



Enhancing Life Responsibly

SUSTAINABILITY
REPORT 2019-2020

Contents

02. Message from
Chairmen

05. About our
Organization

10. Report Profile

13. Corporate
Governance

22. Awards &
Recognitions

23. Key Highlights

24. Risk and
Opportunities

31. Stakeholder
Engagement

35. Economic Impact

39. Environmental
Impact

63. Social Impact

103. Future Steps

106. Membership in
Associations

109. United Nations
Global Compact

110. Global Reporting
Initiative (GRI)
Index

121. Assurance
Statement

123. Abbreviations

125. Calculation
Methodology



Message from the Chairmen



While sustainability word has its own meaning for various segments, whether it is manufacturing, academia, consulting, government etc., manufacturing industries while adopting sustainability practices have many direct benefits like marketing differentiation, achieving internal improvements, and meeting regulatory compliance etc. Environmental risk such as climate change, water and other natural resource scarcity are seen as one of the biggest business risks across sectors. The global companies successfully balancing their natural, social and financial capitals remains competitive in long term. Companies Board is now more actively engaged in discussing extent to which these issues can impact company and identify potential risk posed to long-term growth of the companies.

Our government also extensively supports companies to shift towards the path of sustainability aligned to global guidelines and codes (mandatory or voluntary) for sustainable practices. Focus of most of these practices is Sustainable Development Goals (SDGs), providing global targets and goals for countries to follow. However the aspect required by all in order to successfully achieve the objectives of sustainability is effective governance.

Sustainability governance helps a company implement sustainability strategy across the business, manage goal-setting and reporting processes, **strengthen relations with external stakeholders, and ensure overall accountability.** Companies also realize long-term benefits, including risk management, attracting new investors and shareholders, and increasing the company's equity.





Our Commitment

Jubilant Life Sciences has been committed towards sustainability and this year has completed 18 years of sustainability reporting following GRI sustainability reporting guidelines. Being a global pharma and chemical company, we are committed towards many international and national sustainability codes and guidelines like United Nations SDGs, United Nations Global Compact (UNGC) 'The Ten Principles', GRI Standards, Carbon Disclosure Project (CDP), Responsible Care (RC), National Voluntary Guidelines (NVGs), etc.

While continuing our commitment to these codes and guidelines, we created our own targets and goals. It was first time in 2012-13 that we introduced Sustainability Goals 2020 focusing on the Environment, Social and Governance (ESG) performance of the company. We had achieved most of the targets well in advance and therefore in 2018 we evolved to Sustainability Goals 2024. We challenged ourselves and created more meaningful goals and targets inspired from SDGs, Science based targets, India's Intended Nationally Determined Contribution (INDC) and NITI Aayog. We encourage our supply chain partners to be part of our commitments and work closely with all our stakeholders.



Our Practice

While remaining committed is good but we need to ensure that our business practices lead to achieving those goals. We created effective governance mechanisms where our ESG performance is being monitored and reviewed right from shop floor to the Board room level. As a practice, our CEOs voluntarily have embedded sustainability goals in their individual KPIs for leading by example. Under their leadership each business have incorporated good governance practices which have resulted in notable recognitions at various sustainability forums. Some of them have been mentioned below:

CDP Water Security

We had applied for CDP Water Security for the first time and have been rated under **Category "B-": Management Band**

EcoVadis

Sustainability Assessment: Rated under Gold Category (highest level) for sustainability performance

Together for Sustainability (TfS)

One of our manufacturing locations got 82% score in the sustainability audit from TfS

Social Entrepreneur of the Year (SEOY)

We continue to partner with Schwab Foundation to recognise and reward the social entrepreneurs who have made exemplary contribution



Way Forward

In recent times, we all had witnessed unfortunate global pandemic situation created by impetuous spreading of Novel Coronavirus COVID-19. It was a global catastrophe where all nations got united and responded as one team. Our immediate responsibility was to ensure the safety and well-being of our employees.

We moved ahead as per our business continuity plan, the crisis management teams formed at sites and corporate started closely monitoring the impact of the global outbreak and working together for the common goal of creating a safe work environment for our employees, and at the same time ensuring uninterrupted supply of medicines to our customers. However to contribute in the fight against COVID-19, we wanted to do more, and engaged with Gilead Inc., USA for manufacture and sale of Remdesivir in 127 low and middle income countries. Jubilant received approval from the Drug Controller General of India (DCGI) to manufacture and market the investigational antiviral drug Remdesivir for 100 mg/vial (lyophilized injection) for restricted emergency use in India for the treatment of severe COVID-19

We developed formulation for hand sanitizer using our in-house manufactured ethanol and with support from local authorities started supplying, free of cost to Governments both at the national & the state level including local administration, government hospitals, municipality, district administration, police personnel, healthcare personnel and local communities near-by. This is helping the nation in its fight against this pandemic.

We are very proud of our employees who have been on the forefront even during such pandemic situation to ensure that our medicines & other products reach customers, doing community work, spreading awareness and closely working with the local administration among others.

We hope all are safe and always look forward to more opportunities to create value for our stakeholders.

Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman & Managing Director





About our Organization

Pharmaceuticals



Life Science Ingredients



Drug Discovery & Development Solutions



Our Businesses

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

Jubilant Life Sciences Limited is an integrated global pharmaceutical and life sciences company **engaged in Pharmaceuticals, Life Science Ingredients and Drug Discovery & Development Solutions** businesses. We have a **team of around 8,000 multicultural people across the globe** and are committed to deliver value to our customers in over 100 countries. Jubilant Life Sciences Limited is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide.

Business Segments:

- Pharmaceuticals
- Life Science Ingredients
- Drug Discovery & Development Solutions





Business Segments



Jubilant Life Sciences Limited
Annual Turnover ₹ 91,544 million



Pharmaceuticals

Website: www.jubilantpharma.com

- Engaged in Active Pharmaceutical Ingredients (APIs), Solid Dosage Formulations, Radio-pharmaceuticals, Radio pharmacy, Allergy Therapy Products and Contract Manufacturing of Sterile and Non-Sterile Products
- Third largest radio-pharmaceutical manufacturer in the nuclear medicine industry in the United States
- Second largest centralized commercial radio-pharmacy network partner in the United States
- One of the top two players in the allergenic extract market in the United States
- Currently the sole producer and supplier of venom products for the treatment of allergies in the United States

Annual Turnover: ₹ 57,143 million

Permanent Headcount: 4,422

Quantity of Products : APIs: 593 MT

Dosage: 2,512 million units and 1.2 MT



Life Sciences Ingredients (LSI)

Website: www.jubl.com/lsi

- Products include Specialty Intermediates, Nutritional Products and Life Science Chemicals
- Global Leadership in Pyridine & Picoline
- Globally #1 in 11 Pyridine Derivatives
- Globally #2 in Niacinamide (Vitamin B3)
- Globally #7 in Ethyl Acetate capacity
- Globally #4 in Acetic Anhydride merchant market

Annual Turnover: ₹ 31,786 million

Permanent Headcount: 2,717

Quantity of Products: 552,049 MT



Drug Discovery and Development Solutions (DDDS)

Website: www.jubilantbiosys.com

Provides proprietary in-house innovation and collaborative research and partnership for out-licensing through two world class research centres in India

Annual Turnover: ₹ 2,615 million

Permanent Headcount: 760

Shareholding Pattern
for Jubilant Life
Sciences Ltd. as on
31.3.2020:

Promoter and
Promoter Group: 50.68%
Public: 49.32%



Our Values GRI 102-6, 102-16

We started our journey more than 40 years ago and our values have been the foundation for our success. **Each activity at Jubilant Life Sciences is driven by these set of values that every employee believes in.**

These values are sustained in each employee at all levels, by conducting regular training and related activities.



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



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



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



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

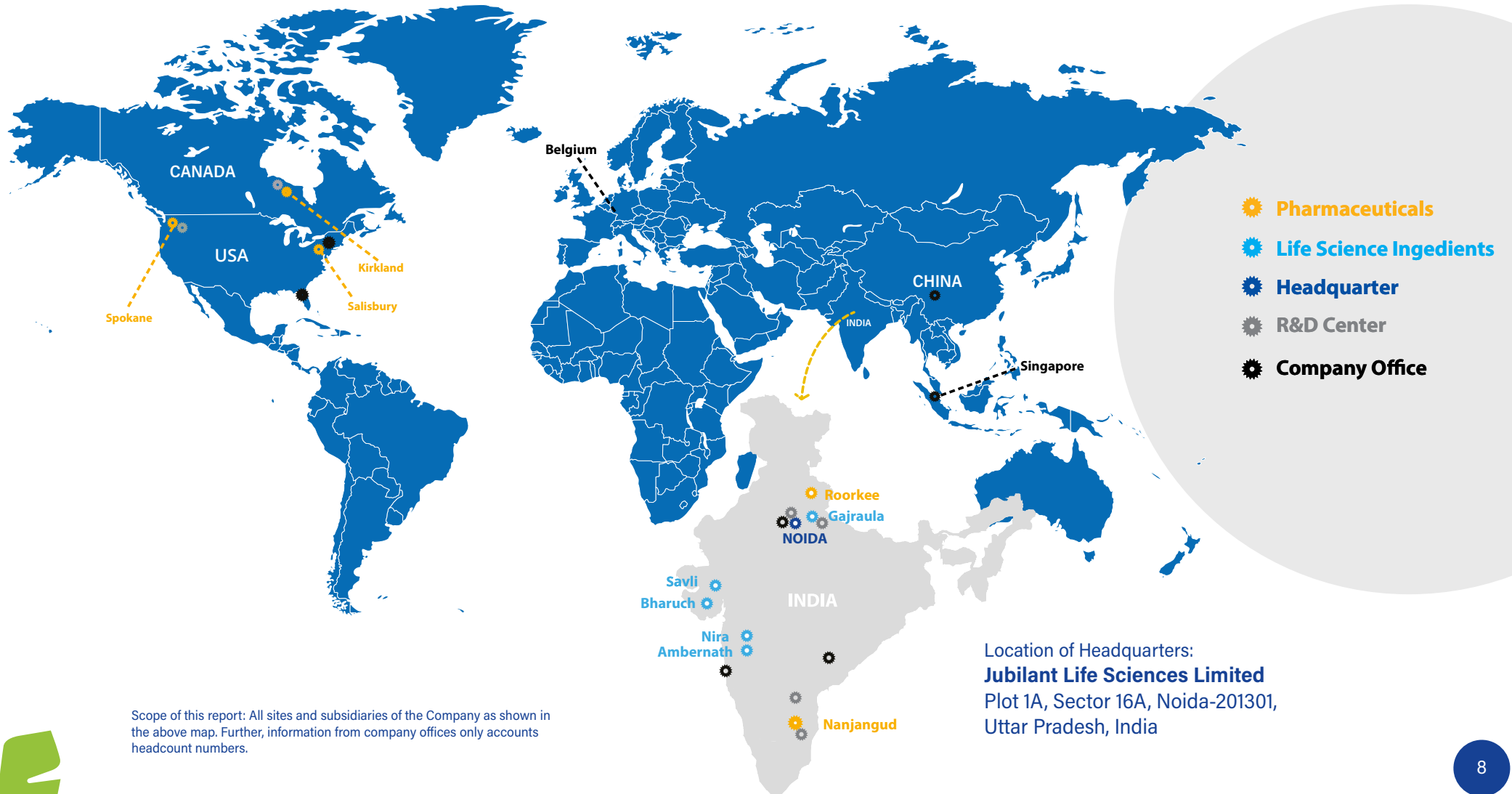




Our Global Presence

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

India • USA • Canada • Belgium • China • Singapore





Our Global Presence

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

India • USA • Canada • Belgium • China • Singapore

Pharmaceuticals

- **Kirkland, Montreal, Canada**
US FDA approved facility for contract manufacturing of Sterile Injectables.
- **Kirkland, Montreal, Canada**
US FDA approved facility for Radiopharmaceuticals.
- **Nanjangud, Karnataka, India**
Active Pharmaceutical Ingredients (API) 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
- **Spokane, Washington, USA**
US FDA approved facility for contract manufacturing of Sterile Injectable and Allergy Therapy Products.
- **Salisbury, Maryland, USA**
US FDA approved facility for Generics (Tablets & Capsules)

*Jubilant continues to work diligently with the US FDA regarding the resolution of the warning letter at Roorkee and the Official Action Indicated (OAI) at Nanjangud facility

Life Science Ingredients

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

Partnerships

- **Jubilant HollisterStier GP, Montreal, Canada****
**It is a Canada based partnership managed by two subsidiaries of the Company - Jubilant HollisterStier Inc. and Draxis Pharma LLC.

Drug Discovery and Development Solutions

- **Bengaluru, Karnataka, India**
Research Facility
- **Noida, Uttar Pradesh, India**
Research Facility

Key Subsidiary Companies

- **Jubilant Pharma Limited**
 - Jubilant HollisterStier LLC, Spokane, USA
 - 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**



Report Profile



Topic Boundaries

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

Jubilant Life Sciences Limited has been publishing its sustainability report since 2003 following GRI reporting framework and its principles. This report has been prepared in accordance with the 'GRI Standards: Comprehensive option' and is published every year. Reporting period for this sustainability report is from April 1, 2019 to March 31, 2020.

Our FY 2018-19 Sustainability Report was prepared following comprehensive option, of the GRI Standards and was published on August 31, 2019. Key sustainability data and information published in this report has been compiled using the sustainability software 'SoFi', Enterprise Resource Planning (ERP) software (BAAN, SAP) for financial accounting and PeopleSoft Human Resource Information System (HRIS) for human resource data accounting. The Board and the CEOs, review the sustainability performance on a half-yearly basis and our Chief Sustainability Officer reviews the organization's sustainability report and ensure that our organization is committed to cover all the material topics. The data presented in the report is verified through systematic internal and external audits.





Reporting Principles

GRI 102-46

Defining Report Quality

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

Defining Report Content

Company adopts an inclusive approach involving identification of key stakeholders and the material issues and 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.

Restatement of Information

GRI 102-48

A. Due to less reporting in biomass consumption quantity from one of our plant total energy consumption and biogenic emission from biomass in FY 2018-19 report are being restated as follows:

- Total direct energy consumption corrected to 8.929 PJ from earlier reported 8.905 PJ & Total Energy (direct + indirect) corrected to 10.04 PJ from 10.01 PJ
- Total GHG emission from biomass corrected to 5,028 tCO₂e from earlier reported 2593 tCO₂e

B. Due to calculation error, Scope 3 emission was less reported in FY 2018-19 report to 13,348 tCO₂e against restated figure of 16,126 tCO₂e. As a result specific emission restated from earlier reported 38.26 to 36.43 gm CO₂e/Tonne km





Changes in Reporting Requirement **GRI 102-10, 102-49**

There is no significant change either in material topic or in topic boundary in this report against previous year.

Independent Assurance of Report **GRI 102-56, 102-53**

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

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

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Jubilant Life Sciences Limited,
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Uttar Pradesh, India.
Phone: +91-120-4361000
Email: sustainability@jubl.com





Corporate Governance

Governance Structure

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

The Board of Directors ('Board') is the apex and highest governing body 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 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. Board of Directors of Jubilant has a judicial mix of executive, non-executive, independent and non-independent Directors. As on March 31, 2020, the Board comprised of three Executive Directors and nine Non-Executive Directors. The Board had six Independent Directors including one 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. Please refer the Annual Report for further information: www.jubl.com/investors/financials/annualreports.

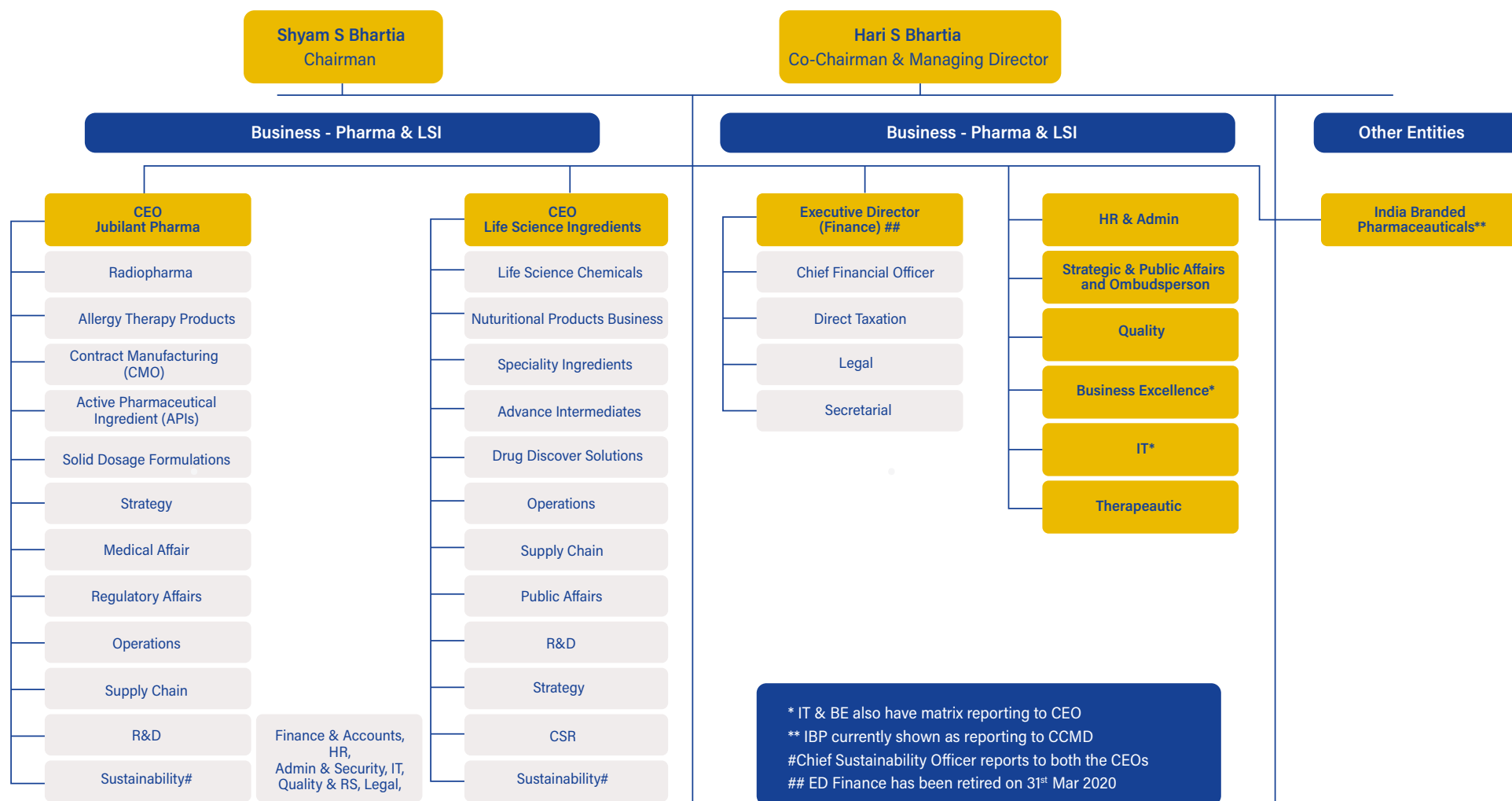
The Independent Directors constitute half of the Board's strength, thus ensuring independence and transparency of the Board's decision-making process. The Independent Directors are not associated with the Company in any executive capacity. They do not have any material pecuniary relationship with the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





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 Chief Executive Officers (CEOs) of various businesses are responsible for smooth functioning of their respective businesses. This also includes development of business strategies as well as due consideration of 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.

