



INTEGRATED SOLUTIONS FOR PHARMACEUTICALS & LIFE SCIENCES

CORPORATE SUSTAINABILITY REPORT
2008 - 09

Our Promise

Caring



for Environment

Sharing



Economic Value

Growing



with all Stakeholders



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"We are a registered Organisational Stakeholder of the Global Reporting Initiative (GRI) and support the mission of the GRI to develop globally accepted sustainability reporting guidelines through a global, multi-stakeholder process."

SUSTAINABILITY POLICY

Jubliant Organosys Limited is an integrated pharmaceuticals industry player offering products and services to pharmaceuticals and life sciences industry. We are the country's leading CRAMS & API company, having business interests in pharmaceuticals & life science products, performance products and industrial products. We believe in sustainability of growth.

Our approach to sustainable development focuses on the triple bottom lines of Economics, Environment and People.

As a business entity, we aim at improving stakeholder value through improved eco-efficient use of capital and natural resources.

The nature of our activities makes efficient utilisation of resources, environmental protection, operational & transportation safety and employee's health, significant component for long-term sustainability of our business and we stand committed to these.

Being responsible corporate citizens, we understand our role towards the society. We encourage and practise open dialogue with all our stakeholders and value their esteemed opinion, reflecting them in our strategic plans. We also recognise that development and empowerment of our human resources are crucial to achieving our stated objectives.

As in the past, we shall continue to adopt a structured approach for implementation of the policy and will regularly monitor the progress.

Shyam S Bhartia
Chairman and Managing Director

Hari S Bhartia
Co-Chairman and Managing Director



CHAIRMEN'S MESSAGE

The Sustainability agenda helps the Company keep track of not only the financial performance but also of the non-financial issues. Over a period of time, it has helped the Company by improving the Corporate image and by contributing to its business



View of Gajraula plant



Shyam S Bhartia
Chairman and Managing Director

Dear Stakeholder,

Like most global organisations today, we are in the middle of addressing the key challenges emerging out of the economic slowdown and growing importance of Corporate Governance.

With our clear focus to grow as an integrated pharmaceuticals industry player offering products and services across the value chain, we continue to serve and partner with global businesses, while expanding our footprint into more advanced areas in the healthcare segment. This year, acquisition of Canada based Draxis Specialty Pharmaceuticals Inc.,

helped Jubilant enter the radio pharmaceutical market. In addition, the Company has signed an agreement with Eli Lilly to form an equally owned joint venture in India that would focus on providing early stage drug development services exclusively to Jubilant and Lilly partnered molecules. The Company's focus on healthcare services was strengthened during the year with the contribution from US based Hollister-Stier Laboratories acquired last year,



Hari S Bhartia
Co-Chairman and Managing Director

dealing in the contract manufacturing of sterile injectables liquid and lyophilized, which is a high value, fast-growing business catering mostly to innovator pharmaceutical companies.

Addition of Jubilant First Trust Healthcare Ltd; acquired in the previous year, providing multispeciality hospital services in the state of West Bengal, India helped expand the field of healthcare services being provided by the Company. JFTHL aims at addressing the medical needs of the growing middle class, especially in the non-metro areas where there appears to be a major gap between demand and availability of healthcare facilities. Continuing its expansion in Custom Research and Manufacturing Services business, Jubilant also acquired Speciality Molecules Ltd.; Ambarnath, Maharashtra in India, this year.

These acquisitions and partnerships, together with continued growth in other businesses and a robust framework for good Corporate Governance, have strengthened Company's ability to meet the recent global challenges, while remaining committed to 'triple bottom line' approach for sustainability. This is Jubilant's seventh consecutive year of reporting on Corporate Sustainability, thus reaffirming its

commitment to Sustainability.

The Sustainability agenda helps the Company keep track of not only the financial performance but also of the non-financial issues. Over a period of time, it has helped the Company improve its corporate image, at the same time contributing to its business.

The Company believes that in developing economies like India, it is natural for the neighbouring community around its manufacturing locations to have expectations and aspirations from the Company. The Company aims at meeting these by adopting an approach which is environmentally and socially responsible.

Being environmentally conscious, the Company has been targeting conservation of natural resources wherever possible and concentrating on compliance for environmental performance. The Company continued to focus on growing its business with utmost care for the environment. The emphasis included conserving the precious natural resource - water. Various schemes for rain water harvesting were implemented by the Company in order to recharge the ground water.

With the aim to reduce energy consumption and thereby bringing down Green House Gas (GHG) emissions, several energy conservation projects were undertaken during the year by the

Company. Details of the initiatives are included in the report. The Company successfully received Host Country Approval for two Clean Development Mechanism projects, relating to reduction in GHG emissions.

Employees' health and safety is of prime importance for the Company. Efforts initiated in earlier years have helped attain a better standard of safety across the Company. In fact, despite expanding in operations, there was no fatal accident this year.

Two captive secured landfill facilities for disposal of hazardous solid wastes are operational. In a new initiative, the Company joined hands with a cement manufacturer and carried out trials to utilise the hazardous waste in the cement kiln. Upon successful trials, necessary authorisation from regulatory agencies was obtained and waste from the Nanjangud unit is now being utilised in the cement kiln. The benefits are two fold.

All social interventions of the Company are now carried out through Jubilant Bhartia Foundation, a not for profit Organisation created for the purpose



A training session for executives

One, precious fossil fuels are saved as the cement kiln uses the calorific value of the organic waste and secondly the waste is utilised properly.

In the social arena, the Company has identified the following three areas for intervention to bring in long term impacts in the communities in areas where Company's manufacturing facilities are located in India:

1. Providing vocational training for the youth in the neighbourhood to enhance their employment opportunities.
2. Supporting primary education at the rural level which is the bed block that would help build the future generation in the country.
3. Providing basic health care aimed at 'mother and child'.

As committed last year, the Company has started Jubilant Bhartia Foundation, a not-for-profit Company to carry out social work. The focus areas of work are healthcare, primary education and livelihood generation as mentioned above. These programmes target the rural population of the country with the aim of contributing to building a better nation.

Last year, the Company had set a few targets to be implemented during this year. Progress on the same is as under:

- The recovery of ammonia from the raffinate was increased in



Disbursement of medicines

the production of pyridine. The increased recovery of ammonia resulted in reduced consumption of ammonia, thereby conserving the raw material.

- Several initiatives have been taken to conserve energy in different forms through process improvements. The details of some of these initiatives are given in the report.
- Water conservation has been a major focus area for the Company. Reverse Osmosis plants have been put up to treat waste water and recycle the treated water. Rain water harvesting has been implemented at Gajraula and is under implementation at Nira.
- As planned, the Company set up an Integrated Counselling and Testing Centre at Gajraula to strengthen its activities related to HIV/AIDS.
- A mobile dispensary has been started at Nanjangud to provide basic healthcare services in villages around the manufacturing location. The mobile dispensary has helped increase the coverage area beyond one village as healthcare services are now provided to three villages in the Nanjangud area. At Nira, the Company is continuing to provide services through the existing dispensary.



As there are already many doctors in the neighbouring area, the Company decided against starting a mobile dispensary service at Nira.

- The success of pilot model 'Muskaan' in Gajraula for supporting primary school education in rural areas encouraged the Company to implement the same in other schools. As committed, 12 more schools were adopted, not only at Gajraula, but at all major manufacturing locations. The Company is now working in 15 schools across the locations.
- To complement the Company's programme to support Government primary schools, the Company had planned to initiate a school health programme 'Nirog Bachpan'. As a first step, the Company has started the activity in seven schools at Gajraula which are also covered under the 'Muskaan' project.
- The Company has launched a project for Greening of Supply Chain. The initiative aims at creating awareness and improving the environmental performance of the business partners.

The Company would continue its focus on Sustainability despite global challenges. Jubilant is committed to serve the society at

large through its products and services while maintaining harmony with the environment. As always, the Company has received support from its stakeholders and expects their continued cooperation to contribute to the cause of sustainable development.

The report has been prepared in-house and feedback from all stakeholders will enable the Company to improve the report in future, both in terms of coverage and quality of information provided.

Best wishes and regards,

Shyam S Bhartia
Chairman and Managing Director

Jubilant is committed to serve the society at large through its products and services while maintaining harmony with the environment

Hari S Bhartia
Co-Chairman and Managing Director

DESCRIPTION OF KEY IMPACTS, RISKS AND OPPORTUNITIES

Company's global scope of operations and continuous enhancement in product pipeline pose significant challenges, risks as well as opportunities for the organisation



R & D at Jubilant Biosys

The Company has a wide range of activities from R&D to manufacturing of several products, both for consumer and business to business sales. While carrying out these activities, the Company creates positive as well as negative impacts.

Some positive impacts are improved well being of the employees, economic benefit to the nation through payment of taxes and for the surrounding community, by means of increased economic activities and direct and indirect employment. The Company also aims at contributing towards improving the quality of life of the neighbouring community through many social interventions. Some negative impacts could be emissions from transportation of goods and from process/fuel burning, depletion of natural resource like water in the area. While positive impacts are welcome, there are systems in place to minimise the negative impacts. A detailed environmental impact assessment study is done prior to setting up any new industry or expansion/modification of existing facilities. These studies bring out all negative impacts and recommend environment management plans (EMP) to minimise the same. There is a system of comprehensive



assessment of these reports at the Government level as well as public consultation for bigger projects. EMPs are diligently implemented and monitored. Additionally, the Company has taken up extensive measures to conserve/recycle water as explained later in the report.

Company's global scope of operations and continuous enhancement in product pipeline, capacities and introduction of technologies coupled with intensifying competition, pose significant challenges, risks as well as opportunities for the organisation.

Risks, if not anticipated in a timely manner, could adversely impact accomplishment of the overall objectives of the organisation and its sustainability. The risk management framework followed by the Company is intended to ensure that risks are handled with due diligence and care. An integrated risk management framework is in place to identify, assess, prioritize, manage, monitor and communicate risks across the Company.

The key risk factors are listed below:

Global Economic Scenario

This year has been a very trying one when the world's largest economy by GDP, namely USA, has been hit by the worst post world war recession. This has had

a cascading impact on most of the high growth industries across geographical boundaries. Jubilant has also been exposed to these challenging developments.

With its vision and deft management, Jubilant has been able to weather this slowdown by strengthening its Pharma and Life Sciences businesses which have shown a strong growth on account of improved production capacities, expanded product line and enhanced global scope of operations. There has, however, been a reduction in revenue margins from Industrial and Performance Products due to soft global market conditions resulting in weak demand for products. The Company's approach towards these developments has been very pragmatic and pro-active. Given the strong fundamentals on which the Company's operating model is based, it has been able to deliver strong growth by mitigating these risks.

Dependence on Molasses

Molasses is the raw material for production of alcohol which forms an important input for various products in the company. Molasses is a by product of the sugar industry which is dependent on the sugarcane crop. The production of sugarcane is influenced by climatic factors and also by Government policy on procurement prices of sugar cane vis-à-vis other crops.

An integrated risk management framework is in place to identify, assess, prioritise, manage, monitor and communicate risks across the Company

Thus, heavy dependence on molasses could impact the sustainability of the Company.

This year, the supply of molasses has been considerably affected due to low sugarcane crop. This has also resulted in lower capacity utilisation at some of Jubilant's plants. To mitigate this challenging risk and to continue to be sustainable in its organic chemicals business, the Company took timely action to import alcohol and acetic acid to produce downstream products viz. Acetic Anhydride, Ethyl Acetate and Acetaldehyde. This has enabled the Company to meet the demand at competitive cost, thereby protecting its margins.

Environmental issues

Being a Chemicals and Pharmaceuticals Company, Jubilant is exposed to various environmental, regulatory and health issues.

Some of the Company's research and development processes and manufacturing operations involve dangerous chemicals, processes, by-products and effluent discharges. To manage these risks,

Integration of acquisitions to Company's main stream is vital for their success



View of Nanjangud Plant

substantial investments and resources are allocated on a continuous basis to proactively adopt and implement better manufacturing and effluent treatment processes, which ensure adherence to environmental quality standards and regulatory requirements. Stringent Environment, Health & Safety systems and procedures at all manufacturing locations and R&D centres, ensure compliance to environmental standards and safety practices. This helps in mitigating environment related risks. In addition, the Company also maintains property and public liability insurance covers for the manufacturing facilities as per industry practices.

Integration of Acquired Companies

The anticipated benefits on account of mergers or acquisitions of companies/businesses would get affected in case of difficulty in integrating the acquired companies.

The Company manages acquisition related integration risks by deploying suitable management teams comprising senior people who have the requisite experience and skill set in rolling out and managing integration related issues.



Hollister-Stier Laboratories

Opportunities

In the ongoing economic scenario, companies which can plan and adapt to the changes quickly would not only survive but will also have opportunities of growth. Jubilant being alive to the situation, has adopted measures to find opportunities from the challenges it faces. Today, it is expected that many developed countries would be looking to reduce their healthcare costs by outsourcing the activities. This provides an opportunity for the Pharma and Life Sciences Products and Services segment to show robust growth in the coming years. Growth opportunities are also expected from new product launches in the radiopharmaceuticals segment, new customer approvals in the Contract Manufacturing Operation business for sterile and non sterile products and robust revenue streams from Drug Discovery and Development Services.

