



Creating Value Sustainably

Corporate Sustainability Report FY 2017-18

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Materiality Assessment
Integrating Material Topics with
GRI Standard, UNGC principles & SDGs

Sustainability for Customers
Customer Satisfaction
Customers Health & Safety
Product and Service Labelling
Marketing Communications
Intellectual Rights and Data Privacy
REACH Compliance

Economic Performance
Investors
Economic Performance
Climate Change Impact
Innovation

Environment
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Environment
Environment Performance
Emissions
Raw Materials
Waste Management

People
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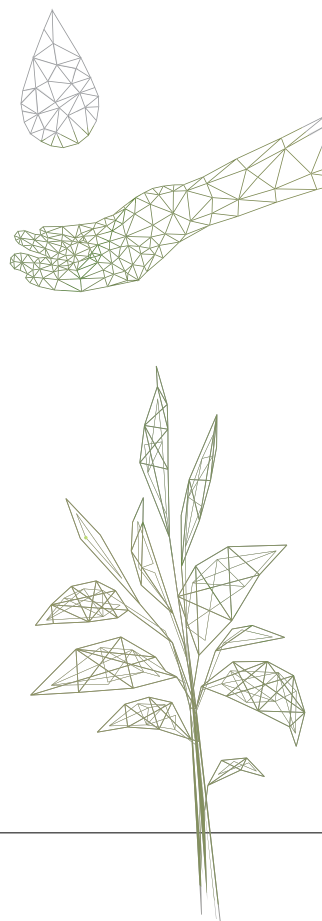


Creating Value Sustainably

Jubilant started its journey 40 years back. Today the company has grown to a revenue of 75578.1 million INR with pharmaceutical revenue at 40166.1 million INR and Life Sciences Ingredient revenue of 33648.9 million INR. During this long journey, the company as a principle never has compromised with its values of caring, sharing and growing and the promise to enhance value for its customers and other stakeholders with utmost care for the environment and society. The Company as a principle discourages complacency and strives to remain on track of continuous innovation and

improvisation in order to transcend on the value delivery for our stakeholders. The value that we aim to create goes beyond the tangible economic benefits and consider holistic view across the triple bottom line.

The underlying theme of our sustainability report this year is on how we endeavour to create incremental value for our stakeholders. While the incremental revenue is an obvious point, the efforts through environmental, social and governance initiatives have been highlighted in the respective sections of the report.





Report Profile

Approach

Jubilant Life Sciences Limited (JLL) has been publishing its sustainability report since 2003 following GRI guidelines and its principles. For this 16th Sustainability Report, we followed the GRI Standards for the first time. This report has been prepared in accordance with the 'GRI Standards: Comprehensive option'.

Our 2016-17 sustainability report was prepared following GRI G4 guideline. Key sustainability data and information published in this report has been compiled using the sustainability software 'SoFi'. In addition to SoFi, the manufacturing facilities utilize Enterprise Resource Planning (ERP) software 'BAAN' for financial accounting in Life Science Ingredient (LSI) business and 'SAP' for Jubilant Pharma Limited (JPL) business reporting and PeopleSoft human resource information system (HRIS) for human resource data accounting. The data presented in the report is verified through systematic internal & external audits.

Reporting period for this sustainability report is from April 1, 2017 to March 31, 2018 our report is published every year.

This report provides insights into our approach to sustainability, along with strategy, objectives and performance.

Principle for Defining Report Content and Context

To define the report content the Company adopts an inclusive approach involving identification of key stakeholders and the material issues & concerns of key stakeholders. In addition, the Company also focuses on issues of global context which have direct and or indirect impact on Jubilant's sustainability. Details on stakeholder engagement and materiality assessment procedure has been further delineated in their respective section in this report. The company also ensures that the report content consists of complete reporting boundary and timeline, including the parent company and its subsidiaries.

The Company focuses on data accuracy, balance, clarity, comparability, reliability and timeliness. To ensure such report quality, the company undergoes several internal audits along with dedicated sustainability assurance audit by independent third party every year.



Scope & Boundary



Business Segments

- Pharmaceuticals
- Life Science Ingredients
- Drug Discovery Solutions



Geographies

- India
- North America



Offices and Locations

- Corporate Office, Noida
- R&D Centres in Noida and Bengaluru
- 11 Manufacturing Facilities across the globe



Key Subsidiaries Companies

This report includes subsidiaries of the Company which have a significant impact on the sustainability performance of the organisation.

- Jubilant Pharma Limited
 - Jubilant HollisterStier LLC, Spokane, USA
 - Jubilant HollisterStier GP, Montreal, Canada
 - Jubilant DraxImage Inc., Montreal, Canada
 - Jubilant Cadista Pharmaceuticals Inc., Salisbury, USA
 - Jubilant DraxImage Radiopharmacies Inc. (JDRI), USA*
 - Jubilant Generics Limited, India
- Jubilant Biosys Limited, India
- Jubilant Chemsys Limited, India
- Jubilant Infrastructure Limited, India

All Corporate Social Responsibility (CSR) programs of JLL are taken care by Jubilant Bhartia Foundation (JBF) which is a “not-for-profit” organization established in 2007 by Jubilant Bhartia Group.



Restatement

In 2016-17 report, total hazardous waste (H.W.) disposal quantity was reported as 22091 MT against actual value of 22137 MT. Similarly H.W. disposal through secured land fill & authorized agency was reported as 9277 MT & 2494 MT against actual value of 9284 MT & 2533 MT.



Independent Assurance

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

For Queries, Clarifications or Feedback related to the report, write to:

Chief Sustainability Officer

Jubilant Life Sciences Limited, 1-A, Sector 16A, Noida-201301, Uttar Pradesh, India.

Phone: +91-120-4364000

Email: sustainability@jubl.com

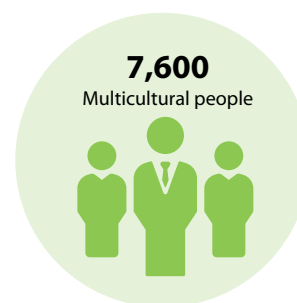
*Considered for the first time in Jubilant’s sustainability report this year. This is a wholly-owned subsidiary of the Company through Jubilant Pharma Holdings Inc. which comprises the radio pharmacy business of Triad Isotopes Inc. (acquired in FY 2017-18). Only HR data of the subsidiary has been considered in this year’s report.



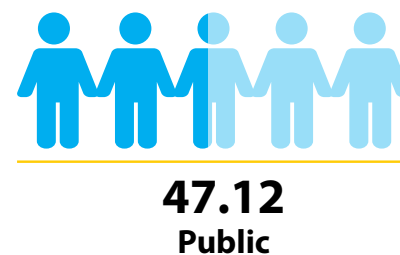
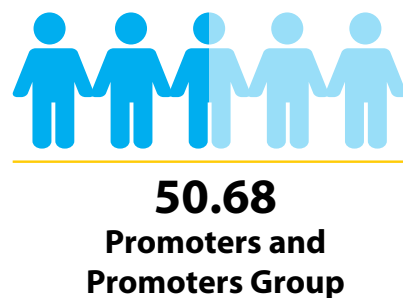
Organisation Profile

Company Profile

Jubilant Life Sciences Limited is an integrated global pharmaceutical and life sciences company engaged in Pharmaceuticals, Life Science Ingredients and other businesses including Drug Discovery Solutions and India Branded Pharmaceuticals. The Pharmaceuticals business, through its wholly owned subsidiary Jubilant Pharma Limited, is engaged in manufacture and supply of APIs, Solid Dosage Formulations, Radiopharmaceuticals, Allergy Therapy Products and Contract Manufacturing of Sterile and Non-sterile products through 6 USFDA approved manufacturing facilities in India, USA and Canada and a network of over 50 radio-pharmacies in the US. The Life Science Ingredients business, is engaged in Specialty Intermediates, Nutritional Products and Life Science Chemicals through 5 manufacturing facilities in India. The Drug Discovery Solutions business, provides proprietary in-house innovation & collaborative research and partnership for out-licensing through 2 world class research centres in India. Jubilant Life Sciences Limited has a team of around 7,600 multicultural people across the globe and is committed to deliver value to its customers across over 100 countries. The Company is well recognized as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies globally.



Shareholding Pattern





Global Footprint

We are committed to leverage innovation and scale of operations at every step of the value chain to deliver value to our stakeholders.

Global operations in following countries

- India
- USA
- Canada
- Belgium
- China
- Singapore

Corporate Office

Jubilant Life Sciences Limited
Plot 1A, Sector 16A, Noida-201301,
Uttar Pradesh, India

Manufacturing facilities



Pharmaceutical

- **Kirkland, Canada**
US FDA approved facility for contract manufacturing of Sterile Injectables.
- **Kirkland, Canada**
US FDA approved facility for Radiopharmaceuticals.
- **Spokane, USA**
US FDA approved facility for contract manufacturing of Sterile Injectable and Allergy Therapy Products.
- **Salisbury, USA**
US FDA approved facility for Generics (Tablets & Capsules)
- **Nanjangud, Karnataka, India**
Active Pharmaceutical Ingredients facility approved by US FDA, AFSSAPS France & PMDA Japan
- **Roorkee, Uttarakhand, India**
Solid Dosage formulation (tablets & capsules) facility approved by US FDA, UK MHRA, ANVISA Brazil and PMDA Japan

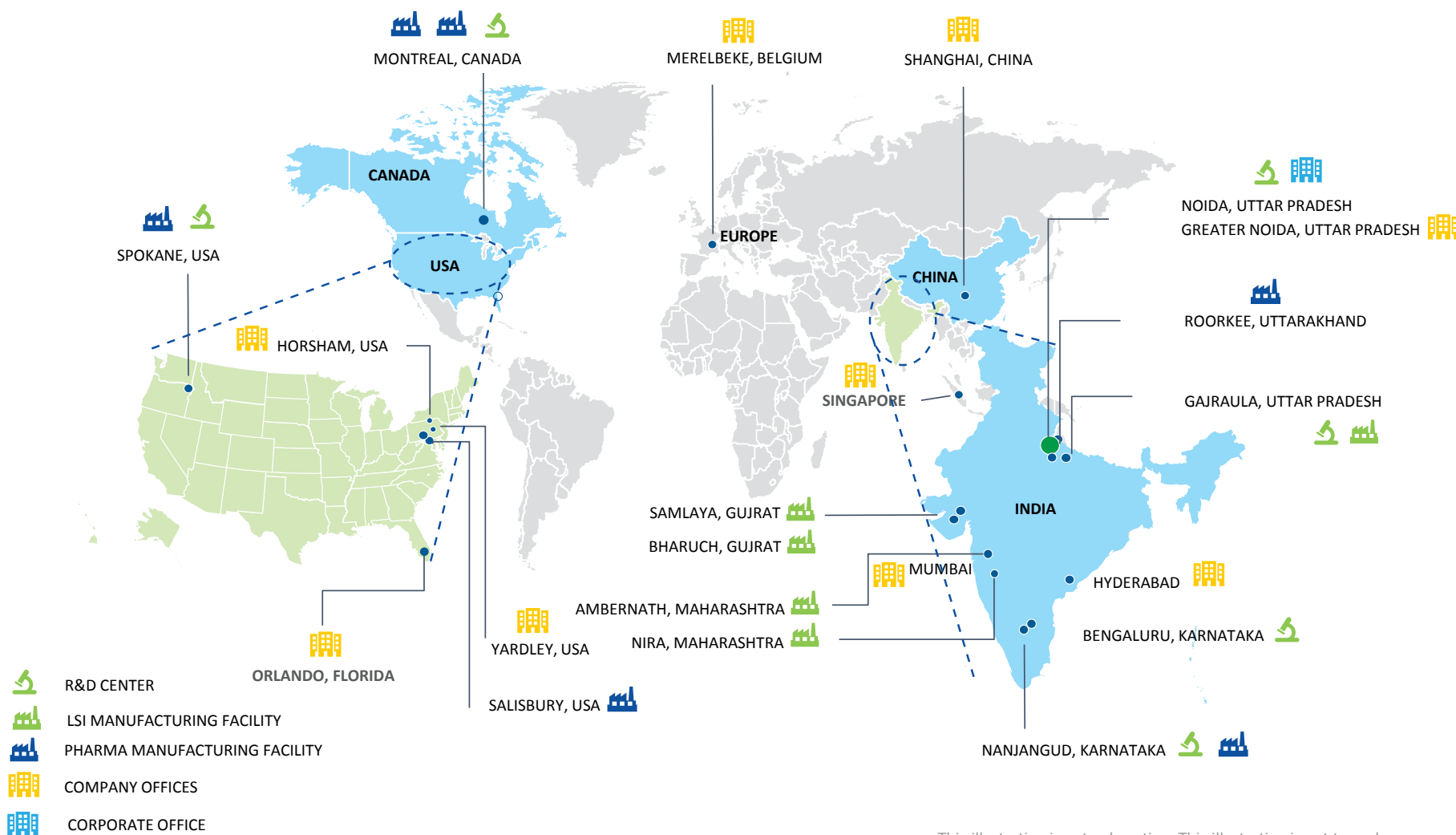


Life Science Ingredients

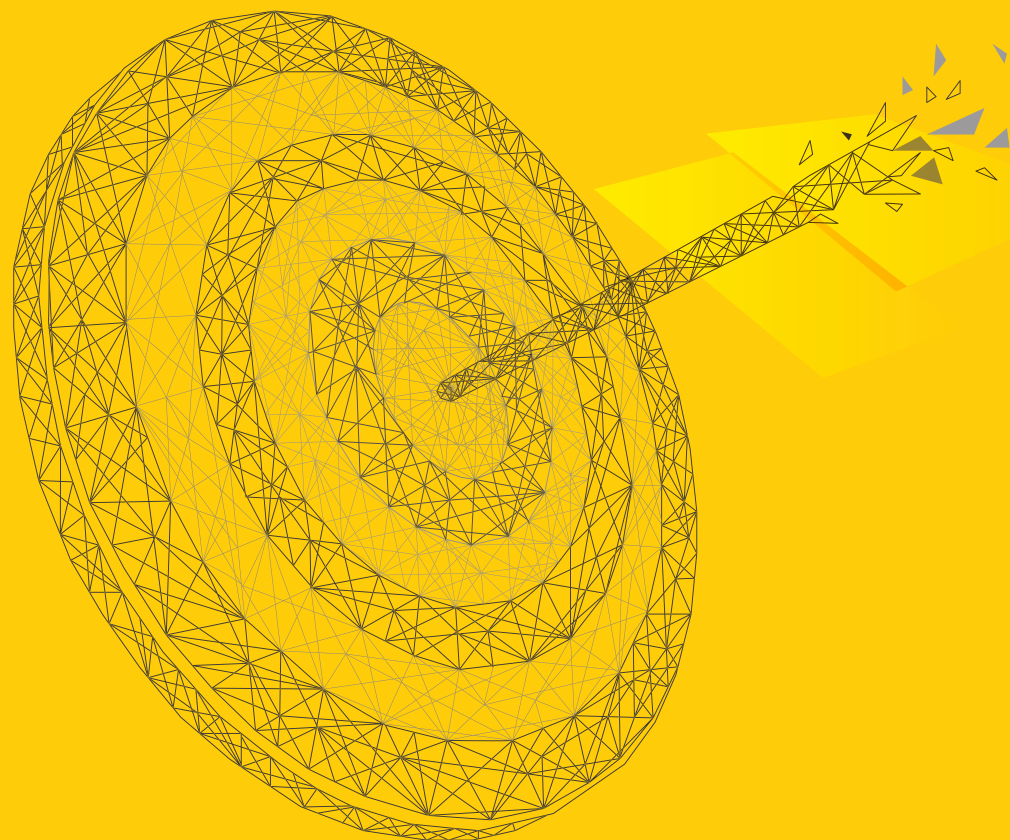
- **Gajraula, Uttar Pradesh, India**
Integrated Pyridine & its derivatives facility
- **Bharuch, Gujarat, India**
Facility for Vitamins and Crop Science & its derivatives located in the Special Economic Zone (SEZ)
- **Nira, Maharashtra, India**
Life Science Chemicals
- **Samlaya, Gujarat, India**
Animal Nutrition Products
- **Ambernath, Maharashtra, India**
Facility for Exclusive Synthesis- Pyridine derivatives



Global Footprint



This illustration is not exhaustive. This illustration is not to scale



Key highlights and Awards

In this section

- Key highlights FY 2017-18
- Awards & Recognitions



Key highlights FY 2017-18



*YoY #Across geographies ^LSI manufacturing facilities @EcoVadis Gold rating puts us among global top 5% companies assessed by EcoVadis on various sustainability parameters.



Awards & Recognitions

“

Recognition by CSR Journal for commendable work in the area of Health (Women Empowerment & Child Welfare) under CSR received by Jubilant Life Sciences Ltd.



“

MOST CONSISTENT INVESTOR RELATIONS (IR) PRACTICE IN THE COUNTRY AWARD BY IR SOCIETY IN JUNE 2017



“

UTTHAMA SURAKSHA PURASKARA AWARD BY NATIONAL SAFETY COUNCIL (NSC) TO NANJANGUD MANUFACTURING PLANT IN SEPTEMBER 2017

“

RESPONSIBLE CARE® LOGO AWARDED TO LIFE SCIENCE INGREDIENTS BUSINESS OF JUBILANT LIFE SCIENCES



“

EFFICIENCY IN ENERGY USAGE IN CHEMICAL SECTOR AWARDED BY FICCI TO GAJRAULA MANUFACTURING PLANT IN SEPTEMBER 2017





Chairmen's Message

Dear Stakeholders,

We are pleased to share with you 16th Corporate Sustainability Report prepared in accordance with the GRI Standards 'Comprehensive' option. This year we have tried to present how we have imbibed the principles of 'Creating Value Sustainably' which are reflected in our regular business actions. We drive to create and share lasting value to our stakeholders, which is integral to our long-term business success. The confidence entrusted upon us by our stakeholders: investors, customers, employees, community and others have made us what we are today and we have tried to meet their expectations sustainably in the past 40 years of our existence. We invite you to learn more about our initiatives towards creating value for our stakeholders in this report.

The Company has reported a record year in terms of sales and profitability, led by strong performance in Specialty Injectables and Life Science Ingredients businesses. We have a well-defined strategy of being closer to our customers with an integrated value chain, to have a de-risked business model with a diversified portfolio and strong manufacturing capabilities. The growing value of the key businesses has been one of the key indicators ensuring that the management policies have been placed in the right direction.

Economic Value Creation

In FY 2017-18, Jubilant Life Sciences' consolidated revenue was at ₹ 75578.1 million, as compared to ₹ 60063.3 million for FY 2016-17. In both our Life Sciences Ingredients (LSI) business and Pharmaceuticals business we have achieved 29% of growth in revenue YoY basis.

We expanded the outreach in North America region by new acquisition. Jubilant through its subsidiary signed

an asset purchase agreement with Triad Isotopes Inc. and its parent, Isotope Holdings, Inc. ('Triad'). This is the second largest radiopharmacy network in the US with more than 50 pharmacies in 22 States. The acquisition provides Jubilant with direct access to hospital networks with ability to deliver more than 3 million patient doses annually through approximately 1,700 customers.

The Company also successfully commissioned Good Manufacturing Practices (cGMP) plant in Bharuch for supplies to Pharma and Agro-intermediates. The Company has also emerged as the fourth largest ethanol supplier in the government blending program.

Social Value Creation

The Company is partnering with several local and global organisations, to make its CSR activities more impactful and beneficial for its communities. The Company initiated Project WoW (World on Wheel) which is a Digital literacy project via mobile bus. We have partnered in this project with Hewlett-Packard (HP) to jointly address the issue of education in rural areas through digital literacy. Taking forward the initiative towards digitalisation, the Company introduced mobile based real time monitoring system for malnutrition among children and anaemia among adolescent girls and mothers. More than 8800 children from the age of 0-5 years were tracked for growth monitoring. Severe malnutrition cases are recommended for government health facility where affected children are treated.

Other key projects include the stitching centre run by Self Help Groups (SHGs) that have become operationally self-sustainable. The vocational training centres provided training to more than 1200 candidates. Through our health centre at Gajraula in Uttar Pradesh, we have been



Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman and Managing Director



able to benefit more than 15000 patients in the vicinity. A dedicated team continues to engage closely with the local community in identifying needs and developing and implementing projects which are impactful and self-sustaining. This year we replicated our learning from organizing community interface meets at our LSI manufacturing facilities which enables the company to identify any issues related to its operations and map expectations of the external stakeholders from the company. This is helping us to frame our forward actions as well as in reinforcing the trust built amongst external stakeholders. Like the past 7 years, this year also the Jubilant Bhartia Foundation collaborated with the Schwab Foundation for Social Entrepreneurship to provide unparalleled platforms at the national level for leading social innovators that highlight social entrepreneurship as a key element for inclusive growth.

One of our other initiatives in North America involves working closely with the medical community on a treatment for patients with a rare disease called neuroblastoma. Based on the positive outcomes of these initial programs, the Company in collaboration with key paediatric oncologists, the National Institute of Health (NIH), selected academic centres and neuroblastoma consortiums, plans to further advance its program with the US FDA. Jubilant is committed to improving lives through nuclear medicine and making a positive impact on the lives of patients and families faced with this challenging paediatric cancer.