The Global Management Team of Jubilant is presented below:



Chief Sustainability Officer is responsible for the sustainability aspects of the organization and directly reports to the CEOs



Mechanism for Governance

Compensation for the Members of the Highest Governance Body

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

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

- **Sitting fees:** For attending meetings of the Board of Directors and its committees
- **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 of the company. 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. Remuneration Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully. During the reporting period the ratio of the annual compensation of the organization's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 104. The ratio of percentage increase from the last year in annual compensation of the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) was (-) 0.5. This year the actual salary of highest-paid employee was less than last year actual salary of highest paid employee





Appointment and Remuneration GRI 102-24

Jubilant Life Sciences Limited has a policy on appointment and remuneration of Directors, Key Managerial Personnel ('KMP') and senior management / other employees ('Employees') of the Company. The 'Appointment and Remuneration Policy' ('Policy') aims to ensure that the persons appointed as Directors, KMP and employees possess requisite qualifications, experience, expertise, attributes, commensurate to their positions and level. The composition of remuneration to such persons is fair, reasonable and sufficient to attract, retain and motivate the personnel, to manage the Company successfully. The policy contains, inter alias, provisions pertaining to qualification, attributes and process of their appointment and removal as well as components of remuneration. The policy is displayed on the Company's website and the web-link for the same is: www.jubl.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy.

Board Committees for effective governance

To focus effectively on the issues and to ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The Committee members are appointed by the Board with the consent of the individual Directors.

Key Committees of the Board are:

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability & CSR Committee
- Risk Management Committee
- Restructuring Committee
- Finance Committee
- Capital Issue Committee
- Fund Raising Committee

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





Code of Conduct (CoC) and Policies

GRI 102-16, 102-17, 102-26, 102-24, 102-28, 205-2

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 salient key codes and policies which provide broad guidelines for smooth and transparent functioning of the Board are explained in our Annual Report:

www.jubl.com/investors/financials/annualreports

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





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. (www.jubl.com/sustainability/policy/sustainability-policy)

However, the list is stated below:

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

Code of conduct covering the following:

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

Information about these policies is available on the Company's website: (www.jubl.com/sustainability/policy/sustainability-policy).

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



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



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



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



Complying with laws in letter as well as in spirit.



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

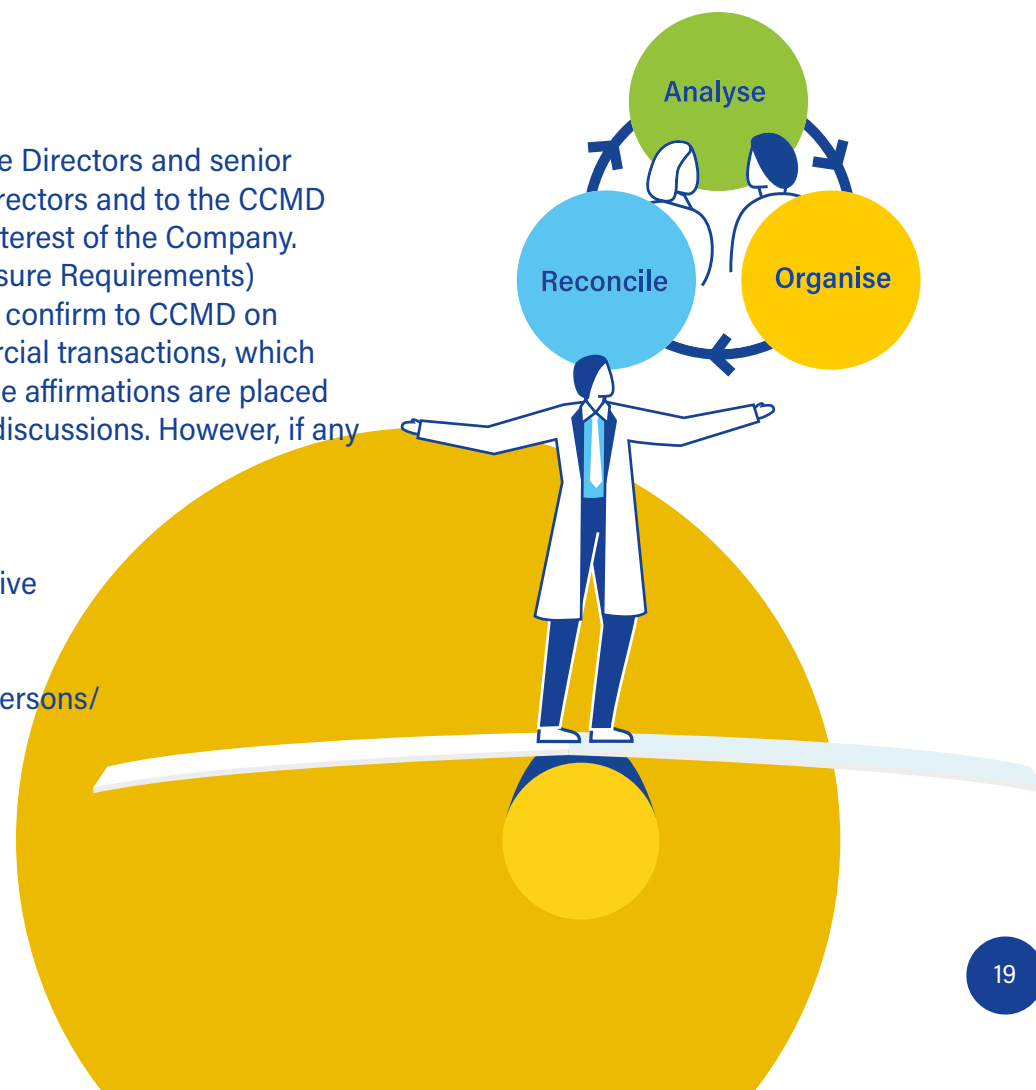
Avoidance of Conflict of Interest

GRI 102-25, 102-17, 102-28

In terms of the code of conduct for the Directors and senior management, the 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 transactions, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board. Conflicts arising, if any, can be resolved through informal discussions. However, if any conflict is unresolved, the Company adopts the following approach:

- Analyse or review the situation of conflict
- Organise meeting jointly with the concerned parties to know their perspective
- Reconcile through the involvement of senior executives

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





Grievance Redressal

GRI 102-33, 102-17

Jubilant Life Sciences Limited has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without fear of retaliation / victimization / discrimination which is a sine qua non for an ethical organization. To further augment the Corporate Governance standards, an office of the Ombudsperson for the Jubilant Bhartia Group has been established.

Any issue or concern may be reported by e-mail to Ombudsperson@jubl.com or by logging on to www.cwiportal.com, an external web portal with whom Jubilant has tied up for processing issues/ concerns independently and confidentially.



Anti-Corruption

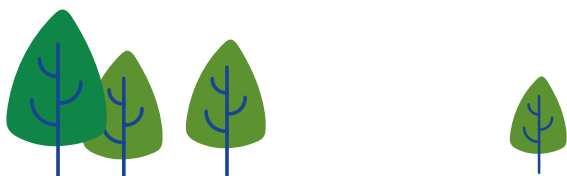
GRI 205-1, 205-2

Jubilant Life Sciences Limited 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. Around 95% of the total number of management employees have received anti-corruption training during the reporting period.

In order to prevent and detect frauds and errors, external and internal auditors carry out perpetual internal audit activity. Action points and recommendations made by them are discussed and presented to the sub-audit committee and audit committee.

In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Ernst & Young LLP across all operations. Subsequently, follow-up audits are also carried out by an in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. In addition to this risk, other significant risks are specified under the 'Risks and Opportunities' section of this report.

The Company has framed the Code of Conduct for its Directors and senior management. This CoC clearly prohibits any form of corruption in any business dealings. The CoC has been communicated to our Directors and they annually affirm compliance with CoC. All our Directors in JLL Board are citizens of India.





Precautionary Approach

GRI 102-11

India is a party to international protocols/ forums on precautionary approach basis and Indian laws and regulations are also based on these aspects. During the year, the Company has upgraded its compliance reporting system with a state of the art software for managing compliances as a part of the precautionary approach to prevent any non-compliance. This system is web-based and is hosted on the Company's Intranet and covers all Indian manufacturing locations of the Company. The status of statutory compliances is reviewed on a quarterly basis by the Executive Director and CEOs of the Company and is reported to the Audit Committee at the quarterly meetings.





Awards & Recognitions



Gujarat State Level Best Kaizen Competition

Location: Bharuch
CII

National Energy Conservation Award 2019 in Chemical sector

Location: Bharuch
BEE



Efficiency in Energy Usage in Chemicals

Location: Gajraula
FICCI

Best CSR Award

Location: Nira
Pune Zilla Parishad



Global Agro Foundation Award for 'Contribution to Environment through CSR'

Location: Nira
Global Agro Foundation



Productivity Improvement in Supply Chain & emerging Supply Chain Leader of the Year

Location: Gajraula
CII



20th National Award for Excellence in Energy

Location: Gajraula
CII



Key Highlights 2019-20



Revenue of ₹91,544 million,
an increase of 0.5% over FY 2018-19

₹1,041 million saved
through resource saving projects
by Business Excellence team



₹465.4 million spent on
environmental CAPEX



125,649 man-hours
were spent on safety training



EBITDA of ₹19,945 million,
an increase of 12% over FY 2018-19



Implemented more than 45
energy saving projects leading
to an estimated saving of
**280 TJ equivalent
of energy and
reduction of 27,187
tCO₂e**



135 ponds adopted
in and around the Gajraula
district and further made
rain water harvesting
structure



Risk and Opportunities

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



Internal Financial Control Framework

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

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 has the following elements:

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

At Jubilant Life Sciences Limited, the Internal Financial Controls system has been established and incorporates all the five elements as mentioned above. More detailed explanation of these elements can be found in our Annual Report www.jubl.com/investors/financials/annualreports.

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

Our Vision on Risk Management

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



Risk Management Strategy

We have 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. We have 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 organization, 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 the Board of Directors and audit committee at the apex level, supported by Chief Executive Officers (CEOs), Chief Financial Officers (CFOs), functional heads, Strategic Business Unit Heads and Heads 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 CEOs and actions are drawn upon. Progress against the risk management plan is periodically monitored.

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

Risk Mitigation Methodology

We have 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 risks for the business. The CEO/CFO then consolidates top risks of the Life Science Ingredients business segment and reports the same on a periodic basis to the Board of Directors along with the mitigation plan.

We have a quarterly certification process wherein concerned control/ process owners certify the correctness of entity level and process level controls. The certification process has been in operation for more than 13 years and covers over 2,500 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 serves as the basis for compliance with the provisions of the 'Listing Regulations.'



Risk Assessment

The Company identifies and evaluates several risk factors and draws out appropriate mitigation plans associated with the same as highlighted in detail in our Annual Report www.jubl.com/investors/financials/annualreports.

Some of the key risks are briefly described below:



Business Strategies

Risks & Opportunities	Brief Description of Risk	Brief Description of Mitigation Plan
Competition, cost competitiveness and pricing	<ul style="list-style-type: none"> In the Life Sciences Ingredients business segment, manufacturers in China, who gain from economies of scale, favourable policies and lower cost along with other advantages, may adversely affect our ability to maintain market leadership, achieve planned growth and generate planned margins New competitors, including large pharmaceutical companies, have also recently entered the specialty pharmaceuticals market. They may be able to respond more quickly to new or emerging market preferences or to devote greater resources to the development and marketing of new products and/ or technologies than we can 	<p>New products continue to get launched by experienced and talented R&D teams which work to deliver on the marketing strategy by focusing on quality assurance through the development of new cost effective processes/ products to meet customer demand, build market share and minimise the possibilities of commoditisation. The in-house R&D team further develops cost effective products by redefining the production process</p>
Dependence on certain key products and customers	<ul style="list-style-type: none"> The Company depends on certain key products and key long term contracts for a significant portion of its total revenue, cash flows and earnings and any event that adversely affects the markets for key products or key contracts may adversely affect its financial condition, results of operations and profitability In the Drug Discovery & Development Solutions business, we have several large collaborations with key pharmaceutical and biotech companies that provide a large portion of the revenue each year. If these collaborations were to end abruptly there would be an impact on our revenue and profitability 	<p>We have a strong brand and reputation in the industry that helps us to attract and retain our clients. In addition, our mixed business model with our portfolio of proprietary programs is also an attractive marketing tool to bring in larger deals and to develop our long-term interaction with key clients</p>
Limited product pipeline	<p>In the Pharmaceuticals segment, if we are unable to maintain a sufficiently large portfolio of pharmaceutical products and services and manage their development and approval processes so as to bring them to market on a timely basis, our growth strategy may not be successful and our business operations would be adversely affected</p>	<p>As mitigating steps, our R&D team strives to create new, innovative processes and new knowledge-driven products that allow us to capitalise on opportunities for growth in competitive markets. We have R&D centres located in India and North America and employ a large team of research scientists with expertise in the development of non-infringing products for APIs, Solid Dosage Formulations, Radiopharmaceuticals and other products</p>



Business Strategies

Risks & Opportunities	Brief Description of Risk	Brief Description of Mitigation Plan
Information Technology (IT)	Occurrence of any unforeseen threats to Information Technology systems could have adverse impact on data availability and continuity of business operations.	Our Information security framework is certified for ISO/IEC 27001 Standards, which ensures that all the information assets are adequately safeguarded. All the IT security events impacting critical IT infrastructure are getting logged and monitored round the clock by our Cyber Defence Centre (CDC).
Merger & Acquisitions	Mergers and acquisitions may involve a number of risks, including that our management's attention may be diverted towards integration efforts. There may also be cultural differences and failure to retain key personnel and clients of the acquired business.	We have adopted measures to address these issues by increasing the efficiency and reducing the impact, if any. Further, estimation of risks on account of failure/ delay in integration is duly considered while designing business plans.
Acceptance of our products in market	<ul style="list-style-type: none"> • Unanticipated side effects or unfavourable publicity concerning any of our products or brands, could have an adverse effect on our ability to achieve acceptance by prescribing physicians, managed care providers, pharmacies and other retailers, customers and patients • If our products are approved by the regulatory authorities but do not achieve an adequate level of acceptance by independent third parties, we may be unable to generate any or sufficient revenue from these products to make them profitable 	
Consolidation of customer base	In the Pharmaceuticals business segment, sales of our products may be adversely affected by the continuing consolidation of its customer base	We are able to manage pricing pressure by taking initiatives to continuously redefine production processes to control cost. For some of our generic formulations, we have captive manufacturing of APIs to ensure effective cost control to focus on improving profit margins
Business interruption	Absence of a response plan or delays in response may adversely affect the business in the event of anticipated or unanticipated disruption due to internal and external factors	We have dedicated teams (including for EHS, supply chain and IT) which are responsible to monitor and manage an event of disruption on account of a disaster, supply issues and network/ IT breakdown
Establishing a Collaboration	In Drug Discovery and Development Solutions business, we may seek to establish licensing Collaborations for our product candidates, and, if we are not able to establish them on commercially reasonable terms, we may have to alter our development and commercialisation plans.	The collaborators may also consider alternative product candidates or technologies for similar indications that may be available to collaborate on and whether such a collaboration could be more attractive than the one with us for our product candidate



	Risks & Opportunities	Brief Description of Risk	Brief Description of Mitigation Plan
Accounts & Financing	Foreign currency and interest rate exposures	<ul style="list-style-type: none"> • There has been significant movement in exchange rates over many years. Due to our global operations, we have significant foreign currency exposures. • Increase in borrowing cost may also adversely impact the profitability of the Company 	The Company did not use any derivative financial instruments or other hedging techniques to cover its potential exposure since net foreign exchange exposure is not significant
	Changes in tax legislation	<ul style="list-style-type: none"> • Actions by governments to increase tax rates or to impose additional taxes may reduce our profitability • Revisions to tax legislation or to its interpretation (whether with prospective or retrospective effect) may also affect our results and significant judgment is required in determining our provision for income taxes 	We have a dedicated team of tax professionals whose primary task is to ensure that the tax liabilities are correctly computed and any revision in the tax legislation is monitored continuously
	Duties by export destination countries	Export destination countries impose varying duties on our products, which may adversely affect our ability to compete with the local manufacturers and other competitors on cost	
Compliance	Compliance and regulatory	<ul style="list-style-type: none"> • Our business operates within a highly regulated environment and regulatory affairs play a vital role in the development of all businesses. In addition, Failure to achieve regulatory approval of new products in a timely manner or at all can mean that we do not recoup our R&D investment through sales of that product • Any change in the regulations, enforcement procedures or regulatory policies set by regulatory agencies could increase the costs or time of development of our products and delay or prevent sales of our products 	We are proactively following-up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly
	Environment, Health and Safety (EHS)	We require certain statutory and regulatory permits and approvals to operate our business, including environmental clearances. Any failure to procure, renew or maintain the required permits or approvals may result in the interruption of our operations and may have a material adverse effect on the Company's financial condition, results of operations and profitability	We proactively engage with government, industry forums and academia to support creation of responsible and practicable EHS regulations. We have a full-fledged EHS team which is continuously addressing the issues of environmental safeguards by conducting periodical safety audits and training programs
	Policies regarding returns, allowances and chargebacks in the US	<ul style="list-style-type: none"> • In the Pharmaceuticals business segment, manufacturers, have liberal return policies and has been willing to give customers post-sale inventory allowances in our generics and Solid Dosage Formulations businesses. • If new competitors enter the marketplace and significantly lower the prices of any of their competing products, we may reduce the price of our product. 	Company establishes reserves based on prior experience and best estimates of the impact that these policies may have in subsequent periods