In the ongoing economic scenario, companies which can plan and adapt to the changes quickly would not only survive but will also have opportunities of growth



COMPANY PROFILE

Jubilant is an integrated pharmaceuticals industry player with products and services across the value chain



A panoramic view of API Plant at Nanjangud

This Corporate Sustainability report is for Jubilant Organosys Limited for the year 2008-09.

- Jubilant Organosys Ltd. is an integrated pharmaceuticals industry player, one of the largest custom research and manufacturing services and drug discovery and development services companies in India.
- The Company has a presence across the pharmaceuticals value chain through a wide range of products and services such as proprietary products, exclusive synthesis, active pharmaceutical ingredients, contract manufacturing of sterile injectables (liquids and lyophilized) product, non-steriles (ointments, creams and liquid) and radiopharmaceuticals, drug discovery services, medicinal chemistry services, clinical research services, generic dosage forms and healthcare.
- Jubilant Organosys has geographically diversified manufacturing facilities at ten locations worldwide. Together, these help Jubilant cater to 150 customers across more than 50 countries around the world.

The business is organised in two distinct segments -
Pharmaceuticals and Life Sciences



Products and Services and Industrial and Performance Products. Each business segment has independent growth units that cater to industries like Pharmaceuticals, Biotechnology, Agrochemicals, Construction, Textiles, Paper & Packaging and Food & Beverages.

The Company has its Corporate office at Noida (UP), India and the contact address is :

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Jubilant currently has manufacturing units in three different countries which are specifically relevant to Sustainability issues.

Other than India the Company has presence in:-

United States of America

- Hollister-Stier Laboratories LLC., Spokane, Washington
- Cadista Pharmaceuticals Inc., Maryland

Canada - Draxis Specialty Pharmaceuticals Inc.,
Montreal, Quebec

Product Line	Products/Services	End Use Industries
Pharmaceuticals and Life Science Products & Services	Total Production-82694 MT	
Custom Research and Manufacturing Services (CRAMS)	Proprietary Products and Exclusive Synthesis, Active Pharmaceutical Ingredients, Contract manufacturing of Sterile Injectibles & Non-Sterile Products, Speciality Pharmaceuticals	Pharmaceuticals, Biotech, Nutrition & Agrochemicals
Drug Discovery and Development Services (DDDS)	Discovery Technologies, Discovery Research, Drug Development Services, Clinical Research	Pharmaceuticals and Biotech
Generic Dosage Forms	Supply of generic dosage forms along with regulatory affairs services	Pharmaceuticals
Healthcare	Healthcare Services	Healthcare
Industrial and Performance Products	Total Production-626853 MT	
Industrial Products	Acetic Acid, Acetic Anhydride, Ethyl Acetate, Ethylene Oxide Mixture, Carbon Di-oxide, Vinyl Pyridine Latex	Pharmaceuticals, Textiles, PTA, Packaging and Dyes, Beverage Industry Tyre Cord & Conveyor Belts
Food Polymers, Animal Nutrition & Fertilizers	Solid PVA, Choline Chloride, Niacin and Animal Premixes, Single Super Phosphate, Organic Manure, Agrochemicals	Chewing Gum, Aquaculture and Poultry Feed Agriculture, Horticulture
Performance Polymers	Polymeric Binders and Adhesives, Woodworking Adhesives and Wood Polishes	Industrial Adhesives, Construction, Textile Packaging, Furniture Industry, Footwear Industry, Domestic Use

Jubilant offers an integrated and collaborative platform of drug discovery and development services to the global pharmaceuticals & life sciences industry



Manufacturing process at Hollister-Stier Laboratories



Jubilant - a partner in drug discovery

Jubilant Organosys Ltd. is a public listed company. The ownership of shares are as follows:

- Founders together own 50.44% of the shares of the Company as on March 31, 2009
- FIs/Banks and Mutual funds hold another 3.15%
- FII/NRI and foreign bodies hold 25.15%
- Bodies corporate together hold 8.28%
- Indian Public holds 12.98%

Products manufactured at Company's facilities cater to the requirements of Global Pharmaceuticals majors and are exported to over 50 countries in the world. 72.5 % of the net international sales are derived from the regulated markets of North America, Europe and Japan. Details of sectors served have been given earlier in the table.

The number of employees in the Company as on March 31, 2009 was 4810. The net sales of the company for the financial year 2008-09 was Rs. 35179.84 million. The Paid up capital was Rs. 147.56 million and the consolidated debt was Rs. 38781.1million

Draxis Specialty Pharmaceuticals Inc., Canada and Speciality Molecules Limited, Ambarnath, Maharashtra, India were acquired during the year. Production at Roorkee, Uttarakhand, India was started towards the end of the year.

These plants have not been included for reporting as they did not complete full year of operations.

Awards & Recognitions

- Golden Peacock Global Award for CSR Reporting
- Amity award for Best Pharmaceutical company in India
- World Class Manufacturing - IMEA (Indian Manufacturing Excellence Award) Gold Award 2008 for Nanjangud
- Greentech Safety Award (Gold Category) for Nanjangud
- Greentech Safety Award for Nira
- Greentech Safety Award for Gajraula
- Frost and Sullivan award for Manufacturing Excellence for Nanjangud facility
- US FDA (United States Food & Drug Administration)
- AFSSAPS (Agence Francaise de Securite Sanitaire des Produits de Sante) - The French Health Products Safety Agency, France
- PMDA (Pharmaceuticals and Medical Devices Agency), Japan



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REPORT PARAMETERS

The global pharma industry
will continue to witness
steady growth due to the
increase in the ageing
populations



Jubilant started its Journey of Sustainability reporting seven years back

Report Profile

The reporting period for this Report is April 2008 to March 2009, which is in line with the financial year in India. The data reported is for this period unless stated otherwise. The Company has been publishing Corporate Sustainability reports for last six years and the most recent report was "Partnership Growth Success" for the year 2007-08.

The report is published on annual basis and is available both in hard copy as well as in electronic format.

Contact person for any further information or clarification is A K Ghose, President, Corporate Social Responsibility. The contact details are as follows:

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Report Scope and Boundary Indicators covered

Location	Economic	Environmental	Social
India – Gajraula, Nanjangud, Nira, Samlaya, Kapasan, Subsidiaries*	All core indicators	All core indicators	All core indicators
International Subsidiaries**	All core indicators	Energy, water, GHG emissions	Case studies

*Subsidiaries : Jubilant Chemsys Ltd., Jubilant Biosys Ltd., Clinsys Clinical Research Ltd., Jubilant First Trust Health Care Ltd.

**International Subsidiaries : Hollister-Stier Laboratories, LLC, Cadista Pharmaceuticals Inc.

The process followed for defining the report content is based on GRI's principles for report content. The report covers all the core indicators which are of relevance to the Company's activities. In case an indicator is not material, it has been specified against that indicator. As the report largely covers the activities carried out in India, the important area for reporting is social performance. This section has been covered in detail in the report.

The report covers all the manufacturing locations in India which were fully operational during the financial year 2008-09. Information of the Indian subsidiaries that have completed one full year's operations, has been included in the report along with R&D centres. Hollister-Stier Laboratories LLC. and Cadista Pharmaceuticals Inc., international subsidiaries, have been partly covered in the report, where in social activities have been

included. The environmental data covers energy consumption, water consumption and estimated green house gas emissions. Complete data on environment will be included from next year. For JFTHL, only social performance has been reported.

The economic data has been reported on consolidated basis for the Company.

The manufacturing locations at Roorkee, Uttarakhand, India and Speciality Molecules Limited, Ambarnath, India will be included in the report next year when they complete one full year of operations. The international subsidiary Draxis Specialty Pharmaceuticals Inc. will also be included in the next year's report.

The Company does not have any joint ventures or leased facilities and therefore, they are not included in the report. However, the Company entered into an agreement with Eli Lilly to form a joint venture. Significant aspects

such as water consumption, power consumption and fossil fuel consumption of the subsidiaries have been included in the report.

Data used in the compilation of the report is based on actual measured values wherever monitored, otherwise estimated or standard values have been used for computations. Wherever standard values are taken, like emission factors for fuels to determine GHG emission, it has been specifically stated.

There are no re-statements of information in the report with respect to previous year. Previous year's figures have been regrouped/ rearranged wherever found necessary to conform to this year's classification.

The manufacturing unit at Kapasan, Rajasthan, India which was operational during the year, has been reported. However, since its activities are small compared to other manufacturing locations, there are no major issues in terms of comparability of data for previous years.

Assurance

Right from the first report brought out by the Company six years ago, all the reports have been verified by third party. Continuing with this policy of getting the report verified by an external agency, this year's report has been verified by M/s Ernst & Young Private Limited. Their Assurance Statement is included in the report.

GOVERNANCE, COMMITMENTS AND ENGAGEMENT

The Board of Directors, with a focus on creating sustainable value for all stakeholders, provides vision to the Company



Board of Directors Jubilant Organosys

Governance

The authority for framing and implementation of Corporate Governance policies at Jubilant rests with the Board of Directors, which is the highest governing body of the Company. The Board, with a focus on creating sustainable value for all stakeholders, provides vision to the Company and oversees the management's decisions. The Board has fostered a spirit of constructive criticism and created a culture of transparency throughout the organisation. For efficient conduct of the business of the Company, the Board has delegated operational powers to the Managing Directors.

The Company also has various Board level Committees, which include Audit Committee, Investors Grievance Committee, and Remuneration Committee to meet regulatory requirements as well as to discharge these critical functions as delegated by the Board.

The Board/Committees regularly monitor:

- Financial performance review of Jubilant & its subsidiary companies
- Business strategy and long term plans
- Foreign Exchange exposures
- Statutory compliance



- Risk Management Processes
- Internal Audit Reports

Further, for effective implementation of Board's policy decisions, several Executive Committees have been constituted, comprising Executive Directors and senior officials of the Company.

The Business Unit Heads are responsible for supervising and overseeing the functioning of their respective businesses, including the development of business strategies / plans, with due consideration to the interests of stakeholders. At the Annual Strategy Meet, the CMD, CCMD and the Executive Directors review these business strategies.

The Chairman and Co-Chairman of the Company are highest Executive Officers of the Company. They belong to the founder group and have led the Company to its present growth and success. Under their guidance and leadership, the Company has extended its presence beyond Indian shores. The Company stands prominently on the industry's world map, having the world's most successful and largest Pharmaceuticals majors as its customer.

The Company's Board is a judicious mix of executive, non-executive and independent directors. Out of the total of eleven directors, six are non-executive and independent. Non-executive directors are those who are not associated with the Company in an

executive capacity. An independent director is a non-executive director who, apart from receiving director's remuneration, does not have any material pecuniary relationship with the Company.

The Company is continually striving to improve the quality of service rendered to its esteemed shareholders. As a step in this direction, the Company has been following a practice of obtaining annual feedback from shareholders regarding the quality of services rendered to them. The Investor Feedback Form is also available on the website of the Company. The shareholders can give their feedback by filling in this form at time as per their convenience and ease. The feedback is evaluated by the Company, and if found reasonable and practicable, is acted upon.

Shareholder's meetings are convened annually in line with the statutory requirements. The Annual General Meeting is the platform where shareholders can share their valuable suggestions and ideas with directors. Due consideration is given to the suggestions/ideas given by the shareholders and if found practicable, appropriate and in the interests of the Company, suitable actions are taken. In addition, where the shareholders have expressed their opinion through mails to the Company Secretary, the same are forwarded to the concerned authority for necessary action. The minutes of

the meetings of shareholders are prepared as per requirements of law and as such, inputs received in the General Meetings are not mentioned.

Remuneration of Managing / Whole Time Directors

The remuneration of Chairman & Managing Director and Co-Chairman & Managing Director is paid only after recommendations of Remuneration Committee are approved by the Board and shareholders.

Remuneration of Non-Executive Directors

The Directors are paid sitting fee to meet the expenses incurred by them in attending the Board meetings, which is duly approved by the Board of Directors and is in accordance with Government Guidelines. Further, non-executive directors are also paid commission on an annual basis, in order to compensate them partially for the time and effort put in by them. Such commission is subject to the approval of Board and shareholders. In addition to this, Stock Options to be offered to senior employees of the Company, are approved by the Compensation Committee of the Board.

Remuneration of Executives

The Company's executive compensation policies are structured as per the latest industry norms and business practices with the objective to attract and retain the best talents.



Taking medical care to doorstep - Mobile Dispensary



Women - partners in Jubilant's progress

The appraisal system in the Company covers both financial and non-financial parameters

The comprehensive appraisal system practised in the Company consists of four parts of which, three are on non-financial parameters. Thus, the compensation given to executives reflects substantially their achievements on non-financial parameters in addition to financial goals.

The conflicts within senior management level are resolved through informal channels, as the Company has no formal written policy for conflict resolution. However, in the eventuality of a conflict, the following approach is adopted:

- Studying/analysing the problem/situation.
- Organising joint meetings to understand the differing perspectives.
- Conciliation efforts through offices of other senior executives.

In case conciliation fails, arbitration by senior persons/outside reputed persons, is sought.

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

The Company's Vision, Promise and Values statements are adapted by Business Heads and Functional Heads into their respective businesses/functions. The Company has internally developed the following:

- Code of Conduct for directors and senior executives
- Code of Conduct for employees (other than directors and senior management)
- Whistle Blower Policy
- Corporate Communication Policy
- Sustainability Policy
- Environment, Occupational Health and Safety Policy

Major Committees of the Board are Audit Committee, Investors' Grievance Committee, and Remuneration Committee.

