



August 09, 2023

**BSE Limited**  
Floor 25, P. J. Towers  
Dalal Street, Fort  
Mumbai - 400 001

**National Stock Exchange of India Limited**  
Exchange Plaza  
Bandra Kurla Complex, Bandra (E)  
Mumbai - 400 051

Scrip Code: **530019**

Symbol: **JUBLPHARMA**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2022-23**

In terms of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations'), we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the Annual Report for the Financial Year 2022-23, submitted to the Exchange(s) vide letter dated August 8, 2023.

This is for your information and record.

Thanking you,

Yours faithfully,  
For Jubilant Pharmova Limited

Naresh Kapoor  
Company Secretary

A Jubilant Bhartia Company

OUR VALUES



**Jubilant Pharmova Limited**

1-A, Sector 16-A,  
Noida-201 301, UP, India  
Tel: +91 120 4361000  
Fax: +91 120 4234895-96  
[www.jubilantpharmova.com](http://www.jubilantpharmova.com)

Regd Office:

Bhartiagram, Gajraula

Distt. Amroha - 244 223

UP, India

CIN : L24116UP1978PLC004624

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24116UP1978PLC004624
2	Name of the Listed Entity	Jubilant Pharmova Limited
3	Year of incorporation	1978
4	Registered office address	Bhartiagram, Gajraula, District Amroha-244 223, Uttar Pradesh, India
5	Corporate address	1A, Sector 16A, Noida - 201 301, Uttar Pradesh
6	E-mail	<a href="mailto:satish.kanagala@jubl.com">satish.kanagala@jubl.com</a>
7	Telephone	91-120-4361000
8	Website	<a href="http://www.jubilantpharmova.com">www.jubilantpharmova.com</a>
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>National Stock Exchange of India Limited</li> <li>BSE Limited</li> </ul>
11	Paid-up Capital	INR 159281139
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. KVS Satish Kanagala Chief Sustainability Officer 1-A, Sector 16A, Noida -201301 Uttar Pradesh, India. Phone: +91-120-4361000, Email: <a href="mailto:Satish.kanagala@jubl.com">Satish.kanagala@jubl.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures are made on a consolidated basis (Report boundary covers Jubilant Pharmova Limited and its subsidiaries which forms part of the consolidated basis unless otherwise stated)

### II. Products/services

#### 14 Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Radiopharma	Radiopharma	40.63%
2	Allergy Immunotherapy	Allergy Immunotherapy	9.60%
3	Contract Development and Manufacturing Organisation - Sterile Injectables	Contract Development and Manufacturing Organisation - Sterile Injectables	18.38%
4	Generics	Generics	12.12%
5	Contract Research, Development and Manufacturing Organisation	Contract Research, Development and Manufacturing Organisation	18.86%
6	Proprietary Novel Drugs	Proprietary Novel Drugs	0.06%
7	Management Services	Management Services	0.35%

**15 Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):**

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1	Radiopharmaceuticals	21002	40.63%
2	Contract manufacturing operations	21002	18.38%
3	Allergy therapy products	21002	9.60%
4	Solid dosage formulations	21002	11.56%
5	Active pharmaceutical ingredients	21001	10.55%
6	Contract Research and Development Services	72100	8.31%
7	India branded pharmaceuticals	46497	0.56%
8	Management Services	70200	0.35%
9	Proprietary Noval Drugs	72100	0.06%

**III. Operations**

**16 Number of locations where plants and/or operations/offices of the entity are situated**

Location	Number of plants	Number of offices	Total
<b>National</b>	<b>2</b>	<b>2*</b>	<b>4</b>
<b>International</b>	<b>4</b>	<b>8</b>	<b>12</b>

**\*Registered offices**

**17 Markets served by the entity:**

A	Number of location	
	<b>Location</b>	<b>Number</b>
	National (No. of States)	20
	International (No. of Countries)	85
B	What is the contribution of exports as a percentage of the total turnover of the entity	67.6% (Standalone)
c	A brief on types of customers	The Company serves leading Pharmaceutical companies, Biotech companies, Group Purchasing Organisations ('GPOs'), allergists and hospitals in various markets by offering API, Solid Dosage Form, Allergy Immunotherapy Products, Radio Pharmaceuticals Products, Contract Manufacturing of sterile and non-sterile injectables, Compounding and dispensing of Radiopharmaceuticals products, Contract Research and Development Services. Through India Branded Pharmaceuticals business, the Company sells branded pharmaceuticals in the India market.