	Risks & Opportunities	Brief Description of Risk	Brief Description of Mitigation Plan
Critical Supplier	Supply interruptions due to few suppliers	For some of our key raw materials, we have only a single or a few external sources of supply, and alternative sources of supply may not be readily available. If we were unable to obtain such raw materials or unable to obtain them at a competitive cost, the Company's competitiveness would be affected and we may lose market share.	We have an effective strategy to mitigate these risks by developing alternative suppliers on a continuous basis that minimises any order cancellations and decrease in revenues
	Failure to supply to customer	If we are unable to supply our products to customers as per the agreed timelines or specifications, we may face penalties from our customers as per the terms of the agreement and the Company's financial condition, results of operations and profitability could be materially and adversely affected	We ensure that such risks are monitored and mitigated on a continuous basis to avoid customer dissatisfaction, order cancellations and decreased revenues
Customer Delivery	Political or economic instability or acts of terrorism	<ul style="list-style-type: none"> • We derive sales and procure materials from countries that may be adversely affected by political or economic instability, major hostilities or acts of terrorism • As we export and import a substantial number of products and raw materials, we may be denied access to customers or suppliers of our raw materials. We may also be denied the ability to ship products from any of our sites if the borders of some countries are closed due to political or economic instability or acts of terror, in such countries 	
	Human Resources – acquire and retain talent	<ul style="list-style-type: none"> • We realise that an insufficient or minimal focus on human resources processes threatens our ability to recruit and retain the qualified personnel required to maintain desired operational standards • Lack of credible successors or effective knowledge transition mechanism in R&D may adversely affect the Company's position in case of unexpected departures from key positions 	As a part of our strategic talent and succession management process, the leadership invests valuable time in identifying high potential candidates and planning their development for succession to critical positions. The leadership development program and the 360-degree feedback are conducted by us for these employees based on the leadership competency framework, helping the human resources department to perform gap analysis followed by capability development activities
HR	Labor union	If the Company experiences labor union issues, our production capacity and overall profitability could be adversely affected	Although we generally enjoy cordial relations with our employees, the Company may experience a strike over wages and other matters. This may be resolved amicably through a voluntary negotiation and mediation process



	Risks & Opportunities	Brief Description of Risk	Brief Description of Mitigation Plan
 <div>Operations</div>	Capacity planning and optimisation	<ul style="list-style-type: none"> • Insufficient capacity threatens our ability to meet demand and be competitive • Excess capacity threatens the organisation's ability to generate competitive profit margin 	We ensure that capacities are well planned and optimised to respond to market realities
	Manufacturing operations	One of our key strengths is excellence in carrying out manufacturing activities with utmost efficiency. Hence, any risk that challenges the manufacturing operations would be a cause of concern as extensive time, money and effort is expended in all areas of regulatory compliance, including manufacturing, production and quality. In the Pharmaceuticals segment, manufacturing problems could cause inventory shortages and delay product shipments and regulatory approvals, which may adversely affect the Company's financial condition, results of operations and profitability	We have made an effort to identify such risks and are prepared to mitigate the same to avoid significant additional regulatory compliance expense and/or regulatory penalties.
	Dependence on single manufacturing facility	In the Pharmaceuticals segment, some of our products are produced by a single manufacturing facility. If any event arises that affects the production of such products by the relevant manufacturing facility, we will be not be able to reallocate production to alternative manufacturing facilities	
	Impact of Black Swan Events like COVID-19	The current worldwide spread of COVID-19 is expected to result in a global slowdown of economic activity, which could impact demand for a wide variety of products and services, including from our customers, while also disrupting supply channels, for an unknown period until the disease is contained.	Our foremost priority has been to ensure safety & health of employees and maintain business continuity. Jubilant Life Sciences, being part of the essential Pharmaceutical Value chain, has been able to continue its operations during the pandemic. We continue to monitor the situation and are evolving strategies to continue operations, while observing all government directions & guidelines as well as ensuring safety & health of employees.
 <div>R&D</div>	Research & Development (R&D) effectiveness	As a Pharmaceutical manufacturer, we are dependent on our R&D to effectively improve and enhance our existing products, develop commercially viable and sustainable new products along with process improvements that can improve time, quality and cost efficiency.	We have an effective strategy to mitigate potential risks and ensure R&D effectiveness with earmarked budgets and investments in R&D commensurate with the business plans. We routinely evaluate and prioritize our R&D programs based on market dynamics and commercial viability.
	Protecting Intellectual Property Rights (IPR)	Any material litigation or other communications alleging infringements could delay the sale of or prevent us from selling our products	Our commercial success depends on our ability to obtain and maintain patents, trade secrets and other intellectual property protection for our product candidates and proprietary technologies as well as our ability to operate without infringing upon the proprietary rights of others.
	Dependence on third-party for clinical trials	In our Pharmaceuticals Segment, we may depend upon third parties to conduct our clinical trials under agreements with universities, medical institutions, Clinical Research Organisations, strategic partners and others. If these third parties do not successfully carry out their contractual duties or meet expected deadlines or comply with regulatory requirements, we may not be able to obtain regulatory approval for any potential product candidates or be able to commercialize them	Although we rely on these third parties to conduct our GLP-compliant preclinical studies, we remain responsible for ensuring that each of our GLP preclinical studies is conducted in accordance with its investigational plan and protocol and applicable laws and regulations, and our reliance on the CROs does not relieve us of our regulatory responsibilities.



Stakeholder Engagement

Jubilant Life Sciences Limited is regularly engaging with key stakeholders to address their aspirations and expectations. We believe in collaborations and inclusive growth. Our engagement endeavours help us to craft the solutions towards common sustainability goals.

Stakeholder Engagement and Prioritization

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

The Company is continually working towards making stakeholder engagements framework more focused and structured year on year to identify challenges 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, shareholders, customers, suppliers, vendors, employees, local communities and regulatory bodies.







The material challenges are identified, prioritised and integrated within the overall business strategy to make the business sustainable in the longer run. From FY 2014-15 we started stakeholder prioritisation and materiality assessment involving top management, who continuously engages with different stakeholders at different intervals. During the reporting year, we formalised sustainability goals on engagements with stakeholders and presented them to the Board. List of key stakeholders, mode of engagement and a list of key topics raised through these engagements are referred in the next section.

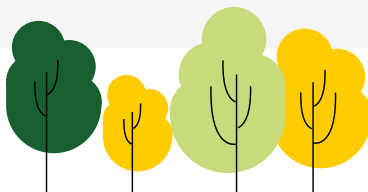




Stakeholder Engagement

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

Stakeholders	Modes of engagement (frequency)	Needs and Expectations of Stakeholders
Customers 	<ul style="list-style-type: none"> ✓ Seven Customer meets & Exhibitions ✓ Direct visits ✓ Feedback calls ✓ Online platform – Customer Relation Management (CRM) 	<ul style="list-style-type: none"> ✓ Quality ✓ Packaging and Labelling ✓ Climate Change ✓ Timely Delivery
Investors and Shareholders 	<ul style="list-style-type: none"> ✓ Investors meet & Calls, Four Investors conference calls with investors attended by Chairman, CCMD, ED Finance & CEO ✓ Shareholders/Investors Grievance forums ✓ Investors are provided with Annual Report and Sustainability Report on a regular basis ✓ Company website is updated regularly with relevant information ✓ AGM with investors held in Sept-2019 	<ul style="list-style-type: none"> ✓ Sustainable business growth to create long term value ✓ Timely receipt of dividends and shares ✓ Timely receipt of financial reports (e.g. Annual Report)
Employees 	<ul style="list-style-type: none"> ✓ Town Hall meets ✓ Annual Day and Sports meet ✓ Skip level meets ✓ Chairmen's award ✓ New Joiners' meet ✓ Online forum ✓ Employee brand survey ✓ Experience survey 	<ul style="list-style-type: none"> ✓ Faster decision making ✓ Talent pool ✓ Collaboration ✓ Job enrichment ✓ Career growth ✓ No discrimination
Suppliers and Vendors 	<ul style="list-style-type: none"> ✓ Annual Suppliers meet ✓ Vendor council, vendor meetings ✓ Online forums, supply chain and contract manufacturer's site audits 	<ul style="list-style-type: none"> ✓ Timely payment
Regulatory Bodies 	<ul style="list-style-type: none"> ✓ One to one meetings ✓ Industry bodies and other related platforms 	<ul style="list-style-type: none"> ✓ Compliance related to EHS, TAX, labor practice
Community 	<ul style="list-style-type: none"> ✓ Meetings during formal community engagements ✓ Public hearings ✓ Community interface meet ✓ Suggestion box at gate 	<ul style="list-style-type: none"> ✓ Road safety ✓ Local employability ✓ Environmental pollution ✓ Health and hygiene ✓ Vocational training ✓ Water





Materiality Assessment

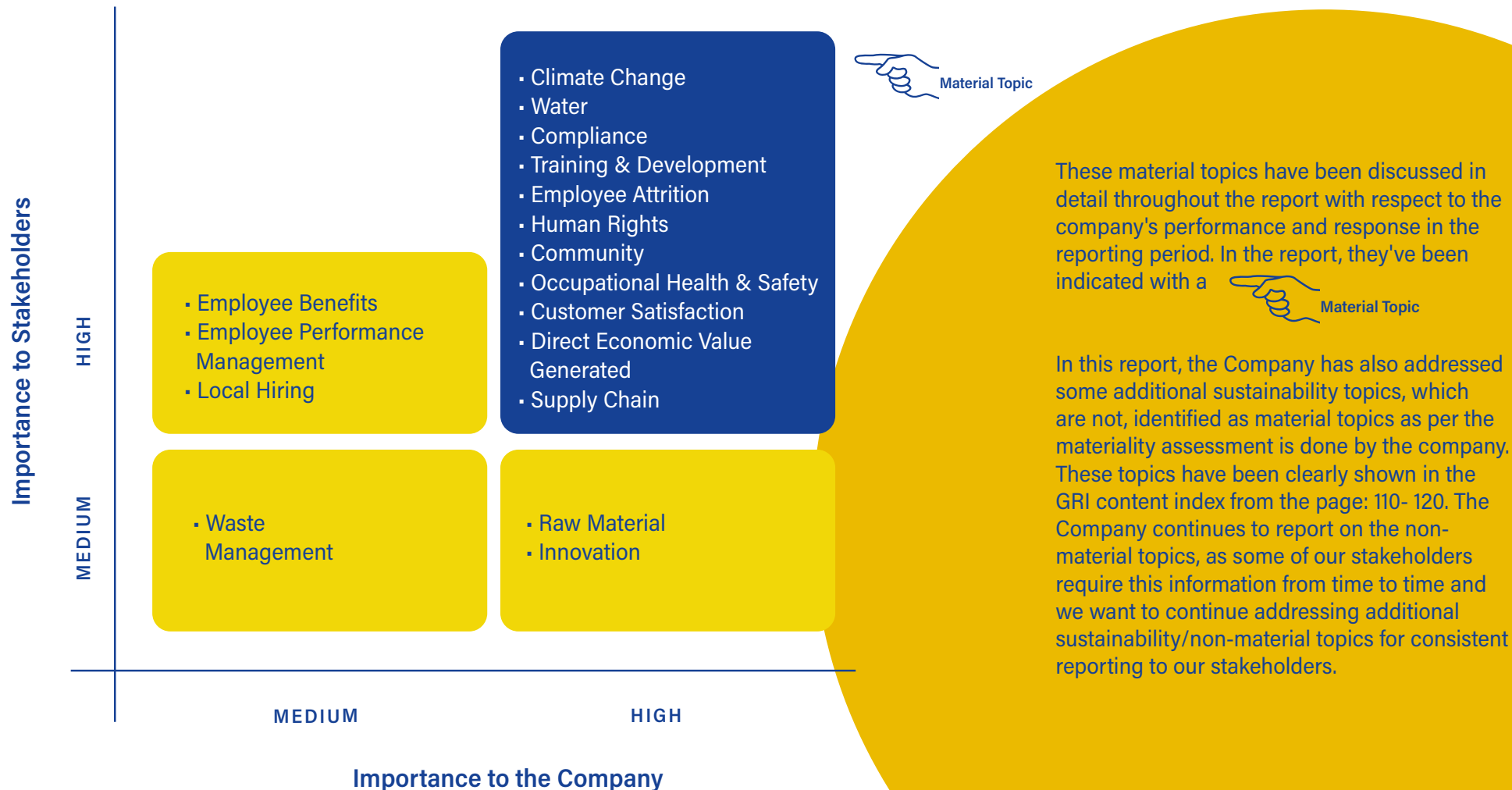
Material Topics Identification GRI 102-47, 102-34, 102-29

As per GRI reporting framework, materiality implies relevance. Relevant topics are reasonably considered important to both stakeholders and the company. **During the reporting period, the Company conducted internal stakeholder consultations to re-validate the significant material topics reported in 2018-19. We reviewed and prioritised the stakeholder expectations based on gravity and frequency of the topics raised by them, while the company's risks and opportunities were prioritised through internal assessments.** The degree of relevance of the identified sustainability aspects were same as reported in 2018-19. Therefore we continue to report on the same material topics as last year.





Further we tried to align the stakeholder expectations against the company's risks in order to identify material challenges based on the below materiality matrix. Following is the list of key material challenges identified for the company, detailed out across the report: All the identified important material topics (High-High in above matrix) were communicated to the highest governance body, through the Risk Management and Sustainability committees.





Economic Impact

Direct Economic Value Generated

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



Material Topic

Why it matters?

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

The Company reported record profits in FY 2019-20 with improvement in margins across all the business segments. During the year, the company reduced its Net Debt by Rs 514 Crore and is focused on further deleveraging by generating healthy levels of cash flows.

The Company has taken several measures to tide over the COVID-19 induced challenges. Company signed Licensing Agreement with Gilead Sciences to register, manufacture and sell Gilead's investigational drug, remdesivir, a potential therapy for Covid-19 in 127 countries including India, and is working towards launching the drug in July 2020.

We are confident of delivering sustained growth in the medium term on the back of our leadership position in various businesses and growth strategies.

The revenue for the year FY 2019-20 was ₹91,544 million. The Company delivered strong and consistent performance through the year thereby achieving EBITDA (Including other Income) of ₹19,945 million in FY 2019-20. The contribution in revenue from international sales of the Company was 77.8% which mainly comprises North America, Europe, China and others. The Company paid taxes of ₹ 3,228 million at the consolidated level (this amount mentioned, does not include deferred taxes).



This year the Company received grant of ₹ 634 million from Government.

The paid up capital was ₹ 159 million and consolidated debt was ₹ 46,282 million. During this year the production from Indian operations were 552,643* MT of bulk and 1,044 million capsules and tablets. Production from North American plants this year were 1,468 million units of tablets, vials and other products, which excludes production from radio-pharmaceuticals business. The Company has total assets of ₹ 125, 217 million.

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.

For details about Company's annual financial performance, please refer to our Annual Report FY 2019-20 available on the Company website: www.jubl.com/investors/financials/annualreport



*1.2 MT of granules from Dosage business is not included in the sustainability goals charts



Economic Performance	Units	2018-19	2019-20
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Direct Economic Value generated

REVENUE	₹ million	91,108	91,544
EBITDA	₹ million	17,747	19,945
PAT	₹ million	5,770	8,982

Economic Value Distributed

Major operating costs	₹ million	49,190	48,214
Employee wages and benefits	₹ million	19,260	21,277
Payments to providers of capital	₹ million	561	1,528
CSR Investment around Indian Operations	₹ million	69	83
Retained Earnings	₹ million	31,026	38,448
Overall Social Investment (including donations)	₹ million	161	244
Company Contribution in Long term Employee benefits	₹ million	273	292
PF Contribution	₹ million	197	211
Pension Contribution	₹ million	69	77
Superannuation Contribution	₹ million	7	5





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. An ongoing effort is projected as case study below.

CASE STUDY: Addressing medical challenges through Innovation!



Challenge

Jubilant Radiopharma, 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 foetus (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).



Actions

As with many rare diseases, there are few treatment options, and left untreated, the prognosis for these young children is poor. In response to the needs of patients, their families and the Neuroblastoma community in its entirety, Jubilant Radiopharma 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.



Future Plans

Typically administered by trained Nuclear Medicine Specialists in institutions equipped to provide this special treatment, 131I-mIBG is actually the combination of two drugs. The mIBG drug concentrates in neuroblastoma cells. The beta emitting isotope 131I-[Iodine] that is tagged to the mIBG delivers targeted radiation to the neuroblastoma cells. This type of radiation is designed to destroy the tumours cells while sparing normal, healthy tissue.

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



Environmental Impact

Our Approach

GRI 102-32, 102-31, 103-1, 103-2, 103-3

For a sustainable world, environmental protection is the need of the hour. Knowing that Jubilant proactively works towards implementing initiatives to balance the environmental and business needs of the company and community. The management has adopted and implemented international management systems and technologies to mitigate environmental challenges arising due to daily operations.

The top management is committed towards environmental sustainability, considering which various policies have been adopted:

- Environment, Occupational Health & Safety (EHS) Policy
- Responsible Care Policy
- Energy Policy
- Climate Change Mitigation Policy
- Sustainability Policy
- Green Supply Chain Policy

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

Environmental goals of key manufacturing sites are set and tracked under ISO 14001, RC 14001 based certified Environment Management Systems. All our employees are provided with induction training, covering Sustainability aspects and technical training to support their work. EHS and Sustainability related Key Result Areas (KRAs) are also set for Company CEOs and down the line, to ensure sustained focus on environmental challenges.

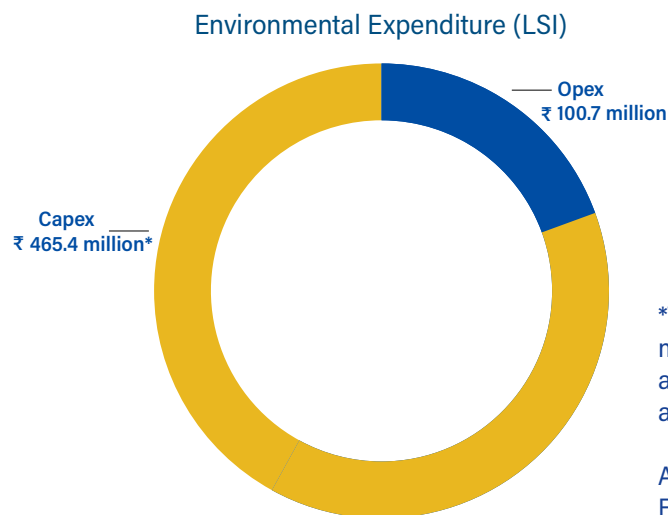




Digital Monitoring and Tracking of EHS Challenges GRI 403-2

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

Capital and Operational expenditure for environmental protection



*Total Capex ₹ 465.4 million out of which ₹ 77.2 million spent against environment projects approved during FY 2020 and remaining spent against projects approved prior to FY 2020.

Additionally, ₹ 22.5 million spent on Pharma EHS CAPEX.





