103-1, 103-2, 103-3, 102-45

### Why it Matters?

A 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 against other entities. The economic value generated gives a holistic output metric for all business excellence, innovation, manufacturing and marketing initiatives of the Company. The 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 Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed an external auditor who monitors the performance and identifies gaps. In addition to external auditors, there is an in-house team of internal auditors who internally reviews the implementation and efficiency of financial controls.

The Company is pleased to announce that it delivered record financial performance during FY 2022 despite facing severe second wave of pandemic at beginning of the year and then headwinds and volatility in key input raw material and energy prices since last three quarters.

### Key Financial Highlights

- Revenue grew by 42% on YoY basis, driven by growth across Business segments
- EBITDA at ₹ 863 crore, grew by 38% on account of strong performance of all the three product segments.
- PAT grew by 51% YoY driven by growth in EBITDA, aided by reduction in finance cost on account of reduction in Debt and optimisation of interest rates.

Contd. GRI : 102-6, 201-1, 201-3



## Economic Impact (Contd.)

### Economic Performance

#### Jubilant Ingrevia Limited

| Economic Performance*   | Units     | FY 21 *      | FY 22        |
|---|-----------|--------------|--------------|
| <b>Direct Economic Value generated</b>  |           |              |              |
| <b>TOTAL REVENUE</b>  | ₹ crore** | <b>3,491</b> | <b>4,949</b> |
| EBITDA (including other income)   | ₹ crore   | 627          | 863          |
| PAT   | ₹ crore   | 316          | 477          |
| <b>Economic Value Distributed</b>   |           |              |              |
| Major operating costs <sub>1</sub>  | ₹ crore   | 2,580        | 3,790        |
| Employee wages and benefits   | ₹ crore   | 299          | 327          |
| Payments to providers of capital <sub>2</sub>                                 | ₹ crore   | -            | 45           |
| CSR Investment around Indian Operations                                       | ₹ crore   | -            | 0.56         |
| Retained Earnings   | ₹ crore   | 416          | 931          |
| Donation (including corporate social responsibility expenditure) <sup>3</sup> | ₹ crore   | 5            | 1            |
| <b>Company Contribution in Long term employee benefits</b>                    |           |              |              |
| PF Contribution   | ₹ crore   | 10           | 12           |
| Pension Contribution  | ₹ crore   | 3            | 3            |
| Superannuation Contribution   | ₹ crore   | 1            | -            |
| <b>Others</b>   |           |              |              |
| Grant Received from Government  | ₹ crore   | 16           | 3            |
| Paid up Capital   | ₹ crore   | 16           | 16           |
| Consolidated Debt   | ₹ crore   | 546          | 229          |
| Revenue from International Sales  | ₹ crore   | 1,369        | 1,788        |
| Revenues from third-party sales;  | ₹ crore   | 3,465        | 4,914        |
| Tangible assets other than cash and cash equivalents                          | ₹ crore   | 2,466        | 2,869        |
| Tax paid  | ₹ crore   | 58           | 128          |
| Corporate income tax paid on a cash basis                                     | ₹ crore   | 67           | 125          |
| Corporate income tax accrued on profit/loss;                                  | ₹ crore   | 102          | 232          |

\*All the figures above present economic performance of Life Science Ingredients business for complete FY 2021 (April 1, 2020 – March 31, 2021), while the same demerged to Jubilant Ingrevia Limited from February 1, 2021. Prior to that the whole business was part of Jubilant Pharmova Ltd. (earlier known as Jubilant Life Sciences Limited)

\*\* 1 Crore = 10<sup>7</sup>

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

Note2: In addition to the dividend payment of 45 crores in FY 2022, the Board of Directors has recommended a final dividend of 2.50 per share of 1 each amounting to INR 40 Crores which will be paid in the FY 2023.

Note 3: During FY 2022 the Company did not make any contributions or spending for political campaigns or political organisations

#### Tax Details for subsidiaries of Jubilant Ingrevia Limited

Amounts in ₹ mn.

| 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           | 1,305.5                         | 2,412.3                           | 6,503.6                   | 1,441.1                                   | -  | -                              |
| Other income                      | 129.3                           | -                                 | -                         | 26.2                                      | 24.7   | -                              |
| <b>Total Income</b>               | <b>1,434.8</b>                  | <b>2,412.3</b>                    | <b>6,503.6</b>            | <b>1,467.3</b>                            | <b>24.7</b>                                      | <b>-</b>                       |
| <b>Profit before tax</b>          | <b>135.2</b>                    | <b>45.8</b>                       | <b>166.3</b>              | <b>19.2</b>                               | <b>22.5</b>                                      | <b>(17.4)</b>                  |
| Tax expense                       | 41.0                            | 11.9                              | 41.6                      | (0.7)                                     | 3.6  | -                              |
| Deferred tax income               |                                 |                                   |                           |   |  | (3.0)                          |
| <b>Profit after tax</b>           | <b>94.2</b>                     | <b>33.9</b>                       | <b>124.7</b>              | <b>19.9</b>                               | <b>18.9</b>                                      | <b>(14.4)</b>                  |
| Tax liability (Provision for tax) | -                               | 10.1                              | -                         | 0.05                                      | 0.04   | -                              |
| Tax paid                          | 30.6                            | 7.4                               | 86.3                      | 9.3                                       | 0.2  | -                              |
| Employees as on March 31, 2022    | 119                             | 5                                 | 3                         | 5   | -  | -                              |

## Economic Impact (Contd.)

### Taxation

GRI : 207-1, GRI 207-2, GRI 207-3, GRI 207-4

As a responsible corporate tax citizen, the Company's approach to tax is commitment to comply with the tax laws and obligations in all the jurisdictions where the Jubilant Bhartia Group operates and has 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 business presence and simultaneously having a transparent and constructive relationship with tax administrations across the operating jurisdictions.

The Company understands its responsibility to pay an appropriate amount of tax. The Company is committed to pursue a competitive tax strategy in a responsible manner. This means paying tax 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. 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. The Company has business and employment presence in multiple countries and it pays a significant amount of tax, including corporation and other business taxes, as well as tax associated with its employees. Significant estimates are required in determining the accrual for income taxes, deferred

income tax assets and liabilities and provision for uncertain tax positions. At the same time, the Company has a responsibility towards its shareholders to be financially efficient and deliver a sustainable tax rate. As part of this approach, it looks to align its investment strategies to those countries where it already has substantial economic activity, and where government policies promote tax regimes which are attractive to business investment.

As the Company operates in multiple countries, there are transactions between and amongst Jubilant Ingrevia Limited and its Group companies. In line with internationally-recognised standards for cross border transactions and OECD (Organisation for Economic Co-operation and Development) guidelines, the Company bases its transfer pricing policy on the arm's length principle and support its 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 the Company operates. Due professional care is exercised and all decisions are backed by appropriate documentation, while complying with the tax laws of various jurisdictions where the Company operates.

For jurisdiction specific tax details and details about the Company's subsidiaries, please Refer to Annual report for FY 2022 available on the Company's website.



Contd. GRI : 103-1, 103-2, 103-3

## Economic Impact (Contd.)

### 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.

The Company has robust internal policies, processes, training and compliance program to ensure it has alignment across its business and meets its tax obligations. The Company understands the importance of tax in the wider context of business decisions and has processes in place to ensure that tax is considered as part of the decision-making process.

The Company is conscious of the negative publicity that can arise from an inappropriate tax policy, and perceive strong internal controls and good relationship with professional advisors. As a responsible corporate tax citizen, the Company is committed not to engage in any tax planning or set-up tax avoidance structures in tax havens that would be considered contrary to the intentions of the regulators. The Company engages advisors and legal counsels to review tax legislation and the implications for its business. Where relevant it is active in providing relevant business input to tax policy makers.

Contd. GRI : 103-1, 103-2, 103-3

The Company maintains and operate its tax affairs within a strong Tax Governance, Reporting and Control Framework, Policies and Guidelines reviewed and approved by the Group Chief Financial Officer and the Board. Its focus on transparency drives it 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 tax requires constant updation of its knowledge 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 the Company and its subsidiaries and affiliates operate could affect the Company's income, its effective tax rate, and consequently its 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 the 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 amounts accrued.

The Company's commitment to manage tax risk is integrated with its broader business risk management and compliance framework. The Company's 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 with senior management of the Group. Under the Group's Tax Risk Management Framework, the responsibility and accountability for tax risk is appropriately managed within the in-house tax team.

## Economic Impact (Contd.)

### Stakeholder engagement and management of concerns related to tax

GRI :207-3

The Company engages with tax and regulatory authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. The Company is committed to prompt disclosure and transparency in all tax matters with respective tax authorities. The Company's business is conducted in multiple countries and is subject to tax in such jurisdictions. The Company pays 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. The Company seeks to maintain open and positive relationships with governments and tax authorities and it welcomes constructive debate on taxation policy.



Contd. GRI : 103-1, 103-2, 103-3



Material  
Topic Ends

# Environmental Impact

## Our Approach GRI :102-32, 102-31, 103-1, 103-2, 103-3

For a sustainable world, environmental protection is the need of the hour. Knowing that, Jubilant Ingrevia Limited proactively works towards implementing initiatives to balance environmental and business needs of the Company and community. The management has adopted and implemented international management systems such as ISO14001 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
- Responsible Care policy
- Energy policy
- Climate Change Mitigation policy
- Sustainability policy
- Green Supply Chain policy

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

Environmental goals of key manufacturing sites are set and tracked under ISO 14001, RC 14001 based certified Environment Management Systems.

Contd. GRI : 102-31

All Company employees are provided with induction training, covering sustainability aspects such as climate change, green house gas emissions, water conservation, waste management etc and technical training to support their work. EHS and sustainability related Key Responsibility Areas (KRAs) are also set for Company CEO and down the line, to ensure sustained focus on environmental challenges.

Every year the Company spends on different environmental projects to improve overall environmental performance of the Company. During the reporting period there was total environmental capex of ₹76.52 million.

## Policies adopted by the Company towards Environmental Sustainability



## Environmental Impact (Contd.)

### Digital Monitoring and Tracking of EHS Challenges

All the environmental critical parameters are monitored digitally and tracked. As per environmental regulatory requirement some of the environment parameter are monitored online and reported to regulatory servers.

In order to track timely closure of environmental challenges 'Jagriti', an in-house developed software has been deployed at major operations. This helps the Company to identify and implement corrective and preventive measures.

GRI : 403-2

Contd. GRI : 102-31



## Environmental Impact (Contd.)

### Climate Change

GRI :201-2, 103-1, 103-2, 103-3, 305-1, 305-2

#### Why it Matters

Climate change and its impact is now widely evident. As a global phenomenon, the Company is no exception to it. Jubilant Ingrevia Limited is aware of the damage, potential climate change, can bring to its businesses with respect to natural resources like water and agro-based raw materials like molasses. Global emission of Greenhouse Gases (GHG) is the major contributor for climate change. Our customers also seek information on the GHG emissions for the products they purchase.

As per IPCC's latest report and various climate modelling software like Think Hazard, World Resource Institute, there is 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 businesses.

Climate change is creating opportunities for companies like Jubilant Ingrevia Limited, who are willing to innovate. One area on which the Company is seriously focusing on is renewable energy like solar, wind and so on. The Company is also focusing on and allocating funds for energy efficiency, resource efficiency, green chemistry, low-carbon technologies, circular economy and use of biomass as a fuel for addressing the climate change.

The Company carried out a 2°C and 1.5°C global warming Scenario Analysis to understand the impact of climate change on its business and each site. TCFD recommendations and Scenario Analysis are used as a process for identifying, assessing, and managing climate-related risks and are integrated into the organisation's overall risk management.

#### Greenhouse Gases

GRI : 102-12, 305-4, 305-5

The Company monitors and reports its GHG emissions regularly. 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. The Company has begun to develop comprehensive plans for achieving net-zero emissions (Scope 1+2) and also started to integrate those plans into its 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 meeting the targets year on year.

To achieve net zero emissions, this year the Company has set up Internal Carbon Price (US \$12 per tonne of carbon emitted based on peer benchmarking and implicit pricing). The carbon price will enable the Company to create resources which will help it in investing in low-carbon technologies and reduce future emissions.



## Environmental Impact (Contd.)

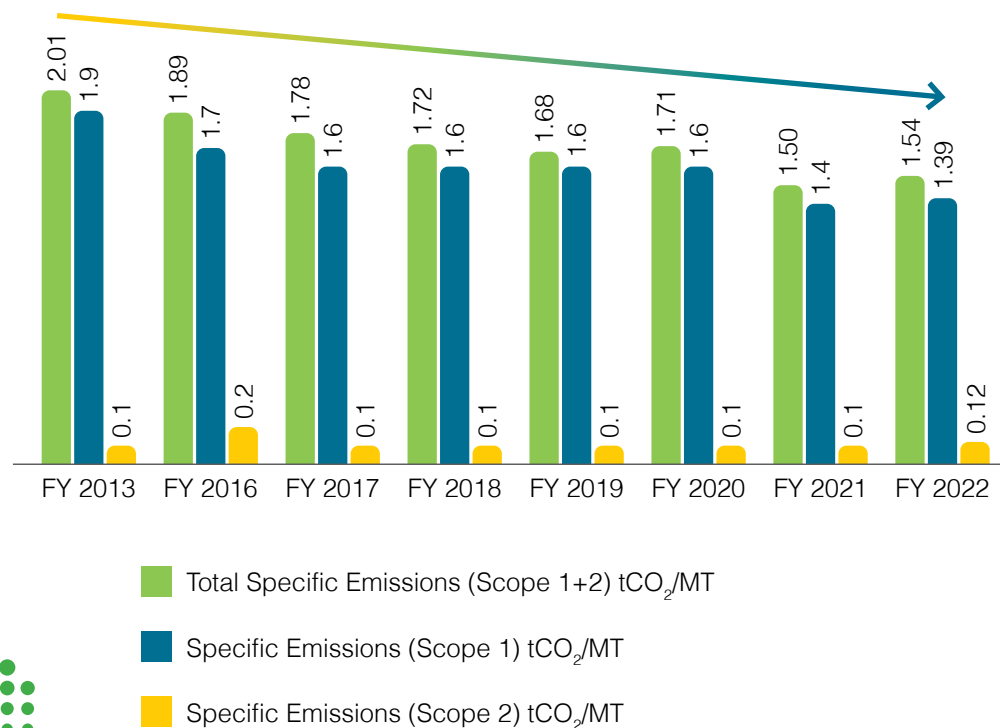
| GRI Disclosure | GHG Emissions               | Units                   | 2020-21 | 2021-22 |
|----------------|-----------------------------|-------------------------|---------|---------|
|                | Total GHG Emissions         | 1000 MT CO <sub>2</sub> | 846.23  | 901.69* |
| GRI 305-1      | Total Scope-1 GHG Emissions | 1000 MT CO <sub>2</sub> | 774.70  | 828.11  |
| GRI 305-2      | Total Scope-2 GHG Emissions | 1000 MT CO <sub>2</sub> | 71.53   | 73.58   |

\* In addition to the total GHG emissions, total emission from Biomass and bio gas is 30367.94 tCO<sub>2</sub>