**IV. Employees**

**18 Details as at the end of Financial Year:**

**A Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3,271	2,429	74	842	26
2.	Other than Permanent (E)	49	37	77	12	23
3.	Total employees (D + E)	3,320	2,466	74	854	26
<b>WORKERS</b>						
4.	Permanent (F)	1,089	947	87	142	13
5.	Other than Permanent (G)	595	570	98	25	4
6.	Total workers (F + G)	1,684	1,517	90	167	10

## B Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)*	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	40	31	78	9	23
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	40	31	78	9	23
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (D)	35	29	83	6	17
5.	Other than Permanent (E)	0	0	0	0	0
6.	Total differently abled employees (D + E)	35	29	83	6	17

\*Other than Salisbury

## 19 Participation/Inclusion/Representation of women

	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	13	1	7.69
Key Management Personnel	4	0	0

## 20 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover Rate)			*FY 2021-22 (Turnover Rate)			FY 2020-21 (*) (Turnover Rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
**Permanent Employees	32%	52%	37%	24.1%	23.7%	24.0%	19.7%	20.9%	20.0%
**Permanent Workers	21%	44%	24%	Not monitored					

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

## 21 (a) Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jubilant Pharma Limited	Subsidiary	100	No
2	Jubilant Generics Limited	Subsidiary	100	No
3	Jubilant Cadista Pharmaceuticals Inc.	Subsidiary	100	No
4	Jubilant HollisterStier LLC	Subsidiary	100	No
5	Jubilant Pharma NV	Subsidiary	100	No
6	Jubilant Pharmaceuticals NV	Subsidiary	100	No
7	PSI Supply NV	Subsidiary	100	No
8	Jubilant Therapeutics Inc.	Subsidiary	96.7	No
9	Jubilant Pharma Holdings Inc.	Subsidiary	100	No

S. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
10	Jubilant Biosys Limited	Subsidiary	100	No
11	Jubilant Pharma Australia Pty. Limited	Subsidiary	100	No
12	Jubilant Innovation (USA) Inc.	Subsidiary	100	No
13	Jubilant HollisterStier Inc.	Subsidiary	100	No
14	Jubilant First Trust Healthcare Limited	Subsidiary	100	No
15	Jubilant Draximage Limited	Subsidiary	100	No
16	Jubilant Draximage (USA) Inc.	Subsidiary	100	No
17	Jubilant Discovery Services LLC	Subsidiary	100	No
18	Jubilant Clinsys Inc.	Subsidiary	100	No
19	Jubilant Clinsys Limited	Subsidiary	100	No
20	Jubilant Therapeutics India Limited	Subsidiary	100	No
21	Jubilant Pharma SA Pty. Limited	Subsidiary	100	No
22	Jubilant Pharma UK Limited	Subsidiary	100	No
23	Jubilant Episcibe LLC	Subsidiary	96.7	No
24	Jubilant Epicore LLC	Subsidiary	96.7	No
25	Jubilant Prodel LLC	Subsidiary	96.7	No
26	Jubialnt Epipad LLC	Subsidiary	96.7	No
27	Drug Discovery and Development Solutions Limited	Subsidiary	100	No
28	Draxis Pharma LLC	Subsidiary	100	No
29	Draximage (UK) Limited	Subsidiary	100	No
30	TrialStat Solutions Inc.	Subsidiary	100	No
31	Jubilant Pharma ME FZ-LLC	Subsidiary	100	No
32	Jubilant Draximage Radiopharmacies Inc.	Subsidiary	100	No
33	Jubialnt Biosys Innovative Research Services Pte. Limited	Subsidiary	100	No
34	Jubilant Draximage Inc	Subsidiary	100	No
35	1359773 B.C. Unlimited Liabilaity Company	Subsidiary	100	No
36	Jubilant Business Services Limited	Subsidiary	100	No
37	SOFIE Biosciences Inc., USA.	Associate	25	No
38	SPV Laboratories Private Limited	Associate	25.21	No

## VI. CSR Details

22	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
	(ii) Turnover (in ₹ million) - FY 2023	<b>62,817</b>
	(iii) Net worth (in ₹ million) - FY 2023	<b>53,993</b>

## VII. Transparency and Disclosures Compliances

23. Compliments/ Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023 (Current Financial Year)			FY2022 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.jubilantpharmova.com/Uploads/image/2274imguf/GrievanceRedressalPolicy.pdf">https://www.jubilantpharmova.com/Uploads/image/2274imguf/GrievanceRedressalPolicy.pdf</a>	0	0		0	0	The Company conducts Community Interface meet every year where representatives of community and government are invited to the manufacturing unit to create a dialogue between all the stakeholders.
Investors (other than shareholders)	Yes				Nil	Nil	NA
Shareholders	Yes	8	1	-	10	1	Resolved on April 13, 2022
Employees and workers	Yes				1	0	NA
Customers	Yes				Nil	Nil	NA
Value Chain Partners	Yes				Nil	Nil	NA
Other (please specify)							

Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The link is: <https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes>. In addition, there are internal policies placed on the intranet platform of the Company.

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	<b>Environment:</b> <ul style="list-style-type: none"> <li>Climate Change</li> <li>Water</li> <li>Waste Management</li> </ul>	Both Risk & Opportunity as well.	Any issue which may lead to non-compliance and or resource loss is a Risk and any issue leading to resource optimisation or improving company performance & image is an opportunity.	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.	Quantitative estimation not done.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	<b>Social:</b> <ul style="list-style-type: none"> <li>Human Rights</li> <li>Community</li> <li>Occupational Health and Safety</li> <li>Training and development</li> <li>Employee attrition</li> </ul>	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.
3	<b>Governance:</b> <ul style="list-style-type: none"> <li>Direct Economic Value Generated</li> <li>Compliance</li> <li>Customer Satisfaction</li> <li>Responsible Supply Chain</li> </ul>	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1 a. Whether your entity/s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(*) b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.jubilantpharmova.com/sustainability/policies">https://www.jubilantpharmova.com/sustainability/policies</a> <a href="https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf">https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/corporate-social-responsibility-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/corporate-social-responsibility-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determination-of-materiality-of-events-and-information">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determination-of-materiality-of-events-and-information</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-board-diversity">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-board-diversity</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determining-material-subsidiaries">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determining-material-subsidiaries</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/archival-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/archival-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/dividend-distribution-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/dividend-distribution-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-fair-disclosures4">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-fair-disclosures4</a> <a href="https://www.jubilantpharmova.com/careers/code-of-conduct">https://www.jubilantpharmova.com/careers/code-of-conduct</a>								