Environmental Value Creation

The Company has been always responsive about the environmental concerns and proactively focuses on a track of continuous improvement. It is cognizant of the commitments of the Government and initiatives driven at a national level. Aligning to India's commitment on reduction of Greenhouse Gases (GHG) emission

as communicated in its INDC (Intended Nationally Determined Contribution) during COP21 (21st Conference of the Parties), we have set our own targets for GHG emission reduction. Our Business Excellence team undertook more than 250 new projects on resource efficiency improvements, and the team also implemented more than 100 energy saving projects resulting in 224 TJ of energy savings and 21326 tCO₂e emission reduction. The company also participated in Carbon Disclosure Projects (CDP), largest repository of CO₂ emissions data supported by investors community.

This year the Company has further improved its performance in recycle and reuse of treated effluent in the manufacturing sites. Company is also evaluating options for other sources of water like treated sewage and surface water to further reduce its dependency on ground water. This year the Company has also increased its hazardous waste disposal volume through co-processing route with the help of cement industries, which helps to reduce GHG emission.

Our key stakeholder engagement initiatives

As we chart out our growth map for the future, we have on a continuous mode engaged with our key stakeholders through various meets, forums, calls etc. who have been the pillars behind our success. The company continues to excel in sustainability performance assessment done through EcoVadis at the behest of some of our key customers. The Company also achieved successful US FDA inspections for our CMO business, Radiopharmaceuticals and APIs business. We implemented Responsible Care Management System and received Responsible Care logo for our LSI business from ICC. We have reinforced our engagement with our suppliers as well, and have partnered with them sharing knowledge and best practices. We have taken some notable initiatives on employee engagement this year - the global grading

exercise to harmonise job levels, career mobility, talent and succession planning initiatives, employee engagement initiatives like walkathon, cleanathon linked to social cause, launching of Code of Conduct, POSH and Whistle blower policy across the Company. These speak of its own on the value we associate with our employees. The continuous improvement that has been externally and internally validated at times, indicates effectiveness of the efforts undertaken towards value creation for our key stakeholders.

Way Forward

This year we have directed dedicated efforts towards revisiting the issues material to all our stakeholder groups and business. We conducted internal engagements with nodal points interfacing closely with the respective stakeholder group. Our agenda has also been aligned to the revelations. The material sustainability issues identified are being taken up internally and we are creating a framework to address each of them comprehensively through a definitive action plan around each.

As we look forward to our next sustainability report, we will continue to create new benchmarks and aspire to remain on a sustainable growth trajectory through our various programs implemented during this reporting year. We present our overall performance and the challenges that lie ahead through this report. We look forward to your ideas and feedback that would help us improve our approach towards value creation.

Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman & Managing Director



Key Impacts, Risk and Opportunities

In this section

Key Impacts, Risk and
Opportunities



“Our Pharmaceuticals business continued to scale new heights. The acquisition of Radiopharmacy business of Triad Isotopes complements our strategy to be closer to our customers. Offering cost-effective products and solutions, creating a de-risked business model, building a strong pipeline of products and following quality systems keeping patient's safety in mind allow us to drive value for our customers.”

Pramod Yadav
CEO, Jubilant Pharma



“Managing risk effectively is a critical factor for our business sustainability. Our approach towards extensive stakeholder engagement helps us to effectively identify, prioritise and create our risk mitigation strategy to drive sustainable business value.”

Rajesh Kumar Srivastava
CEO, Life Science Ingredients



Key Impacts, Risk and Opportunities

Understanding and managing risks and opportunities is an integral part of the way we do business to create lasting value.

At Jubilant, while we ensure taking care of our present we always keep an eye on safe future. The emergence of new technologies, product innovations and environmental & societal issues- all impact the way we do business, and how we are perceived as a company. Understanding and managing these risks and opportunities is an integral part of the way we do business and create lasting value.

Today, there is an increasing demand for responsible businesses and ethical products. The stakeholders are not only looking into the Company's sustainability performance and practices, but also the sustainability performance of their business partners. Jubilant has adopted these new aspirations, expectations and ongoing changes in the regulatory regime. There are regular internal and external audits across manufacturing facilities, R&D centres and Corporate Office covering Environment Health and Safety (EHS) and social concerns. Based on the findings, issues and their corrective measures according to their criticality are identified. Jubilant follows a structured approach to mitigate these risks and leverage opportunities. Details about the key business risks & relevant mitigation plans have been published in the [Annual Report FY 2017-18](#) under Internal Control Systems and Risk Management section of Management Discussion & Analysis.

Internal Control Systems and Risk Management

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

Internal Financial Control Framework

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

At Jubilant Life Sciences, IFC System has been established and incorporates all the five elements as mentioned above. In addition, the Company has a transparent framework for periodic evaluation of the Internal Financial Controls in the form of an internal audit exercise carried throughout the year. The commitment to adopt best

corporate governance practices is further reinforced through self-assessment of employees on Controls Manager Software.

Policy and procedures adopted by the Company to adhere to IFC elements are given below:

Orderly and Efficient Conduct of Business

The Company has a well laid down organisational structure which clearly defines the authority-responsibility relationship. The Company has a formal financial planning and budgeting system encompassing short term as well as long term planning. In order to ensure that decisions are made and actions taken at appropriate levels, the Company's Board of Directors have formulated the Delegation of Authority which has been designed to ensure a judicious balance of authority and responsibility. The adherence to Delegation of Authority is an important part of Internal Audit Plan. The Company also has a Risk Management Framework which has been explained under the section 'Our Vision on Risk Management' in [Annual Report FY 2017-18](#).

Compliance with respect to various statutes, rules and regulations applicable to the Company is managed by the Secretarial Department. Status of compliance is governed through an intranet based application- Statutory Compliance Reporting System (SCRS). Respective control owners certify their compliances on a quarterly basis



and a compliance report is prepared through SCRS. The objective of the SCRS certification is to ensure that the compliances are effectively managed and controlled supporting the Company's business objectives and corporate policy requirements.

Safeguarding of its Assets

The Company has taken an all industrial risk policy for all of its manufacturing facilities as well as Corporate Office to safeguard its assets. The Company also carries out a physical verification of its assets.

Adherence to the Company's Policies

The Company has two tier policies and procedures- Entity Level Controls and Process Level Controls. The Entity Level Controls include a comprehensive Code of Conduct. The Company also has a Whistle Blower Policy under which any employee of the Company can directly write to the Ombudsman if he/she comes across any wrongdoing. We also have process level controls which cover a wide range of key operating financial and compliance related areas like Accounting, Order to Cash, Procurement to Payment, Inventory and Production, Treasury, Legal, Forex, Fixed Assets, Direct and Indirect Tax, R&D, ITGC etc.

Self-assessment certification of Controls is done by the Control Owners through a verifiable and transparent process and the certification is reinforced by Activity and Location Owners, as they give in-principle approval to the self-assessment by the Control Owners. Result of Controls Manager Certification is prepared and presented to the audit committee every quarter by the Chief Financial Officer (CFO) for exception review.

Controls certification is also validated by the in-house team regularly through review of assertions certified by the Control Owners on sample basis across business units, manufacturing facilities, branch offices and Corporate Office. Thereafter, validation results of Controls Manager certification are prepared and presented annually to the audit committee.

The above policies are periodically reviewed and refreshed in line with changes in business and regulatory requirements.

The Audit Committee, on a quarterly and annual basis, reviews the adequacy and effectiveness of the internal controls being exercised by various business and support functions.

Prevention and Detection of Frauds and Errors

Due to a strong Code of Conduct and Whistle Blower Policy, it is generally expected that serious frauds will not take place. In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Ernst & Young LLP. Action points and suggestions made by them are discussed in Sub-Audit Committee meeting before presenting the same to the Audit Committee. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are carried

out by the in-house audit team in areas that may be vulnerable to fraud.

Accuracy and Completeness of the Accounting Records and Timely Preparation of Reliable Financial Information

The Company has a well-documented Accounting Manual. The Accounting Manual contains detailed guidelines on all aspects of accounting this helps in ensuring that the accounts and finance team is well updated on the accounting requirements. Financial consolidation is carried out through an Enterprise Resource Planning (ERP) system called Hyperion thereby minimising the chances of manual errors. The financial information is verified by the statutory auditors on a periodic basis as per the requirements of Companies Act, 2013, Securities and Exchange Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations'), ICAI guidelines, etc. The Company provides structured training to the accounts and finance team on a wide range of topics covering Indian Accounting Standards (Ind AS), International Financial Reporting Standards (IFRS), Companies Act, 2013, Direct & Indirect taxes, etc. through in-house trainings and external experts.

Risk Management Strategy

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

Our senior management team sets the overall tone for risk minimisation culture through defined and communicated corporate values, clearly assigned risk



mitigation responsibilities and appropriately delegated authority. We have laid down procedures to inform Board Members about the risk assessment and risk minimisation procedures. As an Organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

Risk Management Structure

Our risk management structure comprises of the Board of Directors and Audit Committee at the Apex Level supported by Executive Directors (EDs), Chief Executive Officers (CEOs), Business Chief Financial Officers (CFOs), Functional Heads, Strategic Business Unit Heads and Head of Management Assurance Function. As risk owners, the Heads are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the Executive Directors and CEOs and actions are drawn upon. Progress against the risk management plan is periodically monitored.

The Audit Committee, EDs, CEOs, CFOs and Head of Management Assurance act as a governing body to monitor the effectiveness of the Internal Financial Controls Framework.

Risk Mitigation Methodology

The Company has a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same.

Each SBU Head updates the risk register and identifies top 3 to 5 risks for the business. The CEOs then consolidate top 10 risks of the Life Science Ingredients segment and report the same on a periodic basis to the Board of Directors along with a mitigation plan.

The Company has a quarterly certification process wherein,

the concerned control or process owners certify the correctness of Entity Level and Process Level Controls. The certification process has been in operation for more than 10 years and covers over 2,000 controls. The Process Level Controls cover a wide variety of key operating, financial and compliance related areas while Entity Level Controls cover integrity and ethical values, adequacy of audit and control

mechanism and effectiveness of internal and external communication, thereby, strengthening the Internal Financial Control systems and processes with clear documentation on key control points. This has made our internal controls and processes stronger and also serves as the basis for compliance with the provisions of the 'Listing Regulations'.

Management's Assessment of Risk and Opportunities

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

Competition, Cost Competitiveness & Pricing	Environment, Health and Safety (EHS)
Dependence on Certain Key Products and Customers	Protecting Intellectual Property Rights (IPR)
Foreign Currency and Interest Rate Exposures	Information Technology (IT)
Capacity Planning and Optimisation	Risk of changes in Tax Legislation
Manufacturing Operations	Mergers & Acquisitions
Dependence on Single Manufacturing facility	Political or Economic Instability or Acts of Terrorism
Research and Development (R&D) Effectiveness	Duties by Export Destination Countries
Supply Interruptions due to Single Source Supplier	Acceptance of Our Products in Market
Limited Product Pipeline	Policies regarding returns, allowances and chargebacks in the United States
Failure to Supply to Customer	Labour Union
Human Resources – Acquire and Retain Talent	Consolidation of Customer Base
Compliance and Regulatory	Business Interruption

All of the above mentioned factors may impact economic performance, environmental and social performance of the Company or combination of these. Details of each of these risks and their impacts has been published in our [Annual Report FY 2017-18](#).

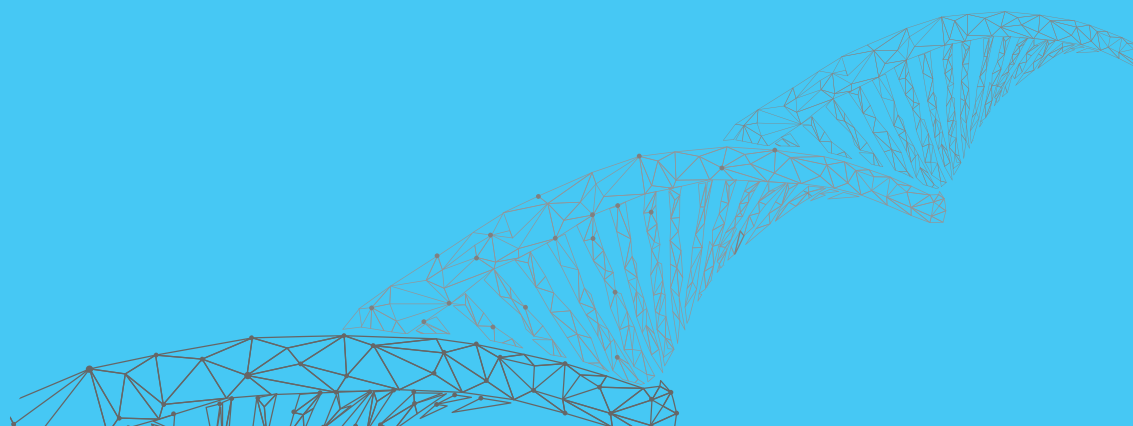


Corporate Governance

A Sustainable Vision

In this section

- Corporate Governance
- Committees and their Functions
- Ethics and Integrity
- Precautionary Approach





Corporate Governance

The Board's objective is to create sustainable value for all stakeholders, provide vision to the Company and oversee the implementation of the Board's decisions.

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

Jubilant Life Sciences is led by a team of eminent individuals who inspire, lead and contribute to the growth of this Company. JLL's Board of Directors has a balanced mix of executive, non-executive, independent and non-independent directors. As on March 31, 2018, the Board comprised of 2 Executive Directors and 8 Non-Executive Directors. The Board had 5 Independent Directors including a woman director. All members of the Board are well experienced and bring expertise in the fields of life sciences, pharmaceuticals, chemical engineering, banking, accounts, taxation, administration, etc. to the table.

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

Co-Chairman and Managing Director (CCMD) is the highest Executive Officer of the Company. He belongs to the promoter group and along with the Chairman has led the Company to its present growth and success. The CEOs of various businesses are responsible for smooth functioning of their respective businesses. This also includes the development of business strategies as well as due consideration of the interests of all the stakeholders. The business strategies and plans are reviewed during the Annual Strategy Meet by the Chairman, CCMD, Executive Directors and CEOs.

Compensation for the Members of the Highest Governance Body

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

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

The remuneration of Executive Directors is paid as recommended by the Nomination, Remuneration and Compensation Committee and approved by the Board and Shareholders. Remuneration of Executive Directors consists of a fixed component (salary, allowances, perquisites, other benefits) and a variable component (variable pay or commission as approved by the shareholders). Further, Executive Directors are also given Stock Options. However, Managing Director who belong to Promoter Group is not eligible for Stock Options. Remuneration Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate Directors to run the Company successfully. During the reporting period the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest paid individual) was 120. And the ratio of percentage increase from the last year in annual total compensation of the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) was (-) 1.3.



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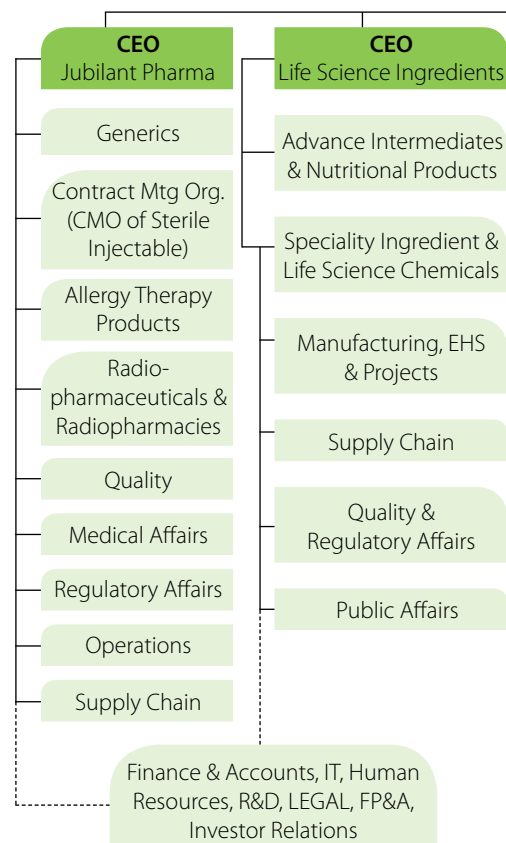
Community

Global Management Team of Jubilant Life Sciences

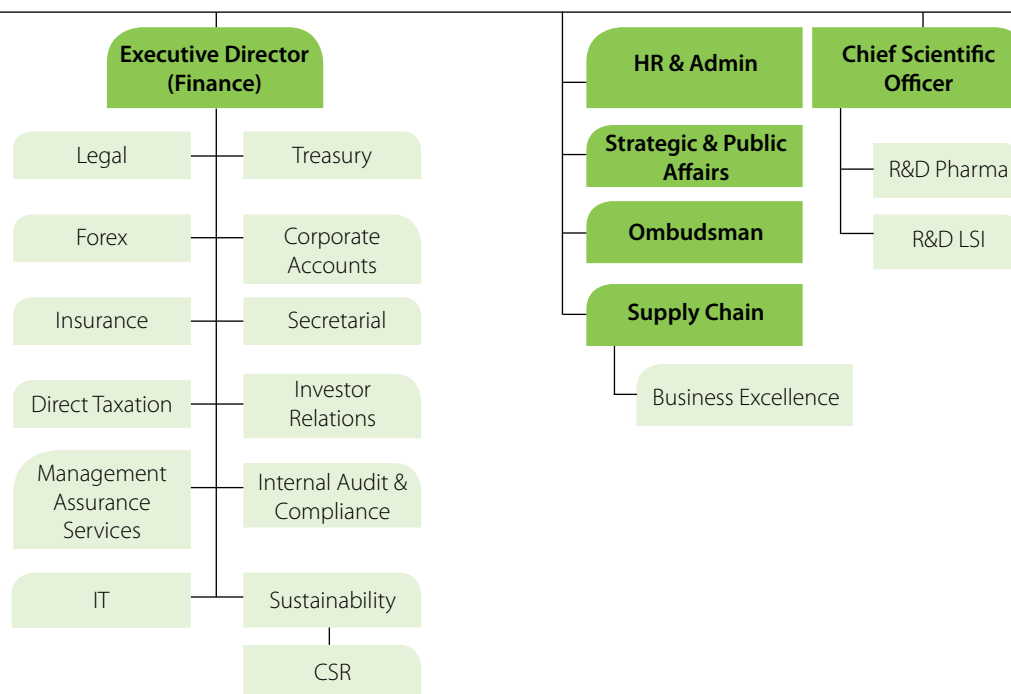
Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman & Managing Director

Business – Pharma & LSI



Functions – Finance, HR, R&D, Supply Chain, Ombudsman etc.



Other Entities



*IBP currently shown as reporting CCMD



Committees and their Functions

To focus effectively on the issues and ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. Committee members are appointed by the Board with the consent of individual Directors. The Committees meet as often as required. Minutes of the meetings of all Committees of the Board are placed at the subsequent Board meeting for noting. The role, terms of reference and composition of these committees are available in detail in the Corporate Governance Report forming part of the [Annual Report FY 2017-18](#).

To measure and drive business performance on a continuous basis, various Executive Committees have been constituted. The Committees comprise of CCMD, Executive Director – Manufacturing and Supply Chain, Executive Director-Finance and other Senior Executives of the Company. Meetings of these Committees are held periodically depending upon the business requirements.





Ethics and Integrity

At Jubilant Life Sciences, good governance is a tradition and a way of life. Our Promise and Vision set the overall direction on corporate governance of the Company. The Vision, Values and Promise statements of the Company are adopted by businesses and all other functions in the Company.

Code of Conduct and Policies

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

- Code of Conduct for Directors and Senior Management
- Code of Conduct for Prevention of Insider Trading
- Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions'
- Corporate Social Responsibility Policy
- Policy for Determining Materiality of Events and Information
- Policy on Board Diversity
- Succession Plan for Board Members and Senior Management
- Performance Evaluation Policy
- Appointment and Remuneration Policy
- Whistle Blower Policy
- Policy for Determining Material Subsidiaries
- Dividend Distribution Policy
- Policy for preservation of documents
- Archival Policy

Core principles of our Corporate Governance philosophy



Caring for the environment which includes caring for the society around us



Enhancement of stakeholders' value through pursuit of excellence, efficiency of operations, quest for growth and continuous innovation.



Complying with laws in letter as well as in spirit.



Transparency, promptness and fairness in disclosures to and communication with all stakeholders including shareholders, Government authorities, customers, suppliers, lenders, employees and the community.

In addition to above mentioned policies framed by the Board, there are several internally developed policies and codes adopted by the Company ensuring effective governance in regular operations. The information is also available on Company's website.

- [Sustainability Policy](#)
- [Climate Change Mitigation Policy](#)
- [Environment, Occupational Health and Safety Policy](#)
- [Responsible Care Policy](#)
- [Green Supply Chain Policy](#)
- [Quality Policy](#)

- Code of Conduct for Employees
- Child Labour Policy
- Policy on Forced and Compulsory Labour
- Bribery and Corruption Policy
- Policy on Prevention of Sexual Harassment
- Non Discrimination Policy

Avoidance of Conflict of Interest

In terms of the Code of Conduct for Directors and Senior Management, Directors and Senior Management must promptly disclose (to the Board of Directors in case of Directors and to the CCMD in case of Senior Management) if their personal interest interferes with the interest of



the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, the Directors and Senior Management are also required to confirm to CCMD on an annual basis, that they have not entered into material financial or commercial transaction, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board.

Conflicts arising, if any, can be resolved through informal discussions. However, in case of unresolved conflicts the Company adopts the following approach:

- Analyse or review the situation of conflict
- Organise meeting jointly with the concerned parties to understand their perspectives
- Reconcile through the involvement of Senior Executives.