Audit Committee

The Committee monitors management's financial and operating processes and provides effective supervision and controls for ensuring the existence of a 'Controls Framework' commensurate with the size of the organisation and the nature of its business. Before the submission of financial statements to the Board, it reviews Management Discussion and Analysis of financial conditions and results of operations.

Investors' Grievance Committee

The Committee examines and redresses the shareholders' grievances. It also looks after the



matters relating to share transfer/transmission and approves share transfers at its meetings.

Remuneration Committee

The Committee considers, evaluates and recommends to the Board, the compensation of the Managing and Whole Time Directors of the Company.

For various important operational and functional areas, certain committees like Supply Chain Committee, Purchase Committee, Capex Committee, Functional Review Committee etc. have been constituted with EDs, and senior officials as members. The meetings of these Committees are held, depending upon the business exigencies. The performance of each business unit and functional division is reviewed by the CMD, CCMD and Executive Directors. Environment and Social performance are reviewed separately by them.

The Company, with a view to inculcating a culture of transparency, ethical dealings and compliance with law, has laid separate Codes of Conduct, one for directors and senior management and one for other employees.

Presently, the Company has adopted an informal method for evaluating non-executive Board members. The performance evaluation of the executive members is based on the results achieved in their respective areas.

Commitments to External Initiatives

Benzene was being used as an extractor in fine chemical processes in the Company, which is generally acceptable for such processes. But looking at the highly hazardous nature of the solvent, though all precautions were in place to handle it, the Company replaced benzene by a more benign solvent toluene, after prolong in-house R&D.

The Company has an adequate fire hydrant system at its Nanjangud unit to fight any fire emergency. There is fire tender service available within 5 Km distance from the unit. Despite all these facilities, the Company bought a fire tender for the unit to further reduce any risk due to fire.

The Company has converted the safety data sheet for over 300 products into the GHS format with a view to address the new requirements.

The Company continues to follow several externally developed charters and principles related to economic, environmental and social performance. The charters and principles which the Company endorses are voluntary as well as those which are binding. The Company has adopted the IFRS and SOX documentation for financial accounting, reporting and internal controls. The major manufacturing facilities in India are certified to ISO standards for quality and environment and to

OHSAS for safety systems. There are some codes which the Company is obliged to follow in order to carry out business. Thus the Company has obtained approvals from US FDA, AFSSAPS - France and PMDA Japan for the API manufacturing facility. The Company has adopted the Globally Harmonised System for providing safety information regarding its products. The Company is a signatory to Responsible Care programme of Indian Chemical Council. The Company continues its support to GRI as an Organisational Stakeholder demonstrating its commitment to the concept of Sustainable Development. On the social front, the Company tries to align its social activities with the Millennium Development Goals of the United Nations. As a specific case on the social front, the Company follows the ILO guidelines on building awareness to prevent spread of HIV/AIDS.

The Company actively participates in activities of various industry associations in the country. Many of the senior executives are members in committees of these associations. The Company is a member of leading industry associations in the country. The Company does not provide major financial funding to the associations but serves in terms of providing professional support. Some of the industry associations of which the Company is a member are CII, FICCI, AIDA, ICC etc.



Employees...



...and community - our important stakeholders

STAKEHOLDER ENGAGEMENT

Stakeholder	Business case for selection	Action to address concerns, perceptions, advice, suggestions	Illustrate how the organisation and the stakeholders benefited
Customer	Earnings of the Company are related to the customers	Quality product at reasonable price with timely delivery while projecting the Company as Responsible Corporate Citizen	Customers assured of regular and timely supply. The Company has secured long term and repeat contracts
Shareholders, Investors, and providers of capital	Provide financial resource to conduct business	Responsible way of carrying out business with clear focus on risks and opportunities	Good returns to the shareholders and assured supply of funds for the Company
Employees	Employees are an important part of the Company. They participate in manufacturing process, R&D and in marketing, managing the resources to increase the profitability. Enhanced employee engagement leads to their commitment to the organisation, which contributes to better profitability	All statutory welfare requirements are implemented. Various other welfare activities have also been implemented. Employees are involved to monitor welfare facilities	Employees are getting better remuneration and social security. Training facilities provide them the opportunity to improve their skills and growth prospects. Improved good quality of life along with recognition from society
Local Community	In today's context, for smooth operation of any business, in addition to regulatory licence a 'Social licence' from the neighbouring community is also needed. In day to day operations, it is the local community who are affected by company's activities like increased pressure of traffic, pollution, price rise of the commodities	Need assessments are carried out to identify the needs of the local area for suitable intervention. Regular interface with the local opinion leaders and community representatives to get feedback, evaluate the social initiatives and identify special needs, if any. Various social initiatives have been taken to meet the social needs with community participation. In many cases, the Company is playing the role of a catalyst in providing solutions	Improved mutual trust. The Company gets the social licence to operate and can focus on its core business. The community receives inputs to improve their quality of life
Non-Government Organisations (NGOs)	Provide assistance where the Company does not have expertise	The projects are selected based on need assessments and implementation approach is participatory. The NGOs thus get to be associated with projects which have good community acceptability, thereby meeting their (NGOs) requirements	Fulfilling their objectives and the Company achieves results in areas where it does not have expertise
Government & other regulatory bodies	To ensure compliance with applicable laws, thereby avoiding any fines	To interact through associations in framing of policies and to keep abreast with latest laws to ensure compliance	Articulate industry's concern to policy making agency. Government gets a feedback to rationalise its policies



Stakeholder	Business case for selection	Action to address concerns, perceptions, advice, suggestions	Illustrate how the organisation and the stakeholders benefited
Suppliers	Regular & timely supply of quality inputs at competitive price is crucial to sustain the business	Maintain relations with suppliers as per business ethics. Pay optimum price to a product. Arrange supply chain meets to address various issues including safety, environment and health. Sensitize them on various social issues also like HIV/AIDS. Timely payments. Major payments through rate contracts	Getting genuine product at a competitive price from a sustainable supplier. Support in developing good manufacturing process, transport services. Opportunity to be associated with a Company with strong sustainability commitments and to participate in social issues like HIV/AIDS
Industry Associations	Provide a platform to voice opinion	The Company takes active part in association's proceedings giving appropriate inputs to improve sustainability of its businesses	Increased and active membership strengthens the Association. The Company gains both in terms of acquiring information and a forum to raise issues
Employee's family	Any effort to improve the quality of life of the employees and their family results in enhanced employee commitment	Various schemes and provisions are in place as per the need of the concerned location	Better quality of life through good residential facilities, children's education, recreational facilities, health care facilities etc.

As mentioned in last year's report, the stakeholder identification and selection for engagement is based on two criteria - impact on stakeholder due to Company's activities and influence of stakeholder on Company's business. Different businesses and

functions of the Company follow these criteria, adapting to their activities.

As mentioned in the table, the Company engages with a wide range of stakeholders. The frequency and method for

engagement varies with different stake holder groups. Different businesses and functions engage stakeholders depending upon the mapping carried out by them. The engagement and action taken for a business unit is given below in the table.

Key concerns/Topics raised	Groups Engaged	Actions Taken
Stickiness of epoxy putty finished product	Customers, retailers, employees	Developed formulation of non sticky nature and launched the product
Shape of epoxy putty	Customers, retailers, employees	Change in shape from flat to square
Requirement of water based stains	Customers, distributors	Developing water based formulations
Requirement of ready to use and hassle free Lacquer	Customers, distributors	Developed formulation and launched the product
Excessive sheen in wood finish	Customers, distributors	Developed suitable formulation and launched the product
Approaching projects for business generation	Distributors, employees	New projects sales team formalised
Customer complaints handling	Customers, distributors, employees	Complaint handling procedure started on chemway (on Company's intranet)
Bulk pack requirement of OEM customers	Customers, distributors	Packaging developed and launched
Sales pitch management for sales executives for technical product	Employees	Wood finish manual and sale kit formed

MANAGEMENT APPROACH AND PERFORMANCE INDICATORS

ECONOMIC

Disclosure on Management Approach



Policies showing commitment

OUR JUBILANT PROMISE *Caring, Sharing, Growing*

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

OUR JUBILANT VISION

*To be among the top 10 most admired companies to work for
To maintain and acquire the 1st or 2nd leadership position in our chosen areas of business in India
To expand our position of leadership in India to establish global presence
To continuously create new opportunities for growth in our strategic business
To continuously achieve a return on invested capital of at least 10 points higher than the cost of capital*

Our Values drive our Vision

Policy & Goals

The policy and the goal for economic performance are stated in the Jubilant Vision.

Performance

The return on capital invested for the year was 11 points higher than the cost of capital invested.

Additional Contextual Information

Economic Performance Indicators

Economic Performance

Economic Value Generated product category wise

FY2009 Revenues showed a robust growth of 41.3% at Rs. 35179.84 million as compared to Rs. 24888.77 million last year. The growth momentum continued to come from the PLSPS business, where Revenues stood at Rs. 23237.04 million from Rs. 15301.52 million last year.

Product Category	2006-07 Rs. in Million	2007-08 Rs. in Million	2008-09 Rs. in Million	Growth (%)
Pharmaceuticals & Life Sciences Products and Services	8949.89	15301.52	23237.04	51.9
Industrial and Performance Products	9147.26	9587.25	11942.80	24.6
Total	18097.15	24888.77	35179.84	



Economic value generated region wise

The Company's revenues continued to increase from international operations. The revenue from International market was 62% of the total revenue.

Economic value distributed

With the expanding business, the Company's expenditure also increased during the year. The value distributed in broad category to business partners is summarised in the table.

Economic value distribution to employees

The total value distributed to the employees during the year increased to 18.69% of net sales as compared to 15.43% in FY 2008.

Economic value distribution to others

During the current year, the Company carried out its social activities through the Jubilant Bhartia Foundation. In order to support the foundation, the Company donated Rs. 8.2 million for carrying out various community related activities. The Company also paid Rs. 15.56 million to other organisations for carrying out social work.

The Board of Directors have recommended a dividend payment of 150%, subject to the approval of the shareholders.

Region	2006-07 Rs. in Million	2007-08 Rs. in Million	2008-09 Rs. in Million
India	9778.40	10949.21	13408.59
Americas & Europe	5659.40	9468.20	15943.46
China	1428.30	3024.60	2902.94
Asia & Others	1231.05	1446.76	2924.85
Total	18097.15	24888.77	35179.84

Item	2006-07 Rs. in Million	2007-08 Rs. in Million	2008-09 Rs. in Million
Purchases – traded goods	395.90	506.91	1134.85
Raw and process materials consumed	8160.44	9510.17	13148.77
Power and fuel	1304.76	1704.32	1979.06
Stores, spares, chemicals, catalyst & packaging material consumed	1133.01	1674.45	2111.64
Processing charges	169.11	156.15	177.48
Advertisement, publicity & sales promotion	84.71	169.12	178.26
Printing & stationery	33.83	44.39	58.59
Communication expenses	75.93	102.11	142.97
Auditors Remuneration			
- As Auditors	2.66	1.92	2.13
- For taxation matters	0.36	0.39	0.54
For certification/advices	1.15	0.64	0.38
Out of pocket expenses	0.10	0.17	0.24
Legal, professional & consultancy charges	245.46	247.92	323.41
Freight & forwarding	471.57	507.22	600.89
Total	12079.00	14625.88	19859.21

Item	2006-07 Rs. in Million	2007-08 Rs. in Million	2008-09 Rs. in Million
Salaries, Wages, Bonus, Gratuity & Allowances	1884.15	3328.64	5612.25
Contribution to Provident Fund & Superannuation Fund	116.76	187.18	320.20
Staff Welfare Expenses	148.08	323.36	642.44
Total	2148.99	3839.18	6574.89

Company's revenues showed robust growth of 41% during the year



Stakeholder consultation for CDM Project

The Company's retained earnings and reserves were Rs. 12527.90 million.

The Company contributes to the public exchequer in the form of applicable taxes. The details of the taxes paid in India are summarised in the table.

One of the major raw materials is molasses which is obtained as a by-product of the sugar industry. The availability of molasses is dependent on the production of sugar cane crop. The crop in turn can be affected by the change in climate and thus the availability of molasses is dependent on climate change. Thus, major variations in climate condition viz. rainfall may impact Company's business due to non availability of molasses. The Company, however, is aware of this risk and has taken measures to meet such eventualities, as mentioned earlier. Climate change agenda can result in change in international policy related to GHG

emissions which may pose some risks to the Company. However, being a relatively low energy intensive industry, no major risks are perceived. The Kyoto Protocol and its mechanism, Clean Development Mechanism (CDM) provide some opportunities to the Company to get financial support by implementing CDM projects.

Schemes adopted by the Company to ensure the well being of the employees after they retire from service. The first scheme is the provident fund in which both the employee and the Company contribute 12% each, of the basic salary on a monthly basis. This fund is managed by a trust. Part of this contribution goes towards Employee Pension Scheme which is a fund maintained by the Government. The second scheme is the gratuity scheme under which the employee gets an amount, depending on the length of service and the last salary drawn, at the

	2006-07	2007-08	2008-09
Total dividend payout (Rs. Million)	210.64	256.56	261.29
% dividend (on face value of Re. 1)	125	150	150

	2006-07 Rs. in Million	2007-08 Rs. in Million	2008-09 Rs. in Million
Corporate Tax	680.82	676.35	122.91
Tax on Distributed Profits on Equity Shares	30.57	37.27	37.95
Central Excise, CST & VAT, Service Tax, Custom duty	2157.16	2263.46	2695.84
Total	2868.55	2977.08	2856.70



time of leaving the Company. The Company also has a leave encashment policy where in an employee can encash his balance leaves up to limits specified, at the time of leaving the Company.