\* This includes 893.04 tCO<sub>2</sub> emissions from Corporate office



Specific GHG Emissions TCO<sub>2</sub>/Mt



## Environmental Impact (Contd.)

### GHG Sustainability Goal (GHG Intensity)2022

| S. No. | Jubilant Ingrevia Limited (JVL)                    | Reduction Target FY 2022<br>(Baseline-FY 2019) | Status FY 2022             |
|--------|--|--|----------------------------|
| 1      | Jubilant Ingrevia Limited<br>(Manufacturing sites) | 1.53 tCO <sub>2</sub> / MT                     | 1.51 tCO <sub>2</sub> / MT |

\*GHG intensity includes Scope 1+2 emissions

### Scope 3 Category

|   | Category  | Emissions Value in tCO <sub>2</sub> | Calculation Methodology  |
|---|---|-------------------------------------|--|
| 1 | Purchased goods and services  | 494611                              | We have used Spend based method to calculate the same  |
| 2 | Capital goods   | 35155                               | We have used Spend based method to calculate the same  |
| 3 | Fuel- and energyrelated activities (not included in scope 1 or scope 2) | 210841                              | We have taken Well-to-tank (WTT) fuels conversion factors of DEFRA   |
| 4 | Upstream transportation and distribution                                | 45622                               | 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   | 52145.73                            | Calculated based on using Defra and IPCC emissions factor and multiplying the quantity by disposal type  |
| 6 | Business travel   | 202.63                              | Included for air and train travel using defra emission factor  |
| 7 | Employee commuting  | 538.16                              | It includes emissions from employee commute in factories by Bus and employee commuttee by Car and Bikes.   |
| 8 | Downstream transportation and distribution                              | 11600                               | Defra emissions factor based on tonnage and kilometer, mapped the distance between various ports and calculated it for Sea<br>For Road transport India GHG emissions factor                |
|   | <b>Total</b>  | <b>850714</b>                       |  |

#### Assumption:

1. For other applicable Scope 3 categories we are evaluating our Emissions
2. Emissions in our "Waste generated in operations" category doesnot include transportation emissions

Contd. GRI : 103-2, 103-3, 304-5, 305-5

### Transport Emission GRI : 305-3

From FY 2017 the Company has started to capture Scope 3 GHG emission, in absolute term, arising out of its raw material and finished goods transportation. To start with, it has calculated total GHG from complete domestic logistics (Inbound and Outbound) of Jubilant Ingrevia Limited business.

### Scope 3 GHG emissions from road and rail\*\*

|   | FY 2021 | FY 2022 |
|---|---------|---------|
| Total GHG emission in tCO <sub>2</sub>              | 11,678  | 11,726  |
| *Specific emission in gm CO <sub>2</sub> / Tonne km | 34.29   | 33.39   |

\* This decrease in specific emission is primarily because of increase in transportation percentage through rail from 29% to 30% during FY 2021 against FY 2020

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

### What we are Doing GRI : 103-3

The Company conducted life-cycle based carbon footprint studies through a reputed external agency during FY 2012. The study was conducted on 15 key products of the Company using the 'cradle-to-gate' approach. Last year the Company engaged third party for PCF (Product Carbon Footprint) assurance of 26 products. PCF study of 25 products are almost ready and awaiting for assurance to start. The Company also monitors any changes in global, regional and national level policies and regulations on climate change and its mitigation, which may result in financial implication with respect to energy and other resources relevant to the Company's business.

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

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

## Environmental Impact (Contd.)

### Improving Energy Efficiency

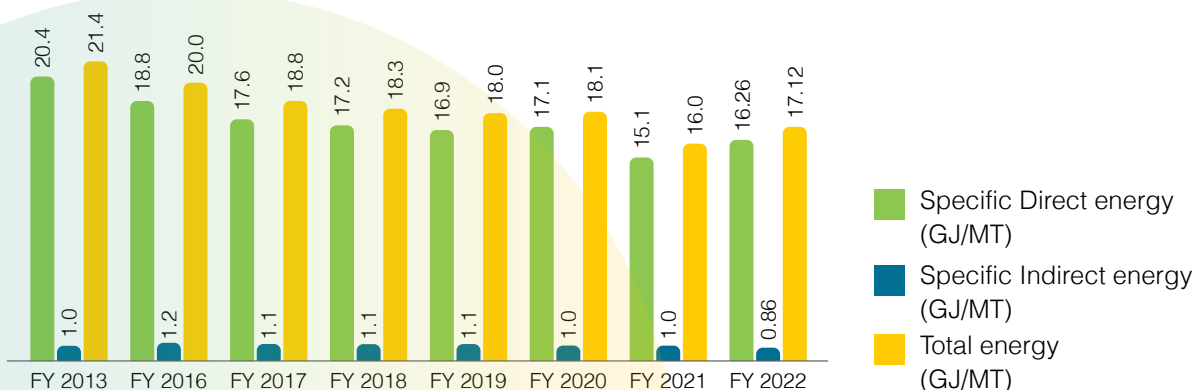
GRI : 302-4 302-3 305-5

Jubilant Ingrevia Limited is focused on improving energy efficiency. The Company implemented 42 energy saving projects in the reporting year that has directly contributed towards reduction of around 798TJ of energy consumption (Coal – 19356 MT, electricity- 6425818 kWh, heating-69536 MT steam equivalent, FO – 500 MT, Raffinate – 4144 KL, NG – 280808 m<sup>3</sup>, Biomass - 852 MT, Biogas saving of 840884 M3). This is equivalent to 75015 tCO<sub>2</sub> and incurring total savings of ₹ 243 million.

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

| S. No. | Jubilant Ingrevia Limited (JVL)                 | Reduction Target<br>FY 2022 (Baseline FY 2019) | Status (FY 2022) |
|--------|---|--|------------------|
| 1      | Jubilant Ingrevia Limited (Manufacturing sites) | 16.41(GJ/MT)                                   | 17.12 GJ/MT      |

### Specific Energy



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

Jubilant Ingrevia Limited is dedicated towards finding alternate sources of affordable, renewable and clean energy as well. Solar, biogas, and biomass are the direct renewable energy sources used in the overall energy mix of the Company. It has invested significantly to generate energy from its distillery effluent in the form of biogas, fired in the process furnaces.



## Environmental Impact (Contd.)

GRI : 302-1, 302-2

### Energy Key Performance Indicators

| GRI Disclosure   | Environmental Performance  | Units              | FY 2021    | FY 2022     | GHG Emissions         |
|------------------|--|--------------------|------------|-------------|-----------------------|
|                  |  |                    |            |             | 1000 TCO <sub>2</sub> |
|                  | Total Energy consumption*  | Peta Joules        | 9.03       | 10.17       | 901.69                |
| <b>GRI 302-1</b> | <b>Direct Energy Consumption - Non-renewable energy sources</b>                  |                    |            |             |                       |
|                  | Coal   | MT                 | 4,12,351   | 468223      | 793.4                 |
|                  | Energy from Coal   | Peta Joules        | 7.4        | 8.29        |                       |
|                  | HSD  | KL                 | 1,624      | 1905        | 5.1                   |
|                  | Energy from HSD  | Peta Joules        | 0.06       | 0.069       |                       |
|                  | FO/LSHS  | MT                 | 7,457      | 4014        | 12.7                  |
|                  | Energy from FO/LSHS  | Peta Joules        | 0.30       | 0.16        |                       |
|                  | Natural gas in million   | sm3 in million     | 8          | 8.18        | 16.7                  |
|                  | Energy from Natural gas  | Peta Joules        | 0.29       | 0.298       |                       |
|                  | Total direct energy consumption from Non renewable energy sources**              | Peta Joules        | 8.10       | 8.82        |                       |
|                  | <b>Renewable energy sources</b>  |                    |            |             |                       |
|                  | Biogas   | million m3         | 19.8       | 26.37       | 0.0                   |
|                  | Energy from Biogas   | Peta Joules        | 0.35       | 0.47        |                       |
|                  | Solar energy   | Peta Joules        | 0.0002     | 0.000225    | 0.0                   |
|                  | Total direct energy consumption from renewable energy sources other than biomass | Peta Joules        | 0.35       | 0.47        | 828.1                 |
|                  | <b>Biomass as energy source</b>  |                    |            |             |                       |
|                  | Biomass  | MT                 | 3002       | 3824        | 0.0                   |
|                  | Energy from Biomass  | Peta Joules        | 0.03       | 0.04        |                       |
|                  | ***Waste Heat Energy   | Peta Joules        |            | 0.31        | 0.0                   |
|                  | <b>Total Direct Energy</b>   | <b>Peta Joules</b> | <b>8.5</b> | <b>9.66</b> | <b>73.58</b>          |
| <b>GRI 302-2</b> | <b>Indirect Energy Consumption</b>   |                    |            |             |                       |
|                  | Electricity purchased  | 1,000 KWH          | 89,518     | 92,096      | 73.58                 |
|                  | Steam purchased  | MT                 | 64520      | 52385       | 0.0                   |
|                  | Total Indirect Energy consumption  | Peta Joules        | 0.55       | 0.51        |                       |

\* 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 (0.00003 PJ) and LPG (0.0011 PJ)

\*\*\* From current year calculating energy used from process waste heat



## Environmental Impact (Contd.)

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

| Topic   | Recommended disclosures   | Section/explanation                  |
|---|---|--------------------------------------|
| <b>Governance</b><br>Disclose the organisation's governance around climate-related risks and opportunities.   | Describe the Board's oversight of climate-related risks and opportunities.  | <a href="#">Corporate Governance</a> |
|   | Describe management's role in assessing and managing climate-related risks and opportunities.   | <a href="#">Corporate Governance</a> |
| <b>Strategy</b><br>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.                               | <a href="#">Risk and Opportunity</a> |
|   | Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.                        | <a href="#">Risk and Opportunity</a> |
|   | Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | <a href="#">Environment</a>          |
| <b>Risk management</b><br>Disclose how the organisation identifies, assesses, and manages climate-related risks.  | Describe the organisation's processes for identifying and assessing climate-related risks.  | <a href="#">Risk and Opportunity</a> |
|   | Describe the organisation's processes for managing climate-related risks.   | <a href="#">Risk and Opportunity</a> |
|   | Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.     | <a href="#">Risk and Opportunity</a> |
| <b>Metrics and targets</b><br>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.    | <a href="#">Environment</a>          |
|   | Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.  | <a href="#">Environment</a>          |
|   | Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.                          | <a href="#">Environment</a>          |

## Environmental Impact (Contd.) Material Topic

### Water

#### Why it Matters?

GRI : 303-3, 303-5, 103-1

Being a Life Sciences Company, the Company is dependent on water for many of its manufacturing processes. At the same time, it deeply understands how critical this natural resource is to human life and ecosystems. In the reporting year, the Company conducted periodic verification of water-related risks at its manufacturing locations. This exercise was conducted with the help of Water Risk Filter (WWF) and WRI Aqueduct tools to identify and evaluate water risks around its manufacturing location. As per CGWA assessment, Gajraula is classified as critical zone with respect to groundwater consumption (2.22 million m3).

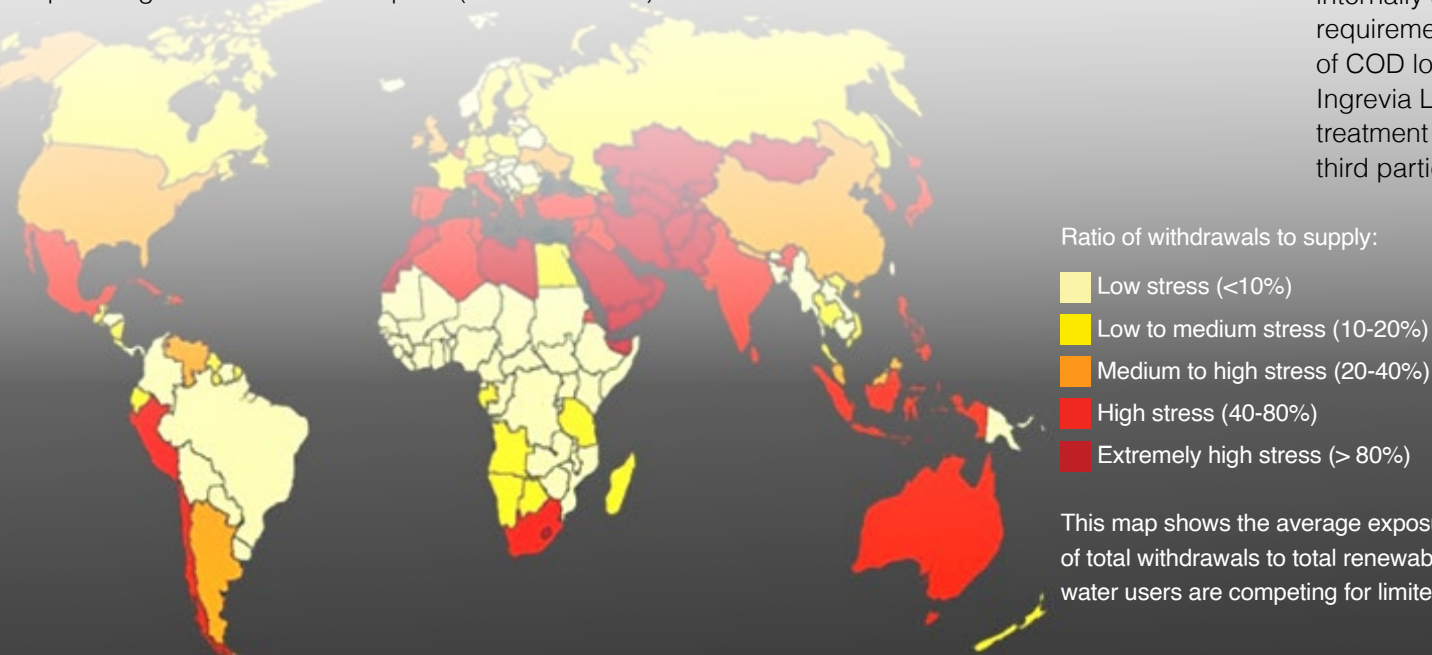
#### What we are doing

GRI : 303-1, 303-2, 303-3, 303-4, 306-1, 103-2, 103-3, 306-1, 306-5

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 fresh water consumption. Most of its facilities are zero liquid discharge. The Bharuch site discharges treated effluent through Gujarat Industrial Development Corporation pipeline, while the Savli site

sends its treated effluent to 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 FY 2022 total 23.29 MT of COD load was discharged from Jubilant Ingrevia Limited (Bharuch and Savli) sites post treatment of its effluent through CETP (run by third parties).