Unresolved conflicts are dealt by senior people or reputed external professionals. However, no such cases occurred during the year.

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

Grievance Redressal

The Whistle Blower Policy enables Jubilant Life Sciences' employees and external whistle-blowers to report misconduct without the fear of retaliation, victimisation and discrimination. The office of the Ombudsman looks

into these issues across the Jubilant Bhartia Group. The information provided to the Ombudsman enables us to learn about potential risks and specific violations preventing damage to the company and its reputation as a result. In an effort to increase trust in our Whistle-blower system we have established a continuous communication process that includes awareness emails and posters across the organisation.



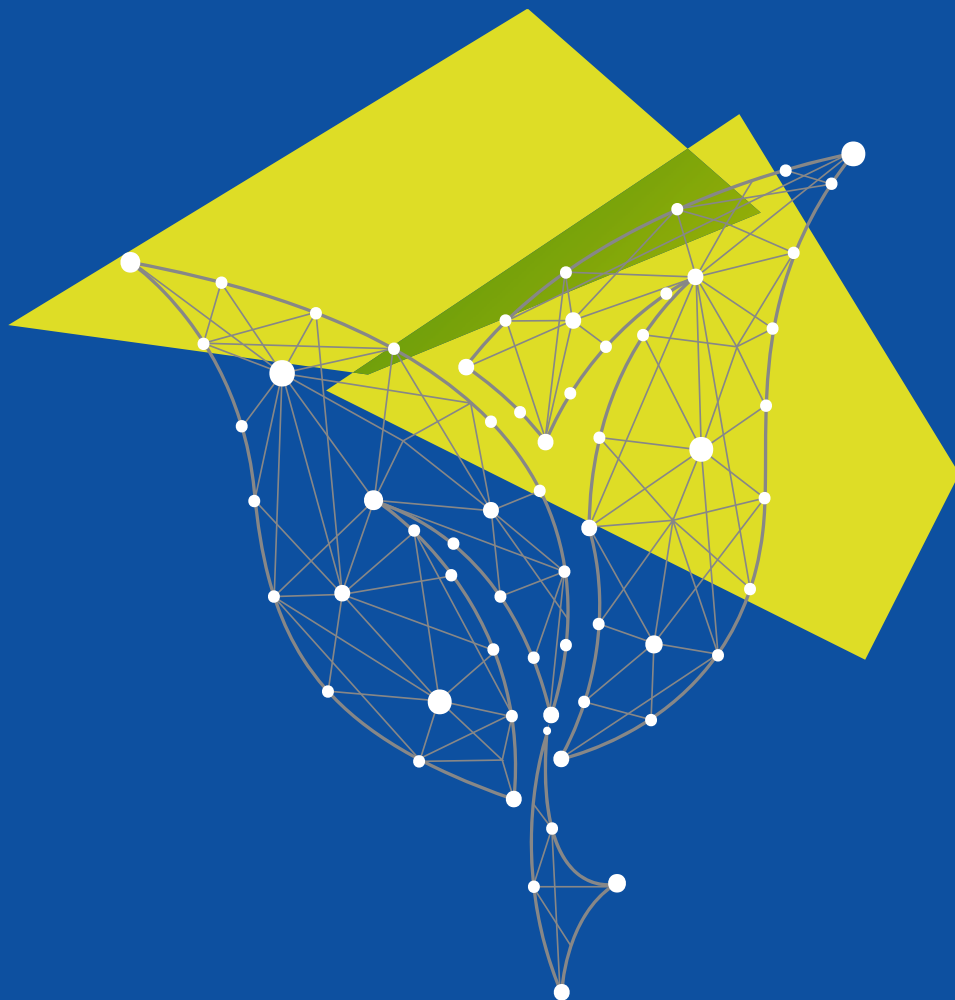
Such issues may be reported by e-mail to ombudsman@jubl.com or by filling out a form on www.cwiportal.com - a web based ethics helpline which acts as our secure mailbox for receipt of feedback, suggestions and confidential information.

Anti-Corruption

Jubilant Life Sciences is committed to avoiding any form of corruption in any of its business dealings. Jubilant has a Policy on Bribery and Corruption which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by external & internal auditors. Action points and recommendations made by them are discussed and presented to Sub-Audit Committee and Audit Committee.

Precautionary Approach

India is party to international protocols or forums on precautionary approach and Indian laws and regulations are also based on these aspects. The Company has a system of Statutory Compliance Reporting System (SCRS) for managing compliances as a part of the precautionary approach to prevent any non-compliance. This is a web-based system hosted on the Company's intranet covering all Indian manufacturing facilities of the Company. The status of statutory compliances is reviewed on a quarterly basis by the Executive Director and CEOs of the Company.



Sustainability Approach

In this section

- Stakeholder Engagement
- Materiality Assessment
- Integrating Material Topics with GRI Standard, UNGC principles & SDGs





Stakeholder Engagement

We work in close collaboration with our stakeholders which helps us to continually address challenges in the sustainability realm.

Jubilant Life Sciences is always sensitive to its stakeholders' aspirations and expectations. We work in close collaboration with our stakeholders which helps us to continually address challenges in the sustainability realm. These formal and informal engagement outcomes are discussed at internal meetings and form the basis of decision making by the top management. A summary of our approach adopted for stakeholder engagement has been presented below.

Stakeholder Engagement and Prioritisation

Jubilant always emphasises on a focused and structured approach for stakeholder engagement to identify issues

material for long term sustainable business of the Company. The stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors and shareholders, customers, suppliers and vendors, employees, local communities and regulatory bodies.

The material issues are identified, prioritised and integrated within the overall business strategy to make business sustainable in longer run. From FY 2015 we started stakeholder prioritisation and materiality assessment as a periodic exercise. The stakeholder priorities were assessed through our formal and informal engagement process. List of key stakeholders and mode of engagement is listed below.



Stakeholder Group



Customers

- Customer meets
- Direct visits
- Feedback calls
- Online platform – Customer Relation Management (CRM)



Investors and Shareholders

- Investors meet
- Investors call and mails
- Shareholders/Investors Grievance forums



Employees

- Town Hall Meets
- Annual Day & Sports meet
- Skip level meets
- Chairmen's Award
- New Joiners meet



Suppliers and Vendors

- Annual Suppliers' Meet
- Vendor Council
- Vendor meetings
- Online Forums, Supply Chain & Contract Manufacturer's site audits



Regulatory bodies

- One on one meetings
- Industry bodies and other related platforms



Community

- Meetings during formal community engagements
- Public hearings














Materiality Assessment

Material Topics Identification

This year as a part of the materiality assessment the Company engaged with key personnel across Jubilant manufacturing facilities in India and corporate office involving the plant heads, functional and department heads and senior leadership. Specific material issues with respect to sites, business and company were identified through the exercise. Identified material issues were prioritised based on impact the issue might cause and the probability of occurrence. All the identified issues were further prioritised based on linkage to long term sustainability of the business and/or correlation to other regional or global sustainability issues, leading to identification of key material topics to the Company. Following is the list of key material issues identified for the Company and detailed out across the report.

List of Material Topics

Material Topics (JLL)	Relevant stakeholders	Reference section
 Direct Economic Value Generated	Investors and shareholders and employees	Economic Performance
 Innovation	Investors and shareholders, employees and customers	Economic Performance
 Energy	Investors and shareholders, employees, regulatory bodies and customers	Environment
 Water	Investors and shareholders, customers, community and regulatory bodies	Environment
 Climate Change	Customers, employees, regulatory bodies and investor and shareholders	Environment
 Regulatory Compliance	Regulatory bodies, investors and shareholders, customers and employees	Environment and People

Material Topics (JLL)	Relevant stakeholders	Reference section
 Occupational Health and Safety	Employees and community	Workplace Safety
 Talent Acquisition and Retention	Employees	People
 Sustainable Supply Chain	Customer and suppliers	Supply Chain
 Community Engagement	Community, Employees and Regulatory bodies	Community
 Customer Health and Safety	Customer and regulatory bodies	Sustainability for Customers



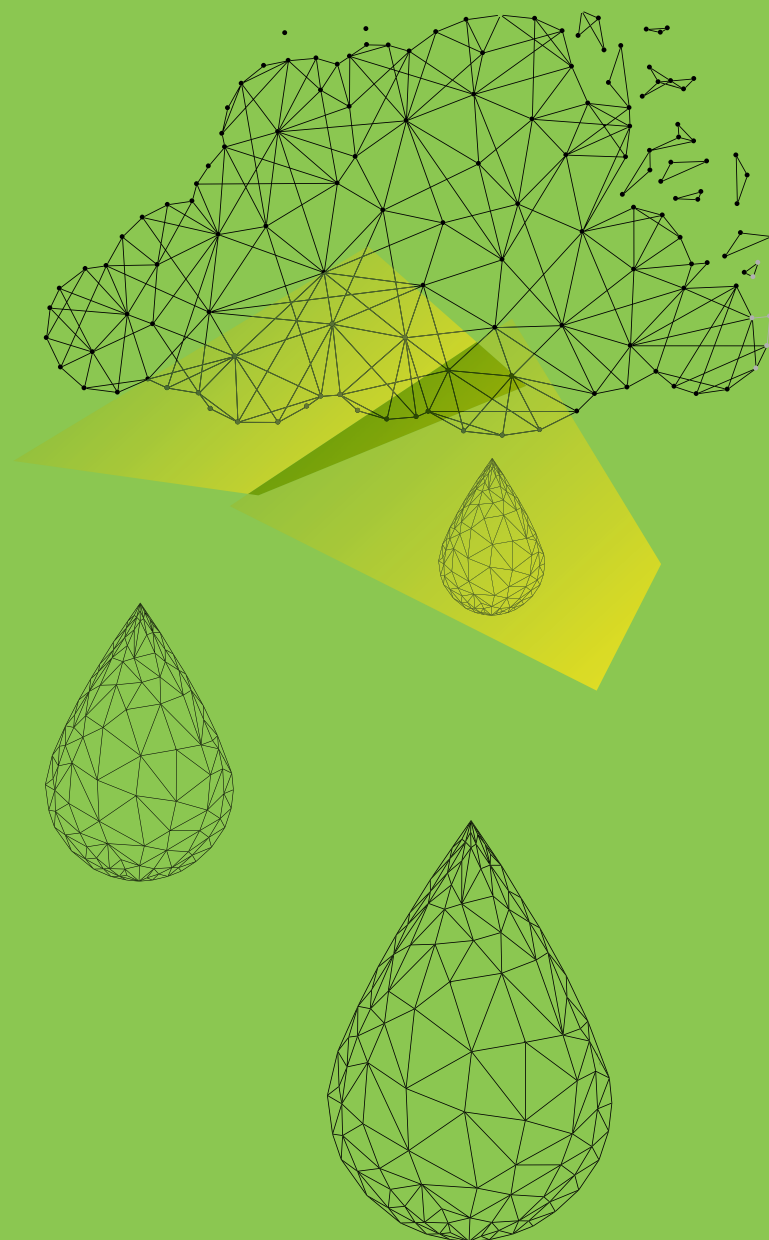
Integrating Material Topics with GRI Standards, UNGC Principles & SDGs

Jubilant is signatory to UNGC principles. Jubilant is also a GRI Gold Community member and a member of GRI South Asian consortium in chemical sector.

Material topics - JLL linkage with GRI standards, SDGs and UNGC Principles

Material Topics	GRI Standard	UNGC 10 Principles	SDGs
Direct Economic Value Generated	GRI 201	Principle 7	SDG 2, SDG 5, SDG 7, SDG 8, SDG 9
Innovation	GRI 203	Principle 9	SDG 9
Energy	GRI 302	Principle 7, 8, 9	SDG 7, SDG 8, SDG 12, SDG 13
Water	GRI 303	Principle 8	SDG 3, SDG 6, SDG 12
Climate Change	GRI 305	Principle 7, 8, 9	SDG 3, SDG 12, SDG 13
Regulatory Compliance	GRI 307, GRI 419	Principle 8	SDG 13, SDG 16

Material Topics	GRI Standard	UNGC 10 Principles	SDGs
Occupational Health and Safety	GRI 403	Principle 4, 5, 6	SDG 3, SDG 8
Talent Acquisition and Retention	GRI 401	Principle 6	SDG 4, SDG 5, SDG 8
Sustainable Supply Chain	GRI 308, GRI 414	Principle 2, 8	SDG 5, SDG 8, SDG 16
Community Engagement	GRI 413	Principle 1	SDG 1, SDG 2
Customer Health and Safety	GRI 416	Principle 7, 8	SDG 16



Sustainability for Customers

Creating Sustainable Success

In this section

- Customer Satisfaction
- Customers Health & Safety
- Product and Service Labelling
- Marketing Communication
- Intellectual Rights and Data Privacy
- REACH Compliance



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Customer Satisfaction

At Jubilant customer is always at the helm of all stakeholders and our management is always concerned about improving our product and service performance to meet our customers' satisfaction on continuous basis. Our management keeps customers engaged through both formal and informal ways and keep on gathering customer feedback and expectations on regular basis.

The Company is also implementing several management systems at different sites to improve overall operational excellence and thus fulfilling our customers' demands identified during customer engagement. Recent implementation & certification of RC 14001 and receipt of Indian Chemical Council (ICC) RC logo for LSI business is one of such initiative driven by our customer demand. Jubilant management is always ready to go extra miles to reach out to potential customers across the globe. Every year our different business heads attend several national & international exhibitions relevant to respective business and demonstrate our product & service details and harness the benefit of interfacing with global customers. CPhI Japan, Tokyo; Chemspec Europe, Munich; Food

Ingredients Asia, Bangkok; Cosmetics Asia, Bangkok; SupplySide West, Las Vegas; Poultry India, Hyderabad are some such events attended by Jubilant during FY 2018.

On ground the Company is constantly trying to introduce new products in its product portfolio along with expanding its production capacity to cater to the growing demand for its products on time with quality and the values committed in our policies.

The Company is determined to improve processes to enhance the quality of production and cost competitiveness and is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide. To provide an effective digital platform in addressing customer queries more efficiently,

the Company implemented Salesforce.com-Customer Relationship Management (CRM) software in 2014-15. Any customer can send a product query and dedicated business personnel responds to those queries online. Customer feedback is taken both in formal and informal ways depending upon the type of business and products. A standard customer feedback form has been prepared under the already existing customer feedback system. Feedback forms are sent to all customers and feedback is taken at least once a year. Based on the feedback received, customer satisfaction index is calculated at the end of the year. This customer satisfaction index paves the way forward for respective businesses and gives direction to the sales and marketing team to improve customer satisfaction.

Jubilant always aspire to build mutual trust with its customers through transparency while addressing any queries raised by our customers from every part of the world. The Company also allows its customers to review its sustainability performance either by themselves or by engaging third parties.



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Jubilant Life Sciences at various exhibitions around the world





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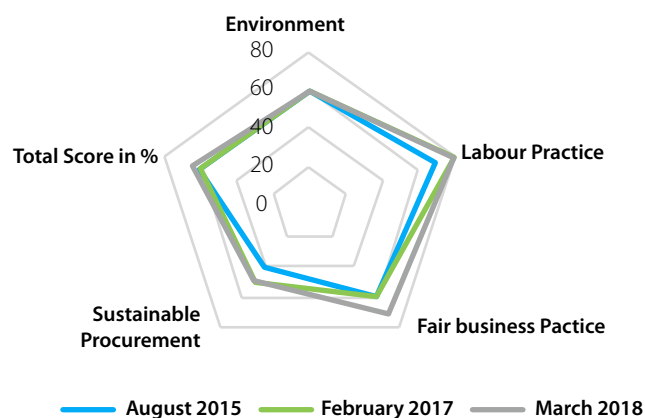
Supply Chain

Community

EcoVadis Assessment

Transparency through our entire value chain helps us drive business success and improve our supply chain. EcoVadis is a collaborative platform that enables companies to reduce risk, drive innovation and foster transparency and trust between trading partners. EcoVadis has assessed Jubilant Life Sciences' sustainability performance since 2013 on behalf of several global customers. Latest assessment conducted in March 2018 has rated our sustainability performance under Gold Category and benchmarked our performance among top 5% global companies assessed by them so far. In addition to above, the Company has also responded to several other customer requests for our sustainability performance assessment during FY 2017- 18.

EcoVadis Assessment of JLL CSR Performance



CSR Performance Improvement Trend Assessed by EcoVadis	The Company	The Company	The Company	"Trend Curve"
	Aug-15	Feb-17	Feb-18	
Environment	60	60	60	—
Labour Practices	70	80	80	↗
Fair Business Practices	60	60	70	↗
Sustainable Procurement	40	50	50	↗
Total Score in %	60	65	67	↗

ELEMENTS OF CSR PERFORMANCE

Environment	ENV
Labor Practices	LAB
Fair Business Practices	FBP
Sustainable Procurement	SUP

CSR PERFORMANCE

Outstanding
Advanced
Confirmed
Partial
None





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Customers Health & Safety

Our customers are one of the most important stakeholders and adding value to our customers' expectations is the crux of our business success. Jubilant being in chemical and pharmaceutical business, is highly concerned to manage product safety across its value chain. Through responsible care policy the Company is committed to design and develop, manufacture, handle, store and distribute its products in a manner that

minimizes the risk to human beings and environment. Implementation and certification of RC 14001 based Responsible Care Management system last year is one step forward to this direction.

Business head and functional heads are responsible for addressing the issues related to product responsibility for their respective businesses. They are supported by

Sales and Marketing team, Research & Development (R&D), Quality Assurance (QA), Quality Control (QC) and Regulatory Affairs teams. The employees are trained on a continuous basis to manage these issues, both externally and internally based on the needs identified through annual performance management.

At Jubilant we have a two-pronged approach for customer health and safety:



R&D and regulatory affairs team is constantly working to upgrade product safety information



QA & QC teams ensure that product quality, packaging & labelling of the products are strictly in accordance with the customer specifications, applicable international guidelines and regulatory requirements



Responsible Care®
OUR COMMITMENT TO SUSTAINABILITY

Responsible Care

We are a signatory to Responsible Care®, an initiative of global chemical industry that drives continuous improvement in Environmental, Health & Safety (EHS) performance, together with open and transparent communication with stakeholders. The Company submits annual report against Key Performance Indicators (KPI) to Indian Chemical Council (ICC), which is a member of International Council of Chemical Associations (ICCA). This year the LSI plants and Corporate Office in India has been issued RC Logo by ICC.

Certification and Licences

Jubilant Life Sciences complies with national and international product safety guidelines & standards such as:

- EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)
- China REACH and Global Harmonised System (GHS)
- Feed Additives and Premixtures Quality System (FAMI-QS)
- Food Safety System Certification (FSSC) 22000:2012 for Carbon Dioxide manufacturing plant at Gajraula
- FSSAI license for manufacturing facilities at Gajraula, Nira, and Bharuch (In addition FSSAI license has been taken for Savli site also for import, storage and distribution)
- Other applicable notification obligation of countries like Turkey, Taiwan, Australia, New Zealand, Japan etc.

In addition to the above systems, Jubilant Life Sciences also has:

- AFSSAPS (Agence Francaise de Produits Safety Agency)
- GMP approvals for certain products
- PMDA approval (Pharmaceuticals and Medical Devices Agency, Japan) for exporting to Japanese market

- KFDA (Korea Food and Drug Administration) for exporting to Korean market
- COFEPRIS approval for exporting to Mexican market
- ANVISA, Brazil approval for exporting to Brazil market
- TGA, Australia approval for exporting certain products to Australia.
- All the plants under feed business (including animal nutrition business) are FAMI-QS certified, which ensures safety, quality and regulatory compliance of specialty feed ingredients and their mixtures for animal nutrition.
- Some of the products are used in the food industry and the facilities involved in manufacturing these products are HALAL and KOSHER certified.

Material Safety Data Sheets (MSDS)

Depending on the type of product we ensure customer health and safety during transportation, handling and use of the product. The product health and safety information is shared in the form of MSDS available on Company's website. Jubilant is also updating Safety Data Sheets on Global Product Strategy (GPS) portal of International Council of Chemical Associations (ICCA).

During this reporting period, there was no incidence of any material non-compliance with regulations resulting in a fine or penalty with regard to safety impacts of Jubilant's products and services.



Product and Service Labelling

The products are packed with proper labelling and bar-coding, wherever applicable. For communication of hazards, international labelling guidelines are followed depending on the regulations and requirements of the customer:

- Classification, Labelling and Packaging (CLP) and Braille Code for Europe
- Global Harmonised System (GHS) for China, Korea, USA and Rest of the World

Transportation

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

The labels are prepared and updated in accordance with the applicable regulations of the region.

There has been no incidence of non-compliance with the regulations or voluntary codes concerning product and services information and labelling in our Life Science Ingredients (LSI) business during the Financial Year 2017-18. There has been no material incidence of non-compliance with applicable regulations or involuntary codes relating to product and services information and labelling in our Jubilant Pharma business during the Financial Year 2017-18.

Marketing Communication

The Company adheres to all applicable laws, standards, and voluntary codes related to marketing communications. The Company does not engage in sale of any banned or disputed products. Professional sales training is also conducted at National Sales Meeting for all sales team members. During this reporting period there have been no incidences of any material non-compliance with regulations and voluntary codes concerning marketing communications. Accordingly, there have been no incidences of any fines of significant monetary value concerning the provision and use of products and services during this reporting period.

Intellectual Rights and Data Privacy

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

REACH Compliance

Jubilant Life Sciences diligently follows REACH guidelines of the European Chemical Agency.