The Company received Rs.1020.42 million as subsidy from the Government for manufacture and sale of fertilizers.

Market Presence

For this report, suppliers based in India have been considered as local suppliers. The major raw materials listed in the economic section are procured from within the country. Molasses and press mud are procured from sugar mills within a radius of 300 km around the plants. The other major raw materials like oil, coal etc. are procured from large suppliers located in the country.

The Company defines local persons as those who reside within India. The criteria for selection of senior management are purely on the basis of merit. Deputy General Manager and above are regarded as senior management in the Company. The Company does not have any specific policy which aims to promote any hiring of these senior officials from local community. However, more than 90 percent of the senior officials are local. In the worker class, depending upon the availability and

suitability for the post, the workmen are hired from nearby locations.

Indirect Economic Impacts

The Company renovated the Gajraula Nagar Panchayat Bhawan for use of the public. A toilet block was constructed for the public to improve public hygiene at Gajraula. The Company constructed a new boundary wall and developed a play ground for Kanaknagara Government Primary School at Nanjangud. The community hall at Kalahalli village near Nanjangud plant was renovated. A new mobile dispensary was deployed at Nanjangud to provide health care services to the nearby villages. Further details of the infrastructure investments and services provided are given in the Social section of the report.

The Company considers the community around its manufacturing locations as an important group of stakeholders

MANAGEMENT APPROACH AND
PERFORMANCE INDICATORS

ENVIRONMENTAL

Disclosure on Management Approach

Energy and water conservation are among the focus areas of Company's environmental initiatives



Sewage treatment plant, Gajraula

Policy

The Company has a combined policy for Environment, Occupational Health and Safety which was revised during the year. The policy is available on the company website at <http://www.jubl.com/EHS.jsp>

Organisational Responsibility

An Executive Director, who is also a member of the Board, has the overall responsibility of environmental performance of the Indian operations of the Company. The Senior Vice-President Environment monitors the status of compliance and performance across the units in India through unit level teams at all locations and reports to the Executive Director. For units located outside India, the concerned unit heads are responsible for the environmental performance.

Goals and Performance

The Company has set goals for water and energy conservation which lead to saving of precious natural resources and also contributes to protecting the environment. The details of the specific performances are given in the relevant sections.

Training and Awareness

Environment, Health and Safety training is provided to the new employees who join the Company



Environment, Occupational Health and Safety Policy

Jubilant Organosys Limited is an integrated pharmaceuticals industry player offering products and services to global life sciences industry through R&D, innovation, efficient manufacturing and cost leadership. The company's operations are diversified which also include industrial chemicals, performance polymers and fertilizers. Jubilant is committed to care for the environment and achieve high standards of occupational health and safety performance.

We shall achieve this by striving to :

- Comply with and go beyond relevant legislations and standards on environment, occupational health and safety.
- Prevent pollution and optimize utilization of resources through process improvements and R&D.
- Identify hazards at the design stage of the processes and services and build in appropriate measures for minimizing and controlling them.
- Ensure safe and healthy workplace by providing necessary systems and infrastructure.
- Promote awareness and learning amongst employees, suppliers, contractors and communities around our operation sites through training and communication.
- Monitor the performance in above areas for continual improvement.

The policy will be implemented, monitored and reviewed on regular basis. It shall be communicated to all employees and made available to the interested parties on request. This policy will be applicable to Jubilant Organosys Ltd. and its wholly owned subsidiaries in India.

Shyam Bang
Executive Director

June 5, 2008



at its manufacturing locations and the R&D centres. Employees are also sent out for specific trainings to upgrade their skills as and when identified. In-house training programmes are also conducted for the employees.

Monitoring and Follow Up

The Company has a robust system for monitoring the environmental performance. The compliance status is reviewed by the Board on a quarterly basis. The environmental performance is reviewed on regular basis by the Executive Director and Senior Vice President. Apart from this, the environmental performance is reviewed on a monthly basis at the unit level.

Additional Contextual Information

As an environmentally conscious organisation supporting sustainable development, it was the Company's endeavour to identify the areas that need attention for the prevention of pollution, utilisation of waste by other industry, conservation of energy and water.

The Company's emphasis was also to work for cleaner production to minimise generation of wastes, emissions and maximise production. Steps taken in this direction include:

- Use of indicators for world class manufacturing - the Company has set budget norms for various production activities and

the actual performance against these is reviewed regularly and corrective action taken where necessary. Continual upgradation of norms helps increase yield, thereby reduce consumption of raw materials and generation of wastes and also conserve resources.

- Substitution of raw materials and auxiliary materials - the company continuously strives to reduce the use of hazardous substances, e.g substituting use of benzene by toluene in a fine chemical process.
- Use of renewable materials for energy - the Company has started exploring the techno-economic feasibility of using renewable materials for energy production in new projects. The new plant at Kapasan, Rajasthan has a biomass gassifier which provides hot air for drying the product, as given in the table on total direct energy.
- Re-use of waste water and domestic sewage - initiatives were further strengthened by installing Reverse Osmosis units at all major plants to help reuse the treated water.
- Utilisation of hazardous waste as Alternate Fuel Resource (AFR) for cement industry - the Company started sending one of its hazardous wastes to cement industry for combustion in the kiln which helped reduce the consumption of fuel at the

cement plant by gainfully utilising the calorific value of the waste of the Company, thereby achieving a win-win situation.

- Reduction of effluent - installation of Reverse Osmosis plant for treatment of effluent at Samlaya plant resulted in reduction in quantity of final effluent which is to be sent to a common effluent treatment plant. This has also resulted in increasing the reuse of water.

Environmental Performance Indicators

Materials

Major raw materials used in manufacturing in India by the Company in terms of quantity are given in the table. These are direct material which form a part of the final product and are non-renewable in nature. Molasses and press mud are the two major raw materials used in the Company which are renewable in nature. Alcohol is the basic input for producing some of the value added chemicals in the Company, which is produced from Molasses, a renewable resource. Alcohol can alternatively be produced from petroleum feedstock which is a non-renewable resource. Thus, using molasses saves the precious fossil fuel. Another major raw material is Press Mud which is used in bio-composting. Both molasses & press mud are waste materials of the sugar industry and constitute 49% of total major raw materials used by the Company.



Waste heat from Incineration plant is utilised



Waste Water recycled after treatment

Raw Material	2006-07	2007-08	2008-09
Molasses (MT)	513177	443409	371757
Press Mud (MT)	110165	58499	62210
Alcohol (KL)	106993	152811	93035
Process Chemicals (MT)	86150	129834	155883
Rock Phosphate (MT)	98421	82596	132583
Sulphur (MT)	48759	40613	72157
Chemicals for Feed Additives (MT)	2643	2869	2761
Latex Chemicals (MT)	2345	2618	2931
API Chemicals (MT)	7019	868	8057

Energy

DIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE

Source	Parameter	Unit	2006-07	2007-08	2008-09
Coal	Consumption	MT	313530	383829	347354
	Energy	peta joule	4.749	6.292	5.92
LDO	Consumption	MT	2350	3293	2196.38
	Energy	peta joule	0.094	0.148	0.099
RFO	Consumption	MT	11844	12060	12058
	Energy	peta joule	0.483	0.492	0.49
HSD	Consumption	MT	1293	534	738
	Energy	peta joule	0.050	0.024	0.034
FO	Consumption	MT	3169	3378	3962.46
	Energy	peta joule	0.129	0.138	0.161
Bio-gas	Consumption	1000 Nm ³	57029	51074	51253
	Energy	peta joule	0.858	0.769	0.948
Natural Gas	Energy	peta joule	—	4.92	7.482
Biomass		MT	—	—	2228.53
		peta joule	—	—	0.0357
Total Direct Energy		peta joule	6.363	12.787	15.170

- The coal consumption reported for the current year includes the quantity of coal used for the projects at Gajraula.
- In the current report, for fuel, gross calorific values have been used for calculating direct energy consumed. Next year, net calorific values will be used for more appropriate computation.
- For biomass related energy computation, in the current report, design calorific values have been used. Beginning next year, measured calorific values will be used for each type of biomass.

The Company uses electricity from the grid which is an indirect form of energy. The indirect emission

related to the purchased electricity is different for different grids in India.

INDIRECT ENERGY CONSUMPTION BY PRIMARY SOURCE

	2006-07	2007-08	2008-09
Electricity Purchased (KWH)	52667474	78812585	78439277
peta joule	0.190	0.284	0.282



The Company implemented several initiatives during the year to conserve energy in its operations. Following are two examples of such initiatives.

There is a Multiple Effect Evaporator in the effluent treatment stream at the Nanjangud unit. The operating team of the unit felt that there was potential to improve the efficiency of the system thereby reducing steam consumption required for heating of the effluent and thus conserving energy. Accordingly, certain modifications were carried out in the system and the cleaning process was modified. The efforts resulted in steam economy improving the evaporation from 2.3 tonne of effluent to 3.0 tonne of effluent per tonne of steam.

There is a Vapour Absorption Heat Pump (VAHP) for chilled water generation which is being used in Acetaldehyde plant at Gajraula. This VAHP is water-lithium bromide system in which water is used as refrigerant and lithium bromide as absorbent. Earlier, the heat required for VAHP was obtained from steam from the turbine. The Company made necessary changes to recover flash steam from condensate to be used in

place of extracted steam from turbine. This resulted in reduction in demand for live steam by over one tonne per hour.

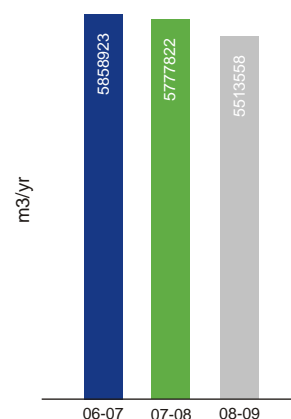
Water

Major consumption of water is at the Gajraula unit. The source for water at this unit is ground water. Source of water at Samlaya and Kapasan unit is also ground water. Rivers are the sources of water for Nira and Nanjangud units. R&D centre, Head office and other subsidiaries are supplied water through the municipal connection. Total water consumption by different sources is given in the table below.

Water is a precious natural resource and the Company continually works towards reducing the consumption of water. The alongside table illustrates a continual reduction in total water consumption in the Company. This is achieved by constant efforts for reuse/recycle of waste water thereby reducing the requirement of fresh makeup water. An example to illustrate this is as follows:

The effluent generated at the Samlaya plant is sent to common effluent treatment plant after primary treatment.

Water Consumption



Source	2006-07	2007-08	2008-09
Ground water (m3/yr)	4850539	4523782	4038666
Surface water (m3/yr)	998162	924543	1026876
Municipal water (m3/yr)	10222	329497	448016
Total (m3/yr)	5858923	5777822	5513558

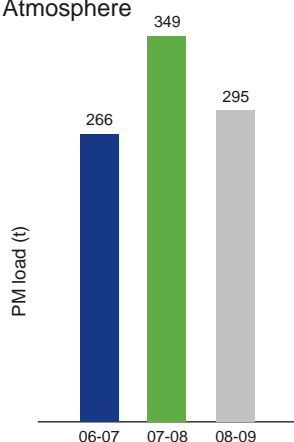


It is their future which is at stake...



World Environment Day Celebration

Particulate Matter Load to Atmosphere



The Company initiated several activities to reduce the generation of effluent at source and also installed a reverse osmosis plant for treatment of effluent. The permeate from the reverse osmosis plant is recycled and reduced quantity of effluent is now sent to the common facility. This has dual benefit, one through reduction in requirement of raw water and other in the form of reduced cost for effluent disposal.

Biodiversity

The Company does not own any land in protected areas or adjacent to protected areas or in areas of high biodiversity value. The major manufacturing units are located in industrial areas. The units which are not in industrial areas, do not have any protected areas in the near vicinity.

As mentioned above, the Company does not have its operations in or adjacent to any protected area. Therefore, there are no significant impacts of activities, products and services of the Company on these areas.

Emissions, Effluents a Waste

The direct greenhouse gas emissions from the Company's operations are estimated based on the consumption of various fuels. The total emissions during the year were 959040 MT CO₂ equivalent as against 997154 MT CO₂ equivalent in the previous year.

The indirect emissions reported are based on the consumption of electricity imported from the grid by

the Company for carrying out its operations. The total emissions estimated as indirect emissions were 57084 MT CO₂ equivalent as against 60251 MT CO₂ equivalent in the previous year.

As per the requirement of Montreal Protocol, the Company does not use CFCs and thus there are no emissions of ozone depleting substances from the activities being carried out by the Company. HCFCs are used in the Company as refrigerants which are allowed under the protocol.

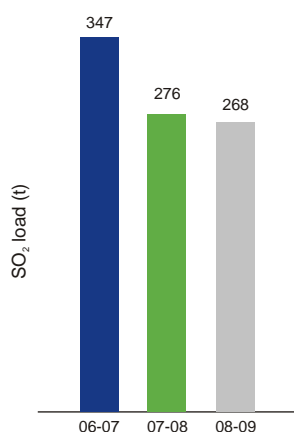
The monitoring of NO_x emission for Jubilant's operation is not required by law. The Company had, however, started the monitoring NO_x last year and continued the practice during the current year also. The NO_x emissions were 169 MT during the year as against 171 MT in the previous year.