This map shows the average exposure of water users in each country to water stress, the ratio of total withdrawals to total renewable supply in a given area. A higher percentage means more water users are competing for limited supplies. Source: WRI Aqueduct, Gassert et al. 2013

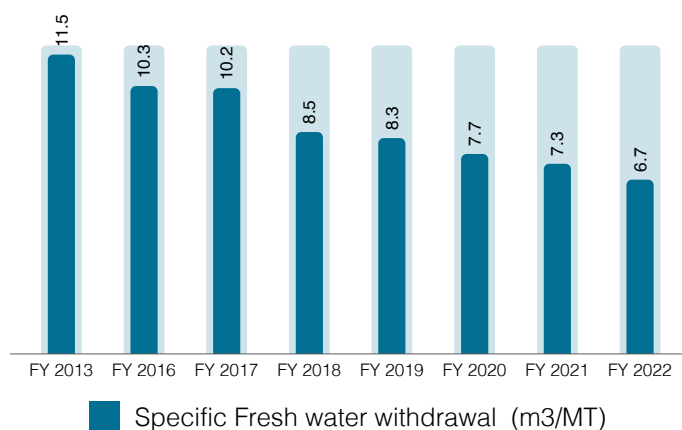
## Environmental Impact (Contd.)

The Company also conducted hydro-geological studies in the Gajraula region and in a few other major operations to assess the impacts of the Company's processes on the water security. Following the impact assessment, the Company adopted 135 ponds in FY 2020, in and around the Gajraula district and further made rain water harvesting structure to harvest rainwater. After this large-scale initiative, Gajraula plant is not only in compliance with CGWA regulations, but also has created a recharge potential.

After considering our momentum with water-related initiatives, the Company has set ambitious goals for FY 2024 in FY 2019, which are aligned with the Sustainable Development Goals (SDGs), Intended Nationally Determined Contributions (INDCs) and other program under the Niti Aayog.

Please refer to the '[Summary of Goals & Targets](#)' section for further details.

### Specific fresh water withdrawal (m3/MT) of Jubilant Ingrevia Limited (Manufacturing sites)



### Water Sustainability Goal: Reduce the specific water consumption

| S. No. | Jubilant Ingrevia Limited (JVL)                 | Reduction Target FY 2022 (baseline FY2019) | Status (FY 2022) |
|--------|---|--|------------------|
| 1      | Jubilant Ingrevia Limited (Manufacturing sites) | 7.32 m3/MT                                 | 6.70 m3/MT       |

| GRI Disclosure | Water                        | Units      | FY 2021 | FY 2022 |
|----------------|------------------------------|------------|---------|---------|
| GRI 303-3      | Water withdrawal             |            |         |         |
|                | Ground water                 | million m3 | 2.32    | 2.28    |
|                | Surface water                | million m3 | 1.76    | 1.69    |
|                | Municipal water              | million m3 | 0.01    | 0.01    |
|                | Total*                       | million m3 | 4.09    | 3.98    |
| GRI 303-3      | Water recycled and re-used   |            |         |         |
|                | Water recycled and re-used   | million m3 | 1.25    | 1.41    |
| GRI 303-4      | Treated effluent discharge** | million m3 | 0.13    | 0.18    |

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

\*Water withdrawal includes corporate office 0.0053 million m3



## Environmental Impact (Contd.)

Other Initiatives taken towards sustainable water management are listed below.

### Gajraula

1. Developed through piloting anaerobic treatment for polishing of Distillery MEE condensate (COD reduction by 60%)
2. Upgraded the STP (Sewage Treatment Plant) for use of treated effluent in landscaping following stringent norms.
3. Isolated the excess capacity of distillery effluent (Spent wash) storage lagoons, that permissible prior to new CPCB guidelines for Molasses Distillery. Treatment, reuse of the stored effluents under progress

### Nira

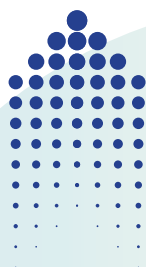
1. Isolated the excess capacity of distillery effluent (Spent wash) storage lagoons, that permissible prior to new CPCB guidelines for Molasses Distillery. Treatment, reuse of the stored effluents under progress.

### Bharuch

1. Conducted contour mapping & hydrological assessment for micro water sheds and designed scheme for construction of rainwater runoff collection ponds for reuse & mitigate inundation risk.

### Savli

1. Commissioned system for harvesting rainwater runoff in a 3000 KL earthen lagoon for utilisation in process as a replacement for groundwater.



Material Topic Ends



▲ Effluent Treatment Plant

## Environmental Impact (Contd.)

### Compliance Material Topic

GRI :307-1, 419-1, 103-1, 103-2, 103-3

#### Why it matters?

The Company's business operates within a highly regulated environment. If it fails to comply with regulatory requirements, or if allegations are made that it fails to comply, its 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

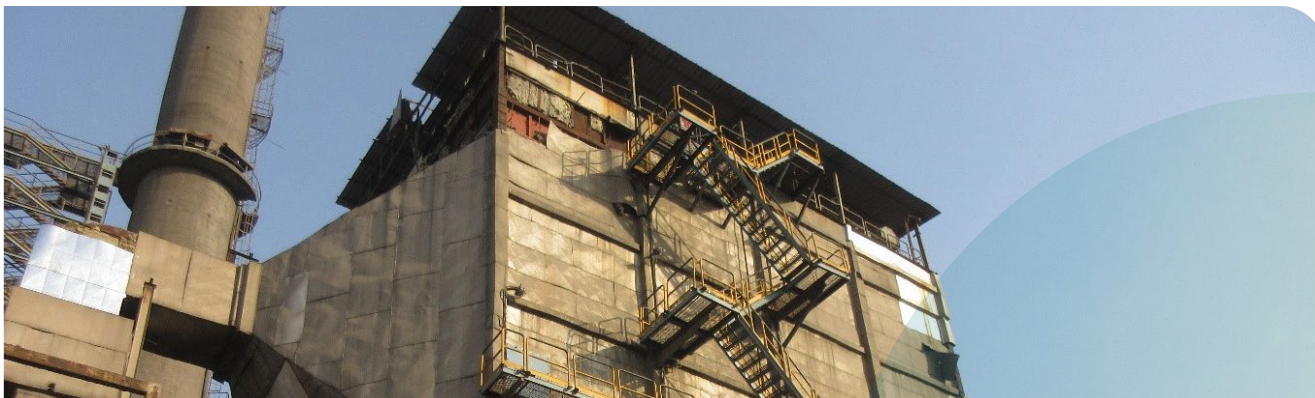
The Company has put in place a Compliance Management System to ensure compliance with all applicable laws and regulations. During the year, the Company upgraded its compliance reporting system with a state-of-the-art software for managing compliances. The Company has a dedicated team of experts whose knowledge ensures that the global regulatory compliances are met and it can build competitive advantage. The Company also undertakes training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws. It is also proactively following-up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly. Further, 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 FY 2022:

- In 2009, a Public Interest Litigation (PIL) filed by a group of villagers around Nira plant against the Company on account of environment pollution in Hon'ble Bombay High Court which was transferred to Hon'ble National Green Tribunal, Pune Bench (NGT). NGT gave its judgment on May 16, 2014, and final directions on August 8, 2017 to implement a remediation plan, which is under implementation by the Company. In 2019 based on NGT directions, a Joint Monitoring Committee, and subsequently a Joint committee of Central Pollution Control Board

(CPCB) and Maharashtra Pollution Control Board (MPCB), visited the Plant and filed their reports to the NGT with a recommendation to impose Environmental Compensation (EC) of 5.475 crores, and Company filed its objections on the reports. 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 victim or affected for disbursement of amount with respect to cumulative loss of Productivity. In March 2020, the NGT directed Jubilant to deposit the EC of 5.475 crore and an additional EC of 0.762 crores, and disposed the matter. In June 2021, the Company has deposited the EC amounts with the MPCB. In June'2021, the villagers filed an appeal before the Supreme Court challenging the order of the NGT, which appeal has been dismissed.



## Environmental Impact (Contd.)

- In 2019, one farmer complained to the NGT regarding loss of crop in his mango orchid located near 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 there was no such incident reported/observed from 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, Uttar Pradesh Pollution Control Board (UPPCB) issued a direction to deposit ₹ 30 lakhs as compensation, and also issued a notice to Company's Distillery unit alleging illegal extraction of Ground water since renewal of no-objection (NOC) of Central Ground Water Authority (CGWA) since April 2019 was not furnished, and imposed an EC of ₹ 9.84 crore, against which Company filed objections having filed renewal applications for the NOC in time. In December 2019, the Company deposited ₹30 lakhs with the UPPCB. In February, 2020 the NGT directed the regulatory authorities to take appropriate action and approved the separate EC of ₹ 6.19 crore, against which too the Company filed objections to the findings of the report. In June, 2020, UPPCB issued a direction for closure of distillery for failing to deposit the ECs, and also causing land contamination due to spent wash line puncture. Immediately, the 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 Company, the closure direction was revoked on 30/06/2020 and plant operations resumed. In September, 2020, the Company deposited an additional Amount of ₹ 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 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 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 for ground water extraction, which were informed to UPPCB with a request for cancellation of the EC of ₹ 9.84 crore in view of the NOCs. Company has also submitted a representation to UPPCB requesting to reduce the EC of ₹ 6.19 crore. UPPCB is yet to take a decision on Company's requests.

- In November 2020, MPCB issued direction for closure of Ambernath B-34 Unit 1 of Company for reasons of inadequate facility for effluent treatment, gas leakages and not maintaining records of Hazardous Waste. The Company has duly filed its reply to the show cause for Safe closure and an additional response to their further queries in April, 2021. The Company's representation to MPCB for revocation of closure order is awaiting decision of MPCB.

# Environmental Impact (Contd.)

## Other Environmental Factors

### Waste Management

GRI : 306-1, 306-2, 306-4

#### Our Approach

We adopted the 3R approach for waste minimisation



#### Hazardous waste disposed 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 regulation:

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

#### Hazardous waste Disposed

| GRI Disclosure | Hazardous waste           | Units | FY 2020 | FY 2021 | FY 2022 |
|----------------|---------------------------|-------|---------|---------|---------|
| GRI 306-5      | Hazardous waste disposal* | MT    | 80,085  | 81,620  | 85,141  |



## Environmental Impact (Contd.)

| GRI Disclosure                 | Hazardous waste   | Units | FY 2021 | FY 2022 |
|--------------------------------|---|-------|---------|---------|
| GRI 306-2, 306-3, 306-4, 306-5 | Hazardous waste disposal*   | MT    | 81,620  | 85,141  |
|                                | Solid waste incineration + Liquid waste incineration= Total waste incinerated | MT    | 68,222  | 68,623  |
|                                | Co-processing in cement kiln  | MT    | 623     | 705     |
|                                | To authorised agency  | MT    | 4,949   | 7,503   |
|                                | Secure landfill   | MT    | 7,825   | 8,310   |

\*This excludes 120 litre of used oil from corporate office at Noida. Also in addition to above during the reporting year the company disposed 109 kg of biomedical waste.'

### Non-Hazardous Waste GRI : 301-3

At Jubilant Ingrevia Limited, the non-hazardous waste is either recycled or reused by the 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 about 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 re-using, re-storing and re-pairing rather than buying new products. Some products are sent in drums and carboys, which are reused wherever feasible.



GRI : 306-3, 306-4, 306-5

| GRI Disclosure                 | Non- hazardous waste                    | Units    | FY 2021 | FY 2022 |
|--------------------------------|---|----------|---------|---------|
| GRI 306-2, 306-3, 306-4, 306-5 | Fly ash generation and disposal         |          |         |         |
|                                | Fly ash to land fill                    | 1,000 MT | 10      | 16.6    |
|                                | Reuse in cement and brick kiln          | 1,000 MT | 89      | 111.8   |
|                                | Generation                              | 1,000 MT | 96      | 123.8   |
|                                | Non-hazardous waste sold to third party | MT*      | 2,157   | **2512  |

In addition to this 1353 Nos MS drums were sold to third party

\*\*It includes 539 Kg of e-waste to authorised agency

### Waste management initiatives

#### Gajraula

1. In-house chemical drums decontamination system commissioned
2. 100% fly ash utilisation achieved in collaboration with cement manufacturers

#### Savli

1. Constructed a scrapyard for better management (segregation and storage) of non-hazardous waste



## Environmental Impact (Contd.)

### Raw Materials GRI : 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 life-cycle based carbon footprint study, it was evident that Pyridine manufactured by the Company through Ethanol (biogenic source) route has a much lesser carbon footprint than similar products which are manufactured through conventional petro route. Other major raw materials are alcohol and process chemicals.

Molasses (by-product from the sugar industries), press mud and corn cob are renewable in nature and constitute 45.5% of the total major raw material consumption. During this year the production from Indian operations were 594263 MT.

| Major Raw Materials      | Consumption in FY2022 |
|--------------------------|-----------------------|
| Renewable (MT)           | 3,29,763              |
| Non-Renewable (MT)       | 3,95,355              |
| Total Raw Materials (MT) | 7,25,118              |

### Air Emissions GRI : 305-7

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

- Engineering controls like electrostatic precipitators, scrubbers, thermal oxidizers and cyclones are used for air pollution control.
- Installing auto controls for maintaining critical process parameters.
- Preventive maintenance schedules for all environmental critical equipment like the above.
- Online monitoring system to check performance against local regulations.
- 5.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

Concentrated distillery effluent incinerator boiler air pollution control system upgraded to reduce stack emission

##### Savli

Scrubber modification through installation of knockout drum completed for better control of fugitive HCl emission.

| GRI Disclosure | Air Emissions      | Units | FY 2021 | FY 2022 |
|----------------|--------------------|-------|---------|---------|
| GRI 305-7      | Particulate Matter | MT    | 227     | 205     |
|                | SOx                | MT    | 661     | 681     |
|                | NOx                | MT    | 416     | 405     |



## Environmental Impact (Contd.)

### 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, emission of ODS are primarily from ODS-based refrigerants in air-conditioners and chiller plants. This year the recharge quantity of CFC 11 equivalent ODS was 0.016 MT.

### Biodiversity

GRI : 304-1, 304-2, 304-3, 304-4, 306-5

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 operations of the Company. Most of the Company's 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.



Material  
Topic Ends

# Social Impact

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 retain our talented employees around the world, but also ensure appropriate economic growth and environmental protection measures within the communities of our Company.



## Human Resource Performance

### Our Approach

At Jubilant Ingrevia Limited, the aim is to empower and motivate employees with global opportunities and regular performance reviews. This creates a rewarding culture within the Company and to maintain this, the Company has implemented a well-structured Human Resource department both 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
- Labour Management
- Corruption and Bribery
- Anti-competitive behaviours

## Social Impact (Contd.)

### Employee Benefits

GRI : 401-2, 401-3, 201-3

The Company's benefits apply to Jubilant Ingrevia Limited employees, at every level of the organisation. Due to local law 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 the local regulations.

The benefit 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  | 90   |
| Total number of employees that took maternity leave during FY 2021.  | 4  |
| Total number of employees that returned to work in the reporting period after parental leave ended during FY 2021                        | 5  |
| Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work | 4  |
| Return to work and retention rates of employees that took parental leave.  | Return to work Rate 100%<br>Retention rate 80% |

### 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. The Company also has wage agreement at manufacturing locations with trade unions and works committee.