Jubilant has successfully registered all first tier and second tier chemicals while the registration of third tier chemicals is under process

Jubilant has pre-registered all the substances in its current portfolio (for which it is responsible and obliged under REACH). It has also taken up the lead registrant role in many products.

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

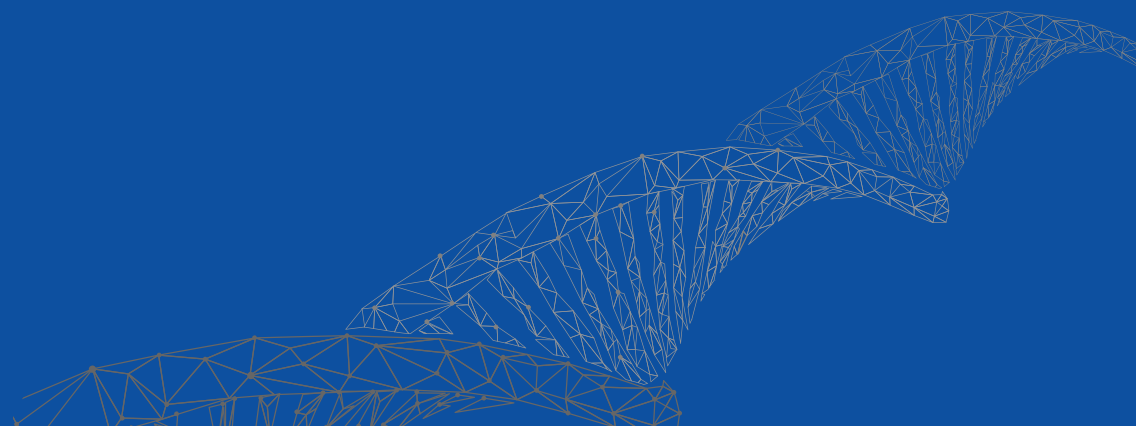


Economic Performance

Focused on Creating Value

In this section

- [Investors](#)
- Economic Performance
- Climate Change Impact
- Innovation





Investors

At Jubilant there is Board of Directors comprising of Board Members with strong financial background and experience. The Board along with other board level committees oversee the overall performance of the Company regularly and provide valuable directions periodically. The Audit Committee at Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed external internal auditor who monitors the performance and identifies gaps. In addition to external auditors, there is an in-house team of internal auditors who internally review the implementation and efficiency of financial controls.



Investors and Shareholders are one of the key stakeholders of Jubilant and they are kept engaged and updated about the Company's performance. The Company informs its shareholders through the Quarterly Financial Results, Annual Report, Annual Corporate Sustainability Report and Press Releases as and when appropriate. A dedicated email id investors@jubl.com has been set up to promptly and effectively handle multiple kinds of investor queries and issues. Apart from this, feedback forms are circulated annually and the same are also made available online through our website www.jubl.com. The shareholders can also share their valuable suggestions with the Board of Directors during the AGM (Annual General Meeting). Emails received by Company Secretary Office from the shareholders are forwarded to concerned authorities for necessary action and response. During 2017-18 the Annual General Meeting (AGM) for investors was held on August 29, 2017 at Gajraula, India. Apart from this, 4 quarterly investor conference calls were conducted during the year attended by over 100 participants from leading brokerage houses, foreign and domestic institutional investors, banks, insurance & portfolio management companies and rating agencies. These quarterly calls are a platform to convey and discuss the Company's financial and operational performance. In addition there were over 200 regular investor meets and calls during FY 2017-18.



Economic Performance

During FY 2017-18 the Company has reported a record year in terms of sales and profitability, led by strong performance in Specialty Injectables and Life Science Ingredients businesses. We have a well-defined strategy of being closer to our customers with an integrated value chain, to have a de-risked business model with a diversified portfolio and strong manufacturing capabilities from fully compliant sites. We are focused on driving business growth in Specialty Injectables and better utilization of our assets in all our businesses.

The revenue for the year 2017-18 was INR 75578.1 million (26% up year on year). The Company delivered strong and consistent performance through the year thereby achieving highest-ever EBITDA of INR 15584.1 million (up 14% year on year) in FY2018. The contribution in revenue from international sales of the Company was 72% which mainly comprises North America, Europe, Japan, China and others. The Company paid taxes of 2246.6 million INR at the consolidated level (this amount mentioned, does not include deferred taxes and minimum alternate tax). This year the Company received grant of INR 618.38 million from Government. The paid up capital was INR 155.79 million and consolidated debt was INR 32926.6 million.

During this year the production from Indian operations were 520081 MT of bulk products (up by 14% against FY 17) and 1312 million capsules and tablets (up by 12% against FY17). Production from North American plants this year were 1676 million units of tablets, vials and other products which excludes production from radio-pharmaceuticals business. The Company has total assets of INR 96176.2 million.

For detail about Company's annual financial performance, please refer our [Annual Report](#) FY 2017-18

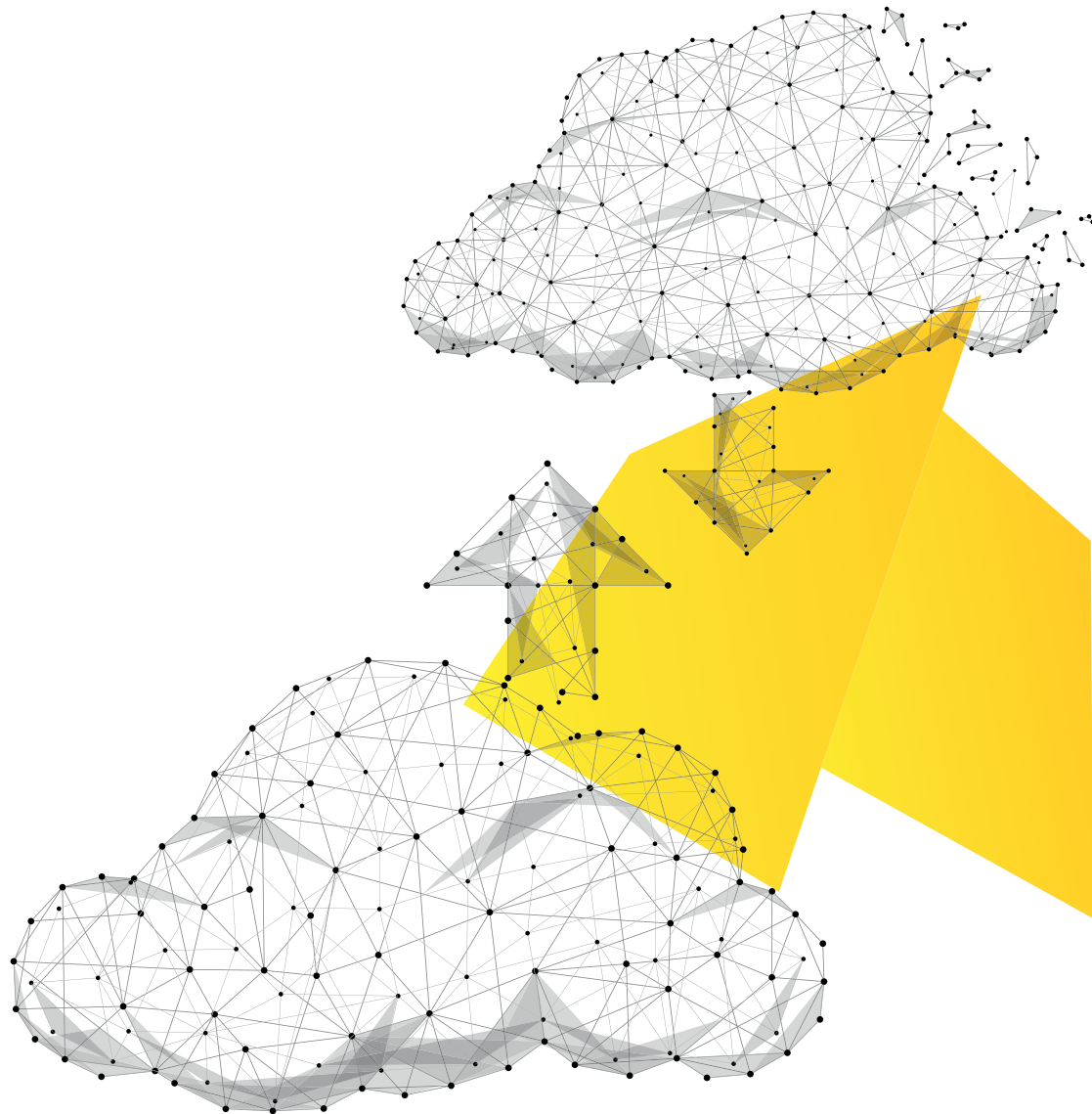
Economic Performance

Economic Performance	Units	2016-17	2017-18
Direct Economic Value generated			
REVENUE	INR Million	60063.25	75578.1
EBITDA	INR Million	13701.49	15584.1
PAT	INR Million	5746.26	6344.18
Economic Value Distributed			
Major operating costs	INR Million	30613.34	40935.75
Employee wages and benefits	INR Million	12309.30	15558.78
Payments to providers of capital	INR Million	575.12	576.07
CSR Investment around Indian Operations	INR Million	25.1	36.9
Retained Earnings	INR Million	34204.7	40709.5
Overall Social Investment (including donations)	INR Million	136.57	91.26
Company Contribution in Long term employee benefits	INR Million	217	242
PF Contribution	INR Million	146	168
Pension Contribution	INR Million	63.49	66.57
Superannuation Contribution	INR Million	7.21	6.98



Climate Change Impact

Climate change and its impact on the planet is very evident and is a global phenomenon. Our company is no exception to this. Jubilant understand the damage potential this can bring to our business. Management is continuously gauging the changes in global, regional and national level policies and regulations on climate change and its mitigation. To be a partner to this global drive for climate action the Company is striving to reduce its carbon footprint in all possible means. Growing cost of energy and its linkage with climate change impact is a major business concern at Jubilant like any other industry. To tackle this issue, Jubilant has decided to focus on improving process energy efficiency, find alternate sources of uninterrupted low cost energy and increasing the percentage of renewable energy in present energy mix.





Innovation

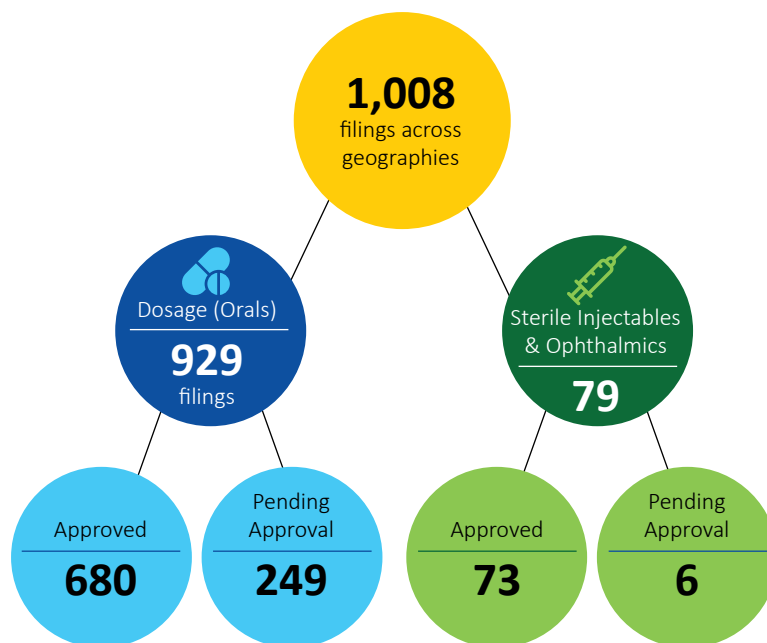
Innovation, speed-to-market and a robust product pipeline are critical factors in ensuring success for an integrated global pharmaceutical and life sciences company. Failure of Research & Development to provide innovative and cost effective products would result in non-achievement of top line or bottom-line goals.

Our R&D set up continuously works on cost reduction of existing products and development of new products. In our Pharmaceuticals segment, the R&D team focuses on generics research including APIs, Solid Dosage Formulations and Radiopharmaceuticals. R&D supports the activities of various businesses through new product and process development, process intensification, absorption of technologies and establishing technologies at a commercial scale. Regarding APIs, our focus continues to be on developing commercially competitive, intellectual property compliant, robust and eco-friendly technologies. Our Radiopharmaceuticals division has a small focused R&D team with radiochemical expertise, based in Montreal, Canada. This team supports existing products and leads the development of new products using its own resources, and also collaborating with our R&D team in India. In Radiopharmaceuticals, we are continually engaged in the development of new products that have yielded a pipeline of products that can be introduced in the future.



“We develop and integrate innovative solutions that enable our customers to achieve their business objectives, While enhancing our sustainability and operational efficiency.”

Dr. Ashutosh Agarwal
Chief Scientific Officer -
Chemicals and Life Science
Ingredients



CASE STUDY

Jubilant DraxImage Inc, a wholly-owned subsidiary of Jubilant Pharma, is working closely with the medical community on a treatment for patients with a rare disease called Neuroblastoma. Neuroblastoma is a type of cancer that starts in certain forms of very early-stage nerve cells, most often found in an embryo or fetus (the term 'neuro' refers to nerves, while 'blastoma' refers to a cancer that affects immature or developing cells). This type of cancer occurs most often in infants and young children. It is rare in children older than 10 years (source: American Cancer Society). In response to the needs of patients, their families and the Neuroblastoma community in its entirety, Jubilant DraxImage has been consistently and reliably providing therapeutic 131I-mIBG to hundreds of patients, under an Investigational New Drug (IND) program approved by the United States Food and Drug Administration (USFDA) and for other select Investigational Clinical Trials since 2007.

Based on the positive outcomes of these initial programs, Jubilant DraxImage in collaboration with key paediatric Oncologists, the National Institute of Health (NIH), selected academic centres and Neuroblastoma consortiums, plans to further advance its therapeutic 131I-mIBG program with the USFDA. Jubilant DraxImage is committed to improving lives through nuclear medicine and making a positive impact on the lives of patients and families faced with this challenging paediatric cancer.



Environment

Committed to Environmental Excellence

In this section

- Environmental Highlights
- Environment Performance
- Emissions
- Raw Materials
- Waste Management



Creating sustainable business requires proactive environmental management. Jubilant is committed towards operational excellence integrated with environmental consideration.



*Solid Dosage Formulations

**Active Pharmaceuticals Ingredients

***Life Science Ingredients

All figures against FY 2016- 17



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Environment

To maintain and preserve environment is always a challenge to any chemical and pharmaceutical business and Jubilant has never thought twice before going for any extra mile to meet such challenges. To manage environment issues arising out of its operation is always at the focus of daily business activity. The management has adopted international management systems and

implemented best available technologies to control environmental issues arising out of its daily activity.

Our Policies provide overall guidance to our processes and help us achieve environmental leadership

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

EHS Goals of key manufacturing facilities are set and tracked under ISO 14001, OHSAS 18001 based certified environment and occupational health and safety management systems.

Chief Sustainability Officer is responsible for the Company's overall Sustainability and EHS performance. Dedicated EHS teams at the Corporate Office and manufacturing facilities effectively manage the environmental aspects of the organisation. Environmental performance is reviewed regularly through internal and external audits. New projects are assessed for identifying any potential hazards related to environment, health and safety. The CEOs and the Sustainability & CSR Committee review the EHS performance on a half yearly basis along with sustainability performance. Sustainability related

aspects are included in the induction training for all new employees. Employees are also provided technical training to support their work. EHS related Key Result Areas (KRAs) are also set for Company CEOs ensuring focus on EHS issues.

Digital Monitoring and Tracking of EHS Issues

In order to track timely closure of environmental issues 'Jagriti' - an in-house developed software has been deployed for tracking environmental related observations and analysis. This helps us to identify and implement preventive measures.

CAPEX

The Company has approved capital expenditure projects worth more than 822.5 million INR for environmental pollution control and management measures in Indian operation.

Environmental Health and Safety Awareness

To increase environmental awareness amongst employees, a separate session on EHS and sustainability is incorporated in induction training module for all new employees. The Company also celebrates World Environment Day to sensitise the employees for the cause of environment conservation.





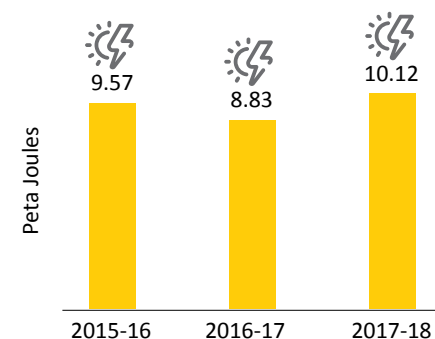
Environment Performance

Energy

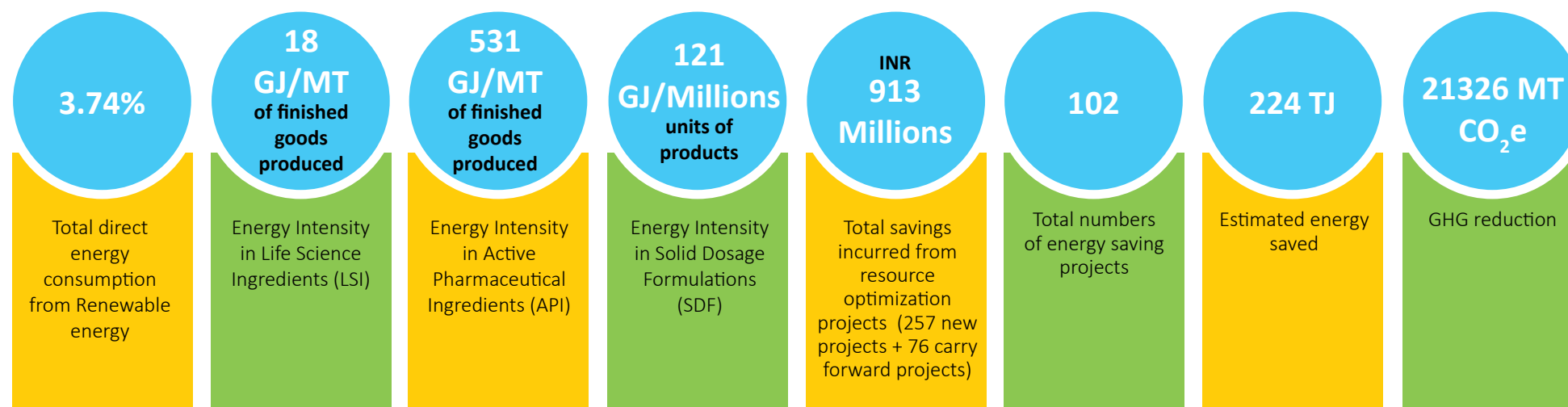
Jubilant is focused on improving energy efficiency and finding alternate sources of uninterrupted low cost energy and increasing the percentage of renewable energy in its overall energy portfolio. Solar, bio-gas, biodiesel and biomass are the direct renewable energy sources used by the Company at present. The Company has implemented more than 100 energy saving projects that have directly contributed towards reduction of around 224 TJ of energy consumption which is equivalent to 21326 MT of CO₂.

This year the Company implemented roof top PV solar power system at Bharuch manufacturing site (10 kWp) and Roof top solar heater at Roorkee to cater to the guest house requirements. We have not calculated and reported energy consumption outside the organization this year. We are in the process of applying an appropriate methodology with applicable energy factors to arrive at the same. We expect to report this by the next couple of years.