2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All applicable national and international laws as well as international conventions are captured in the policies articulated by the Company. In addition, they reflect the purpose and intent of the United Nations Global Compact (UNGC) principles and Sustainable Development Goals (SDGs), GRI standards, Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI) and international standards such as ISO 14001, ISO 9001, ISO 27001, ISO 45001 and others.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set sustainability targets covering environmental and social performances (covering principle 3, 6, 8 & 9 primarily). Sustainability specific goals & targets are monitored regularly and reported publicly in annual sustainability report of the Company.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	Following are the key sustainability goals & targets and their achievements during FY 2023:								
		<b>Sustainability Goal</b>	<b>UOM</b>	<b>FY 2023 Target</b>	<b>FY 2023 Achievement</b>					
		Reduce Lost Time Injuries Frequency Rate (LTIFR)	No.	0.76<	0.66					
		Reduce Lost Time Injuries Severity Rate (LTISR)	No.	23.10<	20.96					
		Fatalities	No.	0	0					
		Reduce the specific energy consumption	GJ/ Cr INR	132.77	115					
		Reduce the specific GHG emission	tCO2e/Cr INR	17.56	8.95					
		Reduce specific water consumption	m3/ Cr INR	113.58	100					
		Improve skill and knowledge of employees by imparting training	Training man-days / employee / yr.	4.9	7.67					
		<b>Governance, leadership and oversight</b>								
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Dear Stakeholders,</p> <p>I am pleased to present Jubilant Pharmova Limited's BRSR Report for the fiscal year 2023 (FY2023). As a pharmaceutical company, our core purpose is to improve lives through scientific and medical advancements. Our commitment to harnessing the power of science and technology has been instrumental in our holistic growth.</p> <p>Within this report, we emphasise the sustainability challenges and opportunities encountered during FY 2023. Despite the obstacles faced, our Company achieved stable revenues due to the diversification of our businesses. We have expedited capacity expansions to bolster our capabilities and meet evolving demands. Moreover, we have successfully reduced our absolute greenhouse gas (GHG) emissions year after year. This year, we are also fulfilling the reporting requirements of the Business Responsibility and Sustainability Reporting (BRSR) as mandated by SEBI.</p>								



Our commitment to sustainability is evidenced by our remarkable achievements in ESG ratings. We attained an outstanding percentile of 94% in the S&P Global ESG Indices CSA 2022 (DJSI), signifying a substantial increase of 42.50% compared to last year's score. We take pride in attaining a GOLD Sustainability rating in EcoVadis, placing us among the top 5% of global pharmaceutical companies. This achievement underscores our dedication to environmental, social, and governance factors. Additionally, we have received an impressive 'B' score band from CDP for 'Climate Change' and 'Water Security.' The Company has moved from the 'B-' band (last year's score) to the esteemed 'B' band, known as the 'Management' band. Furthermore, our leading position in the pharmaceutical sector and fourth position across all sectors in the Asia-Pacific Climate Leaders survey by Nikkei Asia validate our commitment to combatting climate change.

Our progress towards sustainability goals has been truly remarkable. We have surpassed expectations by achieving a 22% reduction in specific energy consumption, a 20.9% decrease in specific water consumption, and an impressive 55.1% reduction in specific greenhouse gas (GHG) emissions compared to our FY 2019 baselines. Additionally, our unwavering dedication and adaptability have resulted in a significant 38% reduction in absolute GHG emissions since FY 2019. We also take equal pride in maintaining a gender diversity ratio of 25.2% and remain focused on further enhancing diversity within our workforce.

This report provides detailed insights into our initiatives, progress, and future plans. We acknowledge the evolving business landscape and the growing demands from stakeholders regarding ESG issues. Our strong ESG position instills confidence among stakeholders and allows us to explore new markets.

ESG excellence is ingrained in our corporate culture and reflected in our policies. We strive to minimise our environmental footprint, uphold good governance, and create shared value. We are integrating our in-house portal, 'Sanchetna,' to record all identified hazards and implement Corrective Action Preventive Action (CAPA) across all our manufacturing sites and offices. We also have 'HumanTech,' a cloud-based software utilising artificial intelligence technology, to assess ergonomic risks in our manufacturing operations and provide systematic solutions. Additionally, last year our Radiopharmacy business in the United States has implemented a Driver Safety training program called Driver Insights to address specific skill gaps.