## Social Impact (Contd.)

### Training and Development

GRI : 404-2, 103-1, 103-2, 103-3



Material Topic



#### Why it matters?

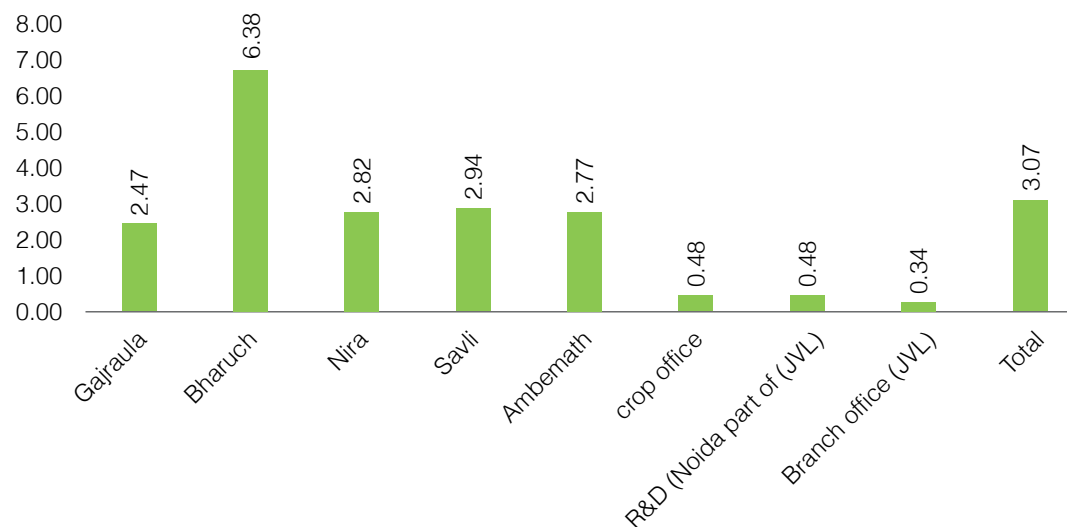
Talent development is imperative for the success of businesses and therefore having the right people with the right will, skill and knowledge is essential. Employees are key stakeholders for Jubilant Ingrevia Limited and through regular engagement with them we have realised their aspiration of taking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

#### What we are doing?

The training and development initiatives offer training to employees around the globe. It helps employees develop personal skills, strategic thinking, team development, provide assistance to those in charge of key operations and to improve 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 at their highest potential. This also helps us systematically improve the quality of our workforce.

Senior management employees at critical positions are also sent for customised general management programs at premier institutes to prepare them for larger roles and also build cross-functional capability in the organisation. The 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



## Social Impact (Contd.)

### Number of online programs for skill upgradation

| Number of online programs for skill upgradation<br>(Corporate offices + Subsidiaries+ Branches+ Sites) |                 |                        |
|--|-----------------|------------------------|
|  | Training hours  | No. of online Programs |
| Business and functional skills   | 1,007           | 435                    |
| Management and leadership  | 44.56           | 258                    |
| Personal Skills  | 2.7             | 24                     |
| <b>Total</b>   | <b>1,054.26</b> | <b>717</b>             |

| Mandatory Program Online<br>(Corporate offices+ Subsidiaries +Branches+ Sites) |                |                              |
|--|----------------|------------------------------|
|  | Training Hours | No. of employee Participated |
| Code of conduct  | 348.45         | 303                          |
| POSH   | 150            | 300                          |
| Responsible Care   | 188            | 188                          |
| IT Security  | 350.75         | 305                          |
| <b>Total</b>   | <b>1,037.2</b> | <b>1,096</b>                 |

|                             | % Coverage          | No of employees trained |
|-----------------------------|---------------------|-------------------------|
| Mandatory Programs (Online) | COC 92% (303/329*)  | 303                     |
| Coverage                    | POSH 91% (300/329*) | 300                     |

\*Total number of new joinees (including those who left during reporting period) - 329

Contd. GRI : 103-2, 103-3, 404-1, 404-2, 205-2

| Internal classroom training programs               |                   |                        |
|--|-------------------|------------------------|
| Corporate Locations+ Subsidiaries+ Branches+ Sites | Training man days | Number of participants |
| Business Skills                                    | 2,142             | 10,328                 |
| Management & Leadership                            | 219               | 494                    |



## Social Impact (Contd.)

| Manufacturing Location                        | Executive    | Workmen    | Total        | Training Hours* | Man-days       | Avg. man-days per employee per year |
|---|--------------|------------|--------------|-----------------|----------------|-------------------------------------|
| Gajraula                                      | 671          | 192        | 863          | 17029           | 2128.7         | 2.47                                |
| Bharuch                                       | 353          | 116        | 469          | 23950           | 2993.7         | 6.38                                |
| Nira  | 223          | 65         | 288          | 6488            | 811.0          | 2.82                                |
| Savli   | 54           | 30         | 84           | 1973            | 246.6          | 2.94                                |
| Ambernath                                     | 27           | 15         | 42           | 931             | 116.4          | 2.77                                |
| Corp office                                   | 293          | 0          | 293          | 1132            | 141.5          | 0.48                                |
| R&D (Noida part of Jubilant Ingrevia Limited) | 43           | 0          | 43           | 76              | 9.5            | 0.22                                |
| Branch offices (Jubilant Ingrevia Limited)    | 28           | 0          | 28           | 164             | 20.5           | 0.73                                |
| <b>Total</b>                                  | <b>1,692</b> | <b>418</b> | <b>2,110</b> | <b>51,743</b>   | <b>6,467.9</b> | <b>3.07</b>                         |

\*Total training hours by permanent employees excluding OHS training by both permanent and contract employees, reported separately

The average amount spent per employee on training and development was ₹ 261



Contd. GRI : 404-1

### Training Break up:

| Category     | Headcount   | Training man-days | Avg. training per employee |
|--------------|-------------|-------------------|----------------------------|
| Executive    | 1692        | 3436              | 2.0                        |
| Worker       | 418         | 571               | 1.4                        |
| <b>Total</b> | <b>2110</b> | <b>4007</b>       | <b>*1.9</b>                |

### Training Break up:

| Category     | Headcount   | Training man-days | Avg. training per employee |
|--------------|-------------|-------------------|----------------------------|
| Executive    | 1692        | 3436              | 2.0                        |
| Worker       | 418         | 571               | 1.4                        |
| <b>Total</b> | <b>2110</b> | <b>4007</b>       | <b>*1.9</b>                |

\*The training breakup (Gender and Employee category) is lower because there is no gender and category segregation for EHS training at Bharuch site.



Material Topic Ends

## Social Impact (Contd.)

The 7th edition of the Chairmen's Annual Awards was celebrated on November 17, 2021 through a grand virtual event joined by employees from across the globe.

The award received 331 nominations with a total of around 1400 employees participating. 448 employees were chosen as winners in different categories.



## Social Impact (Contd.)

### Employee Attrition

GRI : 401-1, 103-1, 103-2, 103-3



Material Topic

#### Why it matters?

At Jubilant Ingrevia Limited, we consider each and every employee, as 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. The Human Resource team plays a role of strategic significance towards 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 learnings. The Company has a monthly internal newsletter 'Symphony' which is circulated across all locations to communicate our employees about various activities across the Company.

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 31 <sup>st</sup> March, 2020 | New Joinee       |              | Attrition       |             |
|-----------------|--|------------------|--------------|-----------------|-------------|
|                 |  | Total New Joinee | New Joinee % | Total Attrition | Attrition % |
| India           | 2110   | 301              | 14.3%        | 416             | 19.7%       |

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

| Age in years       | Attrition       |              | New joinee       |              |
|--------------------|-----------------|--------------|------------------|--------------|
|                    | Total attrition | Rate(%)      | Total new joinee | Rate(%)      |
| < 30               | 133             | 38.6%        | 155              | 44.9%        |
| 30-50              | 214             | 16.4%        | 142              | 10.9%        |
| >50                | 69              | 15.1%        | 4                | 0.9%         |
| <b>Grand Total</b> | <b>416</b>      | <b>19.7%</b> | <b>301</b>       | <b>14.3%</b> |

In the reporting year 2% of our open position was filled by internal candidate

#### Total new employees and attrition during reporting period by gender

| Gender             | Attrition       |              | New Joinee       |              |
|--------------------|-----------------|--------------|------------------|--------------|
|                    | Total Attrition | Rate (%)     | Total New Joinee | Rate (%)     |
| Female             | 18              | 23.68%       | 26               | 34.21%       |
| Male               | 398             | 19.57%       | 275              | 13.52%       |
| <b>Grand Total</b> | <b>416</b>      | <b>19.7%</b> | <b>301</b>       | <b>14.2%</b> |

Cont. GRI: 103-3, 401-1

Contd. GRI : 103-3, 401-1



Material Topic Ends

## Social Impact (Contd.)

### Local Hiring GRI : 102-8 202-1 202-2 401-1 405-1

With rising unemployment across the globe, there is an 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) |         |           | New joinee           |                         | Total (C) | Overall (P+C) |
|--------|----------------------------------|---------|-----------|----------------------|-------------------------|-----------|---------------|
|        | Executives                       | Workmen | Total (P) | Temp & Labour Supply | Job Contracts/ Projects |           |               |
| India  | 1692                             | 418     | 2110      | 1241                 | 1216                    | 2457      | 4567          |

\*\*Monthly average data is considered for the month of March

#### Promoting Diversity

##### Age wise headcount breakup (All manufacturing units, R&D and corporate offices)

| Age in yrs.        | HEADCOUNT   |            |             | Rate (%)      |
|--------------------|-------------|------------|-------------|---------------|
|                    | Executive   | Workmen    | Grand Total |               |
| < 30               | 315         | 30         | 345         | 16%           |
| 30-50              | 1077        | 231        | 1308        | 62%           |
| >50                | 300         | 157        | 457         | 22%           |
| <b>Grand Total</b> | <b>1692</b> | <b>418</b> | <b>2110</b> | <b>100.0%</b> |

#### Gender wise Headcount Breakup

| Gender             | HEADCOUNT   |            |             | Percentage    |
|--------------------|-------------|------------|-------------|---------------|
|                    | Executive   | Workmen    | Grand Total |               |
| Female             | 76          | 0          | 76          | 4%            |
| Male               | 1616        | 418        | 2034        | 96%           |
| <b>Grand Total</b> | <b>1692</b> | <b>418</b> | <b>2110</b> | <b>100.0%</b> |



# Social Impact (Contd.)

## Local Hiring GRI : 102-8 202-1 202-2 401-1 405-1

| Diversity Indicator  |      |
|--|------|
| Share of women in total workforce (as % of total workforce)  | 3.7% |
| Share of women in all management positions, including junior, middle and top management (as % of total management positions)   | 3.7% |
| Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)  | 3.1% |
| 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)                       | 0.6% |
| 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.) | 0.2% |

### Our target for Gender diversity is 10%

As Company's major operations are based out of India and majority of its workforce are Indians (more than 99%) and remaining (< 1%) are from (China, Nepal, Belgium and USA).

Jubilant Ingrevia Limited is a Gender-neutral organisation and takes 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 total 4 differently abled employees in our manufacturing sites.



## Social Impact (Contd.)

### Human Rights

GRI : 103-1, 103-2, 103-3, 412- 1, 412-2

#### Why it matters?



Material  
Topic

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 at workplace.

#### What we are doing?

The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in its Business Code of Conduct. This Business Code of Conduct is available to all employees through intranet. The Company also has dedicated HR teams that monitor any violation of Company policies and Codes involving Human Rights challenges. During FY 2020 the 'Code of Conduct' was revisited and this year around 348 hours of training on revised content on COC was provided to around 92% of new joiners (including those who left during the reporting year), by the HR team across all offices and operations.

To strengthen its commitment towards Human Rights all new recruits certify that they understand and accept the Code of Conduct, which includes the Company's Human Rights commitment. The Company also conducted Human Rights assessment across its plants and locations in India. As per the assessment it did not identify any site with any major human rights related risks and thus there was no need for mitigation & remediation plan for its operations.

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



## Social Impact (Contd.)

### Highlighted below are a few Human Rights topics specified in Company's Code of Conduct GRI : 102-34

#### Free of Discrimination & Harassment

GRI : 202-1 405-2 406-1

Jubilant Ingrevia Limited prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Company's Code highlights a zero tolerance policy. However, one incident involving sexual harassment was recorded and resolved during the reporting period. Equal remuneration is provided to the male and female members of the workforce for the similar set of work.

During FY 2022 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, in certain jurisdictions, every applicant is required to submit a proof of age. Further, the Company is committed to work in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company encourages its suppliers also to work towards a no child-labour policy.

There were no cases of child labour reported within the organisation or came to Company's notice involving its suppliers during FY 2022

Contd. GRI : 412-1, 202-1, 406-1

#### 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 Company's notice during this reporting period.





## Zero Tolerance For Misconduct

We do not tolerate any kind of inappropriate behaviour

It is your responsibility to report any inappropriate behaviour conducted towards work, workplace, colleagues, stakeholders, business associates, etc. anywhere in the organisation

| OPTIONS TO REPORT  |   |
|--|---|
|  The HR or Business Head  |  Log on to <a href="http://www.cwportal.com">www.cwportal.com</a> and click on the 'Lodge Report' button |
|  Email to <a href="mailto:ombudsperson@jubil.com">ombudsperson@jubil.com</a>                                  |  Write to <b>Post Box No. 4374</b> , The Ombudsperson - Jubilant Bhartia Group, New Delhi.               |
|  Toll Free Number: <b>18601234525</b> (Availability: <b>Monday to Friday</b> from 0930 hrs IST -1730 hrs IST) |   |

Refer Updated Code Of Conduct And Whistle Blower Policy @myjubilant

## Social Impact (Contd.)

### Operational Responsibility and Ombudsperson

GRI : 205-3

Jubilant Ingrevia Limited has a Whistle-Blower policy and a dedicated Ombudsperson office for addressing employee grievances in 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 to resolve 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](mailto:ombudsperson@jubl.com)

Portal: [www.cwiportal.com](http://www.cwiportal.com)

No cases of Human Rights violation and corruption was reported to the Ombudsperson's office during the reporting period.

### Freedom of Association and Collective Bargaining

GRI : 407-1 102-41

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its

manufacturing facilities. In India 288 employees are covered by collective bargaining agreements with trade unions and worker committee.

There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.



Material  
Topic Ends

Contd. GRI : 407-1, 412-1, 205-3

## Social Impact (Contd.)

### Security Practices **GRI : 410-1**

All security personnel are briefed about relevant policies of the Company 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

##### Risk-Based Security Vulnerability Assessment

Security risk assessment done and all potential risks are identified. Security measures placed to protect property, people and information. Adequate counter measures deployed against identified risks.

##### 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.

Contd. **GRI : 103-1, 103-2, 103-3**

### Indigenous Rights **GRI : 411-1**

The Company has operations in various locations across India. Jubilant Ingrevia Limited supports and accepts the local cultures of various geographies it operates. There have been no violations involving 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 government, regulatory agencies, NGOs and industry associations. Through its dialogue with various stakeholders, the Company participates in framing public policy matters. The Company also uses industry association forums to voice its views.

### Anti-Competitive Behaviour **GRI : 206-1**

Company's approach on anti-competitive behaviour is anchored in its 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, last year the Company revised the Code of Conduct incorporating the code on Anti-Competitive behaviour. During reporting year there have been no legal actions concerning any anti-competitive behaviour, antitrust and monopoly practices by the Company.