Total Energy Consumption



Energy: Key Performance Indicators

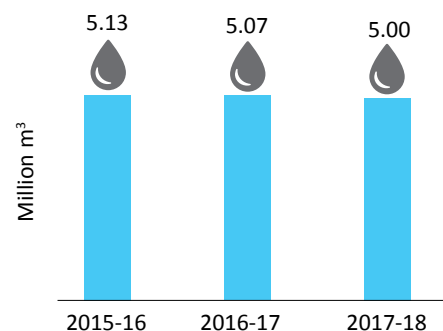




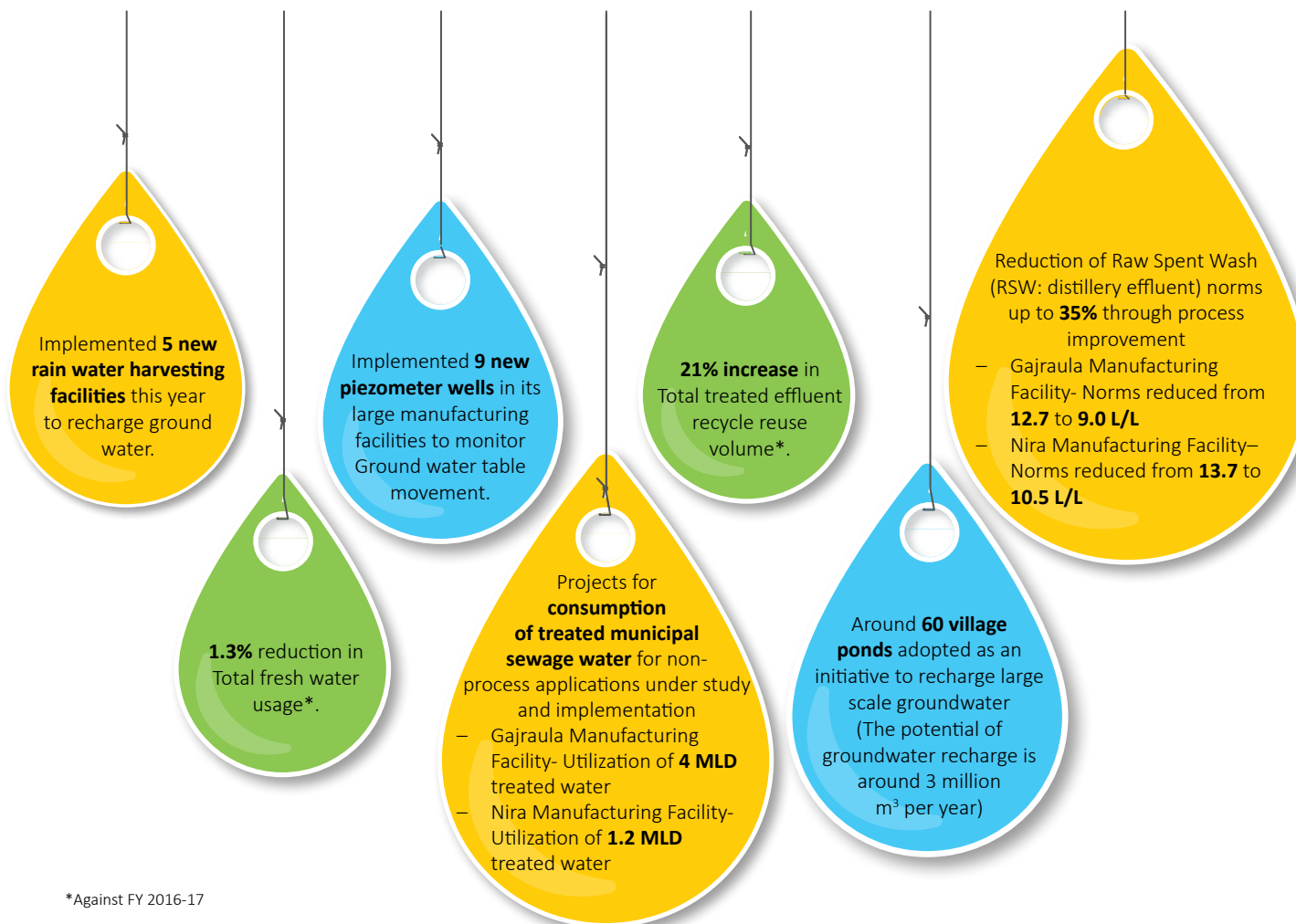
Water Security

Being a life sciences company we are dependent on water for many of our manufacturing processes. At the same time, we understand how critical this natural resource is to human life and ecosystems. Jubilant is continuously optimising water consumption through process modification and adoption of new technologies. The Company strives to recycle usable water from the effluents after treatment in order to reduce fresh water consumption. Most of our Indian manufacturing facilities are Zero Liquid Discharge. Bharuch manufacturing facility discharges treated effluent in the sea while our Savli, Gujarat and North American manufacturing facilities send their treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment and final discharge in line with quality and quantity prescribed by the respective local authority.

Total Water Consumption



Sustainable water management initiatives



*Against FY 2016-17

To the best of our knowledge no material impact envisaged in the water sources due to withdrawal of water by the Company.



Emissions

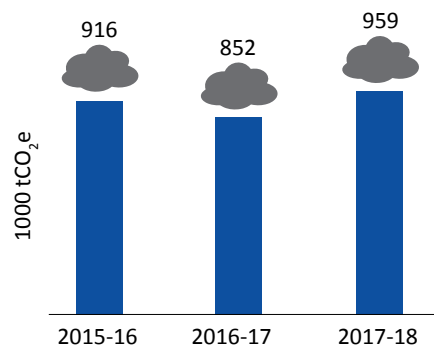
GHG Emissions

Jubilant Life Sciences aims to operate through a low carbon footprint and actively supports in mitigating the risk of climate change. The commitment from the top management is visible in the form of climate change mitigation policy which aims to mitigate the risk of climate change through participatory and collaborative efforts. The Company sees cleaner production as a new market opportunity. The Company also monitors changes in regulation which may result in financial implication with respect to energy and other resources relevant to the Company's business.

To understand the product carbon footprint the Company had conducted life cycle based carbon footprint studies by reputed external agency during 2011-12. The study was conducted on 15 key products of the Company using the cradle to gate approach.

Bio-mass, biogas, bio-diesel and solar power are the key renewable energy sources in the overall energy mix of the

Total Greenhouse Gas Emissions



Company. It has invested significantly to generate energy from its distillery effluent in the form of Bio-gas, fired in the process furnaces. The Company is also monitoring and reporting its GHG emission regularly. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world. During the reporting period, GHG emission intensity of our LSI business was calculated to 1.69 tCO₂e/MT of finished goods produced. While the same for APIs business was 58.83 tCO₂e/MT and for SDF business it was 9.55 tCO₂e/million units of finished goods produced.

Transport Emission

From the last year we have started to capture scope 3 GHG emission, in absolute term, arising out of our raw material and goods transportation. We have started with identifying total GHG emissions from complete domestic logistics (inbound and outbound) of the Life Science Ingredients business. Total GHG emission from road and rail transportation was 20428 tCO₂e in FY 2017-18 against 12981 during FY 2016-17. However the specific emission improved from 39.51 gm CO₂e / Tonne km during FY 2016-17 to 37.79 gm CO₂e / Tonne km during FY 2017-18. This is primarily because of increase in transportation percentage through rail (32%) than by road (68%).

Air Emissions

Jubilant recognises that air pollution has direct impact on environment and the surrounding communities.

Gajraula manufacturing facility

- New ESP installed for MP boiler and 90 TPH boiler being revamped
- Installation of stripper and ATFD for inorganic raffinate treatment is currently ongoing which will further reduce odour issue

Nira manufacturing facility

H₂S Scrubber installed for Biogas generation plant

Air emission reduction initiatives

Management is very much concerned about these air pollution issues and has put in place necessary control measures along with monitoring systems to check their performance against local regulations. While electrostatic precipitators, scrubbers, thermal oxidisers, and cyclones are used for air pollution control, initiatives like technology change, switching to renewable energy, improving energy efficiency are applied to reduce air emissions at Jubilant.

The Company does not manufacture products containing Ozone Depleting Substances (ODS). All banned ODS have been phased out as per applicable regulations of the land. At Jubilant, emission of ODS is primarily from ODS based refrigerants in air-conditioners and chilling plants. This year total ODS emission was 174 kg CFC 11 equivalent against 114 kg CFC 11 equivalent in FY 2016-17.



Raw Materials

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

Process chemicals like solvents are recovered and recycled wherever possible.

Molasses (by-product from the sugar industries), Press mud and corn cob are renewable in nature and constitute over 41% of the total major raw material consumption.

Waste Management

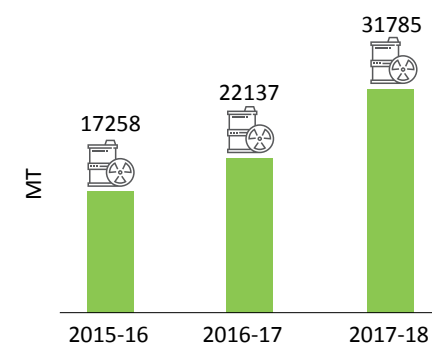
Waste minimisation, waste recovery & reuse and scientific disposal of waste are the three approaches adopted by Jubilant for all type of wastes, whether hazardous or non-hazardous in nature. However at Jubilant the focus is always on waste minimisation. Non-hazardous wastes are either recycled or reused by third parties. Fly ash, metal scrap, plastic scrap, paper and wooden material scraps are few major contributors of non-hazardous waste. The products are further packaged in bulk quantities which considerably reduces the Company's consumption of packaging materials. Certain products are transported in tankers thus eliminating the use of packaging material and some products are sent in drums and carboys, which are reused wherever feasible.

Depending on their nature and local regulations, following methods are adopted for proper disposal of hazardous waste generated at the facilities:

- Recycle and reuse through authorized third party
- Co-processing at cement kiln
- Secured land fill
- Incineration (solid and liquid)

During the reporting year the Company established plant scale feasibility of co-processing in cement kiln for

Total Hazardous Waste Disposed



disposal of organic rich effluent generated from Advance Intermediates plant. This initiative will result in reducing the carbon footprint which would have otherwise generated though treatment of the waste through Multi Effect Evaporator (MEE) and incinerator. In the reporting year co-processing of hazardous waste increased from 1355 MT to 4935 MT in Indian Manufacturing facilities. The Company is in process to obtain regulatory approval for regular disposal of this waste through co-processing. During the reporting period no significant spills were observed.



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Biodiversity

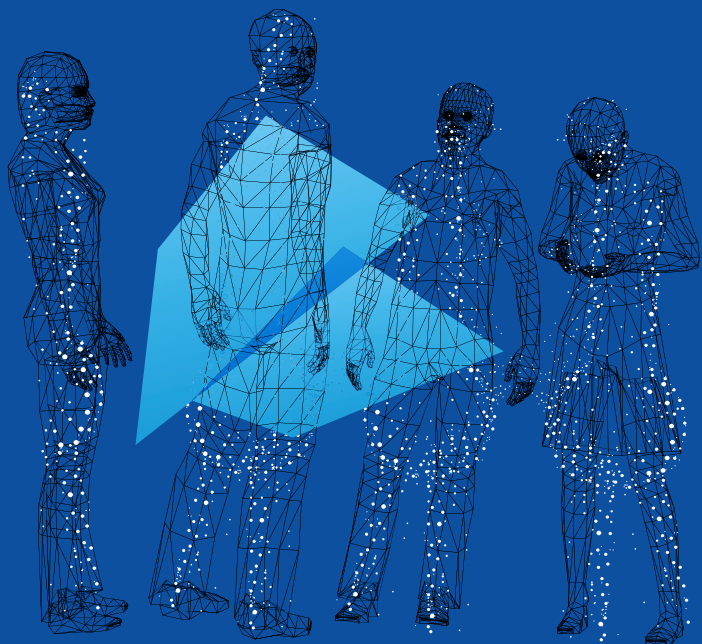
No species listed in the International Union for Conservation of Nature (IUCN) Red List and National Conservation List was found to exist in or near the manufacturing operations of the Company. All our manufacturing facilities are located outside biodiversity sensitive or notified protected areas. Therefore, there is no case of habitats significantly affected by discharges of water and runoff from Jubilent.

Compliance

- In 2016, the Uttar Pradesh Pollution Control Board (UPPCB) served notices upon 3 units of the Company located at Gajraula, UP, to appear and present their submissions in the National Green Tribunal, New Delhi (NGT) in a pending matter since 1985 (M.C. Mehta vs. Union of India & Others) regarding pollution of Ganga and its tributaries. NGT directed

all the parties in Segment B of River Ganga to give their compliance status on Zero Liquid Discharge (ZLD). All 3 units of the company, being located near Bagad River which is a tributary falling under Segment B of River Ganga, duly filed submissions that they are compliant of the terms of consent/ ZLD. All 11 industries in Gajraula including 3 units of JLL were temporarily shut down by NGT in Apr'2017, and NGT ordered a detail inspection which was done by a joint committee of Central Pollution Control Board (CPCB)/UPPCB/National Ganga River Basin Authority (NGRB), post which all 3 units of the company were allowed to restart operations by NGT in May 2017. Joint committee validated and confirmed JLL ZLD compliance status during inspection. NGT pronounced its judgment dated 18-July-2017 on this segment of the river Ganga and its tributaries, inter alia, directing that ZLD cannot be applied across the board and should be case to case basis. With this Judgment of the NGT, the case with respect to Segment B of River Ganga stands closed. All units of the Company at Gajraula, UP are operating/allowed to operate with no issues except regular monitoring by CPCB/UPPCB which is as per their normal practice.

- There was a Public Interest Litigation (PIL) filed by a group of villagers around Nira plant against the Company on account of environment pollution in Bombay High Court in 2009. In January 2014, the Bombay High Court transferred this matter to Hon'ble NGT, Pune Bench. On hearing both sides, Hon'ble NGT gave its judgement on May 16, 2014 and actions as per the same are under implementation. The Hon'ble NGT gave final direction on August 10, 2017 to JLL to implement the remediation plan as submitted. Progress report is periodically being submitted to Hon'ble NGT and Maharashtra Pollution Control Board (MPCB)



People

Creating a Diverse and Inclusive Workplace

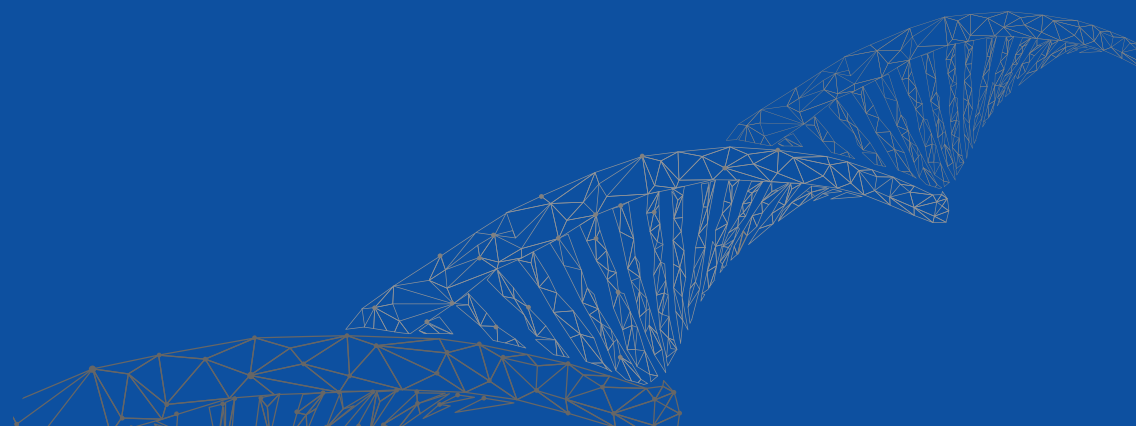
In this section

- Human Resource- Highlights
- Human Resource Performance
- Human Rights
- Human Rights Performance
- Labour Management & Labour Relations



“Engaged, enthusiastic, empowered and energised employees are the key drivers of an inclusive workplace and our sustainable growth”

Dr. Raju Mistry
Chief Human Resources Officer







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People

Our people strengthen us and make us exceptional

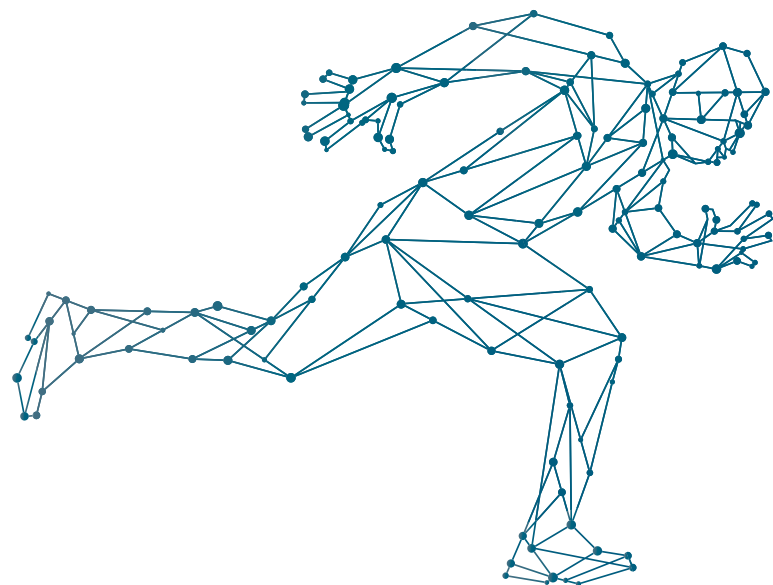
At Jubilant, we believe that our people strengthen us and make us exceptional both in driving world-class performance and in nurturing our employees. We focus on hiring the best candidates and retain our talented employees around the world. At Jubilant we aim to empower and motivate our employees with global opportunities, high performance and rewarding culture and by providing continuous learning and development opportunities. Our focus is on creating a diverse and inclusive workplace that is respectful, fair and ethical. To cater to this, the Company has implemented a well-structured human resource department both at corporate office and at all manufacturing facilities. In addition, the Company has prepared HR policies to retain talent and lower the attrition rate. Local human resource personnel takes care of employee relations and interacts with the employees and contractors about various services, measures and initiatives to assist them in creating and maintaining a sound work environment. Employee 'Code of Conduct' defines relevant policies which our employees need to comply with. These policies cover areas on human rights, labour management, corruption and bribery, anti-competitive behaviours and others.

To inculcate better employee relations with senior management and among employees, several communication and engagement programs have been initiated like Town Halls, Annual Day and Sports Meet, New Joiners Meet, Rewards and Recognition and celebrations of festivals and social or community engagements.





Human Resource Performance



Benefits

Our benefits apply to Jubilant Life Sciences employees globally at every level of the organisation. Due to local law and regulations some benefits vary by location. Our benefits schemes include maternity leave for female employees, disability and invalidity coverage as per the

Industrial Dispute and Workers Compensation Act and Group Medclaim Insurance for employees and their dependents. All female employees in Indian units and all employees in North American units are entitled to parental leave. During reporting period 24 employees availed parental leave and 24 employees returned to work during this period.

Long term employee benefits include Pension, Provident Fund, Superannuation and Gratuity. These constitute the key elements of employee's post-retirement benefits in India. International subsidiaries of the Company make contribution to various social security plans and insurance schemes as per local requirements and generally accepted practices in their respective country of incorporation.

Performance Management

Jubilant rewards good performance, encourages talent, and ensures motivation among the employees. Performance Management System (PMS) is formulated on a Balanced Scorecard providing a clear linkage between organisational and individual objectives. A performance linked incentive system is in place to monitor the performance of all employees. The Company also has wage agreement at manufacturing facilities with trade unions and works committee.

Training and Development

Having the right people with the right skills is essential to our success. Our training and development initiatives offer training to employees around the globe. It helps our people develop personal skills, support managers in team development, and assist those in charge of key operations to think strategically and improve procedures and processes. Training needs are rigorously identified and delivered through internal and external workshops as well as web based modules. This helps us systematically improve the quality of our workforce

Local Hiring

With increasing unemployment across the globe, there is increasing demand for local employment in the communities surrounding our manufacturing facilities, particularly in India. Jubilant recruits employees based on their skills and merit, however, local employees are preferred while they meet the specific role set by the Company. Employee salaries are always higher than the minimum wages mandated by the local regulation.



Location wise Employee Headcount

Location/Company – JLL	Execu-tives	Work-men	Total	Temp & Labour Supply	Job Contr-acts/ Projects	Over All
Corp office + Branches	952	0	952	90	0	1042
Gajraula	648	232	880	519	849	2248
Bharuch	181	25	206	89	152	447
Nira	170	92	262	150	82	494
Savli	58	31	89	139	29	257
Ambernath	132	23	155	60	75	290
Total (A)	2141	403	2544	1047	1187	4778

Indian subsidiaries

Jubilant Generics

*R&D Noida	434	0	434	48	85	567
*Roorkee	357	301	658	110	225	993
*Nanjangud	725	209	934	360	125	1419
Jubilant Biosys	267	0	267	85	30	382
Jubilant Chemsys	379	0	379	102	30	511
Jubilant Infrastructure	82	68	150	92	306	548
Total (B)	2244	578	2822	797	801	4420

Location/Company – JLL	Execu-tives	Work-men	Total	Temp & Labour Supply	Job Contr-acts/ Projects	Over All
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International subsidiaries

JOL China	6	0	6	0	0	6
JOL USA	6	0	6	0	0	6
JDS US	3	0	3	0	0	3
Jubilant Cadista	117	204	321	48	0	369
Clinsys Inc (Branch Office Germany)	3	0	3	0	0	3
Jubilant Pharma NV	3	0	3	0	0	3
Jubilant Life Sciences NV	2	0	2	0	0	2
Jubilant HollisterStier	249	349	598	45	6	649
Draximage & Montreal CMO	313	179	492	15	0	507
JDRI	221	510	731	0	0	731
Jubilant Pharma Holding Inc. (Yardley)	24	0	24	0	0	24
Jubilant DraxImage USA Inc (Spokane)	7	0	7	0	0	7
Total (C)	954	1242	2196	108	6	2310

Grand Total (A+B+C) **5339** **2223** **7562** **1952** **1994** **11508**

* These locations, earlier direct under Jubilant Life Sciences Ltd. (JLL), are now held by Jubilant Generics Ltd. (JGL), a 100% owned step down subsidiary of JLL.