Transparency is a core value for us, and we consistently share our ESG performance and goals with stakeholders. Our sustainability culture is fueled by our strong value system, and we continue to innovate and learn from the markets we serve. We aim to inspire the right talent and foster a supportive team that embraces change and supports our organisation's cause.

As we move forward, we are committed to giving back more than we take. We look forward to continued sustainable growth in collaboration with our stakeholders.

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	Yes, CSR & Sustainability Committee

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Yes.													Half Yearly
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Yes													Quarterly
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P5	P6	P7	P8	P9				Yes.
12 If answer to question (1) above is 'No' i.e. not all Principles are covered by a policy, reasons to be stated																		NA

(\* The policies are approved by the Board/ competent authority to which requisite authority has been delegated by the Board.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

**1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:**

Segment	Total number of training and awareness programs held*	Topics / principles covered corrective action under the training and its impact	%age of persons in respective category covered by the awareness programs*
Board of Directors	1	i) Risk Management and Enterprise Resilience ii) Labour codes	53.8
Key Managerial Personnel	1	i) Risk Management and Enterprise Resilience ii) Labour codes	75
Employees other than BoD and KMPs	195	(Occupational Health & Safety (OHS))	43
Workers	147	(Occupational Health & Safety (OHS))	89

\* Response provided for Indian operation (2 manufacturing sites)

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)**

	NGRBC Principle	Monetary			
		Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	NA	NA	NA	NA
Punishment	Nil	NA	NA	NA	NA

**3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

NA

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a e-link to the policy**

**Yes.** The Company has adopted Code of Conduct which is applicable to the Company and all its subsidiary / associate / joint venture companies. This Code is applicable to all employees, employees who are Directors, Officers or workers of the Company on full-time or part-time employment with the Company. The Code of Conduct contains anti-corruption and anti-bribery policy and can be accessed at the weblink: [https://www.jubilantpharmova.com/Uploads/image/1930imguf\\_CodeofConduct\\_JPM-August2021.pdf](https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf)

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. **Details of complaints with regard to conflict of interest:**

Details of complaints with regard to conflict of interest	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest**

*No such cases reported during reporting year FY 2023*

**Leadership Indicators**

- Awareness programs conducted for value chain partners on any of the Principles during the financial year:**
- Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No) If yes, provide details of the same.**

Yes. The Company has formulated Code of Conduct for Directors and Senior Management. Apart from this, the Directors keep the Board informed about disclosure of interest in particular transaction/ entity wherever they are director or member. The Code can be accessed at the weblink: <https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct>.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D*	100	100	Environmental innovation, resource efficiency, social impact, and sustainable supply chains, driving positive environmental and social outcomes
Capex	100	100	Do

- Does the entity have procedures in place for sustainable sourcing? (Yes/No). If yes, what percentage of inputs were sourced sustainably?**

Yes. We have not yet quantified percentage of inputs sourced sustainably.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Since we are in Pharma business we don't reclaim our products to recycle & reuse. However, we do have policy and system in place to manage different type of wastes generated in our pant premises. In brief following approaches followed while handling and disposing our wastes:

### Waste Management approach

The Company adopted the 3R approach for waste minimisation: Reduce, Reuse, Recycle

#### a) Hazardous waste

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)

#### b) Non-hazardous waste

At Company, the non-hazardous wastes are either recycled or reused by the third parties. Metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste.

#### 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Since the operations in India does not sale branded products (with plastic packaging) to consumer directly and also does not import any plastic packaging items, EPR is not applicable

### Leadership Indicators

#### 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Not yet.

#### 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not applicable, since not conducted any product LCA yet. However, the Company is careful about and comply with all social & environmental concerns, if any, arising from its production and disposal of products as briefed below:

Name of Product/Service	Description of the risk/concern	Action Taken
Pharmaceutical products like API, dosage, Radiopharma, etc.	Process wastes mostly come under hazardous category. Company takes care of all such hazardous waste and dispose them in line with local regulations.	There is dedicated EHS Team both at corporate and site level who takes care of all environmental issues/ impact in line with local regulations and beyond.

#### 3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Since the Company is engaged in Pharmaceuticals sector, we do not recycle or reuse input materials.

#### 4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Since the Company is engaged in Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing them at the end of their life.

#### 5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Since the Company is engaged in Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing them at the end of their life.

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains****Essential Indicators**

## 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	*Health insurance		*Accident insurance		*Maternity benefits		*Paternity benefits		*Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees*</b>											
Male	2003	2003	100	2003	100	NA	NA	NA	NA	2003	100
Female	502	502	100	502	100	502	100	NA	NA	502	100
<b>Total</b>	<b>2505</b>	<b>2505</b>	<b>100</b>	<b>2505</b>	<b>100</b>	<b>502</b>	<b>100</b>	<b>NA</b>	<b>NA</b>	<b>2505</b>	<b>100</b>
<b>Other than Permanent Employees</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