### Human Rights Assessment **GRI : 412-3**

There was no significant greenfield project or new acquisition related investment during the reporting year. Hence there was no dedicated comprehensive third party human rights assessment conducted during this reporting period. But the Company conducted internal Human Rights assessment across its plants and locations in India. As per the assessment it did not identify any site with any major human rights related risks.



## Social Impact (Contd.)

### PRACTICES/ BEHAVIOURS CONSIDERED ANTI-COMPETITIVE

#### Dumping:

selling product at loss

#### Dividing Territories:

to not compete in each others territory

#### Price Fixing:

form a group and set prices

#### Bid Rigging:

promising a contract to one party before formal bid process

#### Anti-Competitive Practices

#### Exclusive Dealing:

obliged to deal with single agency

#### Refusal to Deal:

form a group and boycott single agency

#### Misuse of Patents:

to expand the scope and term of patent

#### Product Bundling:

offering several products for sale as one product

#### Labour Management & Labour Relations: GRI : 402-1

The Company encourages its employees, both permanent and contractual, to maintain good relations and constructive bargaining practices with the management. Trade Unions/ Works Committee 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 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 local regulatory body.



## Social Impact (Contd.)

### Our Community



Material Topic

GRI : 103-1, 103-2, 103-3, 413-1, 413-2

#### Why it matters?

The community around Company's operations at all locations are key stakeholders for the Company and the organisation believes in having an inclusive growth along with them. Through its community engagement programs, the Company understands the community's expectations of having better health and hygiene facilities, more local employment opportunities, better educational and infrastructural amenities etc.

#### What we are doing

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

#### 100% of Company's CSR Budget is invested in Community.

Jubilant Bhatia Foundation ('JBF'), established in the year 2007, a not-for-profit arm of the Jubilant Bhatia Group is responsible for conceptualisation and implementation of CSR activities of all Jubilant Bhatia Group companies. The CSR projects are designed in a way to empower the communities around the area of operations of the Company and add value in their life. The projects work on 4P model (Public-Private-People-Partnership). JBF's detailed activities are available on its website [www.jubilantbhatiafoundation.com](http://www.jubilantbhatiafoundation.com).



## Social Impact (Contd.)

Employee engagement is a step taken by an organisation to weave in its employees in the sustainability framework. At Jubilant Ingrevia Limited, time and again, opportunities are created for active participation of internal stakeholders which not only engages employees with the core social objective of the Company but also enrich their own spirit and creates a sense of gratification in them. Employee engagement initiatives at Jubilant Ingrevia Limited align employees with the organisation's values which creates a sense of satisfaction amongst the employees.

At present, all employees actively participate in the CSR activities. For example:

Project Muskaan Fellowship is an initiative of Jubilant Bhartia Foundation for the overall development of youth. The youth leadership-training program focuses on sensitising and enhancing the capacity of youth on community issues and providing them an intense experiential learning journey with experts and mentors. The experiential learning is provided through mentoring of youths by Company's employees in the Muskaan Fellowship program. More than 30 days of employee volunteering have been served in the FY 2022 under various CSR initiatives.

Also, to streamline the entire process an employee volunteering policy is being established. An Employee

Engagement Dashboard is also being created to tabulate each and every participation of employees in the social activities along with enhancing their engagement.

As mentioned, the Company implements its CSR through Jubilant Bhartia Foundation. Hence, the entire monetary contribution is provided to JBF which builds and implements CSR programs with a vision to bring progressive social change through strategic multi-stakeholder partnership and brings about 'social change' involving 'knowledge generation & sharing, experiential learning and entrepreneurial ecosystem'. The programs are implemented in the realm of Health, Education & Livelihood for the community around the manufacturing locations of the organisation.

Also, in FY 2022, under project e-Muskaan, around 150 smart TVs with special cabinet & smart board along with e-content were provided to digitise the government schools to bring about effective mode of learning in rural schools and to bridge the digital divide which amounts to around 75 lakh of investment in kinds.

With a thrust on CSR, the Company is continuously working towards Economic, Environmental and Social performance.



## Social Impact (Contd.)

During the Financial Year 2022, the Company continued working in the arena of Health, Education & Livelihood to improve the quality of the life of the community around its manufacturing locations, which is considered as the apex stakeholder.

The brief information is as below

### Supporting rural Government primary education

Jubilant Bhartia Foundation is reaching out to students through primary school through E-Muskaan (School Digitisation), Khushiyan Ki Pathshala (Value education) & Muskaan Fellowship (Youth Leadership program)

### Providing affordable basic & preventive healthcare

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

### Working towards providing sustainable livelihood

Sustainable livelihood opportunities are provided to the community through Nayee Disha (Skill Development), Samridhhi (SHG & micro enterprise promotion), Jubifarm (Sustainable agriculture program having sub programs like Pashu Sakhi & Paryavaran Sakhi).

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



This year in order to strengthen the aspect of livelihood generation for the community around manufacturing locations, the Company implemented the following key projects:

### JubiFarm

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

### Paryavaran Sakhi

It is a unique effort to engage rural women for neem based social agro forestry. The project involves plantation of neem saplings in the waste-land followed by selection of Paryavaran Sakhis and formation of SHG. These women are responsible for the maintenance of neem trees. JBF ensures end to end market linkage of harvest obtained from neem plantation after three years. A total of 260 Paryavaran Sakhis are registered by JBF this year in the community around manufacturing units of Gajraula, Nira, Savli and Bharuch.

### Pashu Sakhi

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

### Samridhhi

It is the Self Help Group support initiative of the Company. The Company continued its project of 'Neem Pulverisation' at its Savli facility in Gujarat. Under this project neem leaves powder is being procured, through local Self Help Group of women, hence creating livelihood opportunity for 200 women in the surrounding area.

### Nayee Disha

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

### Logistics and Supply Chain Management training

JBF at the Bharuch facility conducted hybrid training in association with 'Safeducate' that makes sure that the trainees get employable and marketable skill developed, along with placement assistance.



## Social Impact (Contd.)



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

Besides, the Company also facilitates audio messages and counselling for expecting mothers through a pre-recorded voice messages being sent through Interactive Voice Response Systems (IVRS) platform to the expecting/pregnant mothers which includes information on their well-being and nutritional requirements at Gajraula, Nira, Savli and Bharuch sites.



### Good Health and well-being

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

**About JubiCare Tele-clinic-** JubiCare is a telemedicine application, conceptualised &

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

### Swasthya Prahari

The Swasthya Prahari are the women health guards identified from the local community around the manufacturing location to implement the initiative of combating malnutrition in children of 0-5 years of age at Gajraula

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

At other locations, the basic healthcare services are provided to the community through mobile health units.



## Social Impact (Contd.)



### Quality Education

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

#### e- Muskaan, Supporting Education through Digital Literacy

This program is launched to digitise the Government schools to bring about effective modes of learning by creating and initiating a hybrid model of learning by installing smart TVs across the select government schools in Gajraula, Nira, Savli and Bharuch. These smart TVs are uploaded with syllabus and educational content to facilitate digi-learning through audio-visuals. The TV cabinets also act as a writing board for the teachers. A total of over 150 schools have been digitised all across the project locations.



#### Muskaan Fellowship- A Youth Development Program

The Company continued the Muskaan Fellowship initiative which is a unique youth leadership training program developed by Jubilant Bhartia Foundation, focusing on sensitising and enhancing the capacity of

young people on community issues. The program is an intensive experiential learning journey wherein young people, Muskaan Fellows, find the leader in themselves through engaging in social action in their communities.

The 3<sup>rd</sup> chapter of Muskaan Fellowship comprised of a cohort of 19 youth selected from four states i.e. Uttar Pradesh, Gujarat, Uttarakhand and Maharashtra.

These youth facilitated value based education to the children in their local community.

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

#### Khushiyon ki Pathshala

With an aim to help in holistic development of a child and facilitate in creating a value based society along with providing teachers the space to familiarise themselves with new ideas and concept, JBF launched the 'Khushiyon ki Pathshala' initiative all across its project locations, reaching out to around 200 teachers with a pre-designed framework.

The framework was designed by organisation Pravah, the knowledge partner for imparting the training to the CSR coordinators who in turn provided the training to the teachers of rural government primary school. The training program was conducted in three phases where the value sessions were imparted to the teachers, which in turn will be facilitated to the school students in their routine curriculums. The 12 values around which the sessions are weaved around are love, gratitude, respect, humility, kindness, trust, integrity and commitment, care, hope, safety and courage.



### Gender Equality

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

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

## Social Impact (Contd.)



### Clean water and Sanitation

The water purification unit for the community at Gajraula & Bharuch are helping citizens to have access to clean drinking water.



### Partnerships for the Goals

JBF engages and partners with several local and global organisations on continuous basis for optimal outcomes of its program. Some of the major engagements during this year with different organisations in strengthening its 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 to providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.

#### Pravah

Jubilant Bhartia Foundation has partnered with 'Pravah' for training of the youths under its initiative Muskaan Fellowship, a youth development program and training of teachers on value based learning of students through Khushiyan ki Pathshala initiative.

#### Panasonic

JBF continued its partnership with Panasonic in implementing a health project at Jajjhar district of Haryana.

#### The Union

JBF partnered with The Union on 'Stop TB' a training initiative for JBF employees.

#### HP

JBF partnered with HP for its digital education program.

#### Safeduate Learning Pvt Ltd

Partnered with Safeduate for online training program of rural youths on supply chain at Bharuch in Gujarat.

#### Sanjeevani-Life Beyond cancer

JBF organised a session on Cancer awareness for all employees of the Company in association with Sanjeevani.



## 12<sup>TH</sup> SOCIAL ENTREPRENEUR OF THE YEAR AWARD – INDIA 2021

Thursday, 07<sup>th</sup> October 2021



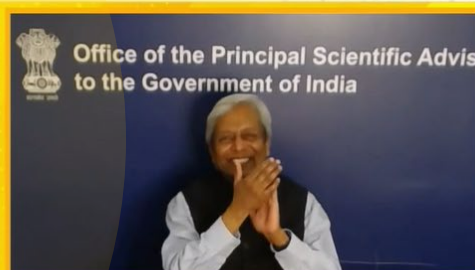
APARNA HEGDE



PRANSHU SINGHAL



SHYAM S BHARTIA



PROF. K VIJAYRAGHAVAN



SEEMA PREM



SHUCHIN BAJAJ



SHEREEN BHAN



HILDE SCHWAB AND



HARI S BHARTIA

## Social Impact (Contd.)

### Case Studies

#### Healthcare

| Focus Area                | Health   |
|---------------------------|--|
| Rationale                 | <p>To achieve good health and well-being, promote health-seeking behaviour and provide effective basic healthcare to community around manufacturing locations of the Company.</p> <p>Reaching out to underserved communities with technology driven affordable, accessible and inclusive healthcare information and services.</p>  |
| Benefits to the Community | <ul style="list-style-type: none"> <li>• Saving of cost and effort especially of rural patients.</li> <li>• Access to various affordable healthcare systems - mobile dispensary, tele medicine, mother &amp; child consultation</li> </ul>   |
| Benefits to the Company   | Healthy community in the surrounding   |
| Achievement in FY 2022    | Successful implementation of Community Health Services- JBF Medical Centre (JBFMC), the healthcare facility at Gajraula and Bharuch equipped with Outpatient Department (OPD), Day Care, Lab Test and Directly Observed Treatment, Short course (DOTS) for Tuberculosis, Integrated Counselling and Testing Centre (ICTC), X-Ray etc. which are operational for providing services to the community in vicinity. |

#### Khushiyon Ki Pathshala

| Focus Area                | Education  |
|---------------------------|--|
| Rationale                 | <ul style="list-style-type: none"> <li>• Creation of a safe space which is fun to be part of and creates opportunity for dialogue and peer learning</li> <li>• Value-based education is essential to develop individual and help him/her lifelong growth</li> <li>• Critical pedagogy and reflection as a learning process enables young people to understand value based decision making processes.</li> <li>• Teachers are critical enablers in education system, investing in their personal and professional growth is essential to make teaching learning processes engaging and joyful in classrooms.</li> </ul> |
| Benefits to the Community | <ul style="list-style-type: none"> <li>• 'Value Based Learning' for the society</li> <li>• 21<sup>st</sup> century skills for rural students who are future of tomorrow like teamwork</li> <li>• Learning and motivating space for teachers</li> </ul>   |
| Benefits to the Company   | <ul style="list-style-type: none"> <li>• Community Engagement</li> <li>• Preparation of community, which is equipped in 21<sup>st</sup> century skills critical for sustainability of plant</li> </ul>   |
| Achievement in FY 2022    | Reached out to 200 teachers with 12 universal values critical in holistic development of teachers  |

## Social Impact (Contd.)

### Paryavaran Sakhi

|                                  |   |
|----------------------------------|---|
| <b>Focus Area</b>                | Livelihood  |
| <b>Rationale</b>                 | JubiFarm is a sustainable and multi-stakeholder initiative that is conceived to enhance the profitability and generate income opportunities in farming. Paryavaran Sakhi (women care takers of neem leaves) Initiative under JubiFarm to promote rural women entrepreneurship through formation of SHG on a self – sustainable model. |
| <b>Benefits to the Community</b> | <ul style="list-style-type: none"> <li>• Development of green belt to tackle climate change by growing neem trees</li> <li>• Women empowerment through formation of SHG and future income generation capacity.</li> <li>• Self-sustaining livelihood opportunity through neem pulverisation unit (Presently at Savli)</li> </ul>      |
| <b>Benefits to the Company</b>   | The project has a very good potential to engage and build long term relationship with the farmers/villages in the vicinity of Company's manufacturing location, on the other hand in the long term it will become self-sustainable.   |
| <b>Achievement in FY 2022</b>    | 260 Paryavaran Sakhis registered in the community around manufacturing unit of Gajraula, Nira, Savli and Bharuch.   |



Material  
Topic Ends

## Social Impact (Contd.)

### Health & Safety



#### Our Approach

GRI : 403-3, 403-1, 403-8, 102-32, 102-31, 103-1, 103-2, 103-3, 403-4, 403-5

Jubilant Ingrevia Limited believes that its workforce is a key asset contributing to the Company's success. The Company ensures that Health and Safety (OHS) standards at all its locations are bench-marked with the global best practices and standards. Its approach towards best-in-class occupational health and safety standards is articulated in its 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. Majority of its manufacturing sites are ISO 45001 certified. All employees of these locations, who have access to operating sites, are also covered under these OHS management systems which is audited periodically. All visitors coming to the sites are also briefed about basic safety, before entering the premises. The company is implementing comprehensive safety management system under guidance of well renowned safety consulting organisation.

Senior Management is updated on significant occupational health and safety issues, if any, on weekly basis. The Sustainability and CSR committee review the safety performance of the Company on half-yearly basis.

### Occupational Health & Safety Performance

GRI : 403-1, 103-1, 103-2, 103-3

#### Why it matters?

The Company's operations are spread across different geographies. Jubilant Ingrevia Limited takes care of its ultimate customers (Patients) and thus intends to continue its Supply Chain uninterrupted. During this manufacturing process, the Company ensures zero-injury operations by complying all OHS regulatory requirements to achieve its employees' physical and mental well-being.