The major contributors to particulate emission in the Company are the coal fired boilers at Gajraula unit. However, with the high efficiency boilers operating during the year, the other low efficiency boilers were operated less. This resulted in a decrease in the particulate emissions.

The SO₂ emissions from the Company's operations were almost same as the previous year. The marginal reduction was due to replacement of furnace oil by agro fuel at Samlaya unit.

Emissions from fuel burning stacks are included in the report. For process vents, multiple layers of

SO₂ Load to Atmosphere





control systems are provided, for example condensers, scrubbers etc. However, residual emission, if any, have not been included in the report.

The manufacturing units do not discharge any effluents to surface water bodies. The effluents are treated in the respective units and recycled. Whatever is not recycled for manufacturing, the same is

used for horticulture within the plant premises. Only at Samlaya unit, the effluent is given primary treatment and 3140 KL was sent for final treatment and disposal to common effluent treatment facility during the year. Treated distillery effluent is used for crop irrigation and bio-composting as per norms at Gajraula and Nira.

The Company has captive secured landfill sites at Gajraula and Nanjangud units for disposal of non-incinerable hazardous wastes. Common facilities are available in the respective states for disposal of wastes from Nira and Samlaya units and the wastes are sent to these authorised sites. The Company is fine tuning the accounting procedure for

HAZARDOUS WASTE TREATMENT & DISPOSAL

Method	Gajraula	Nira	Nanjangud	Samlaya	Final Destination
Processed and reused at site	3.43 KL				Used solvent reused in plant
	109.8 MT				Sulphur sludge used in plant
Sent to authorised re-processor			699 KL		Solvent sent for reprocessing
			4.642 MT		Raney Nickle catalyst sent to supplier
			950 Kg		Platinum catalyst sent to supplier
			2.73 KL		Used oil sent to reprocessor
	36.3 MT				Spent solvent sent to reprocessor
	27 MT				Used oil sent to reprocessor
Sent to authorised treatment/disposal facility		35.9 MT			Sent to common disposal facility
			122 MT		Discarded containers sent to authorised vendor
			433 MT		N-butanol and SEP sludge sent to ACC for Co-processing
			357 KL		Solvent incineration
Sent for incineration	5507 MT			14 MT	Sent to common disposal facility
	427 MT				Liquid incineration
			661 MT		Solid waste incinerated at Site
Sent to storage site	273 MT				Hazardous waste incinerated at site
	236 MT				Hazardous waste sent to captive secured landfill
			1757 MT		Stored in Plant for disposal to secured landfill
					Ash and spray dried solids sent to captive secured landfill

Through its R & D efforts, the Company works towards mitigating the environmental impacts of its products and services



Use of PPEs ensures safety

hazardous waste generation. This information will be reported from next year. However, the important aspect of treatment and disposal of hazardous waste is included in the current year's report.

More than 5400 MT of residue and 159000 MT of raffinate were incinerated at Gajraula unit. Fly ash at Gajraula unit is sent to ash pond constructed by the Company and part is sent to cement manufacturing Company. The corncob waste generated at Samlaya plant is used in the new boiler at the same site as fuel along with other biomass.

Non-hazardous wastes such as project scrap, discarded packaging material etc are sold to outside agencies. Waste oil is sent to authorised reprocessors. In addition, 146.4 kg of biomedical waste was sent from Gajraula to authorised agency for incineration.

There have been no significant spills during the reporting period at the Company.

Products and Services

The Company is involved in continuous R&D activities to mitigate environmental impacts of products and services. An example to this effect is the development of a formulation to reduce the stickiness of epoxy putty in the hands of the users. The residuals if not washed up properly could affect the health of the users, therefore, the Company developed a non stick version.



Occupational Health Centre - Gajraula

The products manufactured by the Company are intermediates or consumable in nature. Therefore, the Company does not have any system to reclaim the products. Some products are sold in packaging materials like drums, carboys and bags. Such packaging materials are not reclaimed by the Company.

Compliance

During the year, Central Pollution Control Board (CPCB) deducted Rs. 2 million from a bank guarantee submitted earlier by the Company to the Board for alleged non-compliance of directives regarding effluent treatment and management in distillery at Gajraula. The Company, however, has contested the above action of CPCB as it feels that it is complying with the directives issued by the Board against which the bank guarantee was taken. The Company has appealed before the high court and its decision is awaited. In the mean time, the Company has requested to the Board for an early refund of the deducted amount and has committed that the same would be utilised for R&D, studies for water and ground water management and CSR activities.



MANAGEMENT APPROACH AND PERFORMANCE INDICATORS

SOCIAL

Jubilant believes that only an engaged employee feels committed towards Company's goals. 'Disha' is an initiative to encourage the employees to feel more engaged



Community initiative through participatory approach

Labour Practices and Decent Work Policy

The Company has adopted several policies related to labour practices which are mentioned alongwith the relevant indicator.

Organisational Responsibility

Each location has a Head of Human Resources (HR) who is responsible for all operations related to Labour aspects. These Heads in turn report to Head of HR at the corporate office who is the highest level officer with the operational responsibility related to Labour aspects.

Goals and Performance

Specific goals and the performance against these are given under the labour performance indicators.

Training and Awareness

All new joinees undergo induction training on Company's business, activities, processes etc. Apart from these, the performance appraisal process captures the training needs of employees and depending on requirements, they are sent out for specific trainings. Shop floor awareness programmes are carried out on a regular basis covering a wide range of topics.

Monitoring and Follow Up

Labour laws are duly followed by the Company and the HR



department ensures that there is no breach with respect to these.

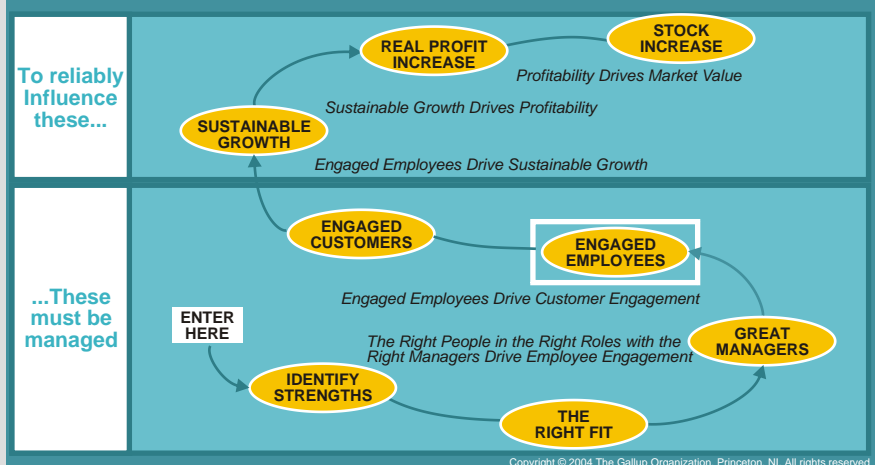
Additional Contextual Information

Most organisations today realize that a 'satisfied' employee is not necessarily the 'best' employee in terms of loyalty and productivity. It is only an 'engaged' employee who is intellectually and emotionally bonded with the organisation, feels passionately about its goals and is committed towards its values. S/he goes the extra mile beyond the basic job responsibility and is associated with the actions that drive the business. Employee engagement is also a powerful retention strategy. The fact that it has a strong impact on the bottom line, adds to its significance.

An initiative 'Disha' was undertaken to assess the level of 'engagement' of employees and develop a system to bring in continual improvement in the same. It included a survey with Gallup as an external consultant to:

- Understand the dimensions of employee engagement at Jubilant that consistently drive business outcomes.
- Learn about workplace strengths and review weaknesses.
- Analyse what drives Jubilant's workplace culture.
- Benchmark workplace quality against other organisations and
- Develop an Action Plan to build a stronger workplace.

GALLUP PHILOSOPHY ON EMPLOYEE ENGAGEMENT



The initiative incorporates a review process of team feedback and need of corporate intervention and executive support, if any, required to achieve the goal.

Another example of effective employee engagement is reflected in 'MY LIFE' programme run at Hollister-Stier Laboratories.

Hollister-Stier's "MY LIFE" programme

Hollister-Stier believes that the best way of minimizing the high cost of healthcare is by providing employees with the education and tools for improved health and promoting individual responsibility. The Company developed a program that would reward those who take care of themselves and motivate those who do not. "MY LIFE" programme is designed to achieve a reduction in medical premium for employees whose biometrics (cholesterol, glucose,

blood pressure, and percentage of body fat) are already within recommended guidelines and extra reductions to those who improve their biometrics, bringing them into the recommended ranges. Instead of rewarding participation in the programmes, results are rewarded. Continued reduction in premium is contingent upon repeat screenings every six months. The reduction in premium of the employee is sponsored by the Company. The programme has contributed to a healthier workforce and reduced healthcare costs.

Hollister-Stier's "MY LIFE" programme has been recognized throughout the state of Washington, presented to the Senate and at a national wellness conference last fall in Nevada.



Corporate giving - Hollister-Stier



Motivating community participation through cultural programme

Hollister-Stier Laboratories, LLC., Company's US subsidiary, has an innovative programme 'MY LIFE' to reduce cost of health care

Locations / Entities	Executives	Workmen	Total
Corp office/ Branches	632	0	632
Gajraula	688	394	1082
R&D Centre	341	0	341
Samlaya	75	48	123
Nira	99	143	242
Nanjangud	392	299	691
Kapasan	19	0	19
Sub Total (A)	2246	884	3130
Indian subsidiaries			
Jubilant Biosys	358	0	358
Jubilant Chemsys	368	0	368
Clinsys Clinical Research	138	0	138
Jubilant First Trust Healthcare	71	68	139
Sub Total (B)	935	68	1003
International subsidiaries			
Cadista Pharmaceuticals	136	0	136
Hollister Stier Laboratories	541	0	541
SubTotal (C)	677	0	677
Total (A+B+C)	3858	952	4810

Labour Practices and Decent Work

Performance Indicators

Employment

The permanent employees of the Company are divided in two categories - Executives and Workmen. The number of employees as per category and location as on March 31, 2009 are given in the table.

The overall attrition (including workmen) in Jubilant Organosys Ltd., as on March 31, 2009 is 17%.

Labour/Management Relations

All workmen are covered under the collective bargaining agreement and the Executives are not a part of this. So the percentage of overall employees covered under the

collective bargaining agreements is around 28% for Jubilant Organosys Ltd. which is the ratio of workmen to workforce as on March 31, 2009.

Sufficient time is given where necessary, in case of operational change. However, the notice period is not mentioned specifically in the collective agreements. The minimum notice period given adheres to the provisions of the Industrial Disputes Act, 1947.

Occupational Health and Safety

Company's focus on prevention of accidents and incidents at work place continued at all locations. This was reflected in reduced numbers of incidences as shown the graph in the next page. Jubilant's efforts in this area shall continue to achieve further improvements.



Mock drill of Fire Hazard in Major Hazardous Unit

At the Nanjangud unit, a mock drill is conducted every quarter to familiarise employees with Emergency Procedures of the plant. The experience and expertise of these mock drills was acknowledged by the local authorities by requesting the plant to conduct the same for the benefit of the Trainees undergoing training in Disaster Management at Administrative Training Institute. Around 75 officials who are supposed to play key role in case of Disasters drawn from various Departments of Government of Karnataka located various district centers, were invited to witness activities carried out during mock emergencies. This was to provide them with first hand experience of probable emergency situations where resources need to be mobilised and utilised.

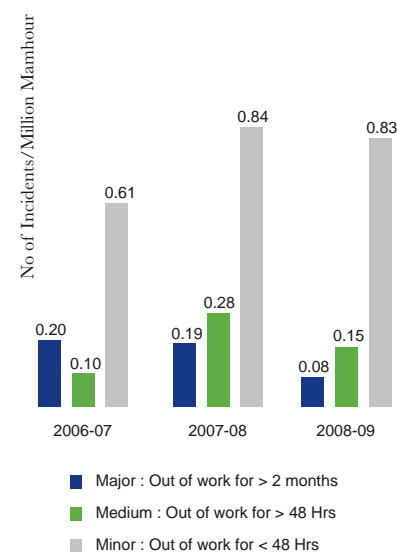
This mock drill was carried out on September 17, 2008 which was also witnessed by representatives of industries in Nanjangud. During this mock drill, a scenario of fire during solvent handling was created and immediate efforts for fire fighting were demonstrated. However, it was not controllable, so the Incident controller was informed and emergency organisation was activated. Two employees were identified as victims of this emergency and they were shifted to Occupational

Health Centre with help of an Ambulance. Meanwhile fire tender and fire hydrant system with safety squad reached the site and scenario was brought under control. The emergency was declared over after 18 minutes by giving all clear signal.

At the end of the mock drill, a briefing took place where in sequence of activities and response time for each response was analysed by senior team members including the senior officials from Government departments. The overall emergency preparedness of Nanjangud unit was appreciated by all present. It was a matter of satisfaction for Nanjangud unit that it was selected as the venue for the mock drill.