\* All eligible permanent employees in India operations are covered

## b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total	Health insurance*		Accident insurance*		Maternity benefits*		Paternity benefits*		Day Care facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers*</b>											
Male	501	501	100	501	100	NA	NA	NA	NA	501	100
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>501</b>	<b>501</b>	<b>100</b>	<b>501</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>NA</b>	<b>NA</b>	<b>501</b>	<b>100</b>
<b>Other than Permanent Workers*</b>											
Male	570	570	100	570	100	NA	NA	NA	NA	570	100
Female	24	24	100	24	100	24	100	NA	NA	24	100
<b>Total</b>	<b>594</b>	<b>594</b>	<b>100</b>	<b>594</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>NA</b>	<b>NA</b>	<b>594</b>	<b>100</b>

\* All eligible workers (including contract workers) in India operations are covered

## 2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
*PF	100	100	Yes	100	100	Yes
*Gratuity	100	100	Yes	100	100	Yes
**ESI	100	100	Yes	100	100	Yes
Others – please specify						

\* 100% covered for all permanent employees as applicable under local regulation

\*\*100% covered for all employees/ workers (contract workers) as applicable under local regulation

**3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

We are in the process of conducting assessment of each of the premises for accessibility of workplaces for differently abled employees and workers.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy**

Yes, please refer the link for our Code of Conduct policy and our approach on diversity and inclusion -

<https://www.jubilantpharmova.com/careers/code-of-conduct>

<https://www.jubilantpharmova.com/careers/diversity-and-inclusion>

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees*		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	-	-
Female	100%	67%	-	-
<b>Total</b>	<b>100%</b>	<b>67%</b>		

\* Employees include workers.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief**

Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company 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 address. Portal <a href="http://www.cwlportal.com">www.cwlportal.com</a> Email: <a href="mailto:Ombudsperson@jubl.com">Ombudsperson@jubl.com</a>
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2022 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in Respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	3,992	0	6.25	3321	199	6.0
- Male	3,111	0	-	2467	199	8.1
- Female	881	0	-	854	0	0
<b>Total Permanent Workers</b>	1,786	361	-	1685	347	20.6
- Male	1,391	361**	-	1518	302	19.9
- Female	395	0	-	167	45	26.9

\*\*During FY 2022, total unionised employee no. without gender split was monitored and reported under the heading 'Male'.

## 8. Details of training given to employees and workers:

Category	FY 2023 Current Financial Year*					FY 2022 Previous Financial Year**				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	2003	855	43	296	15	-	-	-	-	-
Female	502	214	43	502	100	-	-	-	-	-
<b>Total</b>	<b>2505</b>	<b>1069</b>	<b>43</b>	<b>983</b>	<b>39</b>	-	-	-	-	-
<b>Workers</b>										
Male	501	501	100	501	100	-	-	-	-	-
Female	0	0	NA	0	NA	-	-	-	-	-
<b>Total</b>	<b>501</b>	<b>501</b>	<b>100</b>	<b>501</b>	<b>100</b>	-	-	-	-	-

\*Considering permanent employee/workers of Indian operation

\*\*Detail break up not available for FY 2022

## 9. Details of performance and career development reviews of employees and worker

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	2003	2003	100	2603	2603	100
Female	502	502	100	487	487	100
<b>Total</b>	<b>2505</b>	<b>2505</b>	<b>100</b>	<b>3090</b>	<b>3090</b>	<b>100</b>
<b>Workers*</b>						
Male	501	302	60	537	334	62
Female	0	NA	NA	0	0	NA
<b>Total</b>	<b>501</b>	<b>302</b>	<b>60</b>	<b>537</b>	<b>334</b>	<b>62</b>

\*All permanent employees and workers in Indian operation covered other than unionised employees who are covered under long term agreement.

## 10. Health and safety management system,

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the coverage is 100%

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India are OHSAS 18001 / ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes



**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2022 Previous Financial Year	FY 2023 Current Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	1.21*	0.66*
Total recordable work-related injuries	Employees Workers	14**	5**
No. of fatalities	Employees Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	0	0

\* Reported figure presents Lost Time (>=24 Hrs.) Injury Frequency Rate per one million-person hours worked

\*\* Reported figure presents total number of lost time (>=24 Hrs.) injuries including fatality

**12. Describe the measures taken by the entity to ensure a safe and healthy work place**

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India are OHSAS 18001 / ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically. All visitors and contractors are briefed in safety requirements before entering the premises. A comprehensive EHS management software solution has been implemented with the majority of sites in the network and arrangements made to add the remaining sites. Leadership is actively involved in improving Jubilant's health and safety performance. The Board is updated on key EHS issues on weekly basis, senior leadership reviews EHS progress monthly, and the Sustainability and CSR committee reviews Jubilant's health and safety performance bi-annually.

**13. Number of Complaints on the following made by employees and workers:**

Number of Complaints on the following made by employees and workers:	FY 2022 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	N.A

**14. Assessments for the year:**

Assessments for the year:	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

There is dedicated personnel who continuously review and report senior management on different OHS- (Occupational health & safety) performance parameters (OHS practices, working conditions) of all manufacturing sites, R&D facilities and corporate offices.