#### What we are doing

GRI : 103-2

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

Following initiatives are being taken to improve safety culture across the organisation:

- PSM implementation
- Safety committees
- Health and Safety trainings
- Hazard identification
- Safety awareness and communication
- Employee well-being
- Rewards and recognitions for workers
- Implementing safety management software systems
- Identification of unsafe act and unsafe condition by employees and logging in online portal (Sanchetna)

### PSM implementation:-

In addition to safety management system, Jubilant Ingrevia Limited has started the implementation of PSM standards by creating 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 meetings are conducted to see the performance of the element implementation progress.

### Safety Committees

Safety committees at every site are formed with representation from both workers and executives. All the OHS standards, procedures, policies and rules are discussed in these forums for effective implementation. 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 manufacturing facilities of the Company with trade unions.

### Occupational Health and Safety Trainings

GRI : 403-5 102-31 403-2

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 in operations are regularly trained and informed about refusing/ stopping the work if it is unsafe. Safety training kiosks were installed at all five facilities, for training of all field employees and visitors. This year, 1,43,896 hours training hours were spent on safety learnings.

## Social Impact (Contd.)

### Training Identification and Mitigation

GRI : 403-2, 403-3, 403-7

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

#### Hazards are identified in the entire operations through:

1. Scheduled workplace OHS inspections
2. OHS checks for the equipments

3. Risk assessment of the processes like HAZOP, JSA, H&S, FMEA etc.

4. OHS meetings at department, site, corporate level

5. External audits and inspections

6. OHS standard gap analysis

All the identified hazards are recorded and Corrective and Preventive Actions (CAPA) made in Company's in-house portal 'Sanchetna'. Regular reviews of mitigation of hazards are also done for effective closure.

All incidents (First aids, Loss time Injuries, Fire

Incidents & Dangerous Occurrences) are recorded in 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 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

GRI : 403-4

- Celebration of Safety month was observed across all company manufacturing facilities.
- 360-degree learning system from internal and external incidents has been implemented across Company's manufacturing facilities.
- System for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities.
- The Company has engaged reputed third party for further improvement of existing safety management system across facilities.



▲ Jubilant Ingrevia Limited was awarded as a Joint winner for the Excellence in Health Safety and Environment in Chemicals. The Awards was distributed by Smt. Anupriya Patel, Hon'ble Minister of State, Department of Commerce, Ministry of Commerce & Industry, Government of India, in the presence of senior officials from the Department of Chemicals and Petrochemicals, Government of India, Industry captains, other stakeholders of the sector.

Contd. GRI : 103-2, 103-3, 403-4, 403-5, 403-6, 403-7

## Social Impact (Contd.)

### Employee well-being

GRI : 102-31, 403-6, 403-3, 403-7, 403-10

All sites have dedicated and well-equipped occupational health centre 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 requirement. All the reported occupational illnesses are investigated to find the root causes. All workers in all sites also have access to basic healthcare facilities like fever – cold etc.

Additionally, webinars on cultivating positive health, COVID awareness, COVID vaccination programs, Live Yoga sessions and various online meditation sessions were conducted to support mental and physical fitness of our employees during this pandemic.



Contd. GRI : 103-2, 103-3, 403-5

### Rewards and Recognitions for workers

Near miss, OHS suggestion box is also deployed at various locations in the site so that the workers can report hazards and hazardous situations. Rewards and recognitions are also given to proactive participants.

### Safety Performance Statistics (Including contract employees)

| GRI Disclosure              | Safety Statistics                           | Units  | 2020-21 | 2021-22 |
|-----------------------------|---|--|---------|---------|
| GRI 403-9,<br>GRI 403-10    | No. of fatal accidents                      | Number   | 0       | 1       |
|                             | No. of Lost Time Injury (other than fatal)* | Number   | 6       | 9       |
|                             | Total lost days including fatal accidents   | Number   | 53      | 6100    |
|                             | No. of first aid cases                      | Number   | 13      | 36      |
|                             | *Lost Time Frequency rate                   | Number of incidents per million man-hours worked | 0.61    | 0.85    |
|                             | Lost Time Severity rate                     | Number of lost days per million man-hours worked | 5.42    | 579     |
| Process Safety Event Tier 1 |   | Number per million hours worked                  | 0.51    | 0.19    |

\*Lost time injury within 24 hours is considered as 1 day man-days lost

### Safety Sustainability Goal Status

| S. No. | Safety Sustainability Goal                       | Reduction Target FY 2022 (Baseline FY 2019) | Status (FY 2022) |
|--------|--|---|------------------|
| 1      | Reduce Lost Time Injuries Frequency Rate (LTIFR) | 0.45  | 0.85             |
| 2      | Reduce Lost Time Injuries Severity Rate (LTISR)  | 1018  | 579              |
| 3      | Zero fatalities                                  | 0   | 1                |
| 4      | Major fires                                      | 0   | 0                |
| 5      | Major Dangerous Occurrences                      | 0   | 0                |

Material  
Topic Ends



## Social Impact (Contd.)

### Customer Satisfaction

GRI : 103-1, 103-2, 103-3

#### Why it Matters?



Material  
Topic

For Jubilant Ingrevia Limited, maintaining a reliable and strong customer base is the key for 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. The Company always aspires to build mutual trust with its 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.

The Company is able to satisfy its customers with:

1. Customer relationship management
2. External certifications
3. Ensuring product health and safety



## Social Impact (Contd.)

### 1. Customer Relationship Management

To provide an effective digital platform in 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 responds 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 under the already 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, 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.

### 2. Certification and Licences

Jubilant Ingrevia Limited complies with all applicable national and international product safety standards such as:

- EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and other REACH like organisations around the world
- Feed Additives and Premixtures Quality System (FAMI-QS)
- The Niacinamide manufacturing facility at Bharuch and Carbon Dioxide manufacturing facility at Gajraula has been certified for Food Safety System Certification (FSSC) 22000
- The Company has FSSAI approvals for its various manufacturing sites at Nira, Gajraula, Bharuch and Savli. The Company undertakes due modifications in the approvals as and when a new product or new target country is added to its business.

Environment, Health and Safety (EHS) are key for sustainable business growth and the Company's continuous efforts are to embed EHS in every aspect of the business way beyond compliance, obtaining Responsible Care (RC) 14001 certification for its 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 its commitments and beliefs. Jubilant Ingrevia Limited has been also awarded the permission to use the 'Responsible Care Logo' for all its sites.

### REACH Compliance

Compliance and commitment to product safety are central to Jubilant Ingrevia Limited's business philosophy. Jubilant Ingrevia Limited is committed to REACH's aims of enhanced protection for human

health and environment and diligently follows REACH guidelines of the European Chemical Agency.

The Company has already successfully registered all first tier (deadline Nov. 2010), second tier chemicals (deadline May 2013) and the third tier chemicals (deadline May 2018). It has also taken up the lead registrant role in many of its products.

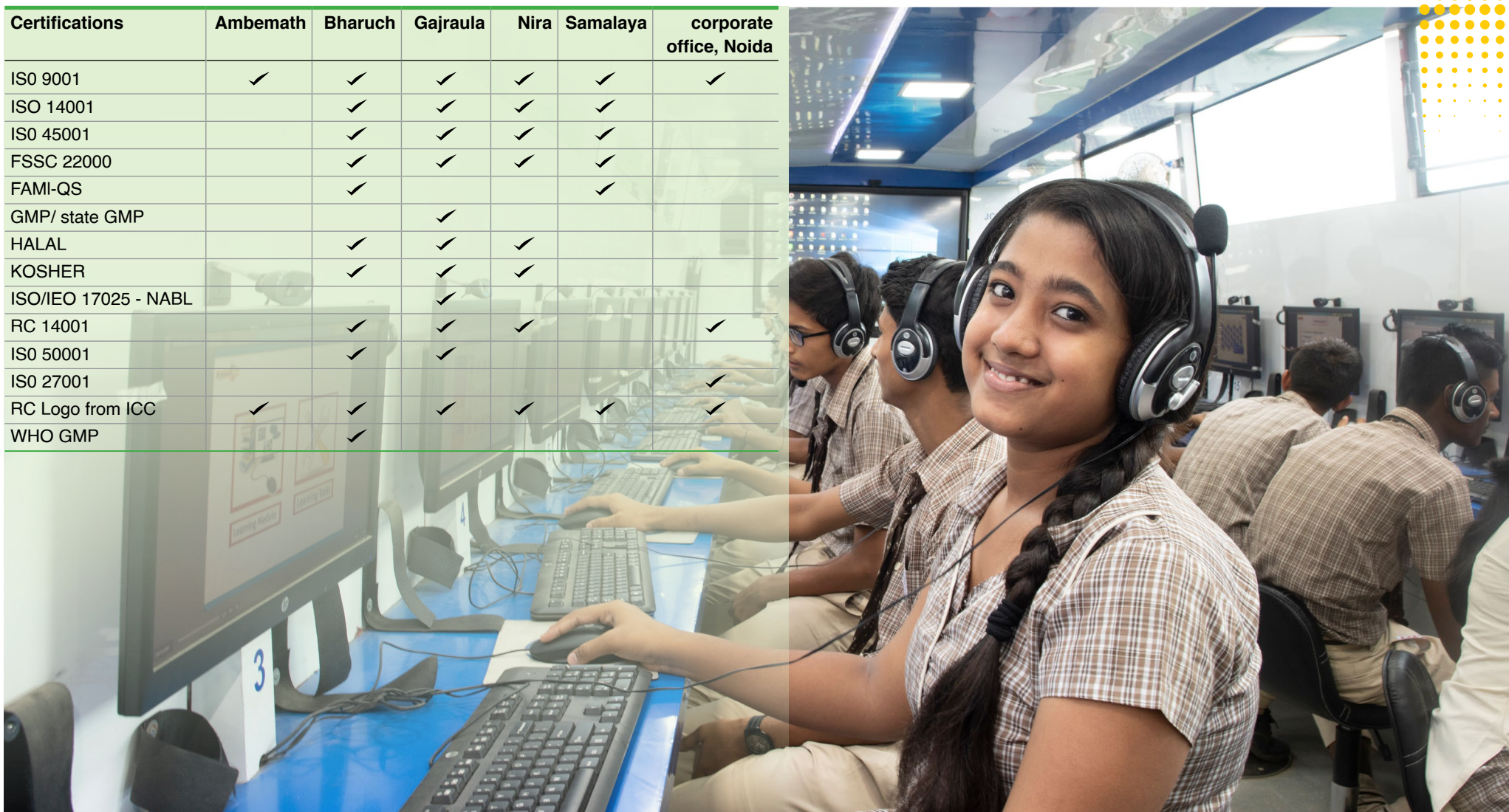
The Company also successfully passed the REACH and CLP inspection carried out by the National Enforcement Authority of the EU member state (Belgium).

In addition to the above, the Company has also done pre-registration of many products under Turkey REACH (KKDIK), UK REACH. The Company also holds registration in REACH like regulations in Korea.



## Social Impact (Contd.)

| 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            |          |         |          |      |          | ✓                       |
| RC Logo from ICC     | ✓        | ✓       | ✓        | ✓    | ✓        | ✓                       |
| WHO GMP              |          | ✓       |          |      |          |                         |



## Social Impact (Contd.)

### 3. Product Health & Safety GRI : 419-1 417-1 416-1

Business Head and Functional Heads are responsible for addressing the issues related to product responsibility aspects of their respective businesses. They are supported by 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 the customer specifications, applicable international guidelines and regulatory requirements as applicable. Product health and safety is ensured by the following approach:

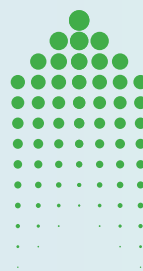
#### • Material Safety Data Sheets (MSDS)

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. Jubilant Ingrevia Limited is also

contributing its safety data sheets on Global Product Strategy (GPS) portal of International Council of Chemical Associations (ICCA)

#### • Product and Service Labelling

The Regulatory Affairs team prepares labels as per the applicable regulations of the region. In case of any changes required in the existing labels based on customer needs or changes in regulation, the regulatory team raises the change control form, makes necessary changes with a justification and forwards the same to the Corporate Quality Assurance team for approval. The products are packed with proper labelling and bar-coding, wherever applicable. 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 for the US and 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.



Contd. GRI : 103-2, 103-3, 416-1, 416-2, 417-1, 417-2

## Social Impact (Contd.)

### • Product Transportation

To reduce hazards arising from emergency situations during transportation, Transport Emergency (TREM) cards are provided to the vehicle driver with 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 the sea, and ADR (European Agreement concerning the International Carriage of Dangerous Goods by Road), for road transport.

During the reporting period, there was no non-compliance with regulations resulting in a fine or penalty with regard to 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 plants under Company's Animal Nutrition business are FAMI-QS certified, which ensures safety, quality and regulatory compliance of specialty 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 Drug manufacturing License and GMP certificate for certain products under purview of Drug and Cosmetic act 1940. PMDA approval (Pharmaceuticals and Medical Devices Agency, Japan) for exporting certain products to Japanese market, Jubilant has also registered some anti-microbial pesticides (Biocides) with 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 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 sale of any banned or disputed products. Professional sales training is also conducted at 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. Accordingly, there have been no fine of significant monetary value for non-compliance with laws and regulations concerning the provision and use of products and services during the 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.



Contd. GRI : 416-2

## Social Impact (Contd.)

### Supply Chain GRI : 102-9, 308-1, 308-2, 414-1, 414-2, 205-2, 408-1, 409-1, 204-1, 103-1, 103-2, 103-3

Material  
Topic



#### Why it Matters?

Supply Chain Management is a very important factor for the Company in terms of its businesses 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, and hence the product availability to customers etc.

#### What we are doing

The management approach adopted for Supply Chain at Jubilant Ingrevia Limited includes:

##### 1. 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 Company's relationships.

##### 2. Local Sourcing

The Company sources its materials, machinery, spares, stores, etc. from across the globe without compromising on quality and value. In value terms, 32.56% of the material was sourced domestically whereas 67.44% was sourced from other countries for Indian operations in the Financial Year 2021-22.

#### 3. 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 its businesses. The guiding principles for Company's Supply Chain have been set under its Green Supply Chain policy. All suppliers of the business have been communicated about Jubilant Ingrevia Limited's. Supplier's Code of Conduct which mandates ethical business conduct. The same has been also uploaded on the Company's website.