Age wise Headcount Breakup



Gender wise Headcount Breakup



Location wise Employee Attrition

Attrition	Manpower as on 31st March 2018			Attrition			Attrition %		
Location	Executive	Worker	Total	Executive	Worker	Total	Executive	Worker	Total
Corporate Office	528	0	528	79	0	79	14.96%	0.00%	14.96%
Branches	424	0	424	307	0	307	72.41%	0.00%	72.41%
Ambernath	132	23	155	27	2	29	20.45%	8.70%	18.71%
Bharuch	181	25	206	29	2	31	16.02%	8.00%	15.05%
Gajraula	648	232	880	33	3	36	5.09%	1.29%	4.09%
Nira	170	92	262	13	7	20	7.65%	7.61%	7.63%
Samlaya	58	31	89	12	0	12	20.69%	0.00%	13.48%
R & D Noida	434	0	434	78	0	78	17.97%	0.00%	17.97%
Roorkee	357	301	658	74	62	136	20.73%	20.60%	20.67%
Nanjangud	725	209	934	176	2	178	24.28%	0.96%	19.06%
Jubilant Cadista	117	204	321	18	14	32	15.38%	6.86%	9.97%
Jubilant Hollisterstier	249	349	598	24	27	51	9.64%	7.74%	8.53%
Draximage & Montreal CMO	313	179	492	47	20	67	15.02%	11.17%	13.62%
Jubilant Infrastructure	82	68	150	7	8	15	8.54%	11.76%	10.00%
Jubilant Biosys	267	0	267	35	0	35	13.11%	0.00%	13.11%
Jubilant Chemsys	379	0	379	107	0	107	28.23%	0.00%	28.23%
JDRI	221	510	731	10	73	83	4.52%	14.31%	11.35%
Over All	5285	2223	7508	1076	220	1296	20.36%	9.90%	17.26%



Age wise Employee Attrition and New Joinee Breakup

Age in years	Attrition			New Joinee		
	Executive	Worker	Grand Total	Executive	Worker	Grand Total
< 30	565	65	630	570	144	714
30-50	454	94	548	436	123	559
> 50	57	61	118	38	60	98
Grand Total	1076	220	1296	1044	327	1371

Gender wise Employee Attrition and New Joinee breakup

Gender	Attrition			New Joinee		
	Executive	Worker	Grand Total	Executive	Worker	Grand Total
Female	105	34	139	118	77	195
Male	971	186	1157	926	250	1176
Grand Total	1076	220	1296	1044	327	1371

Training Break up: All Indian units and R&D, Corporate Office and Branch Offices

Category	Training Man-days	Avg. Training/Employee
3739 Executive	9547 Executive	2.6 Executive
981 Worker	2010 Worker	2.0 Worker
4720 Total	11557 Total	2.4 Total

Training Break up: All Indian units and R&D, Corporate Office and Branch Offices

Gender	Training Man-days	Avg. Training/Employee
201 Female	443 Female	2.2 Female
4519 Male	11114 Male	2.5 Male
4720 Total	11557 Total	2.4 Total

Employee Training hours

Location	Executive	Workmen	Total	T. Hours	man-days	Avg. man-days per head per annum
Corp. Office + Branches	952	0	952	3269	409	0.4
Ambernath	132	23	155	7332	917	5.9
Bharuch (Inc. JIL)	263	93	356	7741	968	2.7
Gajraula	648	232	880	21670	2709	3.1
Nira	170	92	262	561	70	0.3
Samlaya	58	31	89	1792	224	2.5
R&D	434	0	434	4612	577	0.9
Roorkee	357	301	658	17098	2137	3.2
Nanjangud	725	209	934	28489	3561	3.8
Jubilant Cadista	117	204	321	6562	820	2.6
Jubilant Hollisterstier	249	349	598	38688	4836	8.1
Draximage & Montreal CMO	313	179	492	23865	2983	6.1
JDRI	221	510	731	17771	2221	3
Grand Total	4639	2223	6862	179450	22431	3.3



Human Rights

Jubilant upholds UNGC Principles on human rights with right spirit and due commitment. This is reflected in the Company's Promise statement. The Company has dedicated human resource team both at Corporate and at site level who not only take care of employee concerns and benefits, but also keep a watch on any violation of policies and codes involving Human Rights issues. The Company has formulated policies and systems to ensure protection of Human Rights at workplace. These are defined in the Business Code of Conduct. The Company has made the Business Code of Conduct available to all employees through the intranet. These policies cover issues of Child Labour, Forced & Compulsory Labour, Non Discrimination and Bribery & Corruption. The Company has made the Code of Conduct available to all employees through intranet and conducted training to improve awareness and implementation on ground. Last year the Code of Conduct was revisited and training on revised content was provided by HR team across locations.

Free of Discrimination and Harassment

The Company is committed to ensuring that the workplace is free from all forms of discrimination. The Company Code prohibits harassment of any kind on the basis of age, nationality, race, caste, creed, religion or gender and has a zero tolerance Code against sexual harassment. The Company aims towards prevention and redressal of Sexual Harassment at the workplace to enable them to deliver their best at work without fear of prejudice, gender bias, or redistribution.

Child Labour

It is Code not to employ child labour. In order to ensure this, in certain jurisdictions, every applicant is required to submit a proof of age. Further the Company is committed to work in a 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 Company respects the dignity of labour and denounces all forms of forced and compulsory labour. The Company therefore, ensures that in terms of employment are transparent and voluntary. The Company encourages its suppliers and service providers to adhere to a no forced and compulsory labour Code.



Human Rights Performance

Child Labour

Jubilant prohibits child labour in its business activities. In order to ensure this, every prospective employee is required to submit a proof of age including contract employees. In addition there are regular internal and external audits. The Company also encourages its suppliers to work towards a no child-labour policy. Self-evaluation is filled by the suppliers of the Company which delineates prohibition of child labour. There were no cases of child labour reported within the organisation or came to Company's notice involving its suppliers during FY 2017- 18.

Non-Discrimination

Jubilant prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Equal remuneration is provided to the male and female members of the workforce for the similar set of work. Jubilant Life Sciences is a signatory to the CII code of conduct on affirmative action that reconfirms the Company's commitment to equal opportunity in employment for all sections of the society. The prevailing law in North American manufacturing locations is very stringent and any form of gender discrimination is prohibited. During FY 2017- 18 no case of discrimination was reported to the Ombudsman's Office.

Forced and Compulsory Labour

The Company respects the dignity of labour and denounces all forms of forced and compulsory labour. The Company therefore, ensures that its terms of employment are transparent and voluntary. The Company encourages its suppliers and service providers to adhere to a no forced and compulsory labour Code. No incident of forced or compulsory labour at the suppliers end came to Company's notice during this reporting period.

Operational Responsibility and Ombudsman

At Jubilant, implementation and monitoring of aforesaid Human Rights policies and Code of Conduct lies on the Human Resource (HR) Head at each manufacturing facility reporting to the Corporate HR Head. HR Head oversees the implementation of the human rights policies and takes responsibility of resolving any violations.

Jubilant has Whistle Blower Policy and a dedicated Ombudsman office for addressing employee grievances in neutral and unbiased manner. A charter of the Ombudsman has been prepared and made available on the Company intranet. This Charter allows stakeholders, including employees, to voice their concerns and guide the Company to resolve issues efficiently. Under this policy the employees can report any information which they believe reflects serious malpractice, impropriety, abuse or violation of Code of Conduct in relation to the Company's functioning. The Company has a dedicated

OMBUDSMAN

Email: ombudsman@jubl.com

Portal: www.cwiportal.com

email id which can only be accessed by the Ombudsman Office, for anonymous reporting. The online portal (www.cwiportal.com) is another way of reporting concerns and maintaining complete anonymity of the whistle-blower. No cases of human rights violation and corruption were reported to the Ombudsman's Office during the reporting period.

During FY 2018 Jubilant acquired Triad Isotopes- second largest radiopharmacy network in the US with more than 50 pharmacies in 22 States. There were no dedicated human rights assessment conducted during this acquisition, however the Company reviewed the online public information regarding various Triad sites for any extraordinary issues.

Freedom of Association and Collective Bargaining

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India 564 employees are covered by collective



bargaining agreements with trade unions and worker committee. At the Montreal manufacturing facility of the Company, 179 employees were covered by trade unions/collective bargaining agreements as of March 31, 2018. There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.

Security Practices

All security personnel are briefed about relevant policies of the Company which lay the foundation for them to function effectively. They are also trained in first responder and fire security at all manufacturing facilities. The security personnel are also given behavioural trainings on body language, dealing with visitors and employees and other related trainings for escalation of issues.

Indigenous Rights

The Company has operations in various locations across India and North America. Jubilant supports and accepts the local cultures of various geographies it operates. There have been no violations involving rights of indigenous people or those related to human rights in Jubilant during this reporting period.

Public Policy

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

Anti-Competitive Behaviour

Our approach on anti-competitive behaviour is anchored in our Code of Conduct. It binds employees to limit any contract or association with competitors including membership of a trade association to legitimate purposes only. Considering the growing global importance of following anti-competitive behaviour, this year the Company revised the Code of Conduct incorporating the code on anti-competitive behaviour. During reporting

year there have been no legal actions concerning any anti-competitive behaviour, antitrust and monopoly practices by the Company.

Compliance

There have been no incidence recorded through formal organizational grievance mechanism pertaining to human rights, corruption, labour practices during this reporting period.





Labour Management and Labour Relations

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Local human resource representative takes care of employee relations and interacts with the employees and contractors about various services, measures and initiatives to assist them in creating and maintaining a sound work environment. Trade unions exist at three locations and Works Committee with bargaining capabilities has been formed by the employees at one location in India. All arrangements with respect to collective bargaining and trade unions are as per applicable laws of the land. The entire workforce at Jubilant Life Sciences is represented in formal joint management- worker health and safety committees. Health and safety topics are also included in the local formal agreements of the manufacturing facilities of the Company with trade unions.

Minimum Notice Period

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





Workplace Safety

Ensuring Employee Wellbeing

In this section

- Occupational Health & Safety Highlights
- Workplace Safety
- Occupational Health & Safety Performance







Workplace Safety

A safe and healthy work environment is an important requirement for ensuring employee well-being.



Jubilant believes its workforce is a key asset contributing to the Company's success. The Company believes that a safe and healthy work environment is an important requirement for ensuring employee well-being and best practices in occupational health & safety contribute to employee satisfaction and enhance our performance. It also helps in attracting and retaining quality talent. Jubilant ensures that Environment, Health and Safety

(EHS) performance at all our locations are benchmarked with the best practices and standards. Our approach towards best-in-class occupational health and safety standards is articulated in our [EHS Policy](#).

We recognise that our business may pose occupational and safety risks to our employees. To mitigate these risks, the Company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage and respond to emergencies if any. Majority of our manufacturing sites in India are OHSAS 18001 certified.

To mitigate the risks, occupational health and safety information is periodically compiled and reviewed at both facilities and corporate level. The Board is updated on significant occupational health safety issue, if any, on quarterly basis. The Sustainability and CSR committee review the safety performance of the Company on half yearly basis. In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.

The entire workforce at Jubilant Life Sciences is represented in formal joint management- worker health and safety committees. Health & Safety topics are also included in the local formal agreements of the manufacturing facilities of the Company with trade unions.

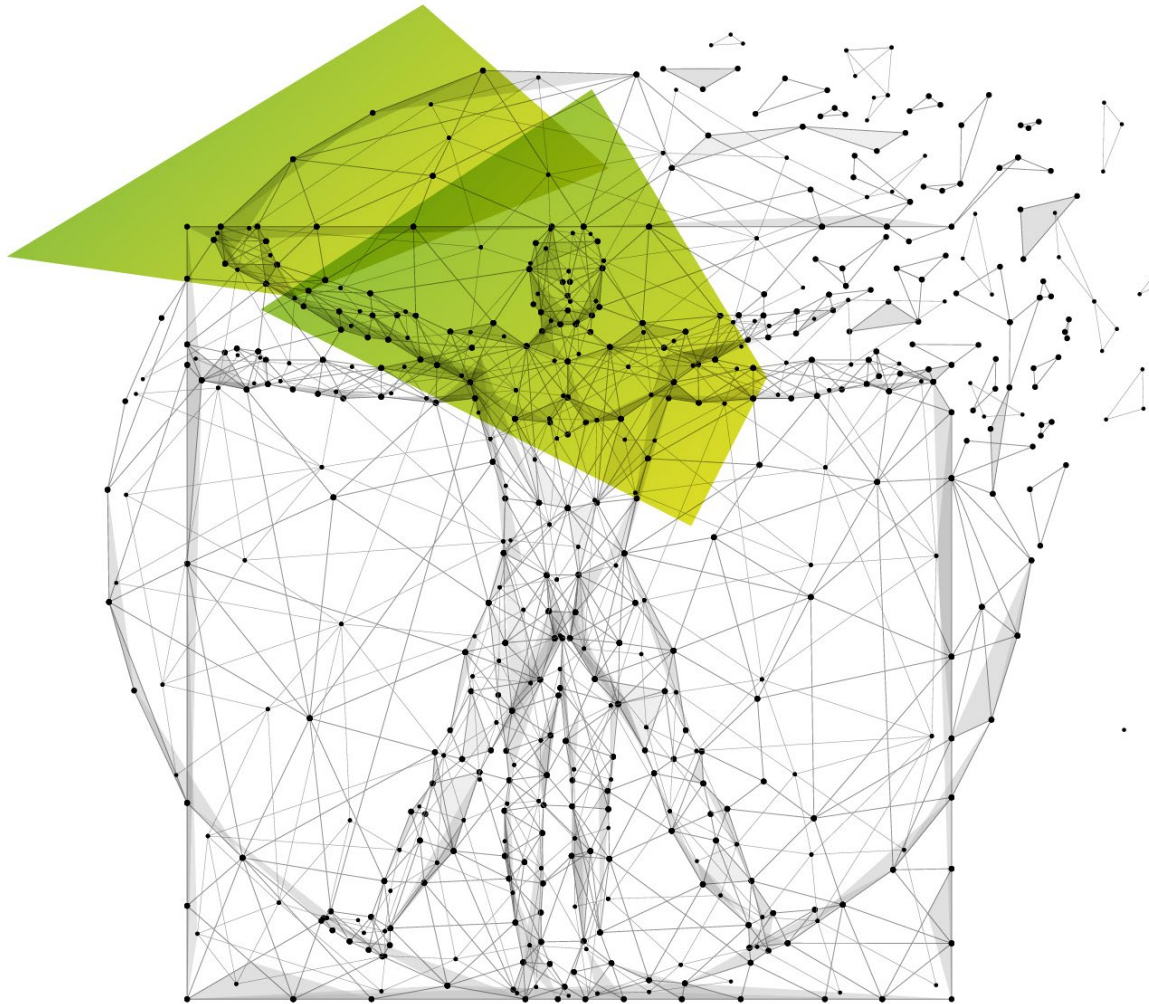


Safety is Everybody's Responsibility

Looking at the importance of occupational health safety, safety targets have been included in the key performance indicators (KPI) of all Head of Departments and the Senior Leadership team from the last financial year. This helps us to ensure that safety is always on priority.



Occupational Health & Safety Performance



Occupational Health and Safety Trainings

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops are conducted regularly for both permanent and contractual employees. This year total 95786 man-hours were spent on safety training covering both permanent and contract employees for all manufacturing facilities. The Behaviour Based Safety (BBS) campaign was introduced in FY 2013-14 for the first time is still on going across our manufacturing facilities in India and has shown positive results already. 'Sanchetna' a software to capture and manage unsafe act and unsafe conditions is accessible to all employees and during reporting period a total of 26235 observations were reported in LSI business, out of which 86% were closed. There was 3% increase in reporting in Sanchetna against last financial year.

Risk Assessment

As a proactive measure the Company continuously carries out different modes of risk assessment, both internally and through external Subject Matter Experts (SMEs) to safe guard its employees and assets. During this reporting period Electrostatic Hazard Assessment (EHA) study was completed at all 5 LSI manufacturing facilities. Also dedicated training on EHA was completed at all five facilities for better understanding of 'Electro static hazards' and their control. To take



care of any residual occupational health and safety concerns all OHC infrastructure gap assessment study was conducted by eminent toxicologist this year. New OHC equipment, emergency medicine & antidotes stocks were strengthened post this study. As part of continuous OHS improvement drive, dedicated corporate safety audit conducted for all five LSI facilities focusing on unsafe conditions. In addition separate safety audit conducted for all chlorine installations at Gajraula, Bharuch and Ambarnath facilities. To create an effective and faster emergency response, corporate crisis management plan was rolled out and implemented in December 2017 and the plan was made available on mobile app MaaS360 to key members of Crisis Management Team.



Employee Wellbeing

The Company has set up occupational health centres at all manufacturing units. In its bid to prevent any form of occupation health hazard or disease, jubilant has adopted regular pre-employment and periodical medical examination of its employees. The health record of each employee is maintained at each manufacturing facilities. From FY 2014-15 compulsory periodical medical check-up started for all contract employees in Indian manufacturing facilities along with earlier practice of compulsory pre-employment medical check-up.





Supply Chain

Creating Shared Value

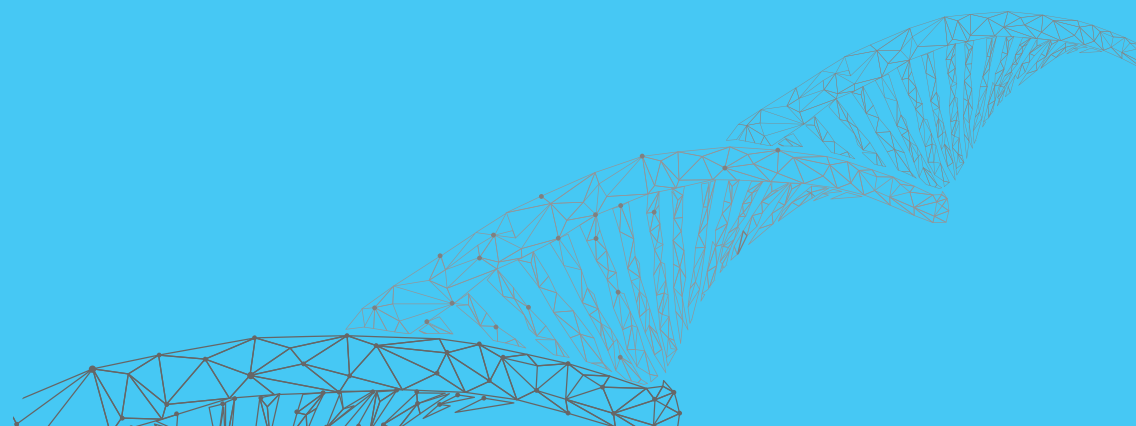
In this section

- Supply Chain
- Local Sourcing
- Road Safety Training Program:
'Nischay'



“At Jubilant, we ensure that we do business with global Suppliers who complement our commitment towards sustainability.”

Siddhartha Pahwa
Chief of Supply Chain





Supply Chain

The goal of Supply Chain Management (SCM) at Jubilant is to provide a substantial and sustainable value contribution for the success of our businesses.

Jubilant strives to play an integral role in all geographies where we operate. The principal goal of supply chain management (SCM) at Jubilant is to provide a substantial and sustainable value contribution for the success of our businesses. In line with our vision to do business sustainably, Jubilant is keen to take its partners along in this sustainability journey. This is how we create shared value for our stakeholders. The guiding principles for our supply chain have been set under our Green Supply Chain Policy. To fulfil our Green Supply Chain commitments, the evaluation criteria cover clauses on compliance to EHS, human rights and social requirements relevant laws of the land since 2014.

A Productive Dialogue: Supplier Meet

The Supplier Meet serves as an effective platform for the Company to have a productive dialogue with its suppliers. It goes a long way in strengthening our relationships. Around 310 suppliers participated in the event concluded on November 22, 2017 this year.

Paperless Sourcing

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



Supplier Audits

Supplier Audits are conducted annually to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labour practice, human rights and social impact. The number of EHS and social audits conducted for external manufacturers, new and existing suppliers are listed below.

	Total Existing suppliers	New suppliers audited	Existing suppliers audited
Life Science Ingredient (LSI)	1438	8	23
Jubilant Pharma Ltd. (JPL)*	373	19	76
External Manufacturers	16	0	16
Total Suppliers	1827	27	115

No new or existing suppliers were delisted due to environment or social impact
All figures in numbers
**Numbers against JPL covers sites under Jubilant Generics Ltd. (JGL) only*



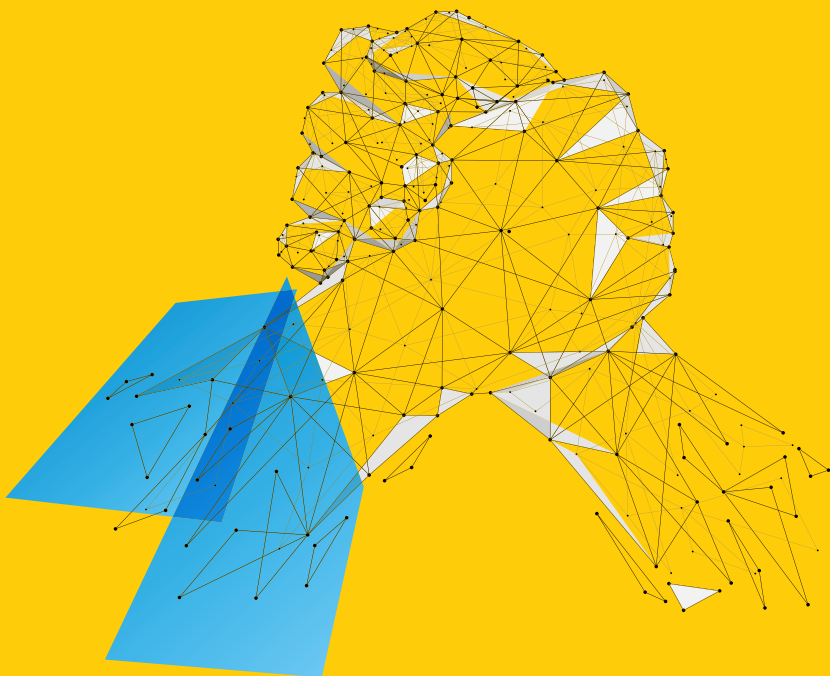
Local Sourcing

The Company sources its material, machinery, spares stores etc. from across the globe without compromising on quality and value. Preference is given to local suppliers if they satisfy the requisite specifications. In monetary terms, 18.56% of the material was sourced domestically whereas 81.44% was sourced from other countries for Indian operations in 2017-18.