Climate Change

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

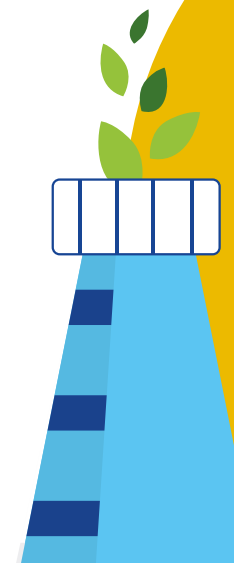
Why it matters?

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

Greenhouse Gases

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

The Company is 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.



GRI Disclosure	GHG Emissions	Units	2018-19	2019-20	Business wise breakup		
			JLL	JLL	LSI	Pharma	DDDS
GRI 305-1	Total GHG Emissions	1000 tCO ₂ e	966.37	1058.99*	941.57	109.81	5.23
	Total Scope-1 GHG Emissions	1000 tCO ₂ e	808.30	888.03	869.26	18.43	0.22
	Total Scope-2 GHG Emissions	1000 tCO ₂ e	158.07	170.96	72.31	91.37	5.01

* In addition the total GHG emissions, total Biogenic emission from Biomass is 3,528 tCO₂e and from Biogas is 14,815 tCO₂e in the FY 2019-20.

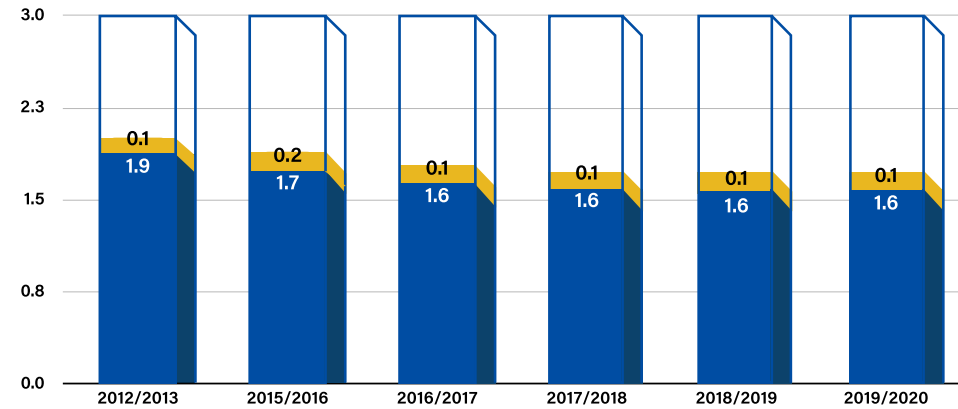
*Additionally, this includes 2.39 Thousand tCO₂e from our corporate office.



GHG Sustainability goal: Reduce the GHG emission intensity* by 12% by FY 2019-20 with reference to baseline FY 2012-13

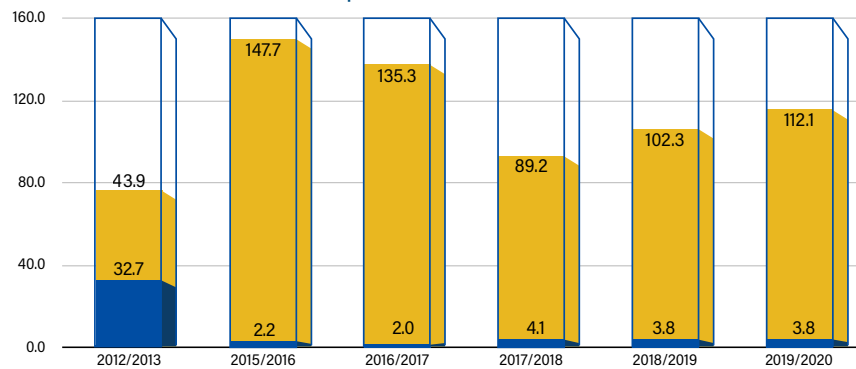
*GHG intensity includes Scope 1 and Scope 2 emissions

Specific GHG emissions for LSI

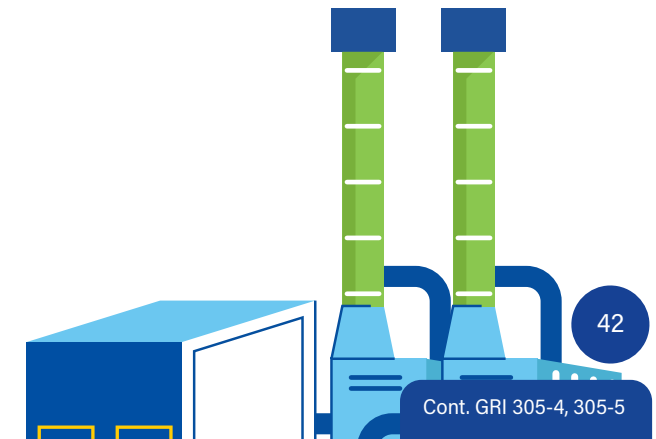


■ Specific Scope 1 emissions (tCO₂e/MT) ■ Specific Scope 2 emissions (tCO₂e/MT)

Specific GHG emissions for API

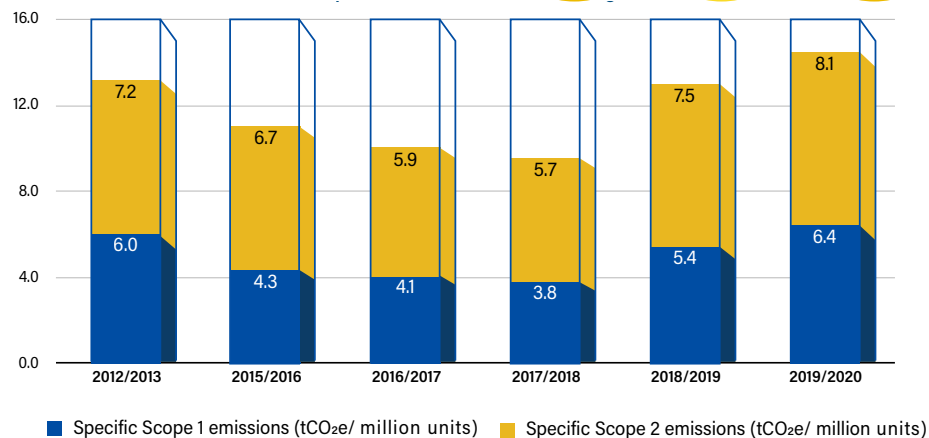


■ Specific Scope 1 emissions (tCO₂e/MT) ■ Specific Scope 2 emissions (tCO₂e/MT)





Specific GHG emissions for Dosage



Transport Emission GRI 305-3

From FY 2016-17 we have started to capture Scope 3 GHG emission, in absolute term, arising out of our raw material and finished goods transportation. To start with, we have calculated total GHG from complete domestic logistics (Inbound and Outbound) of Life Science Ingredients (LSI) business.

Scope 3 GHG Emissions from road and rail transportation	FY 2018-19	FY 2019-20
Total GHG emission in tCO ₂ e	16,126	17,116
*Specific emission in gm CO ₂ e / Tonne km	36.43	34.87

* This decrease in specific emission is primarily because of increase in transportation percentage through rail from 31% to 36% during FY 2020 against FY 2019





What we are doing? GRI 103-1

The Company conducted life cycle based carbon footprint studies by a reputed external agency during FY 2011-12. The study was conducted on 15 key products of the Company using the cradle to gate approach. The Company is also monitoring any changes in global regional and national level policies and regulations on climate change and its mitigation, which may result in financial implication with respect to energy and other resources relevant to the Company's business.

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

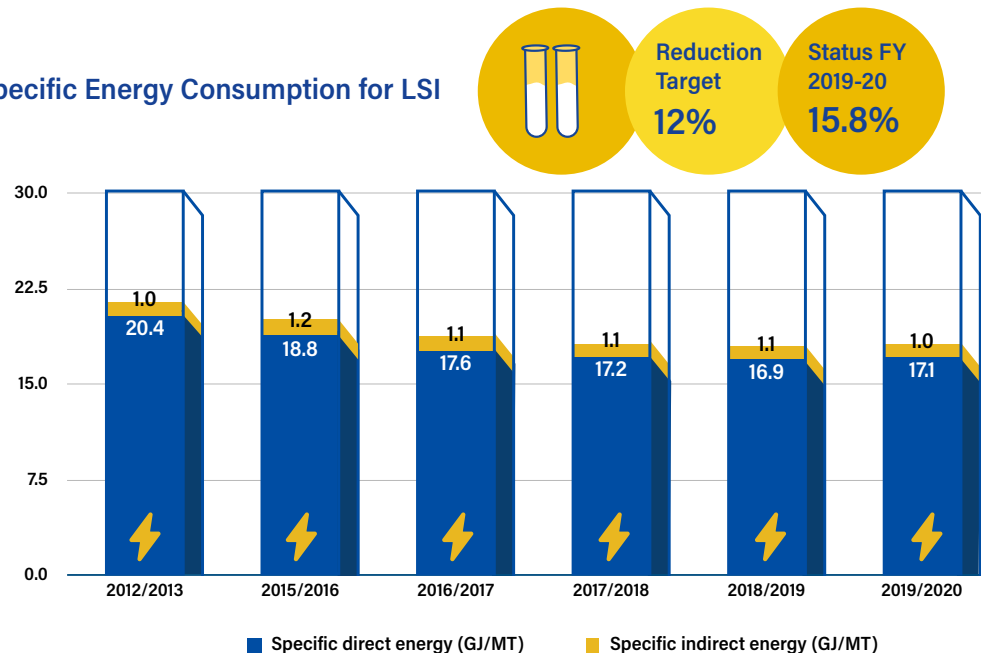
- Improving process energy efficiency
- Finding alternate sources of uninterrupted low cost clean and renewable energy

Improving Energy Efficiency GRI 302-4, 302-3, 305-5

Jubilant is focused on improving energy efficiency. The Company implemented 45 energy saving projects in the reporting year that has directly contributed towards reduction of around 280 TJ of energy consumption (Domestic Coal-2,739 MT, electricity- 5,955,599 kWh, heating-29,333 MT steam equivalent). This is equivalent to 27,187 MT of CO₂e and incurring total savings of ₹ 1,041 million.

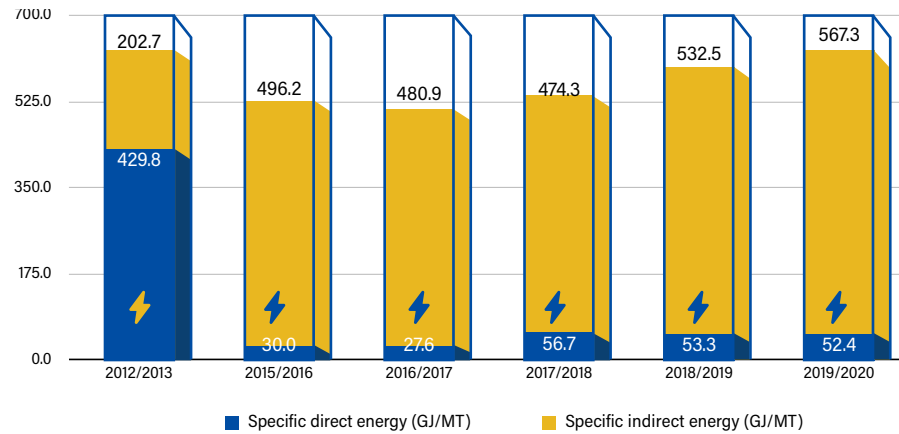
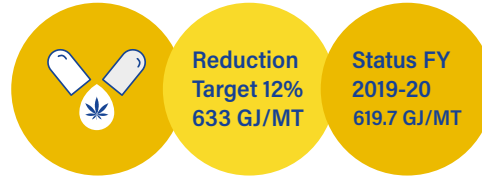
Energy Efficiency Sustainability goal: Reduce the specific energy consumption (energy intensity) by 12% by FY 2019-20 with reference to baseline FY 2012-13.

Specific Energy Consumption for LSI

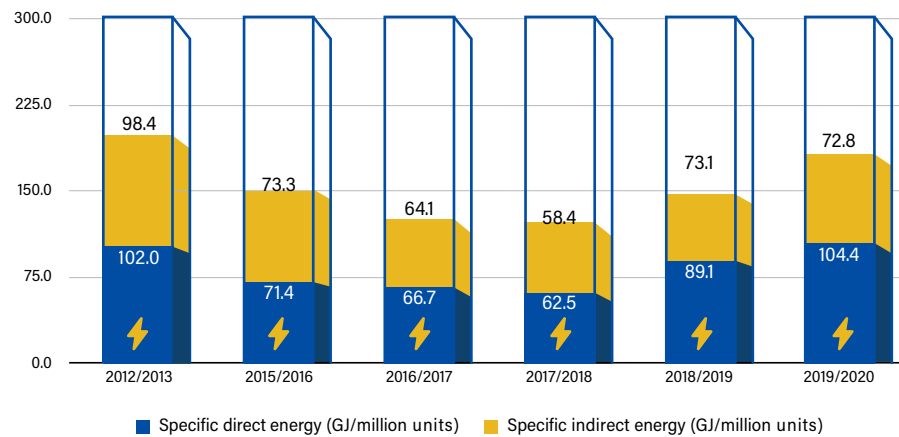
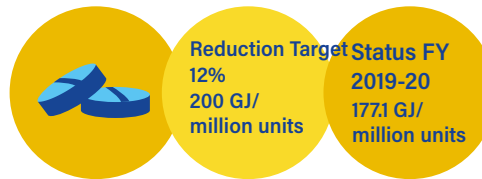




Specific Energy Consumption for API



Specific Energy Consumption for Dosage





Energy Key Performance Indicators

GRI 302-1, 302-2

GRI Disclosure	Environmental Performance	Units	2018-19	2019-20	Business wise breakup		
			JLL	JLL	LSI	Pharma	DDDS
	Total Energy Consumption*	Peta Joules	10.04	10.84	9.97	0.83	0.02
GRI 302-1	Direct Energy Consumption						
	Non-renewable energy sources						
	Coal	MT	416,076	465,894	465,894	0	0
	Energy from Coal	Peta Joules	7.63	8.47	8.47	0	0
	HSD	KL	2,770	3,184	2,263	794	82
	Energy from HSD	Peta Joules	0.10	0.11	0.08	0.03	0.003
	FO/LSHS	MT	9,157	8,988	7,770	1,218	0
	Energy from FO/LSHS	Peta Joules	0.38	0.37	0.32	0.05	0
	Natural gas	sm ³ in million	8.33	12.02	6.65	5.37	0
	Energy from Natural gas	Peta Joules	0.30	0.44	0.24	0.20	0
	Total direct energy consumption from Non renewable energy sources**	Peta Joules	8.41	9.39	9.12	0.27	0.003

**Total direct energy also includes gasoline and LPG (0.0012 PJ), and HSD from corporate office (0.0001 PJ)





GRI Disclosure	Environmental Performance	Units	2018-19	2019-20	Business wise breakup		
	Renewable energy sources		JLL	JLL	LSI	Pharma	DDDS
	Bio-gas	million m³	25.83	15.07	15.07	0	0
	Energy from Bio-gas	Peta Joules	0.46	0.27	0.27	0	0
	Bio-diesel	m³	581	633	0	633	0
	Energy from Biodiesel	Peta Joules	0.02	0.02	0	0.02	0
	Solar Energy**	Peta Joules	0.0004	0.0006	0.00003	0.0001	0
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.48	0.29	0.27	0.02	0
	Biomass as energy source						
	Biomass	MT	2,882	3,039	3,039	0	0
	Energy from Biomass	Peta Joules	0.03	0.04	0.04	0	0
	Total Direct Energy	Peta Joules	8.93	9.72	9.42	0.30	0.003

GRI 302-2 Indirect Energy Consumption

Electricity Purchased	1000 kWh	178,359	191,020	88,182	93,957	6,113
Steam Purchased	MT	150,175	140,990	68,385	72,605	0
Total Indirect Energy consumption	Peta Joules	1.11	1.12	0.55	0.54	0.02

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

** Solar Energy includes solar power (0.0005 PJ) from corporate offices





Water



Material Topic

Why it matters? GRI 303-3, 303-5, 103-1

Being a Life Sciences company, we are dependent on water for many of our manufacturing processes. At the same time, we also deeply understand how critical this natural resource is to human life and ecosystems. As per CGWA assessment, Gajraula is classified as over-exploited zone with respect to groundwater consumption (2.64 million m³).

What we are doing GRI 303-1, 303-2, 303-3, 303-4, 306-1, 103-2, 103-3, 306-5

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

The Company strives to recycle back, usable water from the effluents after treatment in order to reduce freshwater consumption. Most of our Indian manufacturing facilities are zero liquid discharge. Bharuch site discharges treated effluent in the sea through Gujrat Industrial Development Corporation pipeline, while Savli and our North American manufacturing facilities send its treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities. The quality norms are based on regulatory parameters such as Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), Power of Hydrogen (pH, etc are monitored internally and externally as per regulatory requirement.

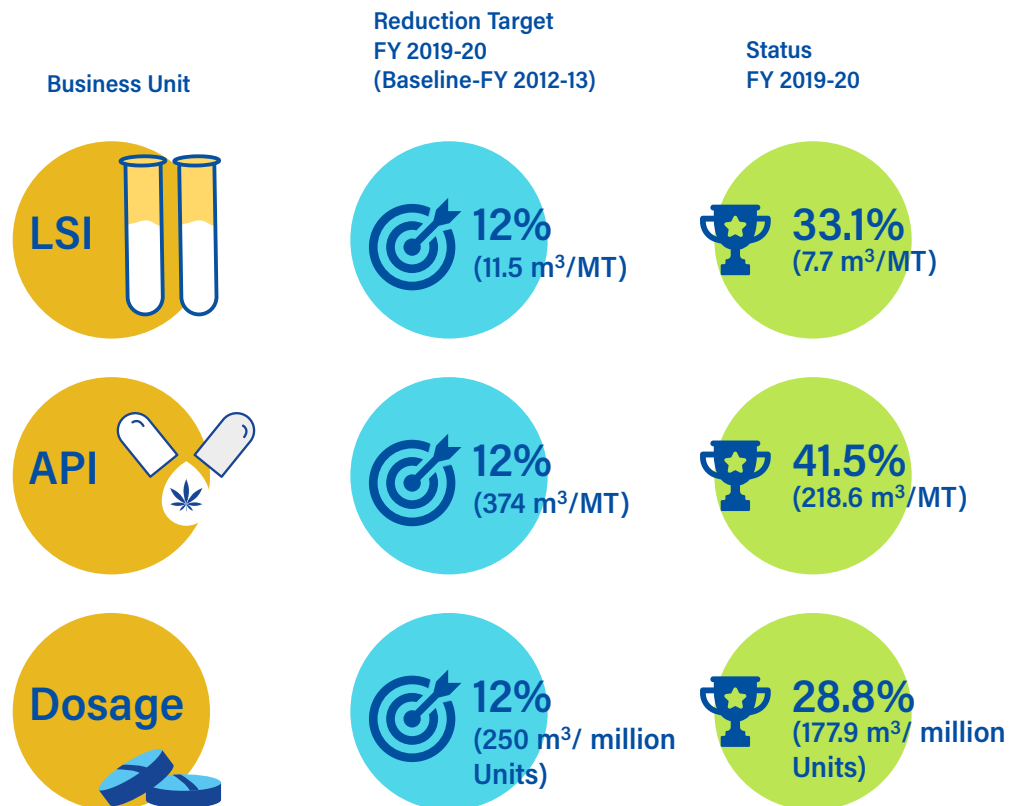




We also conducted hydro-geological studies in the Gajraula region and in a few other major operations to assess the impacts of this company's processes on the water-security. Following our impact assessment, we adopted 135 ponds, in and around the Gajraula district and further made rainwater harvesting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

Jubilant set aggressive targets to reduce its water footprint by FY 2019-20. However, the Company has managed to meet the goal before the target year and has successfully over-achieved and significantly reduced its specific freshwater consumption. After considering our momentum with water-related initiatives, the company has set greater goals for FY 2023-24, which are aligned with the Sustainable Development Goals (SDGs), Intended Nationally Determined Contributions (INDCs) and other programs under Niti Aayog. Refer to our future goals on our 'Future Steps' section.