HIV/AIDS continues to be a serious health issue in India, though the magnitude may not actually be as high as was thought originally. This is primarily due to conservative social norms followed in the country. Jubilant has been actively engaged in advocacy and awareness for both community and employees as 'prevention' is the best approach to fight this dreaded menace. During the year, counselling and testing aspects were also addressed through opening of an Integrated Counselling and Testing Centre at Gajraula. For treatment and rehabilitation, the Company is committed to provide all help to any

Safety Performance



employee, as required, through its various schemes. For advocacy and awareness in the community, the Company works through various Government and Non-government agencies, while at the workplace, it has partnered with the International Labour Organisation(ILO).

'Samarth' The Work Place HIV/AIDS Programme

Jubilant's HIV/AIDS programme focuses on Work Place Interventions through the 'Samarth' programme based on the time tested methodology for HIV/AIDS awareness training of International Labour Organisation (ILO).

This year, one refresher training programme was organized for 21 Master Trainers from all major locations who have in turn trained peer educators to disseminate the knowledge amongst workers. Based on the ILO norms, a 'Knowledge Attitude Behaviour and Practices' (KABP) study was conducted through an independent agency 'Shrishti' across all locations to understand the level of Knowledge on HIV/AIDS among

On HIV/AIDS, Jubilant has been actively engaged in Advocacy and Awareness for both community and employees, as 'prevention' is the best approach to fight this dreaded menace



Prevention through awareness building - best approach to combat HIV/AIDS

employees, their Attitude and Behaviour pattern on this issue and their Practices towards this vulnerable group, who have been or may be afflicted by this dreaded virus. The study has shown that though the general level of awareness about HIV/AIDS is quite high, there still remain certain misconceptions/taboo. This has also helped Jubilant develop an action plan to strengthen its efforts to fight this menace.

Training and Education

The Company believes in improving the skills and knowledge of its employees and keeping them updated on various developments. To serve this purpose, the Company conducts various training programmes for different levels of employees covering a large number of topics. The average hours of training per employee during the year were 24.92 hours.

Diversity and Equal Opportunity

The Company believes in elimination of all forms of discrimination, be it on the basis of race, caste, region, language, gender or age. The criteria for selection for all levels in the Company are the competence and skills of the individual.

The salary of men and women are defined by the position and work carried out by them. The salary for men and women is equal for the same level. However, as per the regulations, there are some



Dissemination through training

additional benefits for the women employees. These include entitlements to maternity leave, providing transport facility during odd hours for the women employees in the Company.

Human Rights

Policy

The Company respects human rights of all associated with the Company. There are several policies in place to address different aspects of human rights in the Company. These policies are mentioned under different aspects reported in the report.

Organisational Responsibility

Head of Human resource department is the highest authority with operational responsibility for Human rights aspects in the Company. Each location has a local head of the department of Human Resources who is responsible for the unit and they in turn report to the Head HR in the corporate office.

Goals and Performance

There are several aspects which are considered under human rights issues and the Company's goal is to ensure that there are no violations of any of these aspects. Performance against each of these aspects is given under the indicator for the same.

Training and Awareness

Training and awareness programmes are carried out for the



employees on different aspects of human rights. As an example, the security personnel are aware that no under age person is to be allowed to enter the unit as a workman.

Monitoring and Follow-up

Regular monitoring and follow up of above issues, where necessary, are done at the Company. It is ensured that the Company complies with all the statutory laws of various Central & State legislations. The performance is monitored and reviewed monthly. This is also reported on a quarterly basis to the Board.

Human Rights Performance Indicators

Investment and Procurement Practices

The Company acquired Draxis Specialty Pharmaceuticals Inc., Canada during the year and a due diligence was carried out which included human right issues.

The Company does not have a formal system in place to screen suppliers on human rights. The contractors who supply labour at the manufacturing units are monitored on some aspects of human rights like proper wages, no child labour etc.

Non-Discrimination

The Company has a documented policy addressing the issue of discrimination. There were no cases of discrimination in the

Company during the reporting period and therefore, no action taken.

Non-Discrimination Policy

Jubilant is committed to ensuring that workplaces are free from all forms of discrimination or harassment on the basis of age, caste, sex, religion or on any other ground. No discrimination, whatsoever, is practiced during the Human Resource processes of recruitment, employee development and rewarding performance.

Freedom of Association and Collective Bargaining

Freedom of Association

Freedom of association is allowed by the Company and the workmen have formed their associations as per the applicable laws. These associations are recognised by the Company. The Company, however, does not interfere in a workman joining or not joining an association.

The Company recognises associations formed by the workmen at the manufacturing locations. The Company maintains

good relations with the workmen and issues are discussed amicably and thus there are no significant risks faced due to collective bargaining.

Freedom of Association Policy

The Company respects the right of its employees to form associations in accordance with the local laws, as applicable. At all locations, the Company engages in an open and continuous dialogue with the associations.

Employees have the right to join associations of their own choice or to refrain from joining one, unless otherwise prohibited/necessitated by law.

Child Labour

The Company has a policy prohibiting use of child labour in any activity being carried out by the Company or inside company premises by its contractors. In order to ensure this, every new recruit to be taken on the Company's rolls is required to submit a proof of age.

In case of contract labour, there are times when the person does not have a documented proof of age.

Locations/Entities	Men	Women	Total	Women %
Corp office/ Branches	584	48	632	8%
R&D Centre	265	76	341	22%
Jubilant Biosys	274	84	358	23%
Jubilant Chemsys	306	62	368	17%
Clinsys Clinical Research	82	56	138	41%
Jubilant First Trust Healthcare	57	82	139	59%
Cadista Pharmaceuticals	79	57	136	42%
Hollister-Stier Laboratories	295	246	541	45%

Jubilant strictly follows the policy of not allowing any child labour in its premises



Jubilant children in a 'Muskan' School

In such cases, the Company carries out physical examination through its doctor. Such person is allowed to work only if it is reasonably established by the doctor that he has attained atleast 18 years of age.

Child Labour Policy

Further, the Company is committed to work in a pro-active 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.

Forced and Compulsory Labour

The policy on this aspect ensures that there are no incidents of forced or compulsory labour. The employees at the time of joining, enter into an agreement which includes notice period for termination to be given by either party. This agreement is honoured through out the service period of the employee.

Forced and Compulsory Labour Policy

Jubilant recognises 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.

Society

Policy

The Company has a policy of working towards improving the quality of life of the community



The 'Jubilant' team - eager to perform

around its manufacturing locations. To carry forward this agenda, Jubilant Bhartia Foundation (JBF), a not for profit organisation was launched and all social intervention projects of the Company are now being taken up through this foundation. The foundation will promote convergence of resources through public private partnerships to address the societal needs on proactive basis.

Organisational Responsibility

President - Corporate Social Responsibility is responsible for the social activities in the Company. He is supported by a team at the corporate office. At each location, there are programme officers for implementing the projects conceived.

Goals and Performance

The community development team prepares annual action plan supported by a detailed budget exercise. Management approves the same after necessary discussions. The action plan sets goals, preferably in measurable terms, wherever possible. Many a times, performance exceeds target, for example.

a) taking up of 15 schools under 'Muskaan' fold in place of about a dozen originally thought of

b) implementing in a major way livelihood generation training programme at various locations.

Training and Awareness

The Company conducts training, and awareness programmes at



regular intervals for the employees involved in various community works and the project implementation team which includes the stakeholders of the project. They in turn create awareness about the project amongst the community.

Monitoring and Follow Up

The progress is monitored on a monthly basis at the level of President CSR and on quarterly basis at the level of Director. Performance is judged against the targets set. In case of any shortfall, reasons for the same are analysed and corrective actions are put in place.

Additional Contextual Information

As mentioned earlier, the social work of the Company has been gradually shifted, during the year under reporting, to Jubilant Bhartia Foundation, a not-for-profit company established for this purpose. The primary objective is to bring more focus to this important aspect.

The Foundation acts as a facilitator and a catalyst in the development process since it believes that it is the local people themselves who are in the best position to judge their problems and find their own solutions. Jubilant's aim is to help people realise that they can help themselves to enrich their lives.

Though there are many areas in the community around, that need to

be addressed, the Company has identified the following for long-term interventions:-

• Providing basic Healthcare

It is one of the basic needs of society and compliments the Company's profile. The Company provides basic healthcare services to the nearby community through community health centre and mobile dispensary. Company's endeavour is to focus on preventive aspects of healthcare.

During the year, the Company further broadened its healthcare activities through its subsidiary, Jubilant First Trust Healthcare Ltd. JFTHL provides healthcare facility by operating a chain of multispeciality hospitals in the state of West Bengal. It is targeting to serve the huge middle income group in non-metro areas where there is a major gap in the medical treatment facilities.

JFTHL has initiated very innovative community link approach to make their services more economical and people friendly.

Residential Community Volunteers (RCV) at Jubilant First Trust

Residential Community Volunteers (RCV) is a unique program that creates earning opportunities for less privileged women from the local community. RCVs, selected from local girls, are trained at the hospital on health information, disease prevention, blood pressure

measurement, dressing, blood and other sample collection, nutritional monitoring, and maternal and child health monitoring. These women work at the community as 'entrepreneurs' providing 'low-cost' but quality primary medical support. They also help fix up appointments with consultants, ensure supply of medicines at home and collection of blood and other samples at home at convenient timings.

These basic services, particularly needed by the old and infirm, are provided at the doorstep and at a affordable cost. For the samples collected by RCVs for testing at JFTHL hospital, they are given commission. This system creates a mutually beneficial process for the patients, RCVs and JFTHL. This initiative has created a wealth of goodwill for the JFTHL hospital.

As a part of the healthcare initiatives, health camps are regularly organised where these women actively participate to promote general health and well-being in the community.

Today, the community looks up to them and reaches out to them when there is a health need. With a sphygmomanometer and a stethoscope in hand the women (RCVs) indeed find themselves at a respectable position in the community.

When asked how she feels after receiving the training, Ranjana, an RCV, says "After receiving training

NightLine is an innovative scheme of providing low cost medical services to the community between 8 pm and 8 am



Birthday celebrations at a 'Muskan' School

I am conscious about health and health service. I am extremely happy to share my knowledge with the community. I now have a new dignity in the community as well as in my family. Thanks to Kalpataru Hospital under JFTHL."

NightLine Service

The NightLine service is a unique service developed after a thorough research to identify the need of the local community. Night Line is an emergency service provided between 8 pm to 8 am. Under this scheme, a family can become a member at a token annual fee of Rs.180/- (less than US\$ 4), which will entitle them to

- Free telephonic consultation
- Doctor, Diagnostics and Medicine at home, at a reasonable rate
- Support for admission in hospital

The card holder gets a unique identification number and can call the NightLine number between 8 pm and 8 am. A doctor attends the call and provides telephonic consultation. If needed she/he visits the members residence with an ambulance equipped with ECG machine, pulse oxymeter, nebulizer, oxygen cylinder, blood sugar measuring instrument along with a stock of medicines. A technician also accompanies the doctor. After due examination and investigation, if required, the patient is advised for admission. The patient may prefer to get admitted to a hospital or nursing



'Nayee Disha' - livelihood training programme

home of his/her choice, in which case the ambulance drops him/her at that nursing home/hospital at a nominal charge. If the patient wants to get admitted at Kalpataru, no ambulance charge is levied and the doctor arranges for the admission.

The NightLine cards are exclusively sold by the RCV workers, for which they are given commission, thus providing them with a regular source of income, while at the same time reducing marketing expenses for the organisation.

Operation Smile

Jubilant First Trust Healthcare is proud to be a part of an international endeavour to make the world cleft free. Kalpataru Hospital has collaborated with Operation Smile, an NGO based in USA, and have set up the first Cleft Care Centre in India. On an average about 40 children from poor socio-economic background are operated upon every month at the JFTHL hospital. The hospital charges Operation Smile for the treatment and related costs which work out substantially lower than normal in view of high numbers that are attended to. The operation and post operation services are totally free to the beneficiary. To date, more than 200 cleft corrective operations have been done at JFTHL hospital.

The smiles of these young children are the greatest inspiration for the Jubilant team to pursue the cause.



• **Supporting Primary Education -**

The Company believes in supporting the existing education system of the Government rather than creating a parallel system. The focus is on creating awareness in the community regarding the benefits of education and their role and responsibility in educating their child. Details appear later in the report.

• **Livelihood Generation -**

There are societal expectations from industry for employment. With the processes becoming progressively more automated, the new job opportunities with the Company are limited. For getting job opportunities elsewhere, the locals normally do not have the requisite skills and knowledge. The Company, therefore, works towards improving their skills through livelihood training programmes, to make them more employable or start their own micro enterprise. Details are given later.

Similar activities on primary education and livelihood are also carried out at the USA unit vis Hollister-Stier.

Hollister-Stier in the Community: Corporate Giving

Hollister-Stier is proud to be able to support the local community in a variety of ways. Corporate giving programme helps sponsor various organisations that work to improve the Spokane community with a special emphasis on children,

education and healthcare. Following are a few examples of organisations and events the Corporate giving program has supported:

Get Lit! A literacy programme targeted especially at low-income and rural schools to provide positive writing experiences beginning at a young age.

Spokane Youth Environmental Conference: Students in grades 7-12 share their science projects with peers in formal presentations, providing real world learning experiences.

Hollister-Stier Textbook

Assistance Fund: Helps deserving students in the science department at Eastern Washington University obtain textbooks as they continue their education.