#### 4. Paperless Sourcing

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

#### 5. Supplier Audits

Annual supplier audits are conducted to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labour practice, human rights and social impact. The Company is in the process of revising the sustainability evaluation of the critical suppliers for its 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                                    | 8  | 0                                  |       |
| External Manufacturers (B)               | 15                              | 4                                    | 0  | 5                                  |       |
| Total no. of Suppliers (C = A+B)         | 35                              | 4                                    | -  | -                                  | 39    |
| Total no. of suppliers audited (D = A+B) | -                               | -                                    | 8  | 5                                  | 13    |
| % Audited ([D/C] *100)                   | -                               | -                                    | -  | -                                  | 33    |

Material  
Topic Ends

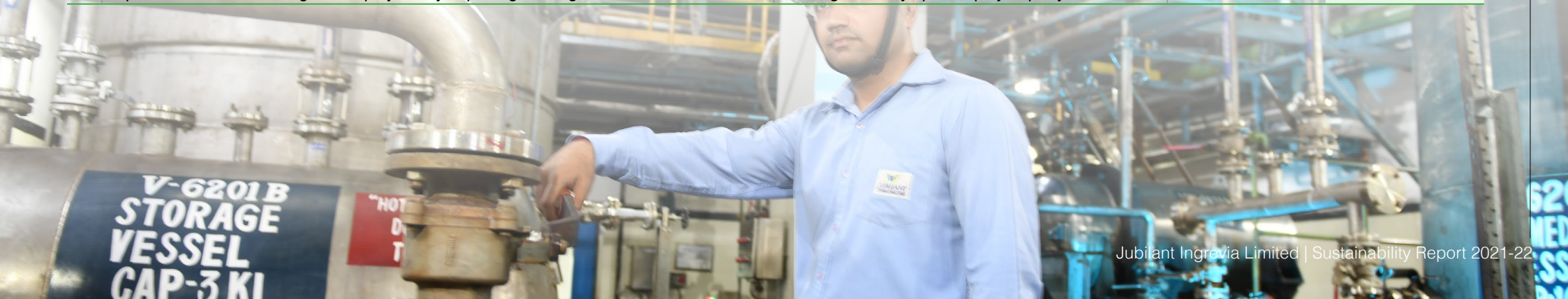


# Summary of Goals & Targets

The Company has 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 2019, 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  | Target – FY 2022 | Status – FY 2022 |
|--------|---|--|------------------|------------------|
| 1      | Reduce Lost Time Injuries Frequency Rate (LTIFR)  | No of lost time incidents * 10 <sup>6</sup> / Total Man-hrs worked             | 0.39             | 0.85             |
| 2      | Reduce Lost Time Injuries Severity Rate (LTISR)   | No. of Man-days Lost * 10 <sup>6</sup> / Total Man-hrs worked                  | 800              | 579.4            |
| 3      | Zero fatalities,  | Nos.   | 0                | 1                |
| 4      | % of renewable energy in overall energy mix   | %  | 6.6              | 8                |
| 5      | Reduce the specific energy consumption  | GJ/ MT   | 16.4             | 17.12            |
| 6      | Number of trees planted (Target 2030) – includes plantation done through CSR initiative | Lacs Nos   | 2.95             | 3.59             |
| 7      | Reduce the specific carbon emission ( Scope 1+ Scope 2 )                                | tCO <sub>2</sub> / MT  | 1.5              | 1.5              |
| 8      | Reduce specific air emission load (SOx)   | Kg/ MT   | 0.85             | 0.11             |
| 9      | Reduce specific air emission load (NOx)   | Kg/ MT   | 0.57             | 0.07             |
| 10     | Reduce specific air emission load (SPM)   | Kg/ MT   | 0.33             | 0.03             |
| 11     | Phasing out of ODS (HCFCs)  | kg of CFC11 eq   | 36.27            | 31.93            |
| 12     | Reduce specific water consumption   | m3/ MT   | 7.32             | 6.7              |
| 13     | % of water recycle reuse in-house   | Total water recycled/Total water withdrawal *100                               | 32.06            | 35               |
| 14     | No. of Sites with Zero Liquid Discharge Status  | Nos  | 3/5              | 3/5              |
| 15     | Percentage of women workforce (at manufacturing site)                                   | %  | 3.34             | 3.60             |
| 16     | Attrition of high performers executives   | No of High Performer Executive Exits*100/Total no of High Performer Executives | 5.20             | 6                |
| 17     | Improve skill and knowledge of employees by imparting training                          | Training Man-days per employee per year  | 5.40             | 3.07             |

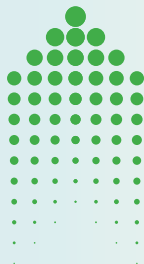


# Membership in Associations GRI : 102-13

## JUBILANT INGREVIA LIMITED

| Sr No | NAME OF THE ASSOCIATION/CHAMBER   |
|-------|---|
| 1     | AAMA (Additional Ambarnath Manufacturer's Association)                  |
| 2     | All India Distillers' Association (AIDA)                                |
| 3     | All India Industrial Gases Manufacturers' Association (AIIGMA)          |
| 4     | Basic Chemicals, Cosmetics & Dyes Export Promotiona 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    | Uttar Pradesh Alcohol based Industries Association (UPABIDA)            |
| 17    | Global Compact Network of India (GCNI)                                  |
| 18    | Global Reporting Initiative (GRI)                                       |





\*Please note, the Company has become GRI community member from July 2021 and signatory to UNGC from June 2021



# United Nations Global Compact GRI : 102-12

Jubilant Ingrevia Limited 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 its support to UNGC, the Company aims to undertake projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals. From 2010 onwards, the Company has been 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                         | 64       |
|                 |   | Principle 2  | Businesses should make sure that they are not complicit in Human Rights abuses  | 64-67    |
| Labor           |    | Principle 3  | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining | 66       |
|                 |   | Principle 4  | The elimination of all forms of forced and compulsory labour  | 17,65    |
|                 |   | Principle 5  | The effective abolition of child labour; and  | 17,65    |
|                 |   | Principle 6  | The elimination of discrimination in respect of employment and occupation   | 17,18,65 |
| Environment     |  | Principle 7  | Businesses should support a precautionary approach to environmental challenges  | 18       |
|                 |   | Principle 8  | Businesses should undertake initiatives to promote greater environmental responsibility                                 | 38-54    |
|                 |   | Principle 9  | Businesses should encourage the development and diffusion of environmentally friendly technologies                      | 38-54    |
| Anti-corruption |  | Principle 10 | Businesses should work against corruption in all its forms, including extortion and bribery                             | 18       |

# GRI Content Index

GRI : 102-55



Our Sustainability Report is aligned with 'GRI Sustainability Reporting Standards' for sustainability reporting in accordance with the 'Comprehensive' option.

For the Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

| GRI STANDARD                             | DISCLOSURES   | PAGE NUMBER (s) | OMISSION |
|--|---|-----------------|----------|
| <b>GRI 101: FOUNDATION 2016</b>          |   |                 |          |
| <b>GENERAL DISCLOSURES</b>               |   |                 |          |
| <b>GRI 102: General Disclosures 2016</b> | ORGANIZATIONAL PROFILE  |                 |          |
|  | 102-1 Name of the organization                                      | 6               |          |
|  | 102-2 Activities, brands, products, and services                    | 7,8,10          |          |
|  | 102-3 Location of headquarters                                      | 10              |          |
|  | 102-4 Location of operations  | 10              |          |
|  | 102-5 Ownership and legal form                                      | 6               |          |
|  | 102-6 Markets served  | 7,8,10          |          |
|  | 102-7 Scale of the organization                                     | 7,8,10,33,34    |          |
|  | 102-8 Information on employees and other workers                    | 62              |          |
|  | 102-9 Supply chain  | 85              |          |
|  | 102-10 Significant changes to the organization and its supply chain | 12              |          |
|  | 102-11 Precautionary Principle or approach                          | 18              |          |
|  | 102-12 External initiatives   | 40,88           |          |
|  | 102-13 Membership of associations                                   | 87              |          |
| <b>GRI 102: General Disclosures 2016</b> | <b>STRATEGY</b>   |                 |          |
|  | 102-14 Statement from senior decision-maker                         | 3-5             |          |
|  | 102-15 Key impacts, risks, and opportunities                        | 20-28           |          |
|  | <b>ETHICS AND INTEGRITY</b>   |                 |          |
|  | 102-16 Values, principles, standards, and norms of behavior         | 9,16,17         |          |
|  | 102-17 Mechanisms for advice and concerns about ethics              | 16-18           |          |

## GRI Content Index (Contd.)

| GRI STANDARD                      | DISCLOSURES  | PAGE NUMBER (s) | OMISSION |
|-----------------------------------|--|-----------------|----------|
| GRI 102: General Disclosures 2016 | <b>GOVERNANCE</b>  |                 |          |
|                                   | 102-18 Governance structure  | 13-14           |          |
|                                   | 102-19 Delegating authority  | 13-14           |          |
|                                   | 102-20 Executive-level responsibility for economic, environmental, and social topics | 13-14           |          |
|                                   | 102-21 Consulting stakeholders on economic, environmental, and social topics         | 29-30           |          |
|                                   | 102-22 Composition of the highest governance body and its committees                 | 13-14           |          |
|                                   | 102-23 Chair of the highest governance body  | 13-14           |          |
|                                   | 102-24 Nominating and selecting the highest governance body                          | 13-16           |          |
|                                   | 102-25 Conflicts of interest   | 17              |          |
|                                   | 102-26 Role of highest governance body in setting purpose, values, and strategy      | 13-17           |          |
|                                   | 102-27 Collective knowledge of highest governance body                               | 13-14           |          |
|                                   | 102-28 Evaluating the highest governance body's performance                          | 15-17           |          |
|                                   | 102-29 Identifying and managing economic, environmental, and social impacts          | 20-32           |          |
|                                   | 102-30 Effectiveness of risk management processes                                    | 20-30           |          |
|                                   | 102-31 Review of economic, environmental, and social topics                          | 11,38,39,77,79  |          |
|                                   | 102-32 Highest governance body's role in sustainability reporting                    | 11,38,77        |          |
|                                   | 102-33 Communicating critical concerns   | 18              |          |
|                                   | 102-34 Nature and total number of critical concerns                                  | 31,32,65        |          |
|                                   | 102-35 Remuneration policies   | 15-16           |          |
|                                   | 102-36 Process for determining remuneration  | 15-16           |          |
|                                   | 102-37 Stakeholders' involvement in remuneration                                     | 15-16           |          |
|                                   | 102-38 Annual total compensation ratio   | 15              |          |
|                                   | 102-39 Percentage increase in annual total compensation ratio                        | 15              |          |
|                                   | <b>STAKEHOLDER ENGAGEMENT</b>  |                 |          |
|                                   | 102-40 List of stakeholder groups  | 29,30           |          |
|                                   | 102-41 Collective bargaining agreements  | 66              |          |

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|  | 102-43 Approach to stakeholder engagement                         | 29,30           |          |
|  | 102-44 Key topics and concerns raised                             | 30              |          |
|  | <b>REPORTING PRACTICE</b>   |                 |          |
|  | 102-45 Entities included in the consolidated financial statements | 10,33,34        |          |
|  | 102-46 Defining report content and topic Boundaries               | 10-12           |          |
|  | 102-47 List of material topics                                    | 31-32           |          |
|  | 102-48 Restatements of information                                | 12              |          |
|  | 102-49 Changes in reporting                                       | 12              |          |
|  | 102-50 Reporting period   | 11              |          |
|  | 102-51 Date of most recent report                                 | 11              |          |
|  | 102-52 Reporting cycle  | 11              |          |
|  | 102-53 Contact point for questions regarding the report           | 12              |          |
|  | 102-54 Claims of reporting in accordance with the GRI Standards   | 11              |          |
|  | 102-55 GRI content index  | 89-99           |          |
|  | 102-56 External assurance   | 12,100          |          |

### MATERIAL TOPICS

#### ECONOMIC

#### ECONOMIC PERFORMANCE

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| <b>GRI 103: Management Approach 2016</b>  | 103-1 Explanation of the material topic and its Boundary                             | 33-37    |  |
|   | 103-2 The management approach and its components                                     | 33-37    |  |
|   | 103-3 Evaluation of the management approach  | 33-37    |  |
| <b>GRI 201: Economic Performance 2016</b> | 201-1 Direct economic value generated and distributed                                | 33,34    |  |
|   | 201-2 Financial implications and other risks and opportunities due to climate change | 40       |  |
|   | 201-3 Defined benefit plan obligations and other retirement plans                    | 33,34,56 |  |
|   | 201-4 Financial assistance received from government                                  | 33,34    |  |

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| <b>GRI 202: Market Presence 2016</b>           | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage    | 62,63,65        |          |
|  | 202-2 Proportion of senior management hired from the local community                  | 62-63           |          |
| <b>INDIRECT ECONOMIC IMPACTS*</b>              |   |                 |          |
| <b>GRI 203: Indirect Economic Impacts 2016</b> | 203-1 Infrastructure investments and services supported                               | 71-76           |          |
|  | 203-2 Significant indirect economic impacts   | 71-76           |          |
| <b>PROCUREMENT PRACTICES*</b>                  |   |                 |          |
| <b>GRI 204: Procurement Practices 2016</b>     | 204-1 Proportion of spending on local suppliers                                       | 85              |          |
| <b>ANTI-CORRUPTION*</b>                        |   |                 |          |
| <b>GRI 205: Anti-Corruption 2016</b>           | 205-1 Operations assessed for risks related to corruption                             | 18              |          |
|  | 205-2 Communication and training about anti-corruption policies and procedures        | 17,18,58,85     |          |
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| <b>ANTI-COMPETITIVE BEHAVIOR*</b>              |   |                 |          |
| <b>GRI 206: Anti-competitive Behavior 2016</b> | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 67              |          |
| <b>TAX*</b>                                    |   |                 |          |
| <b>GRI 207: TAX 2019</b>                       | 207-1 Approach to tax   | 35              |          |
|  | 207-2 Tax governance, control, and risk management                                    | 35-36           |          |
|  | 207-3 Stakeholder engagement and management of concerns related to tax                | 35-37           |          |
|  | 207-4 Country-by-country reporting  | 35              |          |
| <b>ENVIRONMENTAL MATERIALS*</b>                |   |                 |          |
| <b>GRI 301: Materials 2016</b>                 | 301-1 Materials used by weight or volume  | 53              |          |
|  | 301-2 Recycled input materials used   | 53              |          |
|  | 301-3 Reclaimed products and their packaging materials                                | 52              |          |

## GRI Content Index (Contd.)

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|--|--|-----------------|--|
| <b>ENERGY</b>                            |  |                 |  |
| <b>GRI 103: Management Approach 2016</b> | 103-1 Explanation of the material topic and its Boundary         | 38,40           |  |
|  | 103-2 The management approach and its components                 | 38,40           |  |
|  | 103-3 Evaluation of the management approach                      | 38,40           |  |
| <b>GRI 302: Energy 2016</b>              | 302-1 Energy consumption within the organization                 | 44              |  |
|  | 302-2 Energy consumption outside of the organization             | 44              |  |
|  | 302-3 Energy intensity   | 43              |  |
|  | 302-4 Reduction of energy consumption                            | 43              |  |
|  | 302-5 Reductions in energy requirements of products and services |                 | Not applicable since the Company is not in the business of selling energy requiring products |
| <b>WATER</b>                             |  |                 |  |
| <b>GRI 103: Management Approach 2016</b> | 103-1 Explanation of the material topic and its Boundary         | 46              |  |
|  | 103-2 The management approach and its components                 | 46,47           |  |
|  | 103-3 Evaluation of the management approach                      | 46,47           |  |
| <b>GRI 303: Water and Effluents 2018</b> | 303-1 Interactions with water as a shared resource               | 46,47           |  |
|  | 303-2 Management of water discharge-related impacts              | 46,47           |  |
|  | 303-3 Water withdrawal   | 46,47           |  |
|  | 303-4 Water discharge  | 46,47           |  |
|  | 303-5 Water consumption  | 46,47           |  |