Water Sustainability goal: Reduce the specific water consumption by FY 2019-20 with reference to baseline FY 2012-13.



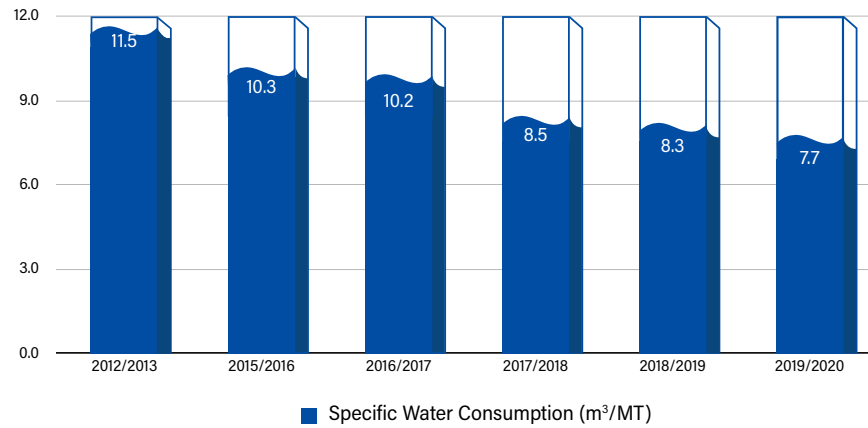


Specific Water Consumption LSI



Reduction Target
12%

Status FY 2019-20
33.1%

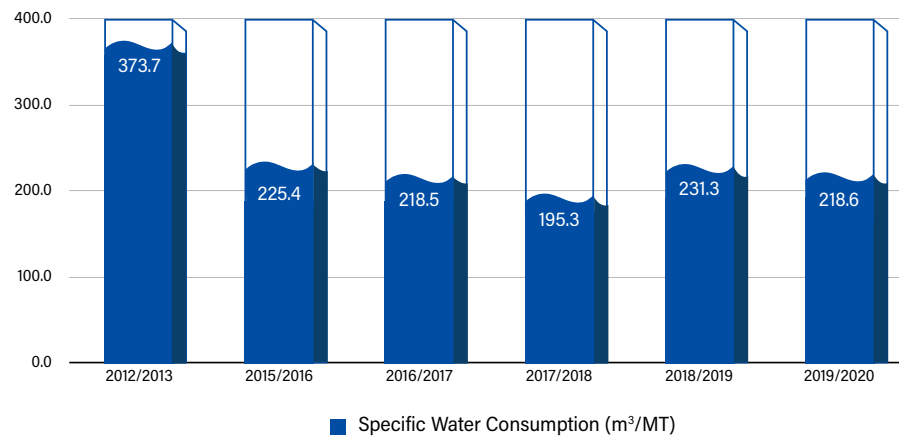


Specific Water Consumption API



Reduction Target
12%

Status FY 2019-20
41.5%

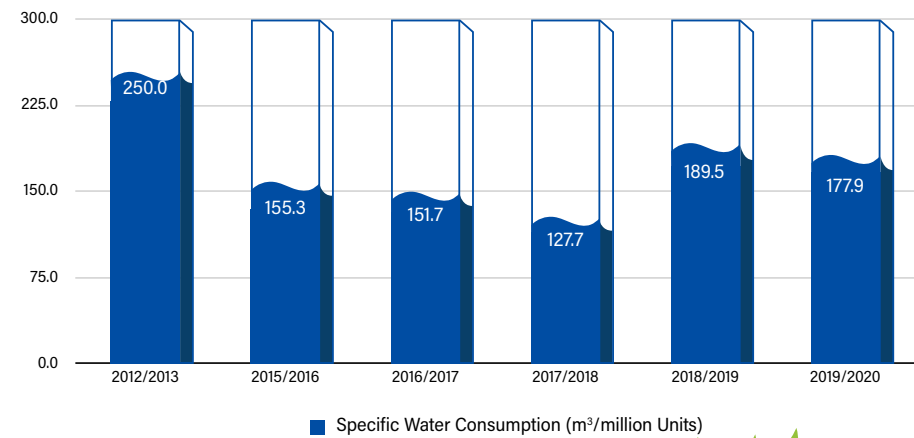


Specific Water Consumption Dosage



Reduction Target
12%

Status FY 2019-20
28.8%





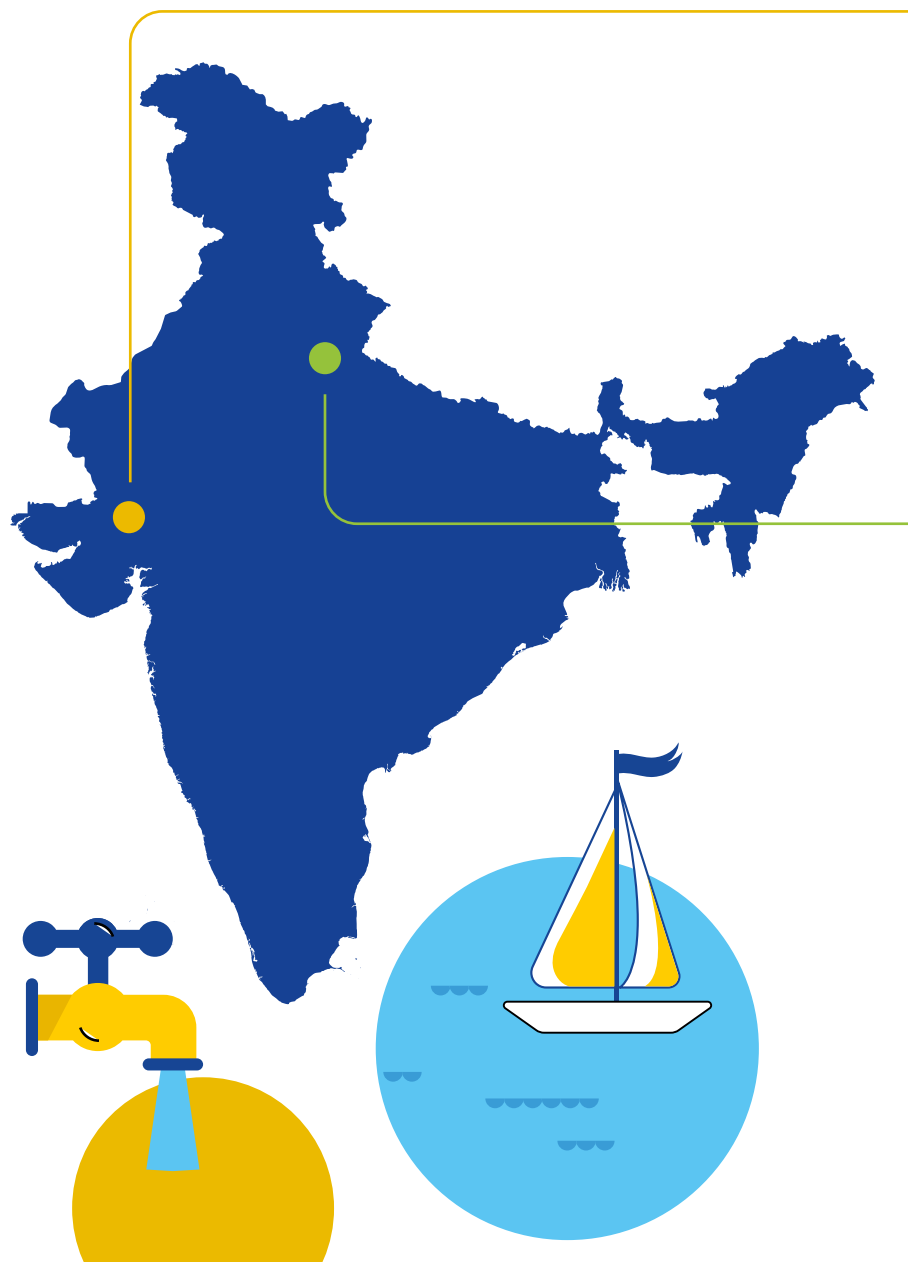
GRI Disclosure	Water	Units	2018-19	2019-20	Business wise breakup		
			JLL	JLL	LSI	Pharma	DDDS
GRI 303-1	Water Withdrawal						
	Ground Water	million m ³	2.66	2.88	2.70	0.13	0.02
	Surface Water	million m ³	1.7	1.53	1.53	0	0
	Municipal Water	million m ³	0.60	0.51	0.03	0.48	0.01
	Total*	million m ³	4.96	4.91	4.25	0.61	0.02
GRI 303-3	Water Recycled and Re-used						
	Water Recycled and Re-used	million m ³	2.36	2.56	2.45	0.11	0
	Treated Effluences Discharge**	million m ³	0.33	0.45	0.13	0.30	0.02

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

*Water withdrawal includes corporate office 0.024 million m³



Other Initiatives taken towards sustainable water management are listed below:

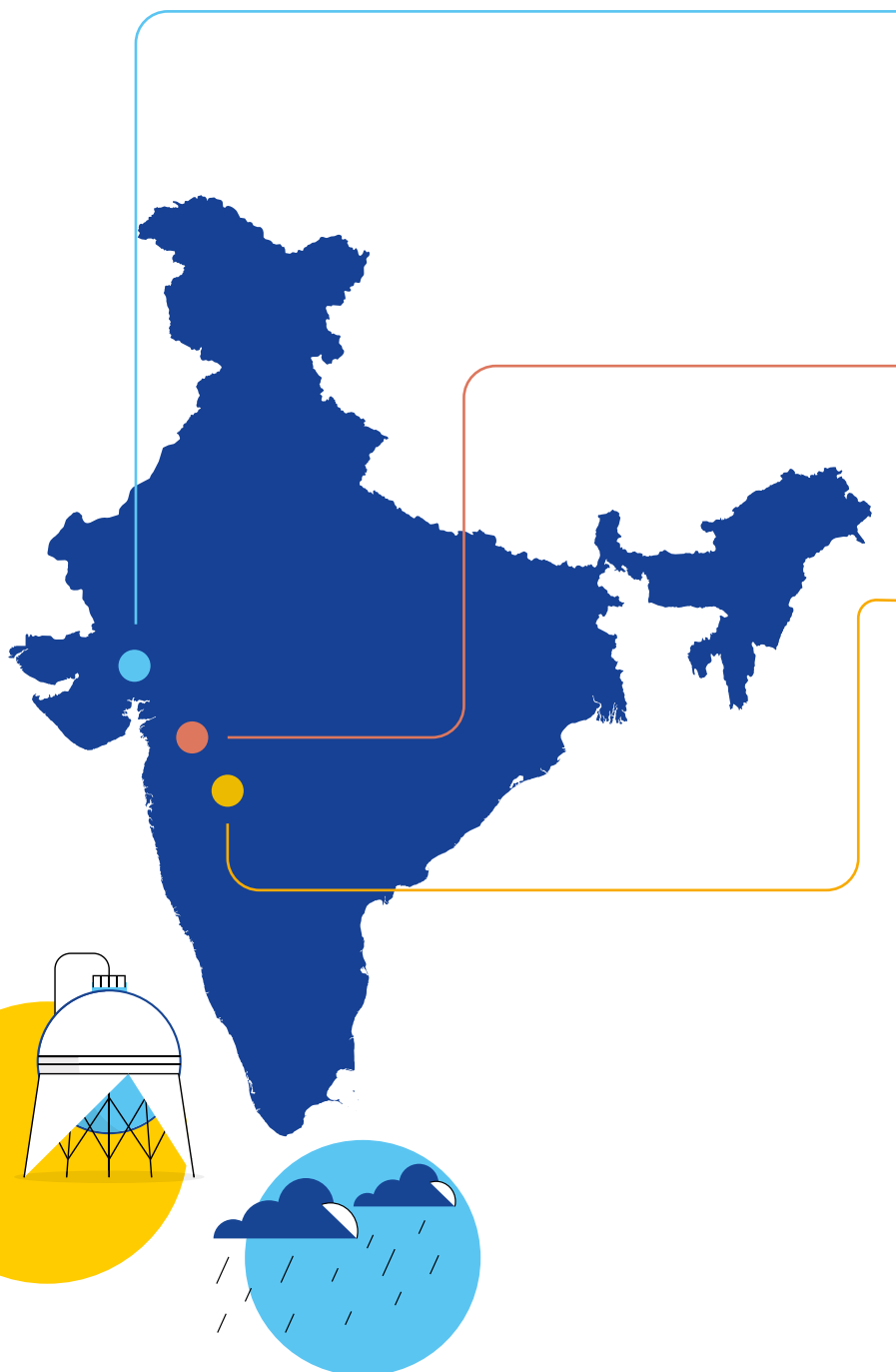


Savli

- Steam condensate recovery from plant & reuse at Cooling tower for reduction in water consumption and effluent generation
- Recycling water from RO permeate from ETP to cooling tower
- Reduction in water consumption by utilising condensate effluent to scrubber bleed
- Reduced water consumption by upgrading utility RO with 70 to 80% recovery
- Utilising treated sewage water for gardening
- Monitoring groundwater quality by installing Piezowell with DLWR system
- Optimising ETP performance through online Alum Dosing (Conferred Arjun Award)

Gajraula

- Adopted 135 village ponds and constructed rainwater harvesting structures for augmentation of groundwater aquifer in over-exploited block
- Distillery Spent Wash Multiple Effect Evaporator condensate polishing unit (Reverse osmosis) installed for treatment and reuse of Condensate as cooling tower makeup
- Augmentation of Chemical Plant ETP to improve treated water quality suitable for recycling and reuse
- Assessment studies for alternate sources of water to be undertaken, to reduce ground water extraction, and applications are filed before the concerned authorities.
- Micro watershed delineation studies undertaken for the entire property to assess Surface Runoff Water during monsoon, for harvesting and reuse.
- Assessment of long term groundwater aquifer studies being undertaken in 300 Sq. Km of the plant area to monitor impacts of extraction and benefits of recharge measures



Bharuch

- Reduced water consumption by installing 300 KLD RO plant and 150 KLD RO plant and reusing of treated RO permeate in the cooling tower.
- Assessment studies undertaken for alternate sourcing of water by harvesting rainwater runoff in the Bhukhi river to enable long-term water security.

Ambernath

- Reduced freshwater consumption by using steam condensate in the boiler feed water

Nira

- Commissioning of new CETP with upgraded technology and tertiary RO treatment for recycling the treated water.
- Installation of degassing and stripper for VoC removal from the distillery effluent feed to MEE for enhancing the quality of condensate for making it suitable for reuse
- Enhancing reuse of treated effluent RO Permeate to increase water recycling by upgrading distillery effluent treatment RO
- Installation of STP (600 KLD) for treatment of Community raw sewage discharged to the river for reuse in the industry to reduce pollution load on natural water body and reduce freshwater consumption.
- Re-mediation commenced for the legacy issue of groundwater contamination from Distillery effluent holding lagoons, through treatment and reuse of contaminated groundwater, thus replacing equal quantity of freshwater.
- Excavated the legacy distillery sludge in rehabilitated lagoons and utilized for soil amendment in agricultural fields, that were the primary source for ground water contamination. The initiation is towards quick re-mediation of legacy groundwater aquifer contamination and promote future use of fresh distillery sludge



Compliance



Material Topic

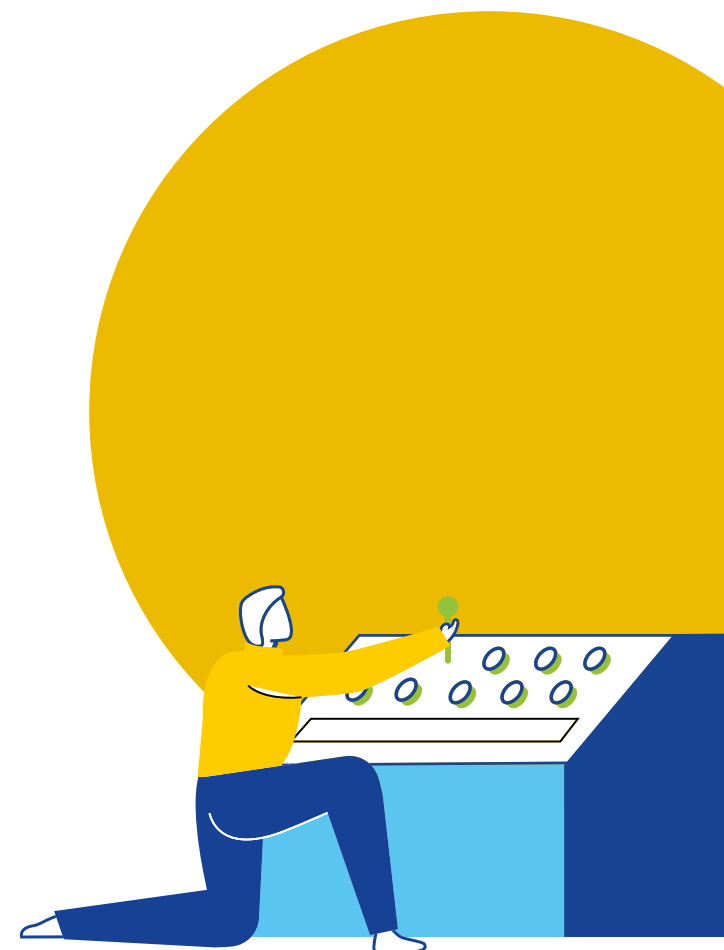
Why it matters? GRI 307-1, 419-1, 103-1, 103-2, 103-3