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions**

All OHS related incidents are investigated and where applicable (e.g. lost time incidents) are reported to respective regulatory bodies. No significant risks / concerns in relation to OHS practices & working conditions came to our notice during FY 2023.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, for all permanent Employees and Workers

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

All statutory dues are deducted and deposited to regulatory bodies for all of our employees.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Employees	0	2*	0	2
Workers	0	0	0	0

\*There was two fatality last year.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

None at this moment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	39
Working Conditions	2

\*Information pertains to API business under Indian Operation

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

Not applicable as mentioned above.

#### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

1. Describe the processes for identifying key stakeholder groups of the entity.

We consider individuals, groups, institutions or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. We began stakeholder prioritisation in FY2015, involving top management, who engages with various stakeholders at regular interval. Stakeholder groups are identified as mentioned below in point no. 2.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Customer meets &amp; Exhibitions</li> <li>Direct visits</li> <li>Feedback calls</li> <li>Online platform – Customer Relation Management (CRM)</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Quality</li> <li>Packaging and Labelling</li> <li>Climate Change</li> <li>Timely Delivery</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Investors and Shareholders	No	<ul style="list-style-type: none"> <li>Investors meet &amp; calls, quarterly Investors conference calls with investors attended by Chairman, CCMD, Group CFO, CFO &amp; CEO.</li> <li>Shareholders/Investors Grievance forums (Dedicated team who takes care of investor relation)</li> <li>Investors are provided with Annual Report, Quarterly Earnings Release and Sustainability Report</li> <li>Company website is updated regularly with relevant information</li> <li>AGM</li> </ul>	Quarterly Annual	<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 (e.g. Annual Report)</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Town Hall meets</li> <li>Skip level meets</li> <li>Chairmen's Award</li> <li>New Joiners' meet</li> <li>Online forum</li> <li>Six month Stay interview</li> <li>CEO Videos</li> <li>Exit Interviews</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Faster decision making</li> <li>Larger Talent pool</li> <li>Collaboration</li> <li>Job enrichment</li> <li>Career growth</li> <li>No discrimination</li> <li>Work Life Balance</li> </ul>
Suppliers and Vendors	No	<ul style="list-style-type: none"> <li>Time to time Suppliers meeting</li> <li>Vendor council, vendor meetings</li> <li>Online forums, supply chain and contract manufacturer's site audits</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Timely payment</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>One to one meetings</li> <li>Industry bodies and other related platform</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Compliance related to EHS, TAX, labour practice</li> </ul>
Community	No	<ul style="list-style-type: none"> <li>Meetings during formal community engagements</li> <li>Community interface meet</li> <li>Suggestion box at gate</li> </ul>	Regularly all throughout the year	<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>

### Leadership Indicators

#### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Respective business/ functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, our material issues are identified based on our engagement with our stakeholders. Based on the identified material topics, we have formulated policies and have set stretched yearly sustainability goals till 2024. Annually we publish our performance against these targets in our sustainability report.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

For our Indian operation, every year CSR team engage with surrounding community members (including vulnerable/ marginalised groups, if any) and prioritise the stakeholder needs and make action plan accordingly. Post approval CSR team implement different projects covering these community members.

#### PRINCIPLE 5: Businesses should respect and promote human rights.

##### Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:]**

Category	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
<b>Employees*</b>						
Permanent	2505	986	40	3090	1137	37
Other than Permanent	NA	NA	NA	NA	NA	NA
<b>Total Employees</b>	<b>2505</b>	<b>986</b>	<b>40</b>	<b>3090</b>	<b>1137</b>	<b>37</b>
<b>Workers*</b>						
Permanent	501	501	100	537	537	100
Other than Permanent	594	594	100	1290	310	24
<b>Total Workers</b>	<b>1095</b>	<b>1095</b>	<b>100</b>	<b>1827</b>	<b>847</b>	<b>46</b>

\*For Indian operation only

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2023 Current Financial Year					FY 2022 Previous Financial Year				
	Total (A)	Equal to minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>2505</b>	<b>0</b>	<b>0</b>	<b>2505</b>	<b>100</b>	<b>3090</b>	<b>0</b>	<b>0</b>	<b>3090</b>	<b>100</b>
Male	2003	0	0	2003	100	2603	0	0	2603	100
Female	502	0	0	502	100	487	0	0	487	100
<b>Other than Permanent</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Workers</b>										
<b>Permanent</b>	<b>501</b>	<b>0</b>	<b>0</b>	<b>501</b>	<b>100</b>	<b>537</b>	<b>0</b>	<b>0</b>	<b>537</b>	<b>100</b>
Male	501	0	0	501	100	537	0	0	537	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>	<b>594</b>	<b>594</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>1290</b>	<b>1290</b>	<b>100</b>	<b>0</b>	<b>0</b>
Male	570	570	100	0	0	-	-	-	0	0
Female	24	24	100	0	0	-	-	-	0	0

**3. Details of remuneration/salary/wages, in the following format:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	17,37,500	1	20,10,000
Key Managerial Personnel	4	3,86,69,381	Nil	Nil
*Employees other than BoD and KMP	764	7,01,502.28	71	8,67,280.58
*Workers	199	8,12,984.56	Nil	Nil

\*Details are stand alone and for Indian operation

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes: Any issue or concern may be reported by e-mail to [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com)

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

Yes: Any issue or concern may be reported by e-mail to [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com)

The Company 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@jubl.com](mailto:ombudsperson@jubl.com) or by logging on to [www.cwiportal.com](http://www.cwiportal.com), an external web portal with the Group has tied-up for processing issues/ concerns independently and confidentially.