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| GRI STANDARD                             | DISCLOSURES   | PAGE NUMBER (s) | OMISSION |
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| <b>BIODIVERSITY*</b>                     |   |                 |          |
| <b>GRI 304: Biodiversity 2016</b>        | 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | 54              |          |
|  | 304-2 Significant impacts of activities, products, and services on biodiversity   | 54              |          |
|  | 304-3 Habitats protected or restored  | 54              |          |
|  | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                | 54              |          |
| <b>EMISSIONS</b>                         |   |                 |          |
| <b>GRI 103: Management Approach 2016</b> | 103-1 Explanation of the material topic and its Boundary  | 40              |          |
|  | 103-2 The management approach and its components  | 40              |          |
|  | 103-3 Evaluation of the management approach   | 40              |          |
| <b>GRI 305: Emissions 2016</b>           | 305-1 Direct (Scope 1) GHG emissions  | 40,41           |          |
|  | 305-2 Energy indirect (Scope 2) GHG emissions   | 40,41           |          |
|  | 305-3 Other indirect (Scope 3) GHG emissions  | 42              |          |
|  | 305-4 GHG emissions intensity   | 40              |          |
|  | 305-5 Reduction of GHG emissions  | 40,42,43        |          |
|  | 305-6 Emissions of ozone-depleting substances (ODS)   | 54              |          |
|  | 305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions                                 | 53              |          |
| <b>WASTE</b>                             |   |                 |          |
| <b>GRI103: Management Approach 2016</b>  | 103-1 Explanation of the material topic and its Boundary  | 38              |          |
|  | 103-2 The management approach and its components  | 38              |          |
|  | 103-3 Evaluation of the management approach   | 38              |          |
| <b>GRI 306: Waste 2020</b>               | 306-1 Waste generation and significant waste-related impacts  | 51              |          |
|  | 306-2 Management of significant waste related impacts   | 51              |          |
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|  | 306-4 Waste diverted from disposal  | 52              |          |
|  | 306-5 Waste directed to disposal  | 51,52           |          |

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| <b>ENVIRONMENTAL COMPLIANCE</b>                        |  |                 |          |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary   | 49              |          |
|  | 103-2 The management approach and its components   | 49              |          |
|  | 103-3 Evaluation of the management approach  | 49              |          |
| <b>GRI 307: Environmental Compliance 2016</b>          | 307-1 Non-compliance with environmental laws and regulations   | 49-50           |          |
| <b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>               |  |                 |          |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary   | 85              |          |
|  | 103-2 The management approach and its components   | 85              |          |
|  | 103-3 Evaluation of the management approach  | 85              |          |
| <b>GRI 308: Supplier Environmental Assessment 2016</b> | 308-1 New suppliers that were screened using environmental criteria                                      | 85              |          |
|  | 308-2 Negative environmental impacts in the supply chain and actions taken                               | 85              |          |
| <b>SOCIAL</b>  |  |                 |          |
| <b>EMPLOYMENT</b>                                      |  |                 |          |
| <b>GRI 103: Management Approach 2016</b>               | 103-1 Explanation of the material topic and its Boundary   | 61              |          |
|  | 103-2 The management approach and its components   | 61              |          |
|  | 103-3 Evaluation of the management approach  | 61              |          |
| <b>GRI 401: Employment 2016</b>                        | 401-1 New employee hires and employee turnover   | 61-63           |          |
|  | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 56              |          |
|  | 401-3 Parental leave   | 56              |          |

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| GRI STANDARD  | DISCLOSURES   | PAGE NUMBER (s) | OMISSION |
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| <b>GRI 402: Labor/Management Relations 2016</b>     | 402-1 Minimum notice periods regarding operational changes  | 68              |          |
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| <b>GRI 103: Management Approach 2016</b>            | 103-1 Explanation of the material topic and its Boundary  | 77              |          |
|   | 103-2 The management approach and its components  | 77              |          |
|   | 103-3 Evaluation of the management approach   | 77              |          |
| <b>GRI 403: Occupational Health and Safety 2018</b> | 403-1 Occupational health and safety management system  | 77              |          |
|   | 403-2 Hazard identification, risk assessment, and incident investigation  | 39,77,78        |          |
|   | 403-3 Occupational health services  | 77              |          |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 77,78           |          |
|   | 403-5 Worker training on occupational health and safety   | 78,79           |          |
|   | 403-6 Promotion of worker health  | 78,79           |          |
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|   | 403-8 Workers covered by an occupational health and safety management system  | 77              |          |
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|   | 103-2 The management approach and its components  | 57              |          |
|   | 103-3 Evaluation of the management approach   | 57              |          |
| <b>GRI 404: Training and Education 2016</b>         | 404-1 Average hours of training per year per employee   | 58,59           |          |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | 57,58           |          |
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|   | 405-2 Ratio of basic salary and remuneration of women to men   | 65              |          |
| <b>NON DISCRIMINATION*</b>  |  |                 |          |
| <b>GRI 406: Non-discrimination 2016</b>                               | 406-1 Incidents of discrimination and corrective actions taken   | 65              |          |
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| <b>GRI 407: Freedom of Association and Collective Bargaining 2016</b> | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk             | 66              |          |
| <b>CHILD LABOR*</b>   |  |                 |          |
| <b>GRI 408: Child Labor 2016</b>                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor  | 65,85           |          |
| <b>FORCED OR COMPULSORY LABOR*</b>                                    |  |                 |          |
| <b>GRI 409: Forced or Compulsory Labor 2016</b>                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                                   | 65,85           |          |
| <b>SECURITY PRACTICES*</b>  |  |                 |          |
| <b>GRI 410: Security Practices 2016</b>                               | 410-1 Security personnel trained in human rights policies or procedures  | 67              |          |
| <b>RIGHT OF INDIGENOUS PEOPLE*</b>                                    |  |                 |          |
| <b>GRI 411: Rights of Indigenous Peoples 2016</b>                     | 411-1 Incidents of violations involving rights of indigenous peoples   | 67              |          |
| <b>HUMAN RIGHTS ASSESSMENT</b>  |  |                 |          |
| <b>GRI 103: Management Approach 2016</b>                              | 103-1 Explanation of the material topic and its Boundary   | 64              |          |
|   | 103-2 The management approach and its components   | 64              |          |
|   | 103-3 Evaluation of the management approach  | 64              |          |
| <b>GRI 412: Human Rights Assessment 2016</b>                          | 412-1 Operations that have been subject to human rights reviews or impact assessments  | 64-66           |          |
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|   | 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 67              |          |

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| <b>GRI 103: Management Approach 2016</b>        | 103-1 Explanation of the material topic and its Boundary  | 69              |          |
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|   | 103-3 Evaluation of the management approach   | 69-70           |          |
| <b>GRI 413: Local Communities 2016</b>          | 413-1 Operations with local community engagement, impact assessments, and development programs      | 69-76           |          |
|   | 413-2 Operations with significant actual and potential negative impacts on local communities        | 69-76           |          |
| <b>SUPPLIER SOCIAL ASSESSMENT</b>               |   |                 |          |
| <b>GRI 103: Management Approach 2016</b>        | 103-1 Explanation of the material topic and its Boundary  | 85              |          |
|   | 103-2 The management approach and its components  | 85              |          |
|   | 103-3 Evaluation of the management approach   | 85              |          |
| <b>GRI 414: Supplier Social Assessment 2016</b> | 414-1 New suppliers that were screened using social criteria  | 85              |          |
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| <b>PUBLIC POLICY*</b>                           |   |                 |          |
| <b>GRI 415: Public Policy 2016</b>              | 415-1 Political contributions   | 67              |          |
| <b>CUSTOMER HEALTH AND SAFETY</b>               |   |                 |          |
| <b>GRI 103: Management Approach 2016</b>        | 103-1 Explanation of the material topic and its Boundary  | 80              |          |
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|   | 103-3 Evaluation of the management approach   | 81-83           |          |
| <b>GRI 416: Customer Health and Safety 2016</b> | 416-1 Assessment of the health and safety impacts of product and service categories                 | 83              |          |
|   | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 83,84           |          |

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| <b>GRI 417: Marketing and Labeling 2016</b>   | 417-1 Requirements for product and service information and labeling                                | 83-84           |          |
|   | 417-2 Incidents of non-compliance concerning product and service information and labeling          | 83              |          |
|   | 417-3 Incidents of non-compliance concerning marketing communications                              | 84              |          |
| <b>CUSTOMER PRIVACY*</b>                      |  |                 |          |
| <b>GRI 418: Customer Privacy 2016</b>         | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | 84              |          |
| <b>SOCIOECONOMIC COMPLIANCE</b>               |  |                 |          |
| <b>GRI 103: Management Approach 2016</b>      | 103-1 Explanation of the material topic and its Boundary   | 49              |          |
|   | 103-2 The management approach and its components   | 49              |          |
|   | 103-3 Evaluation of the management approach  | 49              |          |
| <b>GRI 419: Socioeconomic Compliance 2016</b> | 419-1 Non-compliance with laws and regulations in the social and economic area                     | 49,50,83        |          |

\*Topics which are not identified as material as per the materiality assessment done by the company. However, the company continues to report on these topics, as some of our stakeholders require this information from time to time. Further details can be found on page: 32

# Assurance Statement

GRI : 102-56



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**Independent Assurance Statement**

**The Management and Board of Directors**  
Jubilant Ingrevia Limited  
1-A, Sector 16-A  
NOIDA 201301  
Uttar Pradesh, India

**Scope**

We have been engaged by Jubilant Ingrevia Ltd. to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Jubilant Ingrevia Ltd.'s Sustainability Report FY 2021-22 (the "Subject Matter") for the period from 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022.

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 Ltd.**

In preparing the Sustainability Report FY 2021-22, Jubilant Ingrevia Ltd. applied the Global Reporting Initiative (GRI) standards, in accordance with Comprehensive Criteria, GRI Standards - Comprehensive Criteria were specifically designed for Sustainability Report; As a result, the subject matter information may not be suitable for another purpose.

**Jubilant Ingrevia Ltd's responsibilities**

Jubilant Ingrevia Ltd's management is responsible for selecting the Criteria, and for presenting the Sustainability Report 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'), and the terms of reference for this engagement as agreed with Jubilant Ingrevia Ltd's on 31<sup>st</sup> May 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented 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 Control**

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 Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and 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 Sustainability Report and related information, and applying analytical and other appropriate procedures.

**Our procedures included:**

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance for the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022. The scope and boundaries of the sustainability performance disclosures cover Jubilant Ingrevia operations across India as set out in the Report in the section 'Reporting boundary and scope'.

We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

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- Remote verification of data, on a selective test basis, for the following units/ locations, through consultations with the Site Team and Sustainability Team;
  - Gajraula (Uttar Pradesh)
  - Bharuch (Gujarat)
  - Corporate Office at Noida (Uttar Pradesh)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed.
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
- We also performed such other procedures as we considered necessary in the circumstances.

**Emphasis of matter**

The assurance scope excludes:

- Data and information outside the defined reporting period (1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Annual Reports, Corporate Social Responsibility Reports, previous Sustainability Reports, 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 provided by the Company
- 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 Sustainability Report for the period from 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022, in order for it to be in accordance with the Criteria.

**Restricted use**

This report is intended solely for the information and use of Jubilant Ingrevia Ltd. and is not intended to be and should not be used by anyone other than Jubilant Ingrevia Ltd.

**Ernst & Young Associates LLP**  
*Saunak Saha*  
Saunak Saha  
Partner  
Dated: 29.08.2022  
Place: Delhi, India

Page 3 of 3

# List of Abbreviations

| 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 organisation   |
| CO <sub>2</sub>  | Carbon Dioxide   | NABL          | National Accreditation Board for Testing and Calibration Laboratories |
| tCO <sub>2</sub> | Tonne of CO <sub>2</sub>                                     | 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   |

## List of Abbreviations (Contd.)

| 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 Zone  |
| HAZOP         | Hazards and Operability Study                          | SHG             | Self Help Group  |
| HRIS          | Human Resource Information System                      | SME             | Subject Matter Expert  |
| HSD           | High Speed Diesel                                      | SO <sub>2</sub> | Sulphur Dioxide  |
| H&S           | Health & Safety  | SO <sub>x</sub> | Oxides of Sulphur  |
| HR            | Human Resource   | TJ              | Tera Joule   |
| IATA          | International Air Transport Association                | TREM            | Transport Emergency Management                                       |
| ICC           | Indian Chemical Council                                | TPH             | Tonnes Per Hour  |
| ICCA          | International Council of Chemical Associations         | UNGC            | United Nations Global Compact  |
| ICTC          | Integrated Counselling & Testing Centre                | UPPCB           | Uttar Pradesh Pollution Control Board                                |
| IFC           | Internal Financial Controls                            | USA             | United States of America   |
| IMDG          | International Maritime Dangerous Goods                 | VRS             | Voluntary Retirement Schemes   |
| INDC          | Intended Nationally Determined Contribution            | WHO             | World Health Organisation  |
| INR           | Indian Rupee   |                 |  |
| IPR           | Intellectual Property Rights                           |                 |  |
| ISO           | International Organisation for Standardisation         |                 |  |
| IT            | Information Technology                                 |                 |  |
| IUCN          | International Union for Conservation of Nature         |                 |  |
| JBF           | Jubilant Bhartia Foundation                            |                 |  |
| JVL           | Jubilant Ingrevia Limited                              |                 |  |
| JLL           | Jubilant Life Sciences Limited                         |                 |  |
| JSA           | Job Safety Analysis                                    |                 |  |

# 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 through an external cloud based sustainability software (SoFi) purchased by the company. The system has a functionality to calculate energy and GHG emissions. The total direct and indirect energy consumption for the reporting period FY2021 were calculated and compiled through the SoFi.

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 was 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 inbuilt in SoFi 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 SoFi used Central Electricity Authority published emission factor for our Indian operation and for North American sites used publicly available purchased power emission factor. For Scope 3 emission, we used in-house logistic data along with emission factor from GHG Protocol – Mobile Guide.

## Business responsibility and sustainability reporting (BRSR) Index

| Principle          | Statement   | Page No     |
|--------------------|---|-------------|
| <b>Principle 1</b> | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.       | 17, 57 - 59 |
| <b>Principle 2</b> | Businesses should provide goods and services in a manner that is sustainable and safe   | 52,53       |
| <b>Principle 3</b> | Businesses should respect and promote the well-being of all employees, including those in their value chains                        | 56          |
| <b>Principle 4</b> | Businesses should respect the interests of and be responsive to all its stakeholders  | 29-30       |
| <b>Principle 5</b> | Businesses should respect and promote human rights  | 64-67       |
| <b>Principle 6</b> | Businesses should respect and make efforts to protect and restore the environment   | 38-54       |
| <b>Principle 7</b> | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent | 87          |
| <b>Principle 8</b> | Businesses should promote inclusive growth and equitable development  | 69 -76      |
| <b>Principle 9</b> | Businesses should engage with and provide value to their consumers in a responsible manner  | 80,81       |



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