Road Safety Training Program: 'Nischay'

As part of our extended social responsibility Jubilant also takes care of any untoward incident during our goods movement. Road safety during transportation of its products and raw materials is of prime concern to the Company. In order to improve transporter safety, 'Behavioural Safety Training with focus on defensive driving' is imparted to transport service providers. During FY 2017-18 several trainings on defensive driving (Nischay) were conducted at our manufacturing locations in **Gajraula and Nira**. More than 150 drivers and transporter's representatives participated in these training on defensive driving and hazmat cargo conducted by external trainer. In FY 2017-18 there were total 11 road accidents during goods movement.





Community

In this section

- Community Highlights
- Community
- Our Approach
- Our CSR Initiatives



“We are committed to create sustainable models for our surrounding communities to bring about social change.”

Ajay Khanna
Group Ombudsman and Chief - Strategic & Public Affairs





Introduced mobile based real time monitoring system for malnutrition among children and anemia among adolescent girls and mothers at Gajraula

Computer on Wheel (HP WoW) – computer based learning in rural schools introduced at Gajraula, Bharuch, Nira, Roorkee

Rooftop Rain Water Harvesting Structure in Govt. Schools at Gajraula (4 Schools as pilot)

Community Highlights

60 ponds have been identified to recharge ground water through surplus rainwater around Gajraula

Nanjangud training centre became operationally self sustainable





Community

Jubilant embeds sustainability in its business strategy to deliver substantial stakeholder value through innovative social development models

Jubilant embeds sustainability in its business strategy to deliver substantial stakeholder value through innovative social development models that focus on four key pillars- Education, Health, Livelihood and Social Entrepreneurship. The Company firmly believes that this approach drives us to achieve inclusive development. We put people and communities at the heart of our CSR initiatives. It is an essential part of Jubilant's framework for sustainable development. All our initiatives are in line with the United Nation's SDGs.



Community Interface meet at Gajraula



Community Interface meet at Gajraula

The CSR activities at Jubilant are in line with the provisions of Schedule VII, Sec-135 of Company's Act 2013. The Company implement its CSR activities through "Jubilant Bhartia Foundation" which is a Section 25 Company (Sec 8 as per new Act) in line of the provision of the Act. The CSR initiatives of the Company are guided by

its CSR Policy and are focused on adding value in the lives of the communities around the area of operations of the Company. There was no prescribed limit for CSR expenditure during the reporting period. The Company also supports & encourage Social Entrepreneurship through Social Entrepreneur of the Year- India Awards.



Our CSR Initiatives



The CSR programs of Jubilant are an efforts towards meeting the Sustainable Development Goals (SDGs). The activities under various CSR interventions look at integrating the essence of the global goals in their implementation.

The first goal of SDGs mention that poverty is more than lack of income or resources- it includes lack of basic services, such as education, hunger, social discrimination and exclusion, and lack of participation in decision making.

Jubilant, in cognizance of the importance of skill development in enhancing the employability of potential workforce, conducts skill development programs. The Vocational Training Centers (VTC) at 3 locations Gajraula, Nira and Nanjangud provide training on array of skill oriented trades like tailoring, soft skills, embroidery, paper quilling and jewellery making etc. The no. of training conducted at the VTC is as below:

Number of People trained at Vocational training centers



No. of people trained in FY 2017-18



Diary Distribution Programme with Emergency Contact Numbers at Gajraula

Our Approach

JBF works on 4P model (Public-Private-People-Partnership) for empowering communities. The approach is to maintain regular engagement with the community members through the program/field officers at various locations. The CSR activities also ensures interactions and meetings with the community and all important opinion leaders and stakeholders.

This year community interface meets were organized at Gajraula and Bharuch locations. Frequently small interactions with community were organized in FY 2017-18. The platforms were used to understand the expectations of the community help them to recognize the Company closely. The offsite emergency plan is

also communicated during these community interface meets.

This year under Project Muskaan, Jubilant Bhartia Foundation (JBF) designed an annual diary for structured information dissemination amongst the teachers, students and parents. The JBF initiated student diary, possess multiple features such as dedicated pages for personal details, immunization calendar, guidelines for health and hygiene, prayers, national anthem and emergency contact numbers etc. The diary also has information on Tuberculosis and its symptoms and available treatment. The diaries are distributed at each location to the Muskaan school students. The real intention of the diary was to prepare the households in the community for any kind of emergency by having the emergency contact no. section in the same.



Further, under the scheme of Pradhan Mantri Kaushal Vikas Yojana (PMKY), JBF at Gajraula has supported a training of 206 candidates for tailoring in the year 2017-18.

In addition to the regular training program, this year, Jubilant initiated, project (in association with HP), WoW (World on Wheel)-computer literacy project via mobile bus at Roorkee, Gajraula Bharuch and via static bus at Nira, with an objective of supporting Digital literacy in the rural areas.



Digital Literacy Program of JBF in association with HP



To contribute towards the attainment of SDGs (particularly SDG 2-Zero Hunger) to help in curbing malnutrition by developing real time monitoring system to monitor the growth of children of age group 0-5 years.

The Company is implementing integrated malnutrition project in 32 villages at Gajraula location in U.P. The project aims towards improving the nutritional status of children under the age of 5 years at select areas. The project focuses on behaviour change communication and creating a supporting environment.

This year growth monitoring of target children was done through mobile based biometric enabled IT platform by the select women health guard (Swasthya Praharis) identified by JBF. This is followed by the grading of the target children as per their weight. The children falling in the first two grades are advised on improvement of diet and nutrition. The children under Severe Acute Malnutrition (SAM) category are recommended for Nutrition Rehabilitation Center (NRC), a Government health facility where SAM children are admitted and managed.

In the FY 2017-18 a total of 8817 children from the age of 0-5 years were tracked for growth monitoring under the malnutrition project.

Project villages: Aehrolla, Baseli, Batupura, Bhanpur, Choubara, Fatehpur, Firojpur, Kankather, Khangauli, Khanpur, Khyalipur, Kudaina Chak, Kudaini, Lishdi, Mohammadpur, Rakhaira, Salempur Gosai, Shahdallapur, Siyali Jagir, Choharpur, ALLIPUR, Bhikanpur, Chhoya, Katai, Kumralla, Naipura, Nevada, Shewazpur Dor, Sultanthar, Tigariya Bhood, Tigariya Khadar.



Good Health and Well-being – The Company is able to implement the objective of ensuring healthy lives and promote well-being for all at all ages through its various health programs as below:

Swasthya Prahari – A total of 1904 pregnant ladies and new mothers were being consulted by the Swasthya Praharis at Gajraula with an objective of planning and monitoring birth rate, Monitoring and reducing Infant Mortality Ratio (IMR), Monitoring and increasing Institutional delivery to reduce Maternal Mortality Ratio (MMR). They are also working on the integrated malnutrition project of JBF.





JBF Medical Centre at Gajraula

Community Health Services – JBF Medical Centre at Gajraula location provides health services to the patients as outpatient department (OPD), Day Care, Lab Tests, and Directly Observed Treatment, Short course (DOTS) for Tuberculosis, Integrated Counselling and Testing Centre (ICTC), X-Ray etc. At other locations the basic healthcare services are provided to the community through mobile health units. The details of number of patient benefitted through various health services of Jubilant is as below:

Location	Health Services	Patients benefitted
Gajraula	JBF Medical Centre	15132
Gajraula	Mobile Dispensary Service	5668
Gajraula	Swasthya Prahari (Mother and Child)	1904
Gajraula	Malnutrition	8817
Bharuch	Mobile Dispensary Service	13400
Samlaya	Mobile Dispensary Service	1722
Nanjangud	Mobile Dispensary Service	5378

4 QUALITY EDUCATION



Quality Education – The Project 'Muskaan' of Jubilant aims at strengthening the rural government primary education system through enhanced quality of education. The same is ensured through the stipulated extra co-curricular activities in the rural schools like mass sapling plantation, Drawing competition, storytelling competition, crafts day, essay competition and street playing competition etc. The project aims at filling in the quality gaps in the already existing education system.

CSR Education activities data

Name of the Activity	No. of Schools	No. of students
Har Aangan Mein Ped	60	4700
Craft Day	46	3844
Drawing Competition	10	178
Essay & Hand Writing Competition	22	2541
General Knowledge Quiz	48	4711
Independence Day Celebration	10	1003
Math- E- Maze	11	1367
Republic Day	18	2096
Sala Pravesh Utsav	14	521
Speech/Reading/Poem Recitation	43	4370
Sport's Event	14	841
Story telling by the senior citizen	56	5162
Theme Based Drawing Competition	51	5113

Name of the Activity	No. of Schools	No. of students
International Yoga Day	15	1494
Children's Day 2018	1	154
World Environment day on June 5, 2017	9	740
Summer camp	1	50
Swachha Bharath Abhiyaan	9	874
School Chalo Abhiyaan Rally	1	122
School Dress Distribution at School	1	233
Inter school science celebration	10	67
Literacy day	4	275
Jubilant Pratibha Purashkar	28	487

5 GENDER EQUALITY



Gender Equality – Jubilant strongly adheres by its policy of non-discrimination and aims at providing every one with equal access to health care, quality education, career and vocational guidance, employment, remuneration, occupational health and safety and social security etc.



All women Self Help Group Stitching Centre at Gajraula



There are projects which reflects Jubilant's commitment to achieve gender equality and empower all women and girls. Projects like the stitching centre at Nanjangud (operated by all women SHG) and Swasthya Prahari (Women Health Guards are actively involved in most of the health projects at Gajraula) are an efforts towards attaining gender equality.



This goal deliberates on availability and sustainable management of water and sanitation for all. The Company understand that with time portable water is becoming one of the scare resource across the globe and India is vulnerable to this problem.

Company understand that we need to judiciously use our water resources surrounding our manufacturing sites and make this critical resource



Rain water harvesting structure at Gajraula



Hand pump installation for the community at Gajraula

mutually convenient for both community and business. During reporting period, the Company has installed more than 100 hand pumps for the community around Gajraula location for improving convenience of portable water to them. Also rain water harvesting structures have been constructed at 4 schools in Gajraula to recharge the local aquifer.



The SDGs have talked about making human settlements inclusive and sustainable. The Company through JBF is implementing the projects which are sustainable and inclusive. The company believes in sustainable development, which we interpret

as growing our business while meeting the legitimate concerns of our stakeholders. Jubilant takes a proactive role in empowering local communities to improve their quality of life so as to achieve the goal of inclusive growth. The Company's CSR projects/programmes are designed in such a way where the community is involved from the planning to impact assessment level. The Company shares human capital as well as various other resources in terms of land and cost of additional infrastructure development.

Since the selected community programs are based near our manufacturing locations our involvement in the community initiatives will be for a long tenure. However, we have a focused approach of developing the projects in self sustainable model.

Partnerships for the Goals- to harness the benefit



17 PARTNERSHIPS FOR THE GOALS



of synergy generated in working together, Jubilant always emphasizes upon working in partnership with other institutions with similar goals. The Company is partnering with several local and global organisations, to make its CSR activities more impactful and beneficial for its communities. Jubilant Bhartia Foundation (JBF) joined hands with the Schwab Foundation in 2010 for Social Entrepreneurship to launch the Social Entrepreneur of the Year (SEYO) Award in India every year. The Schwab Foundation for Social Entrepreneurship and the

Jubilant Bhartia Foundation are dedicated in promoting social innovation in India through recognizing social entrepreneurs who address the needs of under-served communities in both scalable and sustainable ways. SEYO Award provide unique regional and global platform to these social entrepreneurs of the country to promote social entrepreneurship as a key element to advancing societies and addressing social problems innovatively and effectively. It also fosters a close-knit community of social entrepreneurs for idea exchange and replication of best practices. This year Jubilant's major partners under its various programs were:

- World Economic Forum (WEF)

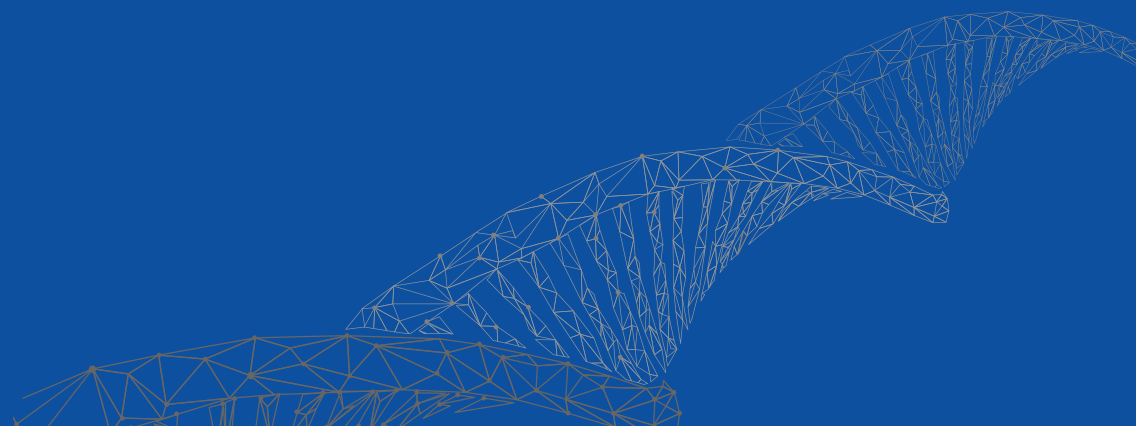
- Schwab Foundation for Social Entrepreneurship
- Confederation of Indian Industry (CII)
- IL&FS Skills Development Corporation Limited
- Panasonic
- Start-up
- Ogaan Cancer Foundation
- Rotary Blood Bank
- HP
- Metaflex
- Taraltech



The winner and the Finalists with the key dignitaries at the Social Entrepreneur of the Year (SEYO) Award 2017













Our Commitments and Sustainability Performance – Year at a Glance





Our Sustainability Commitments (2020 Targets)

The Company's FY 2018 performance status against the targets set for water, energy, climate change, safety and CSR, for 2020, based on FY 2012-13.

					
	Baseline 2012-13	Targets 2020	Achievements 2017-18	Targets 2020	Achievements 2017-18
PILLARS	TARGETS	LSI		JPL	
 Water	Reduce Specific Water consumption	12%	26%	12%	42% (API) 49% (Dosage)
 Energy	Reduce Specific Energy consumption	12%	15%	12%	16% (API) 40% (Dosage)
 Climate Change	Reduce Specific GHG emissions	12%	14%	12%	23% (API) 28% (Dosage)
 Management System	Responsible Care Certification	All Plants	Implemented & certified for Gajraula & Corporate Office, Ongoing in remaining plants.	All Plants	Not yet started
 Safety	Reduce total number of Manhours lost	30%	70%	60%	75% (API) Under achieved (Dosage)
	Companies Act 2013	Comply with provisions on CSR	Complied	Comply with provisions on CSR	Complied
 Corporate Social Responsibility	Swasthya Prahari: Reduce mal-nutrition ratio amongst children below 5 years in 32 identified villages (Baseline 43%) in next 2 years*	<20%	On going	20%	On going

*During automation of growth monitoring in October 2017, baseline data was revisited and corrected and reset the target for 2020.



Environment and Social Performance

GRI Standards	Environmental Performance	Units	2015-16	2016-17	2017-18	
			JLL	JLL	JLL	JPL
301-1	Major Raw Material Consumption**		625	814	741	14
	Renewable Material	1000 MT	256	294	304	0
	Non-Renewable Material	1000 MT	369	520	436	14
302-1	Total Energy consumption*****	Peta Joules	9.57	8.88	10.12	0.76
	Direct Energy Consumption					
	Non renewable energy sources					
	Coal	MT	422564	401339	430371	0
	Energy from Coal	Peta Joules	7.56	6.89	7.97	0
	LDO	MT	828	132	128	0
	Energy from LDO	Peta Joules	0.03	0.005	0.005	0
	RFO	MT	35	15	441	0
	Energy from RFO	Peta Joules	0.001	0.001	0.018	0
	HSD	MT	2635	2447	2165	610
	Energy from HSD	Peta Joules	0.11	0.104	0.092	0.026
	FO	MT	2117	5081	7077	805
	Energy from FO	Peta Joules	0.08	0.201	0.280	0.032
	Energy from Natural gas	Peta Joules	0.31	0.26	0.292	0.143
	Total direct energy consumption from Non renewable energy sources	Peta Joules	8.08	7.47	8.66	0.201
	Renewable energy sources					
	Bio-gas	1000Nm3	18328	18581	17576	0

GRI Standards	Environmental Performance	Units	2015-16	2016-17	2017-18	
			JLL	JLL	JLL	JPL
	Energy from Bio-gas	Peta Joules	0.33	0.33	0.31	0
	Bio-diesel	MT	363	320	751	751
	Energy from Biodiesel	Peta Joules	0.01	0.0116	0.029	0.029
	Solar Energy	Peta Joules	0.0001	0.0002	0.0002	0
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.34	0.35	0.34	0.029
	Biomass as energy source					
	Biomass	MT	2940	1055	949	0
	Energy from Biomass	Peta Joules	0.03	0.012	0.011	0
	Total Direct Energy	Peta Joules	8.48	7.83	9.02	0.230
	Indirect Energy Consumption					
	Electricity purchased	1000 KWH	174367	169721	175936	90733
	Steam purchased	MT	149224	143185	152115	75821
	Energy equivalent	Peta Joules	1.088	1.049	1.105	0.537
303-1	Water Consumption*****					
	Ground Water	Million m ³	3.08	3.02	2.89	0.12
	Surface Water	Million m ³	1.52	1.46	1.59	0.00
	Municipal Water	Million m ³	0.53	0.58	0.52	0.44
	Total Water Consumption	Million m ³	5.13	5.07	5.00	0.56
303-3	Water Recycled and Re-used****					
	Water Recycled and Re-used	Million m3	0.81	0.87	1.05	0.08



GRI Standards	Environmental Performance	Units	2015-16	2016-17	2017-18	
			JLL	JLL	JLL	JPL
306-2	Flyash Generation & Disposal					
	Land filling	1000 MT	46	54	31	
	Reuse in Cement & Brick Kiln	1000 MT	75	74	81	
	Generation	1000 MT	112	124	118	
306-2	Non-hazardous waste sold to third party	MT	1946	3981	4101	667
306-2	Hazardous Waste Disposal***	MT	17258	22137	31785	6817
	Liquid Waste Incineration	MT	5638	6330	10606	121
	Co-processing in Cement Kiln	MT	1031	1355	4935	1962
	To Authorised Agency	MT	2553	2533	2786	2002
	Secure Landfill	MT	6605	9284	11505	2643
	Solid Waste Incineration	MT	1430	2636	1952	89
306-1	Treated Effluent Discharge	1000 m3	373	451	344.083	209
305-7	Air Emissions					
	Particulate Matter	MT	192	203	168	4.02
	SO ₂	MT	436	375	345	1.28
	No _x	MT	272	276	269	3.63
305-6	Ozone Depleting Substances (ODS) Emission	Kg CFC11 eqv.	158	114.12	174.31	85.76
	Total GHG Emissions	1000 MT CO ₂ e	916	852.4	958.7	75.59
305-1	Total Direct GHG Emissions	1000 MT CO ₂ e	776	717.5	827.7	14.46
305-2	Total Indirect GHG Emissions	1000 MT CO ₂ e	140.1	134.9	131.0	61.12

GRI Standards	Environmental Performance	Units	2015-16	2016-17	2017-18	
			JLL	JLL	JLL	JPL
Social Performance						
403-2	Safety Performance Statistics					
	No. of Fatal accidents		1	0	0	0
	No. of lost time Injury (other than fatal)		28	17	28	20
	Total Lost days		6000*+ 726	358	3982	370
	No. of First aid cases		160	208	316	263
	Lost Time Frequency Rate		1.67	0.89	1.38	2.14
	Lost Time Severity Rate		387	18.78	196.74	39.55
102-8	Employee Headcount					
	Indian Operations		2376	2501	2544	0
	Indian subsidiaries		2488	2788	2822	2026
	International subsidiaries		1327	1385	2196	2179
	Total Headcount		6191	6674	7562	4205

Notes:

LTIFR: No. of accidents per million man-hours worked

LTISR: No. of lost man-days/million man-hours worked

Jubilant Pharma Limited (JPL) is a fully owned subsidiary of Jubilant Life Sciences (JLL) and its data has been showed separately. All data in the above table, except HR data (employee headcount) includes manufacturing facilities at Nanjangud (India), Roorkee (India), Kirkland (Canada), Spoken (USA), Salisbury (USA) and R&D Centers at Noida (India). However HR data includes that of JDRI (Jubilant DraxImage Radiopharmacies Inc) along with others. JLL data includes JPL data.

* 6000 on the account of 1 fatality.

** For major raw material (RM) we have considered data of JGL under JPL. The figure does not include RM data of North American sites.

*** Hazardous waste disposal data of Chemsys, Biosys and R&D Centers at Noida (India) considered from this reporting period.