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

What we are doing

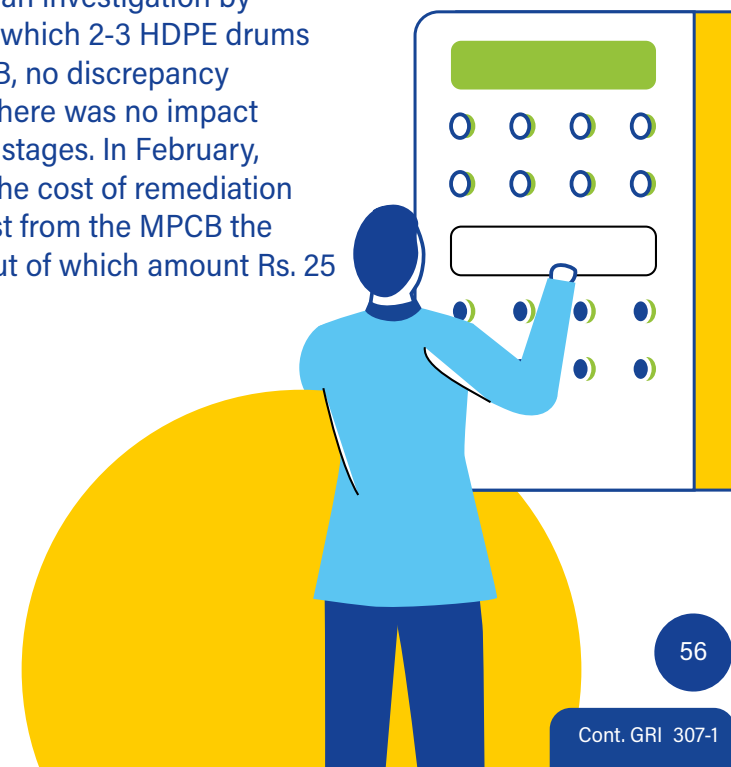
We have put in place a Compliance Management System to ensure compliance with all applicable laws and regulations. **During the year, the Company has upgraded its compliance reporting system with a state of the art software for managing compliances.** We have a dedicated team of experts whose knowledge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

The company has a well-defined system to track non-compliance in all departments, especially for environmental impacts. The approach to this can be found highlighted in the 'Precautionary Approach' section of this report. Mentioned below, are non- compliances reviewed and mitigated in the FY 2019-20:



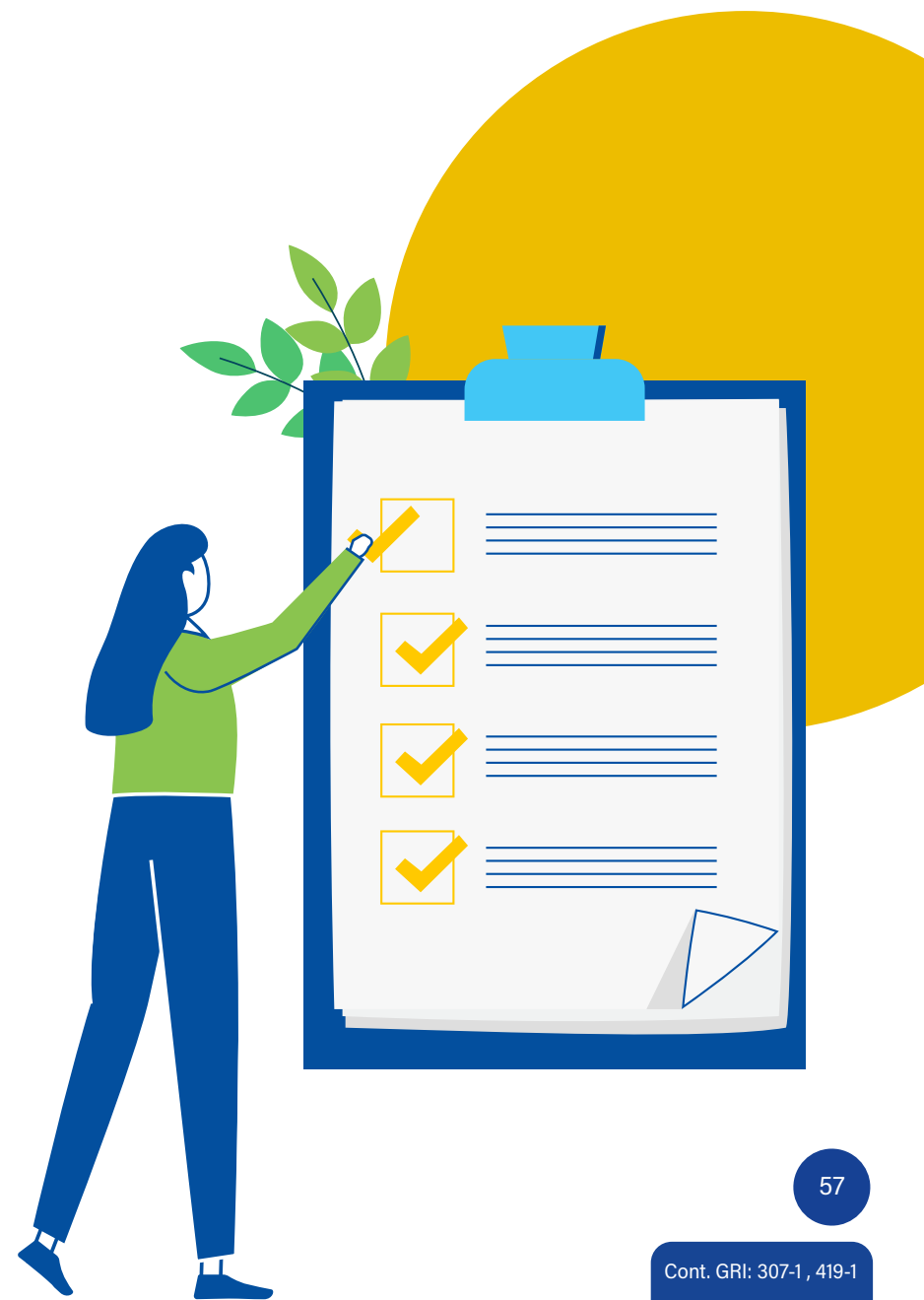


- There was a Public Interest Litigation (PIL) filed by a group of villagers around Nira plant against the Company on account of environmental pollution in Hon'ble Bombay High Court in 2009. In January 2014, the Bombay High Court transferred this matter to Hon'ble National Green Tribunal, Pune Bench (NGT). On hearing both sides, NGT gave its judgement on May 16, 2014, and final directions on August 8, 2017 to implement a re-mediation plan, which is under implementation by the Company. Based on NGT directions dated February 18, 2019, a Joint Monitoring Committee visited the Nira plant during May, 2019 and submitted its report to NGT with a recommendation to impose Environmental Compensation of Rs. 5.475 Crore. Further, based on the direction of the NGT on Dt. 19/09/2019 a Joint committee of Central Pollution Control Board (CPCB) and Maharashtra Pollution Control Board (MPCB) constituted by the NGT undertook an inspection visit during November, 2019 and filed its report to the NGT, and the Company filed its objections on the report. In addition, the District Collector committee constituted by NGT for assessing if there is any Agricultural loss submitted its report on 05/02/2020 concluding that no farmer is identified as victim or affected for disbursement of amount with respect to cumulative loss of Productivity. On 04/02/2020, the NGT gave an order directing the Company to deposit with CPCB the Environment Compensation of Rs. 5.475 Crore within one month. Against which the Company has filed a clarification/review application before the NGT on 05/03/2020, which is pending.
- In January 2019, MPCB issued a closure direction for Company's Plant located at Maharashtra Industrial Development Corporation (MIDC), Addl. Ambernath, Maharashtra, India (Unit -II, Ambernath). This was based on an investigation by MPCB against illegal hazardous waste dumping where MPCB found thousands of HDPE drums, of which 2-3 HDPE drums had labels of the Company. After detailed inspection of our site and verification of records by MPCB, no discrepancy was found. Accordingly, the closure directions were withdrawn by MPCB within a 10 days period. There was no impact on daily production of the facility due to satisfactory submission of documents to MPCB at various stages. In February, 2020 MPCB has sought funds/contributions from various industries in the MIDC area for meeting the cost of remediation of contaminated site from their Corporate Social Responsibility (CSR) funds, and upon such request from the MPCB the Company has, along with other industries, agreed to contribute Rs. 30 Lakhs from its CSR funds, out of which amount Rs. 25 Lakhs has been contributed by the Company to MPCB.





- In 2019 one farmer complained to the NGT regarding loss of crop in his mango orchard located near Company's Gajraula factory. On 25/03/2019 the NGT directed the District Magistrate (DM) Amroha to constitute a team of experts from various departments and investigate. The DM committee submitted a report to the NGT stating that there was no such incident reported/observed from the area. On 3/07/2019 the NGT directed the CPCB to undertake an inspection and file a report. Based on the report filed by the CPCB, on 30/10/2019 the Uttar Pradesh Pollution Control Board (UPPCB) issued a direction to deposit Rs. 30 Lakhs as compensation, and also issued a notice to Company's Distillery unit alleging illegal extraction of Ground water since renewal of no-objection of the Central Ground Water Authority (CGWA) since April 2019 was not furnished, and imposed a compensation of Rs. 9.84 crore. On 30/12/2019, the Company deposited Rs. 30 lakhs with the UPPCB. On 5/02/2020 the NGT has directed the regulatory authorities to take appropriate action as per law for the violations reported by the CPCB in its report which recommends imposing a separate compensation of Rs. 6.19 crore. The Company has filed its objections on both the compensation amounts as its application for renewal is pending with CGWA, and also on account of its objections to the findings of the report. The case is listed for hearing before the NGT in April 2020.
- During this reporting period, SAT (Securities Appellate Tribunal) has imposed a penalty of INR 0.5 million on the Company against an ongoing adjudication proceeding by the Securities and Exchange Board of India ('SEBI') for violation of applicable provisions of the erstwhile Listing Agreement by making delayed disclosures to the stock exchanges in respect of material price sensitive information of certain events. The penalty as imposed has been paid by the Company along with interest and the matter is closed. No other penalties or strictures have been imposed on the Company by Stock Exchanges or SEBI or any statutory authority on any matter relating to capital markets during FY 2020. For further detail on the same, please refer Corporate Governance Report forming part of Annual Report for FY 2020 of the Company.



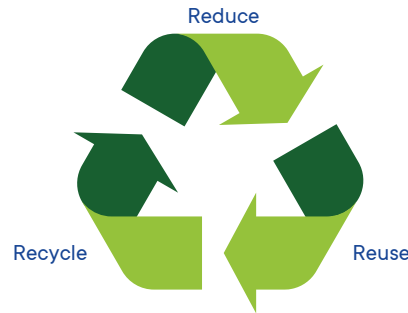


Other Environmental Factors

Waste Management GRI 306-2, 306-4

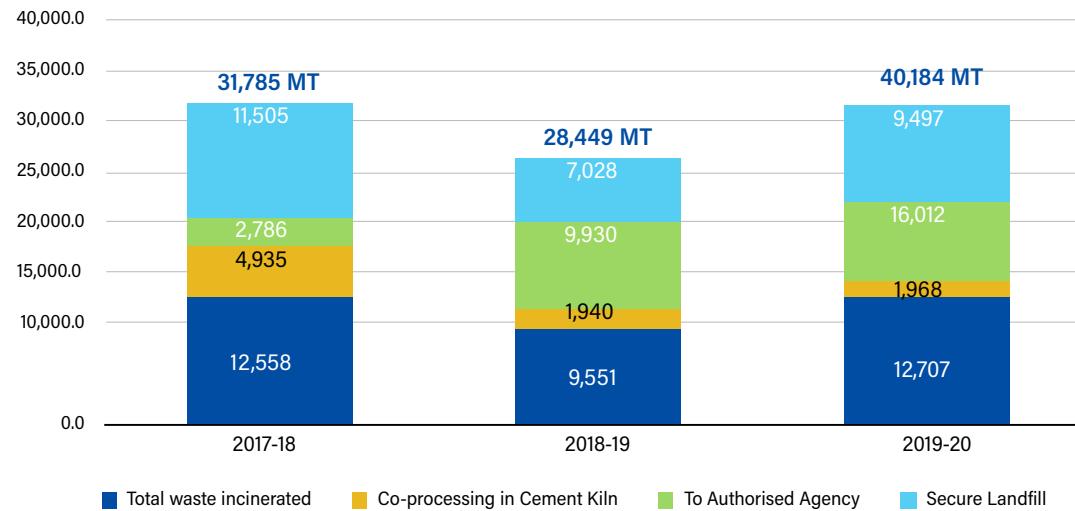
Our Approach

We adopted the 3R approach for waste minimisation.



The disposal of hazardous waste generated at the facilities is done through the following methods depending on the specification of the waste and applicable local regulations

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





GRI Disclosure	Hazardous Waste*	Units	2018-19	2019-20	Business wise breakup		
			JLL	JLL	LSI	Pharma	DDDS
GRI 306-2	Hazardous waste disposal**	MT	28,449	40,184	25,727	14,229	228
	Total Waste incinerated	MT	9,551	12,707	12,577	130	0
	Co-processing in cement kiln	MT	1,940	1,968	226	1,742	0
	To authorised agency	MT	9,930	16,012	5,905	9,880	228
	Secure Landfill	MT	7,028	9,497	7,019	2,477	0.3

* In addition to above during the reporting year the company also disposed 2.9 MT of Biomedical waste and 3.9 MT of e-waste to authorised agency.

* 4.1 MT and 179 Nos of used batteries were sold to authorised agency in the reporting year

** Addition to above, there were around 870 empty drums sent to authorised vendor as hazardous waste

Non-Hazardous Waste GRI 301-3

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

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





Awareness of Plastic Waste Management

Internal trainings were conducted for spreading awareness of plastic waste management by lab helpers, housekeeping staff etc. Addressing various environmental issues and impact due to plastic waste, how to segregate plastic waste, spreading awareness in their society and family



GRI Disclosure	Non-Hazardous Waste	Units	2018-19	2019-20	Business wise breakup		
			JLL	JLL	LSI	Pharma	DDDS
GRI 306-2	Fly ash generation and disposal						
	Fly ash to land fill	1000 MT	39	53	53	0	0
	Reuse in cement and brick kiln	1000 MT	69	82	82	0	0
	Generation	1000 MT	100	135	135	0	0
GRI 306-2	Non-hazardous waste sold to third party	MT	5,299	4,575	3,879	696	-

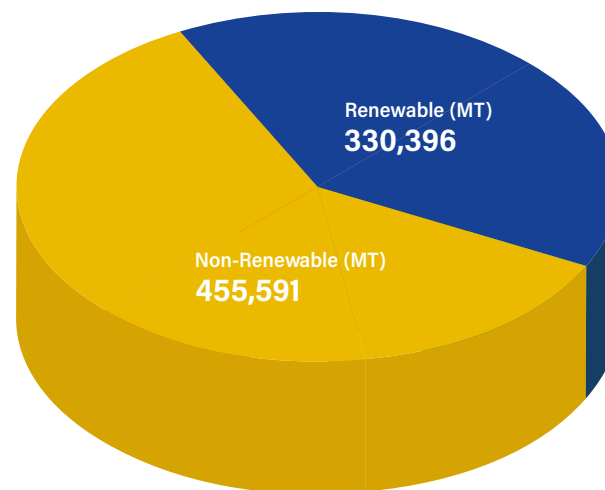


Raw Materials GRI 301-1, 301-2

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

Molasses (by-product from the sugar industries), press mud and corn cob are renewable in nature and constitute 42% of the total major raw material consumption.

Total Raw Material (MT): 785,987



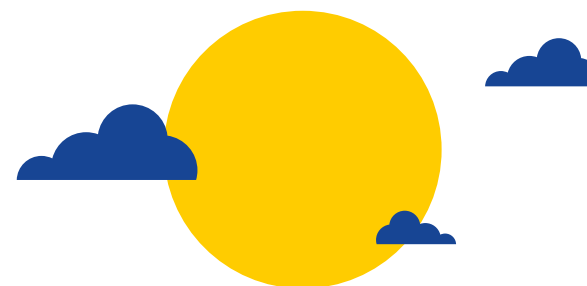
Air Emissions GRI 305-7

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

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

Key emission reduction initiatives:

- Controlling HCL emissions by installation of HCl scrubber at Savli
- Controlling fugitive VOC emissions in liquid chlorine chloride plant by scrubber installation at Savli
- Controlling dust emissions by installation of bag filters with cyclone at Savli





GRI Disclosure	Air Emissions	Units	2018-19	2019-20	Business wise breakup		
GRI 305-7			JLL	JLL	LSI	Pharma	DDDS
	Particulate Matter	MT	184	222	218	3.4	-
	SO ₂	MT	463	545	544	1.5	-
	NOx	MT	316	412	408	4.1	-



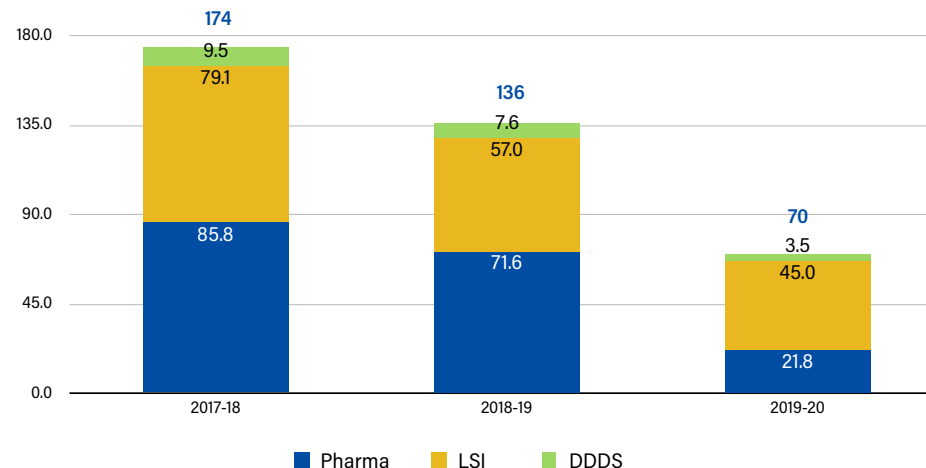
Ozone Depleting Substances GRI 305-6

The Company does not manufacture products containing Ozone Depleting Substances (ODS). All banned ODS is being phased out as per applicable regulations of the land. In Jubilant, emission of Ozone Depleting Substances are primarily from ODS based refrigerants in air-conditioners and chiller plants. This year the recharge quantity of CFC 11 equivalent ODS was 0.07 MT.