**6. Number of Complaints on the following made by employees and workers:**

	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0		0	NA	
Discrimination at workplace	0	NA		0	NA	
Child Labour	0	NA		0	NA	
Forced Labour/Involuntary Labour	0	NA		0	NA	
Wages	0	NA		0	NA	
Other human rights related issues	NA	NA	NA	NA	NA	NA

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

Jubilant has a robust Whistle Blower Policy and Ombudsman Process to make the workplace at Jubilant conducive to open communication regarding business practices It enables the Directors and full time employees to voice their concerns or disclose or report fraud, unethical behavior, violation of the Code of Conduct, questionable accounting practices, grave misconduct, etc. without fear of retaliation/ unlawful victimisation/ discrimination which is a sine qua non for an ethical organisation. To maintain the reporting and anonymity of the whistle-blower, the Company has a dedicated portal and Ombudsperson email address.

**8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes

**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	-

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not applicable

**Leadership Indicators****1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

NA

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

NA

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

*YES, in line with local regulatory requirement.*

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

*Not monitored at this moment*

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

*NA as mentioned above.*

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

<b>Parameter</b>	<b>FY 2023 (Current Financial Year)</b>	<b>FY 2022 (Previous Financial Year)</b>
Total electricity consumption (A)	414,279.59	400,606.26
Total fuel consumption (B)	147,930.10	200,292.93
Energy consumption through other sources (C)	191,763.05	184,354.26
<b>Total energy consumption (A+B+C)</b>	<b>753,972.74</b>	<b>785,253.44</b>
Energy intensity per rupee of turnover <i>(Total energy consumption/turnover in rupees)</i>	0.0000120040238	0.0000128096645
Energy intensity <i>(optional)</i> – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Not Applicable

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	97881.02	112855.8
(iii) Third party water	504580.75	489020.599
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>602461.77</b>	<b>601876.40</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>602461.77</b>	<b>601876.40</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.00000959</b>	<b>0.00000982</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Our all Indian manufacturing sites are Zero Liquid Discharge (ZLD). And this is in line with local regulatory requirement.

5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	*FY 2023 (Current Financial Year)	*FY 2022 (Previous Financial Year)
NOx	MT	4.1	8.88
Sox	MT	0.7	1.97
Particulate matter (PM)	MT	1.9	3.94
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

\*From Indian operation only.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub>	8492	12362
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub>	54703	57670
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	tCO <sub>2</sub> /INR	0.000001006	0.000001142
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company has a dedicated business excellence team who every year identifies different resource efficiency projects across manufacturing sites. These includes energy saving projects also. This year the Company has implemented 19 no. of new energy saving projects leading to total reduction of 1737 tCO<sub>e</sub> GHG emission from all energy saving projects.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023 (Current Financial Year)	*FY 2022 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	34.0	29.5
E-waste (B)	0.4	0.6
Bio-medical waste (C)	105.6	58.2
Construction and demolition waste (D)	0.0	0
Battery waste (E)	0.4	9.3
Radioactive waste (F)	0.0	0.0
Other Hazardous waste. Please specify, if any. (G)	12008.5	12099.4
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1194.1	1111.0
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>13343.0</b>	<b>13308.0</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	7456.1	8,972.0
(ii) Re-used	0.0	0.0
(iii) Other recovery operations (Co-Processing)	2078.3	1,528.2
<b>Total</b>	<b>9534.4</b>	<b>10,500.2</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	502.88	320.6
(ii) Landfilling	3305.7	2,487.2
(iii) Other disposal operations (Authorised agency)	0	0.0
<b>Total</b>	<b>3808.6</b>	<b>2,807.8</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.



**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes**

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)

**10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NA	NA	NA

**11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

For the introduction of new products, infrastructure Environmental Impact Assessments (EIAs) were performed as per the Environmental Regulatory Requirements. During the reporting year, no new products or new infrastructure was developed at our site.

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: Yes**

Sr. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NA	Nil	NA	NA

**Leadership Indicators**

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	113,780.51	99,620.63
Total fuel consumption (B)	13,729.20	12974.88
Energy consumption through other sources (C)	NA	NA
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>127,509.71</b>	<b>112,595.51</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	295,739.40	300752.99
Total fuel consumption (E)	134,179.01	187318.05
Energy consumption through other sources (F) (Steam)	191,763.05	184354.26
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>621,681.45</b>	<b>672425.29</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

2. Provide the following details related to water discharged:

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
(iv) Sent to third-parties		
- No treatment		
- With treatment – (ETP)	245918.96	271502.18
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of Treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>245918.96</b>	<b>271502.18</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	NA	NA
<b>Water intensity (optional) – the relevant metric may be selected by the Entity</b>	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	*FY 2023 (Current Financial Year)	*FY 2022 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	662,296	681770
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> /INR	0.00001054	0.00001112
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	NA	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities

NA

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format

The Company is introducing cost improvement initiatives and manufacturing efficiency improvement plans at plants by undertaking projects under Business Excellence program every year. This year company implemented 27 no. of resource efficiency projects. These projects, along with carry forward projects led to total savings of ₹ 223.5 million.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

The Company has onsite emergency plan at every site to take care of site specific emergency situation and site mock drill is conducted for the same in India.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

No significant adverse impact has come to our notice yet.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

46.25%, supplier sustainability audits have been completed by FY 2020-21.