**** Recycled reuse water data is provided only for Indian Manufacturing sites

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



United Nations Global Compact

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

UNGC “The Ten Principles”

Area	Principle	Statement	Page No.
Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	55-58
	Principle 2	Businesses should make sure that they are not complicit in human rights abuses	55-58
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	56-58
	Principle 4	The elimination of all forms of forced and compulsory labour	60-61
	Principle 5	The effective abolition of child labour; and	60-61
	Principle 6	The elimination of discrimination in respect of employment and occupation	60-61

Area	Principle	Statement	Page No.
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges	23
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility; and	42-47
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	42-47
Anti-Corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	23



Jubilant's Commitment towards Sustainable Development Goals (SDGs)

Sustainable Development Goals

SDGs (Sustainable Development Goals)	Page No.	GRI Standards and Disclosers
Goal 1: No Poverty: End poverty in all its forms everywhere	70-71	413-2, 203-2, 202-1,
Goal 2: Zero Hunger: End hunger, achieve food security and improved nutrition and promote sustainable agriculture	71	413-2, 201-1, 203-1, 203-2
Goal 3: Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages	71-72	203-2, 305-1, 305-2, 305-3, 305-6, 305-7, 306-2, 306-3, 306-4, 403-2, 403-3,
Goal 4: Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	71-72	102-27, 404-1
Goal 5: Gender Equality: Achieve gender equality and empower all women and girls	72-73	103-2, 201-1, 202-1, 203-1, 401-3, 404-1, 404-3, 405-1, 405-2, 414-1, 414-2, 406-1, 102-22, 102-24,
Goal 6: Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all	73	303-1, 303-2, 303-3, 304-3, 304-4, 304-1, 304-2, 306-1, 306-2, 306-3, 306-5
Goal 7: Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable and modern energy for all	42-43	201-1, 203-1, 302-1, 302-2, 302-3, 302-4, 302-5
Goal 8: Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	50-51, 55-58	406-1, 407-1, 408-1, 409-1, 203-2, 405-1, 401-1 401-2, 401-3, 402-1, 403-1, 403-2, 403-3, 403-4, 404-1, 404-2, 404-3, 405-2, 414-1, 414-2, 201-1, 202-1, 202-2, 103-2, 102-8, 102-41, 301-1, 301-2, 302-1, 302-2, 302-3, 302-4, 302-5, 303-3, 301-3
Goal 9: Industry, Innovation and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	37-39, 42-46, 69-74	201-1, 203-1

SDGs (Sustainable Development Goals)	Page No.	GRI Standards and Disclosers
Goal 10: Reduced Inequalities: Reduce inequality within and among countries	56, 72-73	203-2, 405-2
Goal 11: Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient and sustainable	73	203-1
Goal 12: Responsible Consumption and Production: Ensure sustainable consumption and production pattern	42-46	301-1, 301-2, 302-1, 302-2, 302-3, 302-4, 302-5, 303-3, 305-1, 305-2, 305-3, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 301-3, 204-1, 417-1
Goal 13: Climate Action: Take urgent action to combat climate change and its impacts	38, 42-43, 45	302-1, 302-2, 302-3, 302-4, 302-5, 305-1, 305-2, 305-3, 305-8, 305-5, 201-2
Goal 14: Life Below Water: Conserve and sustainably use the oceans, seas and marine resources for sustainable development	44, 47	304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-3, 306-5
Goal 15: Life on Land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	42-46	304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-3, 306-5
Goal 16: Peace, Justice and Strong Institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	19-23	102-21, 102-22, 102-23, 102-24, 102-25, 102-29, 102-37, 102-16, 102-17, 205-1, 205-2, 205-3, 415-1, 206-1, 419-1, 103-2, 406-1, 408-1, 410-1, 307-1, 416-2, 417-2, 417-3, 418-1, 419-1, 414-1, 414-2, 103-2,
Goal 17: Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development	74	203-2



Memberships in Associations

Memberships in Associations

NAME OF THE ASSOCIATION/COMMITTEE	MEMBERSHIP TYPE
All India Distillers' Association	Corporate
All India Industrial Gases Manufacturers' Association	Corporate
All India Management Association (AIMA)	Corporate
American Chemical Society	Corporate
AAMA (Additional Ambernath Manufacturer's Association)	Corporate
Allergy Products Manufactures' Association	Corporate
American Society of Nuclear Cardiology (ASNC)	Corporate
Brookings India	Corporate
Catalysis Society of India	Corporate
Confederation of Indian Industry (CII)	Corporate
Canadian Association of Nuclear Medicine (CANM)	Corporate
Council on Radionuclides and Radiopharmaceuticals (CORAR)	Corporate
Employers' Federation of India	Corporate
European Petrochemicals Association	Corporate
Federation of Indian Chambers of Commerce & Industries (FICCI)	Corporate
Gujarat Employers' Organisation	Corporate
Indo-Canadian Business Chamber (ICBC)	Corporate
Indian Chemical Council (ICC)	Corporate
Indian Chemical Society	Corporate
Indian Pharmaceutical Association	Corporate
International Society of Pharmaceutical Engineering (ISPE)	Corporate
Indian Speciality Chemical Manufacturers' Association (ISCMA)	Corporate
Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)	Corporate

NAME OF THE ASSOCIATION/COMMITTEE	MEMBERSHIP TYPE
l'Association des médecins spécialistes en médecine nucléaire du Québec (AMSNMQ)	Corporate
Lucknow Management Association	Corporate
Mysore Chamber of Commerce & Industry	Corporate
Medical Imaging Technology Association (MITA)	Corporate
Nanjangud Industries Association	Corporate
Pharmaceuticals Export Promotion Council (Pharmexil)	Corporate
PHD Chamber of Commerce and Industry	Corporate
Public Affairs Forum of India (PAFI)	Corporate
Society of Nuclear Medicine and Molecular Imaging (SNMMI)	Corporate
US-India Business Council (USIBC)	Corporate
Uttar Pradesh Alcohol based Industries Association (UPABIDA)	Corporate
UP Distillery Association	Corporate
World Economic Forum	Corporate
North America Operations	
Spokane:	
Washington Biotech/Biomedical Association (WBBA)	Unit
Employer Resources Northwest (ERNW)	Unit
Associated Industries of Spokane (AI)	Unit
Members of the American Society of Safety Engineers (ASSE)	Unit
Cadista:	
Salisbury Chamber of Commerce, Maryland	Unit
NACDS	Unit



Assurance Statement



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Independent Assurance Statement

Ernst & Young LLP (EY) was engaged by Jubilant Life Sciences Limited (the 'Company') to provide independent assurance of its Sustainability Report 2017-18 (the 'Report') covering the Company's sustainability performance during the period 1st April 2017 to 31st March 2018.

The development of the Report based on the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards), its content, and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. 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 dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below

Assurance standard

Our assurance is in accordance with International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000), and our conclusions are for 'limited' assurance as set out in ISAE 3000.

Scope of assurance and methodology

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance for the period 1st April 2017 to 31st March 2018. We conducted, on a sample basis, review and verification of data collection/ measurement methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

- Review of consistency of data/information within the report as well as between the report and the source. Verification of sample data and information reported at the following units/locations
 - o Gajraula (Uttar Pradesh)
 - o Roorkee (Uttarakhand)
 - o Bharuch (Gujarat)
 - o Corporate office at Noida (Uttar Pradesh)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes.
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues.

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Limitations of our engagement

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2017 to 31st March 2018);
- Review of the 'economic performance indicators' included in the Report;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- Data statements and claims already available in the public domain through Annual Report, Corporate Social Responsibility reports, or other sources available in the public domain.

Our assurance team and independence

Our assurance team, comprising of multidisciplinary professionals, was drawn from our Climate Change and Sustainability network, and undertakes similar engagements with various Indian and international companies. As an assurance provider, EY is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. EY's independence policies and procedures ensure compliance with the Code.

Observations and opportunities for improvement

During our review process, we observed that:

1. The Company continued to demonstrate its commitment on sustainability performance by releasing its Sustainability Report as per the 'in-accordance' comprehensive criteria of GRI Standards of the Global Reporting Guidelines.
2. The Company has fairly demonstrated the principles of inclusivity, materiality and responsiveness in the report. Going forward, the Company may further strengthen its system for sustainability data management.

Conclusion

On the basis of our procedures for this limited assurance, nothing has come to our attention that causes us not to believe that the Company has reported on sustainability issues materially significant to its business and stakeholders.

Ernst & Young LLP

Chaitanya Kalia
Partner

Dated: 03 August 2018
Place: Mumbai, India



GRI Content Index

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



Gri Standard	Disclosures	Page Number and / Or URL	Omission
GRI 101: FOUNDATION 2016			
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	ORGANIZATIONAL PROFILE		
	102-1 Name of the organization	6	
	102-2 Activities, brands, products, and services	6	
	102-3 Location of headquarters	7-8	
	102-4 Location of operations	7-8	
	102-5 Ownership and legal form	6	
	102-6 Markets served	7-8, 37	
	102-7 Scale of the organization	6, 37	
	102-8 Information on employees and other workers	52-53, 78	
	102-9 Supply chain	25, 65-66	
	102-10 Significant changes to the organization and its supply chain	5	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
GRI 102: General Disclosures 2016	102-11 Precautionary Principle or approach	23	
	102-12 External initiatives	27, 45, 79-80	
	102-13 Membership of associations	81	
	STRATEGY		
	102-14 Statement from senior decision-maker	12-13	
	102-15 Key impacts, risks, and opportunities	15-17	
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behaviour	22-23, 55-57	
	102-17 Mechanisms for advice and concerns about ethics	23, 56-57	
	GOVERNANCE		
	102-18 Governance structure	19-21	
	102-19 Delegating authority	19-21	
	102-20 Executive-level responsibility for economic, environmental, and social topics	19-21	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
GRI 102: General Disclosures 2016	102-21 Consulting stakeholders on economic, environmental, and social topics	19-21, 25-26	
	102-22 Composition of the highest governance body and its committees	19-21	
	102-23 Chair of the highest governance body	19-20	
	102-24 Nominating and selecting the highest governance body	19-21	
	102-25 Conflicts of interest	22-23	
	102-26 Role of highest governance body in setting purpose, values, and strategy	19-23	
	102-27 Collective knowledge of highest governance body	19-21, 42	
	102-28 Evaluating the highest governance body's performance	15, 19-23	
	102-29 Identifying and managing economic, environmental, and social impacts	15-17, 25-26	



Gri Standard	Disclosures	Page Number and / Or URL	Omission
GRI 102: General Disclosures 2016	102-30 Effectiveness of risk management processes	15-17	
	102-31 Review of economic, environmental, and social topics	21, 42, 61-62	
	102-32 Highest governance body's role in sustainability reporting	19-21, 42, 61-62	
	102-33 Communicating critical concerns	15-17, 21-23	
	102-34 Nature and total number of critical concerns	17, 26	
	102-35 Remuneration policies	19	
	102-36 Process for determining remuneration	19	
	102-37 Stakeholders' involvement in remuneration	19	
	102-38 Annual total compensation ratio	19	
	102-39 Percentage increase in annual total compensation ratio	19	
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	25	
	102-41 Collective bargaining agreements	56-57	
	102-42 Identifying and selecting stakeholders	25	
	102-43 Approach to stakeholder engagement	25-26	
	102-44 Key topics and concerns raised	26	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	5, 37	
	102-46 Defining report content and topic Boundaries	4-5	
	102-47 List of material topics	26	
	102-48 Restatements of information	5	
	102-49 Changes in reporting	5	
	102-50 Reporting period	4	
	102-51 Date of most recent report	4	
	102-52 Reporting cycle	4	
	102-53 Contact point for questions regarding the report	5	
	102-54 Claims of reporting in accordance with the GRI Standards	4	
	102-55 GRI content index	83-88	
	102-56 External assurance	5, 82	
	MATERIAL TOPICS*		
	ECONOMIC		
	ECONOMIC PERFORMANCE*		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	36-37	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
	103-2 The management approach and its components	36-37	
	103-3 Evaluation of the management approach	36-37	
	GRI 201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	37	
	201-2 Financial implications and other risks and opportunities due to climate change	38	
	201-3 Defined benefit plan obligations and other retirement plans	37, 51	
	201-4 Financial assistance received from government	37	
	MARKET PRESENCE		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	51	
	202-2 Proportion of senior management hired from the local community	51	
	INDIRECT ECONOMIC IMPACTS*		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	39	
	103-2 The management approach and its components	39	
	103-3 Evaluation of the management approach	39	



Gri Standard	Disclosures	Page Number and / Or URL	Omission
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments and services supported	37, 69-74	
	203-2 Significant indirect economic impacts	37-39, 69-74	
PROCUREMENT PRACTICES			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	66	
ANTI-CORRUPTION			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	23, 56-57	
	205-2 Communication and training about anti-corruption policies and procedures	55	
	205-3 Confirmed incidents of corruption and actions taken	56-57	
ANTI-COMPETITIVE BEHAVIOUR			
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	57	
ENVIRONMENTAL			
MATERIALS			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	46, 77	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
	301-2 Recycled input materials used	46	
	301-3 Reclaimed products and their packaging materials	46	
ENERGY*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42	
	103-2 The management approach and its components	42	
	103-3 Evaluation of the management approach	42	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	43, 77	
	302-2 Energy consumption outside of the organization	43	
	302-3 Energy intensity	43	
	302-4 Reduction of energy consumption	43	
	302-5 Reductions in energy requirements of products and services		Not applicable since the Company is not in the business of selling energy requiring products

Gri Standard	Disclosures	Page Number and / Or URL	Omission
WATER*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42, 44	
	103-2 The management approach and its components	42, 44	
	103-3 Evaluation of the management approach	42, 44	
GRI 303: Water 2016	303-1 Water withdrawal by source	44, 77	
	303-2 Water sources significantly affected by withdrawal of water	44	
	303-3 Water recycled and reused	44, 77	
BIODIVERSITY			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47	
	304-2 Significant impacts of activities, products, and services on biodiversity	47	
	304-3 Habitats protected or restored	47	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	47	



Gri Standard	Disclosures	Page Number and / Or URL	Omission
EMISSIONS*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42, 45	
	103-2 The management approach and its components	42, 45	
	103-3 Evaluation of the management approach	42, 45	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45, 78	
	305-2 Energy indirect (Scope 2) GHG emissions	45, 78	
	305-3 Other indirect (Scope 3) GHG emissions	45	
	305-4 GHG emissions intensity	45	
	305-5 Reduction of GHG emissions	43	
	305-6 Emissions of ozone-depleting substances (ODS)	45, 78	
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	45, 78	
EFFLUENTS AND WASTE			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	44, 78	
	306-2 Waste by type and disposal method	46, 78	
	306-3 Significant spills	46	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
	306-4 Transport of hazardous waste		Not applicable since the Company did not involve any trans-boundary movement of hazardous waste during this reporting period.
	306-5 Water bodies affected by water discharges and/or runoff	47	
ENVIRONMENTAL COMPLIANCE*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42	
	103-2 The management approach and its components	42	
	103-3 Evaluation of the management approach	42	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	47	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
SUPPLIER ENVIRONMENTAL ASSESSMENT*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	65	
	103-2 The management approach and its components	65	
	103-3 Evaluation of the management approach	65	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	65	
	308-2 Negative environmental impacts in the supply chain and actions taken	65	
SOCIAL			
EMPLOYMENT*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	50-51	
	103-2 The management approach and its components	50-51	
	103-3 Evaluation of the management approach	50-51	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	53-54	



Gri Standard	Disclosures	Page Number and / Or URL	Omission
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	51	
	401-3 Parental leave	51	
LABOR MANAGEMENT RELATIONSHIPS			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	58	
OCCUPATIONAL HEALTH AND SAFETY*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	61-63	
	103-2 The management approach and its components	61-63	
	103-3 Evaluation of the management approach	61-63	
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	61	
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	78	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	63	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
	403-4 Health and safety topics covered in formal agreements with trade unions	61	
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	54	
	404-2 Programs for upgrading employee skills and transition assistance programs	49-51	
	404-3 Percentage of employees receiving regular performance and career development reviews	51	
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	19, 53, 56	
	405-2 Ratio of basic salary and remuneration of women to men	56	
NON DISCRIMINATION			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	56	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	56-58	
CHILD LABOR			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	56	
FORCED OR COMPULSORY LABOR			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	56	
SECURITY PRACTICES			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	57	
RIGHT OF INDIGENOUS PEOPLES			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	56-57	
HUMAN RIGHTS ASSESSMENT			
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	55-58	
	412-2 Employee training on human rights policies or procedures	55	



Gri Standard	Disclosures	Page Number and / Or URL	Omission
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	56	
LOCAL COMMUNITIES*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	69-70	
	103-2 The management approach and its components	69-70	
	103-3 Evaluation of the management approach	69-70	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	25-26, 69-74	
	413-2 Operations with significant actual and potential negative impacts on local communities	47, 69-70	
SUPPLIER SOCIAL ASSESSMENT*			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	65-66	
	103-2 The management approach and its components	65-66	
	103-3 Evaluation of the management approach	65-66	

Gri Standard	Disclosures	Page Number and / Or URL	Omission
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*Material Topics of the Company as described under materiality assessment page number 26 and 27.



List of Abbreviations

AFSSAPS	Agence Francaise de Products Safety Agency
AGM	Annual General Meeting
ANVISA	Agência Nacional de Vigilância Sanitária
API	Active Pharmaceutical Ingredients
ATFD	Agitated Thin Film Dryer
BBS	Behaviour Based Safety
BE	Business Excellence
CCMD	Co-Chairman & Managing Director
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CETP	Common Effluent Treatment Plant
CFC	Chloro Fluoro Carbon
CFO	Chief Financial Officer,
CGMP	Current Good Manufacturing Practices
CII	Confederation of Indian Industry
CLP	Classification, Labelling and Packaging
CMO	Contract Manufacturing Outsourcing
COFEPRIS	Comisión Federal para la Protección contra Riesgos Sanitario
CO _{2e}	Carbon dioxide equivalent
COP	Communication on Progress
CPCB	Central Pollution Control Board
CRM	Customer Relationship Management

CSR	Corporate Social Responsibility
DOTS	Directly Observed Treatment, Short-course
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization
ED	Executive Director
EHS	Environment Health & Safety
ERM	Enterprise Risk Management
ERP	Enterprise Resource Planning
ESP	Electrostatic Precipitator
EU	European Union
FAMI – QS	Feed Additives and Premixtures Quality System
FSSAI	Food Safety and Standards Authority of India
FSSC	Food Safety System Certification
FICCI	Federation of Indian Chambers of Commerce and Industry
FO	Furnace Oil
FP&A	Financial Planning and Analysis
FY	Financial Year
GHG	Green House Gases
GHS	Global Harmonised System
GRI	Global Reporting Initiative
H ₂ S	Hydrogen Sulphide

HRIS	Human Resource Information System
HSD	High Speed Diesel
IATA	International Air Transport Association
ICAI	Institute of Chartered Accountants of India
ICC	Indian Chemical Council
ICCA	International Council of Chemical Associations
ICTC	Integrated Counselling & Testing Centre
IFC	Internal Financial Controls
IFRS	International Financial Reporting Standards
IMDG	International Maritime Dangerous Goods
IMR	Infant Mortality Rate
Ind AS	Indian Accounting Standards
INDC	Intended Nationally Determined Contribution
INR	Indian Rupee
IPR	Intellectual Property Rights
ITGC	IT General Controls
IUCN	International Union for Conservation of Nature
JBF	Jubilant Bhartia Foundation
JDRI	Jubilant DraxImage Radiopharmacies Inc.
JLL	Jubilant Life Sciences Limited



JPL	Jubilant Pharma Limited
KFDA	Korea Food and Drug Administration
KPI	Key Performance Indicators
KRA	Key Result Areas
KWP	Kilowattpeak
LDO	Light Diesel Oil
LSI	Life Sciences Ingredients
MEE	Multiple Effect Evaporation
MHRA	Medicines and Healthcare products Regulatory Agency
MMR	Maternal Mortality Ratio
MPCB	Maharashtra Pollution Control Board
MSDS	Material Safety Data Sheet
MT	Metric Tonnes
NGO	Non Governmental Organization
NGRB	National Ganga River Basin Authority
NGT	National Green Tribunal
NIH	National Institute of Health
NO _x	Oxides of Nitrogen
NRC	Nutrition Rehabilitation Centre
NSC	National Safety Council
ODS	Ozone Depleting Substances
OHC	Occupational Health Centre

OHS	Occupational Health & Safety
OHSAS	Occupational Health and Safety Assessment Series
OPD	Outpatient Department
PAT	Profit After Tax
PF	Provident Fund
PIL	Public Interest Litigation
PMDA	Pharmaceuticals and Medical Devices Agency
PMKY	Pradhan Mantri Kaushal Vikas Yojana
PMS	Performance Management System
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
QA	Quality Assurance
QC	Quality Control
RC	Responsible Care
REACH	Registration, Evaluation, Authorization and restriction of Chemicals
RFO	Residual Fuel Oil
SAM	Severe Acute Malnutrition
SBU	Strategic Business Unit
SDF	Solid Dosage Formulation
SCM	Supply Chain Management

SCRS	Statutory Compliance Reporting System
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SEYO	Social Entrepreneur of the Year
SEZ	Special Economic Zone
SHG	Self Help Group
SME	Subject Matter Expert
SO ₂	Sulphur Dioxide
TGA	Therapeutic Goods Administration
TJ	Tera Joule
TREM	Transport Emergency Management
TPH	Tonnes Per Hour
UNGC	United Nations Global Compact
UPPCB	Uttar Pradesh Pollution Control Board
USA	United States of America
USFDA	United States Food and Drugs Administration
VRS	Voluntary Retirement Schemes
VTC	Vocational Training Centers
WEF	World Economic Forum
WOW	World on Wheels
ZLD	Zero Liquid Discharge



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