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

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

ODS emissions (Kg CFC 11 equivalent)





Social Impact

At Jubilant, we believe that our people and community strengthen us and make us exceptional in driving world-class performance, nurturing our employees and benefit the society around us. We not only focus on hiring the best candidates and retain our talented employees around the world, but also ensure appropriate economic growth and environmental protection measures within the communities of our company.

Human Resource Performance

Our Approach

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

The following are key topics covered in our approach:

Employee Benefits

Employee Attrition

Labor Management

Employee Performance Management

Local Hiring

Corruption and Bribery

Training and Development

Human Rights

Anti-competitive

Security Practices





Employee Benefits

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

Our benefits apply to Jubilant Life Sciences Limited employees globally at every level of the organization. Due to local laws and regulations, some benefits vary by location.

Long term employee benefits include Pension, Provident Fund (12% contribution of basic salary), Superannuation and Gratuity. These constitute the key elements of employees post-retirement benefits in India. All permanent employees across Indian sites are covered under retirement plans and schemes according to the local regulations. 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.

Our benefits schemes include disability and invalidity coverage as per the Industrial Dispute and Workers Compensation Act, Group Medclaim insurance for employees and their dependants and parental leaves. In all our North American operations, parental leaves are a voluntary action under FMLA (Family and Medical Leave act) and all employees are entitled to this. Whereas, according to the Maternity Act in India, all female employees are eligible to avail maternity leaves during and post-pregnancy.



100% Retention Rate

Female Employees that took maternal leave

9 Female Employees

Employees retained for over 12 months after return

9 out of 9 Female Employees

Returned to work in FY 19-20

9 Female Employees

Employees who availed parental leave

415 Female Employees

Total number of employees entitled to parental leave





Employee Performance Management GRI 404-3

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

Training and Development GRI 404-2, 103-1, 103-2, 103-3 Material Topic

Why it matters?

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

What we are doing

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

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

Training Break up: All Indian units & R&D, Corporate Office and Branch Offices (excluding Roorkee and EHS trainings of Bharuch unit)

Category	Headcount	Training Man-days	Avg. Training man-days/Employee
Executive	3905	7678	2.0
Worker	995	1791	1.8
Total	4900	9469	1.9

Training Break up: All Indian units & R&D and Branch Offices (excluding Roorkee and EHS trainings of Bharuch unit)

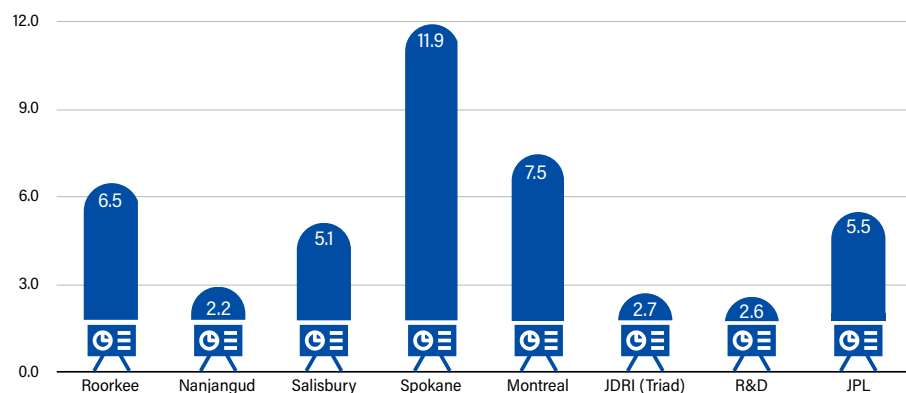
Gender	Headcount	Training Man-days	Avg. Training man-days/Employee
Female	214	440	2.1
Male	4686	9029	1.9
Total	4900	9469	1.9



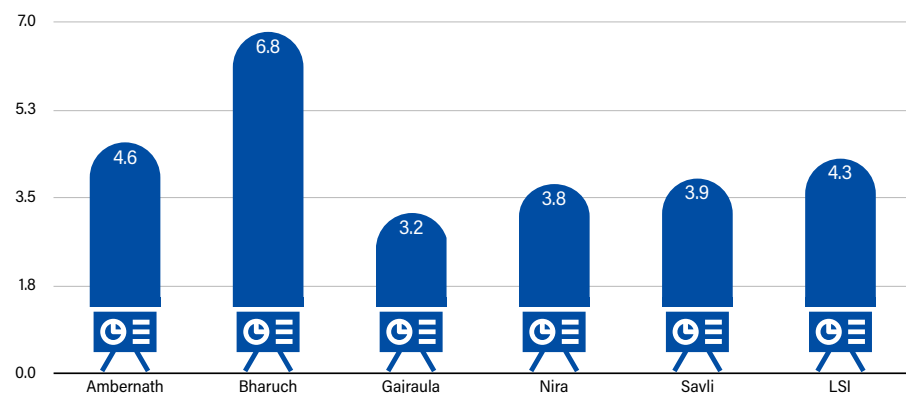


We have launched a Learning Management System (LMS) for LSI business and Compliance Wire for JPL business, which comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal.

Training man-days per employee per year (JPL)










Training man-days per employee per year (LSI)

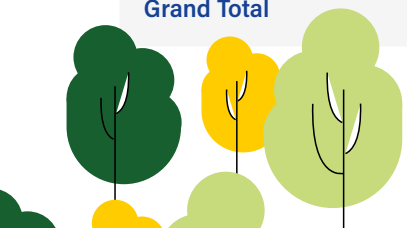


Number of Online Programs for Skill Upgradation





 Manufacturing Location	 Number of Executives trained	 Number of Workmen Trained	 Total no. of Employees Trained (A)	 Training Hours (B)	 Man- days (C) (C=B/8hrs)	 Avg. man-days per head per annum (D=C/A)
HOBR (Corp+Branches)	1108	0	1108	4588	574	0.5
Ambernath	77	17	94	3465	433	4.6
Bharuch	314	115	429	23321	2915	6.8
Gajraula	657	191	848	21669	2709	3.2
Nira	220	79	299	9132.5	1142	3.8
Savli	56	30	86	2684	336	3.9
R&D (JGL)	323	0	323	6706	838	2.6
Roorkee	403	355	758	39543	4943	6.5
Nanjangud	747	208	955	16496	2062	2.2
Salisbury	114	190	304	12294	1537	5.1
Spokane	290	417	707	67083	8385	11.9
Montreal (JDI & JHS)	319	172	491	29336	3667	7.5
JDRI	224	513	737	16088	2011	2.7
Chemsys	468	0	468	3735	467	1.0
Biosys	292	0	292	4737	592	2.0
Grand Total	5612	2287	7899	260877	31551	4.0



Employee Attrition GRI 401-1, 103-1, 103-2, 103-3

Why it matters?

In Jubilant, we consider each and every employee, as an asset to the organization and therefore their retention is of prime importance to the company. In the reporting period, the overall attrition was around 18%. This was a reduction of around 1% from last year.

What we are doing

Jubilant has increased talent mobility, learning opportunities and progression planning for employees to cater to their specific needs.

Our Human Resource team at Jubilant plays a role of strategic significance towards building a prosperous employee platform by nurturing them with strong leadership values and scope for growth. We believe in transparent communication and creating opportunities for enhanced learning.

The company has a monthly internal newsletter "Symphony" which is circulated across all locations to communicate our employees about various activities across jubilant.



Town hall meet to share the results of the recently concluded Employee Experience Survey

As a part of jubilant endeavour to achieve transparent and open communication across employees to share insights on the employee's experience at Jubilant. Jubilant culture of openness promotes such forums to communicate with their employees at regular intervals.





We achieve our shared goals and organisational objectives by focusing on attracting and retaining the correct talent mix with diversity in relation to gender, age and expertise.

Region - Country	Man Power as of 31st March, 2020	New Joinee		Attrition	
		Total New Joinee	New Joinee %	Total Attrition	Attrition %
India	5660	1073	19.0	1051	18.6
North America	2239	431	19.2	400	17.9
Grand Total	7899	1504	19.0	1451	18.4



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

Age in years	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
< 30	562	31.7	799	45.1
30 - 50	684	14.6	587	12.5
> 50	205	14.2	118	8.2
Grand Total	1451	18.4	1504	19.0

Includes India operations, North America manufacturing, Corporate office and R&Ds

Total new employees hired and attrition during reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
Female	223	18.3	274	21.5
Male	1218	18.4	1230	18.6
Grand Total	1451	18.4	1504	19.0

Includes India operations, North America manufacturing, Corporate office and R&Ds

Local Hiring

GRI 102-8, 202-1, 202-2, 401-1, 405-1

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

Region wise Employee Headcount

Region	Number of Permanent Employees(P)			Number of Contractual Employees (C)**			Overall
	Executives	Workmen	Total (P)	Temp & Labor Supply	Job Contracts/ Projects	Total (C)	(P + C)
India	4665	995	5660	1908	1207	3115	8775
North America	995	1292	2287	29	8	37	2324
China	7	0	7	0	0	0	7
Singapore	3	0	3	0	0	0	3
Germany	3	0	3	0	0	0	3
Total*	5673	2287	7960	1937	1215	3151	11111

* Includes LSI, JPL, DDDS and select marketing office

**Monthly average data is considered for the month of march



Age wise Headcount Breakup (All Manufacturing Units, R&D and Corporate Offices)

Age in years	Headcount			
	Executive	Workmen	Grand Total	Percentage
< 30	1400	387	1787	22.6
30 - 50	3570	1112	4682	59.3
> 50	642	788	1430	18.1
Grand Total	5612	2287	7899	

Gender wise Headcount Breakup (All Manufacturing Units, R&D and Corporate Offices)

Gender	Headcount			
	Executive	Workmen	Grand Total	Percentage
Female	840	434	1274	16.1
Male	4772	1853	6625	83.9
Grand Total	5612	2287	7899	



Human Rights

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

Why it matters?

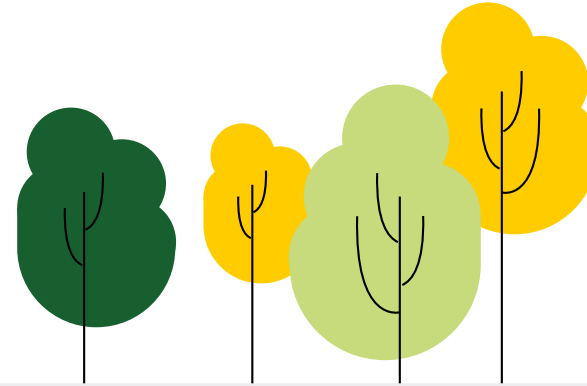
Jubilant upholds UNGC principles on Human Rights with the right spirit and due commitments which is reflected in the Company's promise statement. Like in any other company, Employees expect high standards of professionalism, dignity and respect at the workplace.

What we are doing

The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in the Business Code of Conduct. This Business Code of Conduct is available to all employees through intranet. The Company also has dedicated HR teams that monitors any violation of company policies and codes involving Human Rights challenges. Last year the 'Code of Conduct' was revisited and around 460 hours of training on revised content and related topics like Values, POSH, Compliance, etc. was provided to 87% of the employees, by our HR team across all offices and operations.

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





Session on 'Three Pillars of Workplace Compliance'

Jubilant Life Sciences Limited with a view to uphold higher standards of corporate governance and ethical practices within the Company conducted The three sessions on 'Code of Conduct', 'Whistle Blower Policy' and 'Prevention of Sexual Harassment at Workplace'





Highlighted below are a few human rights topics specified in our Code of Conduct: **GRI 102-34**



Free of Discrimination & Harassment

GRI 202-1 405-2, 406-1

Jubilant prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Our Code highlights a zero tolerance policy. However, three incidents involving sexual harassment were recorded and resolved during the reporting period.

Equal remuneration is provided to the male and female members of the workforce for the similar set of work.

The prevailing law in North American manufacturing locations are very stringent and any form of gender discrimination is prohibited.

During FY 2019-20 no case of discrimination was reported to the Ombudsperson's office.



Prohibition of Child Labor

GRI 408-1

It is Code not to employ children as labor. In order to ensure this, in certain jurisdictions, every applicant is required to submit proof of age. Further, the Company is committed to work in a proactive manner to eradicate child labor 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-labor policy.

There were no cases of child labor reported within the organization or came to Company's notice involving its suppliers during FY 2019-20.



Prohibition of Forced and Compulsory Labor

GRI 409-1

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

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



Operational Responsibility and Ombudsperson

GRI 205-3

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

Email:
Ombudsperson@jubl.com

Portal
www.cwlportal.com

Ombudsperson

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



Freedom of Association and Collective Bargaining

GRI 407-1, 102-41

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India 507 employees are covered by collective bargaining agreements with trade unions and worker committees. At the Montreal Unit of the Company, as of March 31, 2020, 190 employees were covered by Trade Unions/ Collective Bargaining Agreements.

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



Security Practices

GRI 410-1

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



Special training to our security professional during COVID-19 pandemic

When India was completely open before the lockdown situation and was fighting to stop the spread of the virus, the trainings were imparted to outsourced security personnel with a pro-active approach and number of new errands were given to them. A number of sessions were taken for drivers, other support staff and workers etc. to spread the awareness about Corona Virus and the precautions / safety measures to be taken in this pandemic situation so that the spread of the virus can be contained





Indigenous Rights GRI 411-1

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



Public Policy GRI 415-1

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



Anti-Competitive Behavior GRI 206-1

Our approach on anti-competitive behavior 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 behavior, this year the Company revised the Code of Conduct incorporating the code on Anti-Competitive behavior. During reporting year there have been no legal actions concerning any anti-competitive behavior, antitrust and monopoly practices.



Human Rights Assessment GRI 412-3

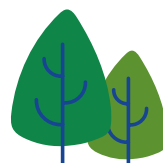
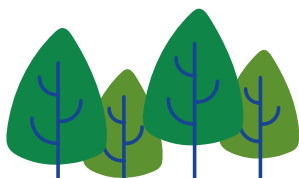
There was no significant greenfield project or new acquisition related investment during the reporting year. Hence there was no dedicated comprehensive third party human rights assessment conducted during this reporting period.





Labor Management & Labor Relations GRI 402-1

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions exist at three locations and Works Committee with bargaining capabilities has been formed by the employees at one location in India. The minimum notice period varies for the staff depending on their position in the organization. The minimum notice period followed for termination of the 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.





Our Community

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



Material Topic

Why it matters?

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

What we are doing

Corporate Social Responsibility (CSR) is an imperative part of Jubilant's paradigm for sustainability. CSR activities at Jubilant are in line with the provisions of Section 135 read with Schedule VII to the Act. The CSR initiatives of the Company are implemented through Jubilant Bhatia Foundation, established in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group.

The CSR interventions of the Company are structured in line with the United Nations Sustainable Development Goals (SDGs), also known as Global Goals. The CSR projects are well crafted to empower the communities around the area of operations of the Company. The projects work on 4P model (Public-Private-People-Partnership). Jubilant's role is to act as a catalyst, facilitating the process and ensuring participation of the community in each program for optimal outcomes.

JBF's detailed activities are available on its website www.jubilantbhartiafoundation.com. Jubilant continues its community initiatives focussed on Education, Health, Livelihood and Social Entrepreneurship.





Approach

At Jubilant Bhartia Foundation, the programs are conceptualised in a way to ensure community engagement during the implementation of the same. The Program Coordinators at each project location keep in touch with community members which helps them to understand their needs & requirements. These interactions help the community to express their concerns and the same can be intimated to the management by CSR coordinators.



Blood donation camp organised in association with Rotary blood bank

Jubilant Bhartia Foundation organised a Blood Donation Camp to Motivate people to voluntarily donate blood which can help maintain a regular supply of blood and save lives of those in need.

Our CSR Initiatives GRI 203-1 203-2, 413-1, 413-2

The CSR programs of Jubilant aim at accomplishing the global goals and in the year FY 2019-20, following interventions were taken:



Our Initiative

- **Focus on skill development** to impart trainings to the youth; in order to enhance their probability of employability.
- **Set-up Vocational Training Centers (VTC) at three locations** Gajraula, Nira and Nanjangud to provide training on soft skills, embroidery, paper quilling and jewelry making etc.
- **JBF's computer literacy program continued** at Gajraula, Bharuch, Roorkee Nira, Nanjangud, Pantnagar and Varanasi to support digital literacy
- **A coaching center is being launched** at Gajraula, in association with a local coaching center which runs classes to prepare students to write exams conducted for Government Jobs. **This year 18 students have been selected for various government jobs.**

Skill Development Centre

Jubilant Bhartia Foundation, Nira organised nearly 50 types of skill development courses for women. Recently the centre conducted training on packing boxes



Continued real time growth monitoring of children of age group 0-5 years through mobile based biometric enabled IT platform. At present the projects is covering 32 villages in Gajraula location in Uttar Pradesh where Swasthya Prahari, the women health guards of JBF make an effort for growth monitoring of target children through mobile based biometric enabled IT platform. The malnourished children are graded as per the weight mentioned on the growth chart.

During this, the Severe Acute Malnutrition (SAM) are referred to Nutrition Rehabilitation Center (NRC), a Government health facility to manage the health status of such children. These women health guards also act as a counselor who works towards behavior change communication and creating a supporting environment to combat malnutrition in surrounding community.



Our Initiative

- Ensuring **basic healthcare facilities** to the community
- Swasthya Prahari are the heath guards, who aims at consulting pregnant and new mothers.** The company also sends a pre-recorded voice messages to the expecting/pregnant mothers which includes information on their well-being and nutritional requirements by women health guards
- Community Health Services- JBF Medical Centre at Gajraula location provides health services to the patients for a few specialized health problems; while, at other locations, the basic healthcare services are provided to the community through mobile health units. **This year, at Nira a full body check-up of community members in 5 villages were conducted in association with an external agency**

Pravesh Utsav and 'School Chalo' Abhiyaan

A rally at Roorkee was organised across the village to encourage education an raise awareness by going door to door and motivating families to their wards in the school.





4 QUALITY EDUCATION



- The Project 'Muskaan' of Jubilant aims at filling the gaps in the rural government primary education system through enhanced quality of education.
- Flagship program 'Jubilant Pratibha Puruskaar' where a monthly scholarship amount of ₹ 500/- is given to meritorious students in Gajraula.
- Supporting infrastructure development at project schools.
- **Muskaan Fellowship:**

Youth Development Program : A youth development program is a unique youth leadership-training program focusing on sensitizing and enhancing the capacity of youth on community issues, the program is an intense, experiential learning journey with experts and mentors

DIGI MITRA : Jubilant Bhartia Foundation (JBF) in partnership with HP has launched a unique initiative for Mobile Digital Learning. A cadre of 38 young graduates from rural communities are being engaged as 'Muskaan Fellows' (Digi Mitra) for facilitating Digital Learning platform for underprivileged students from around 200 rural Government schools

5 GENDER EQUALITY



The projects like stitching center which are run by community women are operational at Nanjangud and Gajraula with business linkages in the Company itself. **The JBF initiated stitching center at Gajraula is established after observing the positive impact through empowering several women to be economically independent.**

Project Swasthya Prahari (Women Health Guards are actively involved in most of the health projects at Gajraula) also contribute towards gender equality in respective communities they work for.