Community Service Committee

Within Hollister-Stier, a Community Service Committee (CSC) has been formed, which organises events and fundraisers throughout the year to benefit selected community organisations. Two of the commendable projects the CSC contributes to, are:

Second Harvest Food Bank

Second Harvest has been leading the hunger-relief network in the region by distributing donated food each month in Eastern Washington and North Idaho.

Toys for Tots : The Toys for Tots programme works to provide needy children in the community with a

shiny, new toy at Christmas, with the goal of delivering a message of hope that will motivate them to grow into responsible, productive, patriotic citizens and community leaders.

The employees are encouraged to give back to the community at every opportunity, in any manner that suits them. By participating in the CSC, donating to a cause that is close to their heart, or volunteering their time to local organisations, the employees understand the importance and the impact of their charitable actions.

Company's social interventions in India take inspiration from the Millennium Development Goals (MDGs) of the United Nations, though the work may be small in scale.

Goal 1. Eradicate Extreme Poverty and Hunger

The Company believes that poverty and hunger are closely associated with livelihood support. It is not only important to create employment opportunities but 'employability' of the human resource will have to be ensured to meet the requirements of employment opportunity. It is this aspect of making people 'employable' that the Company is trying to address through its livelihood support programme.

As the economy grows, opportunities for job seekers will also grow. In India, businesses are facing scarcity of appropriate

Presence of Jubilant in semi-urban and rural areas places it in a unique position to undertake livelihood generation programmes



Eager pupils at 'Muskan' Schools

manpower in many sectors, while unemployment, specially in the semi urban and rural areas, is still a major challenge. One of the major reasons for this appears to be the lack of proper skill development training facilities. Any initiative to provide skill training to the youth, especially belonging to the deprived sections of the society would go a long way to solve the problem of both, the business as well as the community. Presence of Jubilant Bhartia Foundation in semi-urban and rural areas, places it in a unique position to take such initiatives. The Foundation has made an assessment of the present market demand for skilled manpower and matched it with the skill sets of the youth in and around the Company's manufacturing locations. It was found that 'Retail Management' was one such field which has good market potential. Jubilant then arranged a pilot project for training 50 young people at one location viz. Gajraula, Uttar Pradesh with a provision of forward linkages for placement. The first batch would complete the course on April 20, 2009.

Looking at the larger need for such programmes, the Company has decided to replicate the training at other locations as well.

During the year, the Company has also initiated trade training for about 50 young people belonging to the weaker sections of the society at its Samlaya unit.

Goal 2. Achieve Universal Primary Education

'Project Muskan'

Jubilant continued its efforts for strengthening the educational system at Government Primary Schools in rural areas with the involvement of the community, started under 'Muskan' Project. This year the project has been extended to 15 schools at four locations viz 7 in Gajraula- Uttar Pradesh, 3 in Samlaya- Gujarat, 3 in Nanjangud, Karnataka and 2 in Nira, Maharashtra. Efforts have started showing results at Gajraula during the year in the form of:

- Absenteeism dropping by almost 70%
- Dropout nearing nil
- Cleanliness in the schools improving several notches through participation of the students
- A school library being established at Gajraula
- Villagers feeling a sense of pride for their school in their village

Success of 'Muskan' project primarily depends on active involvement of the local people, which also makes it a sustainable model. Many new initiatives were taken during the year to make the approach more structured. Some are described below.

The following time tested approach was adopted for the 'Muskan' project :-



A. Advocacy

The objectives of the project were deliberated in detail with the District Administration and Block Level Education Authority.

B. Sensitisation

To get willing cooperation from crucial stakeholders for the project, trainings/workshops were conducted for elected representatives in the village, namely the Panchayati Raj Institutions (PRIs), who have considerable influence on the community in the village. Once they were convinced about objectives of the project, they communicated the message to the community and convinced the parents to participate in the project.

C. Implementation

To start with, the School Development and Monitoring Committee (SDMC) of the school was restructured, to include teachers, parents and PRIs representatives. Regular meetings of the SDMC were conducted, initially convened and facilitated by the community development team of the Company, progressively more by SDMC members. In these meetings, the status of the school activities were reviewed including timely availability of Government support, availability of teaching aids in the school, availability of staff, infrastructure, hygiene conditions etc.

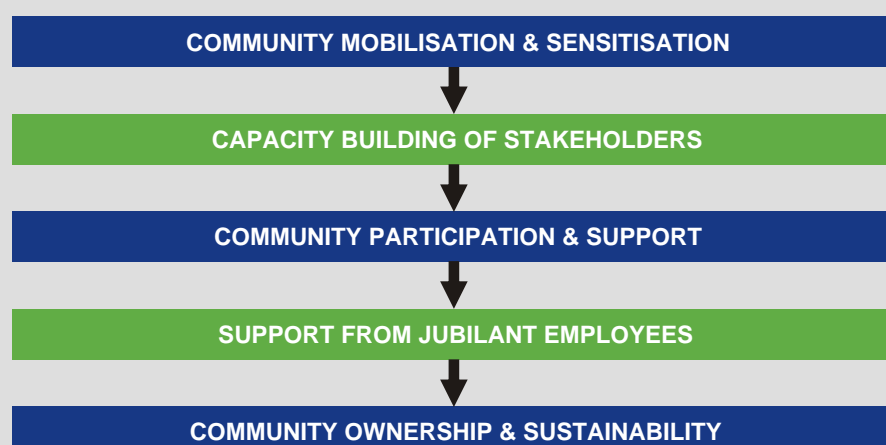
'Creativity Counts'

To continue the education of girls, toilet facilities in the schools are a must. Non-availability of water renders the toilets unusable. Many of the schools do not have electricity as of now. For cleanliness of toilets, running water for flushing is important. An innovative way of lifting water to the overhead tank, while the children play on the see saw was conceived by the Jubilant Community team. The project was implemented jointly by the Schools and Jubilant Bhartia Foundation.

District Administration recognises the efforts of Jubilant and always renders its support in many ways. Infact, looking at the success of the 'Muskan' project, the authorities have requested the Foundation to take on more schools under the 'Muskan' fold.

The 'Muskan' project thus is an effective model of Public Private Partnership where the private

The 'Muskan' project of supporting Government primary schools, initiated in the previous year was further expanded this year



Working towards strengthening the position of women in society has been an important part of the Company's social initiatives



Classroom in a 'Muskan' school



... innovative solution of lifting water!

partner, without creating any parallel system, has involved itself in strengthening the existing system for greater effectiveness.

Goal 3. Promote Gender Equality and Empower Women

Working towards strengthening the position of women in society has been an important part of the Company's social initiatives. An effective approach to achieve this objective is to make the rural women folk realise that individually it may be difficult for their concerns to be recognised by the society but collectively a lot can be achieved. Towards this end, the community link workers of the Company have been working in a 'catalytic' role for the formation of Self Help Groups (SHGs) for organising the women. The efforts have brought results including by way of income generation.

Corporates can bring a difference

The Company regularly makes efforts to develop some role models in society. At Nanjangud unit, the community development team encouraged some women from the neighbouring Kalahalli village, mostly below the poverty line, to come together and form a Self Help Group (SHG). In the first two years, emphasis was on saving and mutual lending. During the reporting period, members showed interest in starting some income generation activities. Company's

community link workers arranged a training programme with the help of District Industries Centre and discussed the possibility for income generating activities in the area. The identified activities were tailoring, Agarbatti (essence stick) making with forward linkages to make their income sustainable.

Meanwhile, the Company's supply chain team came forward with a proposal that they would be keen to support the SHG by awarding a contract for stitching of Jubilant's employee uniforms through the SHG, provided they match desired quality requirements and costs. The Foundation arranged a master cutter who could initially help in ensuring quality services by providing the skills required in the field of 'cutting', while simultaneously training the SHG members. His services have been initially engaged for six months. Now, a group of five women from the SHG are fully engaged in this work. Their income has risen from an average of Rs. 800 a month per person, which they were earning through other irregular work, to Rs. 3000 a month. Their status in the society and the family has been elevated and now they are able to send their children to a better school.

Good work always gets support

At Samlaya unit in the state of Gujarat, NABARD (National Bank for Agriculture and Rural Development) came forward to



sponsor a Hair Dresser and Beautician training programme for a group of 25 women. Every trainee in herself is a case study.

Saiyad Kausharbanu Varishali is a resident of Suthari Falia in Savli Block of Vadodara. She is 35 years old and a mother of two with education upto class X. After the untimely death of her husband recently, she was driven to despair, struggling to find the means to care for her children. When Kausharbanu heard of the training opportunity, she was enthused as it could give her a sustainable livelihood without migrating from her home and she joined the programme. The training will be completed in May 2009 and she is confident of getting a loan from the local bank and starting her own micro enterprise - a Beauty Parlour.

Goal 4. Reduce Child Mortality

During the year, community medical services were extended by the Company on regular basis at two locations at Gajraula through the centre provided by SMC Trust and operated by the Company and at Nanjangud through the JSS Hospital. A mobile dispensary service was introduced at Nanjangud from January 2009.

The services included antenatal care, immunisation, awareness generation on importance of health, hygiene and nutrition for pregnant mothers and providing referral service for institutional delivery.

The SMC also provides immunisation services to pregnant mothers, infants and children.

Goal 5. Improve Maternal Health

The services at Sarvajanik Medical Centre, Gajraula, covers the maternal healthcare part in terms of providing facility of antenatal checkup, immunisation, nutritional advice, training on various Mother and Child Health (MCH) issues etc.

At Nanjangud, Mobile dispensary services have been started for three villages viz Kalahalli, Kotwaripura and Kanaknagara covering around 4000 people. Health Card is being prepared for each family to track their health status.

Goal 6. Combat HIV/AIDS, malaria and other diseases

'Samarth' the workplace programme on HIV/AIDS started in 2007 in association with the International Labour Organisation (ILO), continued during the current year as well.

At Nanjangud unit, Master Trainers and Peer Educators combined to form a group "Jagruti Deepa" with the objective of creating awareness about HIV/AIDS amongst all Jubilant members, surrounding industries and communities by being aligned to the organisation's policy. Members of the group are drawn from different levels of employees. Now any employee having any doubt on HIV/AIDS issue directly contacts the

members of Jagruti Deepa Team of her/his hierarchical level.

For providing Counselling and testing facilities, Jubilant Bhartia Foundation signed an MOU with the Uttar Pradesh AIDS Control Society (UPSACS) and opened an Integrated Counselling and Testing Centre (ICTC) at Gajraula. The UPSACS would provide technical support in terms of training of staffs and supplying testing kits.

Beside HIV/AIDS, Jubilant continued its effort for Tuberculosis eradication. Jubilant is already running a Microscopic and DOTS centre since 2005 at Gajraula. The centre is now well known in the area. Patients from distant places come to the centre for treatment.

Goal 7. Ensure Environmental Sustainability

Anicut at Kapasan

Water is precious in the state of Rajasthan as it is located in a very arid zone of India. Any effort to conserve water is a welcome move. A seasonal canal flows by the side of the Company's Single Super Phosphate fertilizer plant in Kapasan in District Chittorgarh of Rajasthan. An anicut was built by the Government about 15 years ago to hold water during the rainy season which helped in recharging the ground water of the area. This anicut got washed away in floods a few years ago, depriving the villagers of water storage. Jubilant, with the help of the villagers and

The Company has been partnering with many national and international organisations for various development



Centres for HIV/AIDS and TB Treatment at Gajraula

local Panchayat, got the anicut rebuilt, thus restoring the storage of upstream water. This would help recharge the ground water again.

Goal 8. Develop a Global Partnership for Development

The Company has been partnering with many national and international organisations for various development programmes. These partnerships not only provide support in implementation of the project but also help in sharing experiences.

As in the past, this year also the Company partnered with many international organisations such as the International Labour Organisation, World Health Organisation and Rotary International. It also worked with reputed national authorities/organisations like Central Board for Workers Education, National AIDS Control Society, Uttar Pradesh AIDS Control Society, State AIDS Control Societies, National Bank for Agriculture and Rural Development, Government Health Department, Education Department, and other Civil Society and Community Based Organisations for implementation of various development projects.

Employees volunteer for community activities

It is generally there in all of us to 'give back' to the society in which we live. The focus in the Company towards social work probably

provides an encouraging platform for the same. Jubilant employees, on their own, take various initiatives and do their bit towards improving the quality of life in the nearby surrounding. The three case studies, one from a unit and one each from a subsidiary in India and USA are briefly described below.

Case 1

Ashraya

The employees at Nanjangud unit have started a programme called 'Ashraya' under which they make financial contribution towards the 'Ashraya' fund on monthly basis. The corpus money, thus created, is used to support activities of the community. The loan provided from this fund to members of community to start their micro-enterprises, is interest free and has to be returned in instalments as agreed by the beneficiary. Thus, the corpus fund is maintained and is available for use by other needy persons.

Case 2

Help the needy

Jubilant Biosys is located in the hi-tech city of Bangalore, India. Though, the development that took place there in last 20 years has almost completely changed the face of the city, there still remain sections of society which require urgent attention. The young team of scientists at Biosys, were keen to do their bit. They identified around 8 different areas of interventions and zeroed in on two. Helping out



the poor students in a nearby deaf & dumb school with good quality hearing aids was one. Providing teaching aids books & stationeries to the Harijan Slum Improvement School in the neighbourhood was the other. For this purpose, the employees set up a system of receiving donations on regular basis from those willing to join, so that the initiative can run on a sustainable mode.