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent****Essential Indicators****1. a. Number of affiliations with trade and industry chambers/ associations. - 13****b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Management Association (AIMA)	National
2	Centre for Social and Economic Progress (Formerly Brookings India)	National
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Global Compact Network	National
6	Indo-Canadian Business Chamber (ICBC)	National
7	International Ombudsman Association (IOA)	National
8	International Society of Pharmaceutical Engineering (ISPE)	National
9	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)	State
10	Mysore Chamber of Commerce & Industry	State

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

**Leadership Indicators****1. Details of public policy positions advocated by the entity**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half Yearly/Quarterly/ Others – Please specify)	Web link, if available
1.	PLI in Chemicals	Representations through industry Associations, connecting with the Ministry and actively participating in stakeholder consultations	No	NA	NA
2.	Reduction in customs duty of denatured ethyl alcohol	Representations through industry Associations, connecting with the Ministry	It was considered in Union Budget 2023-24	NA	NA
3.	Notification of Hastinapur Wildlife Sanctuary	Representations through industry Associations, state government, central government Ministry	Notification in favour of the industry by the state government	NA	NA

\*Advocacy is channelised through the Industry Chambers and Associations as well with the relevant Ministries at the state and centre

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

- 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws in the current financial year.**

None of the projects undertaken by Jubilant in FY 2022-23 required Social Impact Assessments.

- 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not Applicable

- 3. Describe the mechanisms to receive and redress grievances of the community**

There are multiple mechanism to receive and address the grievances like regular meetings with community, community interface meetings, suggestion box at the factory gates, etc. Grievances could also be sent to any of the HR / Admin teams of the plant locations who will handle it appropriately. Further, all grievances could also be directly submitted at [satish.kanagala@jubl.com](mailto:satish.kanagala@jubl.com).

A policy on grievance receipt & redress is uploaded on the company's website ([https://www.jubilantpharmova.com/Uploads/image/2274imguf\\_GrevianceRedressalPolicy.pdf](https://www.jubilantpharmova.com/Uploads/image/2274imguf_GrevianceRedressalPolicy.pdf))

- 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2023 Current Financial Year	FY 2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	2	-
Sourced directly from within the district and neighbouring districts	1	-

*\*Information pertains to API business under Indian Operation*

**Leadership Indicators**

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)**

Not applicable

- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

The community around our operations at all locations are key stakeholders for the Company and we believe in having an inclusive growth along with them. None of our operations are in the aspirational districts as identified by the government bodies.

- 3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No) :**

No

- b. From which marginalised /vulnerable groups do you procure?**

None

- c. What percentage of total procurement (by value) does it constitute?**

NA

- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

Not Applicable.

- 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Not Applicable.

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Health	97225	100%
2	Education	48820	100%
3	Livelihood	5214	100%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Standard operating procedure for 'Customer complaint' handling available at respective sites. Market complaint is received, logged & investigated/evaluated through this procedure.

**2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:**

	As a percentage of total turnover*
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

\*All our products follow local regulatory norms in relation to product packaging, labelling, usage and disposal.

**3. Number of consumer complaints in respect of the following:**

Number of consumer complaints in respect of the following:	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	Not Applicable	NA	0	Not Applicable	NA
Advertising	0	Not Applicable	NA	0	Not Applicable	NA
Cyber-security	0	Not Applicable	NA	0	Not Applicable	NA
Delivery of essential services	883	128		844	115	
Restrictive Trade Practices	0	NA	NA	0	NA	NA
Unfair Trade Practices	0	NA	NA	0	NA	NA
Other	NA	NA	NA	NA	NA	NA

**4. Details of instances of product recalls on account of safety issues:**

Details of instances of product recalls on account of safety issues:	Number	Reasons for recall
Voluntary recalls	3	1 due to OOS in dissolution test and 2 related out specification result
Forced recalls	0	NA

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, Weblink - <https://www.jubilantpharmova.com/privacy-policy>

Our IT processes are ISO 27001 certified and we follow NIST Cyber Security framework which ensures compliance with international standards and frameworks.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable.

### Leadership Indicators

- 1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Web link - <https://www.jubilantpharmova.com/#business-segments>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company displays product information on the product label, over and above what is mandated as per local laws. Our products also carry a detailed information leaflet on the safe use of the products where ever applicable. As a pharmaceutical manufacturer, the Company's manufacturing facilities are required to comply with all applicable Quality and Regulatory authority requirements of country of origin and country of export, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (cGMP).

- 3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.**
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

No. Our products are regulated by many agencies and do not display information on the product over and above what is mandated per regulations. All product labeling must be approved by the regulatory agencies to assure compliance with the regulations and laws.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact - None**
- b. Percentage of data breaches involving**