Case 3

United Way Campaign

As an organisation, an annual United Way campaign is organised, during which employees pledge donations to support the organisation. The United Way partners with nearly 1,300 organisations to provide the means for individuals to obtain a quality education, financial stability, independence and good health.

Corruption

Bribery and Corruption Policy

Adhering to the strong set of values and guiding principles that drive working at Jubilant, dealings are conducted in a professional and ethical manner.

Any personal payments or bribes to individuals employed by Jubilant's customers or suppliers, or receipt of bribes or personal payments by employees of Jubilant Organosys is strictly prohibited. This includes buying equipment from suppliers for personal use at high discounts.

Moreover, any meals, entertainment, gifts or favours we offer to our customers or prospective customers will be moderate, in good taste, and in keeping with the principle of avoiding even the appearance of inducing our customers to place their personal interests above those of their employer.

The Company does not analyse individual business units for the risk related to corruption. The system in place requires all senior management officers to sign the Affirmation Statement which is submitted to the Chairman. The statement declares that they have followed the code of conduct which includes issues related to corruption.

As mentioned earlier, the Company has a bribery and corruption policy which is available to the employees on the intranet and is a part of the Business Code of Conduct Policy. Specifically, the Company does not have a separate anti corruption policy.

There were no incidents of corruption which came to the notice of the Company and no action was required. There were no incidents where contracts were either cancelled or not renewed due to violations related to corruption.

Public Policy

The Company adheres to the public policies which are in place. However, the Company does not involve itself in any sort of lobbying

in public policies. The Company initiates dialogues with the local authorities for conducting activities particularly those related to social development.

The Company does not associate itself with any particular political party. This is reflected by the fact that no financial or in-kind contributions are made to any political parties, politicians or related institutions.

Anti Competitive Behavior

The Company does not indulge in any anti competitive behaviour, anti trust and monopoly practices. There were no legal actions against the company in this regard.

Compliance

There were no fines or non monetary sanctions against the Company for non-compliance with laws and regulations.

Product Responsibility

Policy

The Company provides several products and services which have confidentiality agreements. Along with this, the Company has an Intellectual Property Rights (IPR) policy in place. As a policy, the Company provides necessary labels and information along with its products.

Goals and Performance

The Company aims to provide Safety Data Sheet (SDS) along with the label which follows the internationally accepted standards



R & D continues to be the strength of Jubilant



... and they deliver it!

along with all the products. The SDS and label are now being adapted to the Globally Harmonised System.

Organisational Responsibility

The senior most person responsible for product related issues is the head of that particular business. All issues related to the product are referred to the head in case they are not resolved at lower levels.

Training and Awareness

The officials who are related to product labelling and preparing the safety data sheet are trained as per need.

Monitoring and Follow Up

Individual businesses interact with their customers to monitor the performance with respect to the product information and labelling. Feedback is also sought in terms of changes in some of the products.

Additional Contextual Information

Customer Health And Safety

- **Water based stains:** The Company is in the process of developing water based stains. These stains are not injurious to health because they do not carry any solvent and therefore, emit no harmful vapours.

- **Non Stick Epoxy Putty:** The Company developed a formulation to reduce the stickiness of epoxy putty in the hands of the users. The residuals, if not washed off properly, could affect the health of the users, therefore, a non stick version was developed.

Product and Service Labeling

The Company provides Safety Data Sheets with the products that it supplies as per the legal requirement. The Company has started providing information in the Globally Harmonised System format.

Revamping wood finishes packaging: The Company developed a new revamped packaging for 'Jivanjor' brand of wood finishes. In the process, the Company took due care in describing the product to the customers by way of packaging design and labelling the following - Logo size and positioning, safety instructions, manufacturer's address, MRP, manufacturing date, batch number, cautionary statement & labelling, name of product in 11 languages, quantity, and contact number of product manager.



Marketing Communications

The Company adheres to the laws related to advertising, promotion and sponsorship.

Voluntary Code Customer Training & Education programs: An updated 'Jivanjor' wood finishing manual is developed to include new product launches.

Compliance

There were no monetary fines paid by the Company during the year on the above issues.

Partners in CSR



World Health Organization

PATH FORWARD

Livelihood training and supporting Primary education will continue to be the focus of Company's social interventions



...building a Jubilant nation

- The Company shall explore the possibility of energy efficient way for treatment of non-biodegradable effluent at Gajraula unit. Currently the effluent is treated by evaporation and subsequent incineration. It is proposed to replace this system by Wet air catalytic oxidation system which will use less energy.
- The Company proposes to reduce the vent losses in the Pyridine and Picolene plant by over 150 kg per day. This will not only reduce the emissions but will also increase the yield of the product.
- The drainage and recycling arrangements at Gajraula will be further streamlined.
- To contribute towards mitigating the climate change impacts, the Company will frame a Climate Change Mitigation Policy giving guidelines to the Company to reduce impact on climate change.
- In order to improve the flow of information on environment and safety issues in the Company, it is proposed to implement an MIS software for EHS. This will be done in phases, starting with the major manufacturing units.

- Encouraged by the impact and acceptability of 'Muskaan' project started earlier for supporting the Government primary schools, the Company plans to extend the project to another 15 schools (aggregating 30) next year.
- The Company will endeavour to get registered as Vocational Training Provider (VTP) at Gajraula for carrying out livelihood training programmes, under the Ministry of Labour & Employment, Government of India.
- A training centre will be setup at Nanjangud for youth to develop their skill levels and help them get employment or start their micro enterprises.
- A Community based programme will be initiated at Gajraula focusing on mother and child healthcare. The approach is to work within the Government framework, strengthening it and monitoring the results in measurable indicators.
- A new procurement policy will be developed for 'greening' the supply chain, focusing on sustainability.



Jubilant - many hues but one goal

ASSURANCE STATEMENT



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The Board of Directors
Jubilant Organosys Limited
1-A, Sector 16-A
NOIDA 201301
Uttar Pradesh, India

Independent Assurance Statement

We have been engaged by Jubilant Organosys Limited (the 'Company') to review and provide independent assurance for its Corporate Sustainability Report 2008-09 (the Report).

The development of the Report, its content, and presentation is the sole responsibility of the management of the Company. Our responsibility, in accordance with the Company's instructions, is to provide independent assurance to the report contents and to include specific observations from our work in relevant sections of the Report. However, this assurance report should not be taken as a basis for interpreting the Company's performance across the scope of issues covered in the Report. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance any such third party may place on the Report is entirely at its own risk.

Scope, limitation and methodology of assurance

The scope of our work for this assurance statement was limited to verification of information pertaining to environment, health & safety (EHS) and social performance for the year 1st April 2008 to 31st March 2009. We have not performed review of the past years' information included in the Report.

We have not performed any review of the 'economic performance indicators' included in the Report which we understand are derived from the Company's audited financial records. The assurance scope excludes the Company's statements which are generic assertions, expression of opinion, belief, aspiration, expectation, aim or future intention indicated by the Company.

We conducted "limited assurance" in accordance with International Federation of Accountants' (IFAC) International Standard for Assurance Engagements [ISAE 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information].

The assurance was performed by our multidisciplinary team of professionals in the field of environment, health, safety (EHS) and social matters, who visited the corporate office at Noida and three manufacturing locations at Gajraula (Uttar Pradesh), Nanjangud (Karnataka) and Samalaya (Gujarat) for reviewing and verifying the information and data; information and data pertaining to the other manufacturing facilities was made available to us at Company's Corporate Office at Noida.

In order to form our conclusions we undertook the steps outlined below:

- Review of the Company's sustainability plans, policies and practices;
- Interviews with a selection of the Company's senior management and officials to understand the current status of EHS and social matters and progress made during the reporting period;
- Review of selected documents as well as processes and activities those were used to capture and collate information relating to EHS and social performance parameters;

- Physical review of integrity of selected material processes and activities relating to collection, collation and internal verification by the Company of such data through a visit to select manufacturing locations and offices; and
- Review of the information relating to EHS and social performance, specifically with respect to the performance indicators, including review of evidences against selected claims.
- Reviewed a selection of external media reports

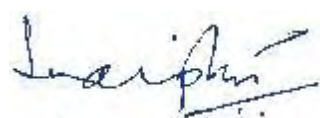
Conclusions

On the basis of the work undertaken, the key conclusions are as follows:

Based on our scope of review and approach, nothing has come to our attention that causes us not to believe that

- the Company is concerned about environment, health & safety (EHS) and social issues pertaining to its business activities;
- the system and procedures applied by the Company for collection, collation and interpretation of non-financial historical data on EHS and social performance parameters for inclusion in the Report are reliable and the report covers a broad range of environmental and social issues that are material to the sustainability performance of the Company; inclusion of complete information related to all types of waste generation and storage may be considered by the Company, going forward.
- the Company has demonstrated efforts to compile the Report on the basis of G3 Guidelines of the Global Reporting Initiative.

Ernst & Young Private Limited



Sudipta Das
Partner

Kolkata, India
Dated 08 June 2009

List of Abbreviations/Terms




Livelihood project - Company uniforms being stitched by SHG members

ACC	Associated Cement Company
AFR	Alternate Fuel Resource
AIDA	All India Distillers' Association
AIDS	Acquired Immuno Deficiency Syndrome
API	Active Pharmaceutical Ingredients
ASHRAYA	Project 'Helping Hand'
BSNL	Bharat Sanchar Nigam Limited
CCMD	Co-Chairman & Managing Director
CDM	Clean Development Mechanism
CFC	Chloro Fluoro Carbon
CII	Confederation of Indian Industry
CMD	Chairman & Managing Director
CMO	Contract Manufacturing Operation
CO ₂	Carbon Dioxide
CPCB	Central Pollution Control Board
CSC	Community Service Committee
CRAMS	Custom Research & Manufacturing Services
CSR	Corporate Social Responsibility
CST	Central Sales Tax
DDDS	Drug Discovery and Development Services
DOTS	Direct Observed Treatment Short-term
ECG	Electro Cardio Gram
ED	Executive Director
EHS	Environment, Health and Safety
EMP	Environment Management Plan
FI	Financial Institution
FICCI	Federation of Indian Chambers of Commerce & Industry
FII	Foreign Institutional Investment
FO	Furnace Oil
FY	Financial Year
GDP	Gross Domestic Product
GHG	Green House Gas
GHS	Globally Harmonised System
GRI	Global Reporting Initiative
HCFC	Hydro Chloro Fluoro Carbon
HIV	Human Immunodeficiency Virus
HR	Human Resource
HSD	High Speed Diesel
ICC	Indian Chemical Council
ICTC	Integrated Counseling and Testing Centre
IFRS	International Financial Reporting Standards
ILO	International Labour Organisation
IPR	Intellectual Property Rights
ISO	International Standards Organisation
JBF	Jubilant Bharti Foundation
JFTHL	Jubilant First Trust Healthcare Limited
JSS	Jagatguru Shivarathreswara Swami
KABP	Knowledge Attitude Behaviour Practices

KI	Kilolitre
Km	Kilometre
KWH	Kilo Watt Hour
LDO	Light Diesel Oil
LLC	Limited Liability Company
MCH	Mother and Child Health
MDG	Millennium Development Goals
MIS	Management Information System
MOU	Memorandum of Understanding
MRP	Maximum Retail Price
MT	Metric Tonnes
MUSKAN	Project 'Education for every Child'
NABARD	National Bank for Agriculture and Rural Development
NAYEE DISHA	- Project 'New Beginning'
NGO	Non Government Organisation
NIROG BACHPAN	- Project 'Healthy Child'
NO _x	Oxides of Nitrogen
NRI	Non Resident Indian
OEM	Original Equipment Manufacturer
OHSAS	Occupational Health and Safety Assessment Series
PLSPS	Pharmaceuticals and Life Science Products and Services
PM	Particulate Matter
PRI	Panchayati Raj Institute
PTA	Purified Terephthalic Acid
PVA	Poly Vinyl Acetate
PWD	Public Works Department
R&D	Research and Development
RCV	Resident Community Volunteers
RFO	Residual Furnace Oil
Rs	Rupees
RTO	Road Transport Officer
SAMARTH	Project 'Empower'
SDMC	School Development and Monitoring Committee
SDS	Safety Data Sheet
SEP	Solar Evaporation Pond
SHG	Self Help Group
SMC	Sarvajani Medical Centre
SO ₂	Sulphur Dioxide
SOX	Sarbanes - Oxley
TB	Tuberculosis
UP	Uttar Pradesh
UPSACS	Uttar Pradesh State AIDS Control Society
USA	United States of America
VAHP	Vapor Absorption Heat Pump
VAT	Value Added Tax
VTP	Vocational Training Provider
Yr	Year

Application Level

	2002 In Accordance	C	C ⁺	B	B ⁺	A	A ⁺
Self Declared			Report Externally Assured		Report Externally Assured		✓
Third Party Checked							
GRI Checked							

This Report conforms to G3 guidelines with
A⁺ Application Level as checked and confirmed by GRI

FEEDBACK FORM FOR SUSTAINABILITY REPORT 2008-09

Please tick (✓) the most appropriate box.

	Poor	Average	Good	V. Good	Excellent
1. Relevance to 'Sustainability' of information given in the report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Completeness of the information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Quality of the information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Mode of presentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Your suggestions on improving our report

Name:

Designation:

Organisation:

Contact Address:

Tel:

Jubilant sincerely thanks you for your time and comments.

Please mail your feedback to:

A. K. Ghose
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