Rakhi and Brooch-making Course

Foreseeing the festival of Raksha Bandhan, training was conducted for women at Roorkee, thus making a decent profit on investment.

6 CLEAN WATER AND SANITATION



- Company has established RO water systems at Gajraula and Nanjangud location
- **Company has established 135 water recharge structures** at the ponds so that extra water accumulated in the ponds during rain can be recharged to improve ground water level



17 PARTNERSHIPS FOR THE GOALS



Schwab Foundation for Social Entrepreneurship: Jubilant Bhartia Foundation in partnership with the Schwab Foundation for Social Entrepreneurship is working towards providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth. The Social Entrepreneur of the Year Award celebrates the advancement of social innovation worldwide. The award recognizes the individuals and organizations who implement innovative, sustainable and large-scale solutions to address poverty, indignity and the lack of basic services and resources in the bottom of the pyramid and ultra-poor communities.

Pravah

JBF associated with Pravah for training of the youth under the initiative of Muskaan Fellowship -A youth development program.

Panasonic

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

Start-up

Start-up consultants are helping Jubilant Bhartia Foundation in writing the Jury report and due diligence process of Social Entrepreneur of India Award.

Ogaan Cancer Foundation

In support of Elle Breast Cancer Campaign (India) Jubilant Bhartia Foundation in association with Ogaan Cancer Foundation observed Cancer Awareness Day at Jubilant.

Rotary Blood Bank

Jubilant Bhartia Foundation encourages its employees to contribute towards society. The employees actively participated in the voluntary blood donation organized in association with Rotary Blood Bank.

HP

Jubilant Bhartia Foundation is implementing Digital Literacy Program in association with HP Inc. It has also partnered with agencies like Indev, Awsar India, Extra Marks and others for smooth implementation of its programs.





CASE STUDY 1: Developing Women Entrepreneurs from Local Community

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

Initiative



A self-sustainable initiative by creating employment opportunity for entrepreneurs from local community

Actions



- Provides subsistence level training to women to form SHGs (Self-Help Groups)
- Provided tailoring skills to SHGs for starting their own Uniform Stitching Centre
- Significant number of women have secured employment or have become an entrepreneur under this program

Future Plans



The project has become self-sustainable. It will be further scaled up in the coming years by providing more forward linkages and increasing the number of women associated with the program.



CASE STUDY 2: Using technology to improve productivity in schools

GRI 413-1, 413-2

Initiative



- Promoting quality of education in government schools in different states of India
- Launched a mobile application 'Jubilant Education System' for government schools.

Actions

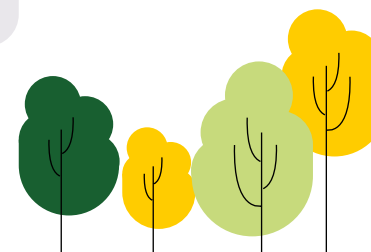


- Reduce the hard work of teachers in documenting.
- Provides teachers more time to teach.
- Data is entered and delivered directly to the centralised server with the latitude and longitude of the place of submission.
- Uttar Pradesh serves as a pilot, covering approximately 40,000 students

Future Plans



The app-based School Management System aims to mainstream the stakeholder engagement and **create an accountability framework in 178 Government schools in Birsakh Block, Gautam Buddha Nagar**





Health & Safety

Our Approach GRI 403-3, 403-1, 403-8, 102-32, 102-31, 103-1, 103-2, 103-3, 403-4

Jubilant believes its workforce is a key asset contributing to the Company's success. The company ensures that Occupational Health & Safety (OHS) standards at all our locations are bench-marked with the global best practices and standards. Our approach towards best-in-class occupational health and safety standards is articulated in our EHS Policy. The company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage and respond to emergencies, if any. Majority of our manufacturing sites in India are OHSAS 18001/ ISO 45001 certified. All employees of these locations, who have access to our operating sites, are also covered under these OHS management systems which is audited periodically. All visitors coming to the sites are also briefed about basic safety, before entering the premises. The company is implementing comprehensive safety management software.

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

Occupational Health & Safety Performance GRI 403-1, 103-1, 103-2, 103-3

Why it matters

Our operations are spread across different geographies and are subject to a wide range of Environmental, Health and Safety (EHS) laws and regulations. Jubilant manufactures various products for healthcare and during this process we do not want our employees to get injured or fall ill. Every employees' family expects them to return home in the same physical and mental form that they start with every day, and so we are committed towards achieving zero-injury operations.





What we are doing

GRI 103-2

Looking at the importance of Occupational Health Safety, safety targets have been included in the Key Performance Indicators (KPI) of the CEO, COO and other Senior Leadership team. This helps us to ensure that safety is not only a priority but also a value.

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



Safety Committees



Employee Well-being



Health and Safety Trainings



Rewards and Recognitions for Workers



Hazard Identification



Safety awareness and communication



Implementing Safety Management Software systems



Safety Committees

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



Occupational Health and Safety Trainings

GRI 403-5, 102-31, 403-2

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops on topics like PPE, MSDS, chemical safety, electrical safety, fire safety, permit to work etc. are conducted regularly for both permanent and contractual employees. All permanent and contractual employees working at our operations are regularly trained and informed about refusing/stopping the work if it is unsafe. Safety training kiosks were installed at all five facilities, for training of all field employees and visitors.

This year, 125,649 training hours were spent on safety learnings.



Session on strategies and techniques of defensive driving

A training program on 'Defensive Driving & Traffic Safety Management' was conducted at Nira for driver and transporter representatives. In this training drivers and other transport staff was educate on Safe Transportation of Hazardous Goods, Handling of Hazardous material, safe driving and emergency handling techniques, information on the rules of the road, special care while driving in winter, fog conditions, monsoon etc



Awareness campaigns and safety measures to contain COVID-19 pandemic



World Malaria Day

Jubilant Bhartia Foundation organised a talk by a Doctor on prevention from vector-borne diseases including Malaria, Dengue, etc. for the community.



Training on Heat stress

Training on heat stress are organised for workers to educate them on Do's and Don'ts during summers heat strokes.



WORLD
MALARIA
DAY

STAY
SAFE
COVID19

SAFETY MEASURES



Training Identification and Mitigation GRI 403-2, 403-3, 403-7

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

Hazards are identified in the entire operations through:



Scheduled workplace
EHS inspections



EHS checks for the
equipment's



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



EHS meetings at
department, site,
corporate level



External audits
and inspections



EHS standard
gap analysis

All the identified hazards are recorded and Corrective Action Preventive Action (CAPA) made in our in-house portal 'Sanchetna'. Regular reviews of mitigation of hazards are also done for effective closure. The company is also implementing Gensuite software which has modules related to concern reporting, action tracking, compliance management, incident recording etc. for pharma business

The following hierarchy is adopted for mitigating the hazards:

Elimination Substitution Isolation Engineering control Administrative Control and PPE

All the reported incidents like, near misses, first-aids, lost time injuries, fire incidents and dangerous occurrences are thoroughly investigated by deploying cross functional teams and identifying root causes by using various tools like 5 whys, fishbone analysis etc. For identified root causes, effective CAPA is written following hierarchy of controls. In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.





Safety Awareness and Communication GRI 403-4

- Celebration of Safety month was observed across all LSI manufacturing facilities.
- 360-degree learning system from internal and external incidents has been implemented across LSI manufacturing facilities.
- System for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities.
- JDI and JDR business are using Gensuite software and now the company is implementing across all pharma business for



Employee Wellbeing GRI 102-31, 403-6, 403-3, 403-7, 403-10

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

Additionally, voluntary health promotion services and programs are also promoted and offered to workers. (walkathon, marathon, exercises)

Jubilites participated in Airtel Half Marathon





Rewards and Recognitions for Workers

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

Business Excellence Meet 2019

Business excellence meet was organized to learn excellence from the world as well as internal leaders. During this meet, our guest speakers shared their latest technologies to boost productivity and bring cost excellence.



Global Business Excellence Competition, Edition 3.0 held in Noida comprised the very best project for continuous improvement

Chairmen's Annual Awards held in July 2019

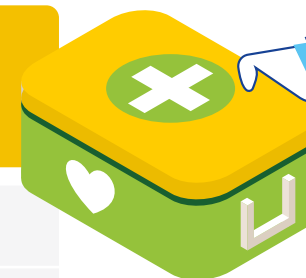
Jubilant celebrated its 5th Edition of Chairmen's Annual Awards (FY2018-19) on July 26th in India and on August 6th in North America.

The evening was filled with mesmerizing performances, inspirational speeches and bows of proud winners. This year over 1600 employee nominations were received and following a rigorous three-level panel evaluation, 373 were awarded.



Safety Sustainability goal taken in FY 2012-13: Reduce the total number of man-hours lost by 30% by FY 2020 with reference to baseline FY 2012-13

S.no	Business Unit	Reduction Target FY 2019- 20 (Baseline FY 2012-13)	Status FY 2019- 20
1	LSI	12,005 man-days lost	12,878 man-days lost
2	API	4 man-days lost	1 man-day lost
3	Dosage	238 man-days lost	553 man-days lost





GRI Disclosure	Social Performance	Units	2018-19	2019-20			
			JLL	JLL	LSI	Pharma	DDDS
GRI 403-9 GRI 403-10	Safety Performance Statistics						
	No. of fatal accidents	Numbers	2	2	2	0	0
	No. of Lost Time Injury (other than fatal)	Numbers	20	84	58	26	0
	Total lost days including fatal accidents	Numbers	18,508	13,432	12,878	554	0
	No. of first aid cases	Numbers	225	175	53	122	-
	Lost Time Frequency rate	Number of lost-time incidents per million man-hours worked	0.91	4.3	5.6	2.8	-
	Lost Time Severity rate	Number of lost days per million man-hours worked	762	667	1,195	59	-





Customer Satisfaction GRI 103-1, 103-2, 103-3

Why it Matters?

For Jubilant, maintaining a reliable and strong customer base is the key for sustainable business. Every customer expects good product quality, health and safety and other needs to be met while having their queries addressed swiftly and promptly. We 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.

What we are doing

The Company is determined to improve processes to enhance the quality of production and cost competitiveness and is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide. We are able to satisfy our customers with:

1.



Customer Relationship Management

2.



Certifications and Licenses

3.



Ensuring product health and safety

1. Customer Relationship Management

To provide an effective digital platform in addressing customer queries more efficiently, the Company implemented Salesforce.com, Customer Relationship Management (CRM) software in 2014-15. Any customer can float a product query and dedicated business personnel responds to those queries online.





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

2. Certification and Licences

Jubilant Life Sciences Limited complies with national and international product safety guidelines and 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)
- The Carbon Dioxide manufacturing facility at Gajraula has been certified for Food Safety System Certification (FSSC) 22000:2012
- FSSAI license for its manufacturing sites at Gajraula, Nira, and Bharuch (In addition, FSSAI license has also been taken for our Savli site 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 Limited also has:

- AFSSAPS (Agence Francaise de Products Safety Agency)
- 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.





We are also 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). The company has implemented RC 14001 and received RC logo (LSI business and Corporate office in India) from Indian Chemical Council (ICC)

Jubilant Life Sciences Limited, as mentioned before, also diligently follows REACH guidelines of the European Chemical Agency. We have successfully registered all first tier and second tier chemicals while the registration of third tier chemicals is under process. The company has also 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 and has successfully passed the REACH and CLP inspection conducted by the National Enforcement Authority of the EU member state (Belgium).





The following management systems certifications are there for our sites:

Certifications	Ambernath	Bharuch	Gajraula	Nira	Savli	Nanjangud	Roorkee	Salisbury/Calista	Spokane/Hollisterstier	Kirkland	Biosys	Chemsys	Corporate Office, Noida
ISO 9001	✓	✓	✓	✓	✓	✓						✓	✓
ISO 14001		✓	✓	✓	✓	✓						✓	
OHSAS 18001/ISO 45001		✓	✓	✓	✓	✓						✓	
ISO 22000			✓	✓									
FSSC 22000		✓	✓	✓									
FAMI-QS		✓			✓								
cGMP			✓			✓	✓					✓	
HALAL		✓	✓	✓									
KOSHER		✓	✓	✓									
ISO 17025			✓										
RC 14001		✓	✓										✓
ISO 50001		✓	✓										
ISO 27001											✓	✓	✓
ALACC											✓		
ISO 13485										✓			
RC Logo from ICC	✓	✓	✓	✓	✓								
WHO GMP		✓					✓						

*Note: For Gajraula cGMP certifications was valid till 19.03.20. Renewal application submitted on 6th March 2020. But due to lock down across India, concerned authority has not responded yet.



3. Product Health & Safety

GRI 419-1 417-1, 416-1

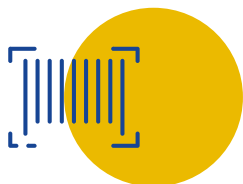
At Jubilant, a two-pronged approach is established for Product Health and Safety, where in, R&D and Regulatory Affairs teams constantly work to upgrade product safety information. QA & QC Teams ensure that product quality, packaging and labelling of the products are strictly in accordance with the customer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



Material Safety Data Sheets (MSDS)

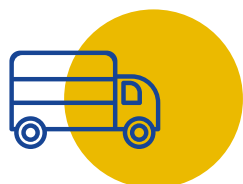
Corporate Regulatory Affairs team continuously updates the product health and safety information in the form of MSDS available on Company's website. Jubilant is also updating Safety Data Sheets on Global Product Strategy (GPS) portal of International Council of Chemicals Associations (ICCA).





Product Labelling and Packaging

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



Product Transportation

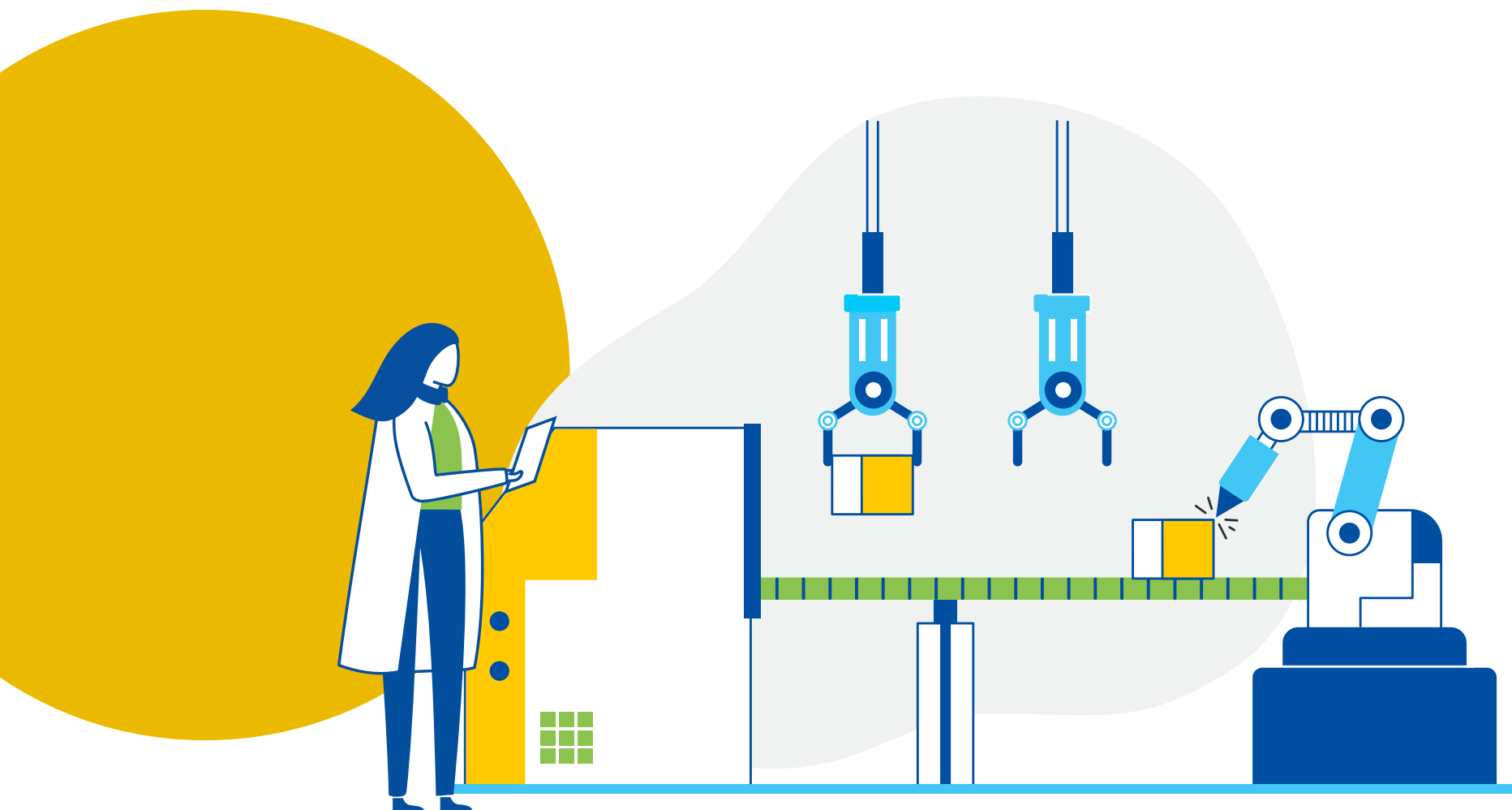
To reduce hazards arising from emergency situations during transportation, Transport Emergency (TREM) cards are provided to the vehicle driver with necessary information for quick control of the situation. The Company adheres to the transport labels which are governed by the guidelines of the International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

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

There was no incidence of non-compliance with regulations or voluntary codes concerning product & service information and labelling in our Life Science Ingredients (LSI) business during FY 2019-20.



For JPL we continue to manufacture and distribute approved products to the USA and ROW markets from all six plants from India and North America. The Roorkee plant in India is under a Warning Letter by the FDA and the Nanjangud Plant in India is under Official Action Indicated by the FDA. These actions by the FDA do not prevent or impact the current manufacturing and distribution of the approved products manufactured at these plants. Furthermore, there are remediation steps undertaken to address and correct the actions taken by the FDA and we expect the FDA Regulatory actions at Roorkee and Nanjangud plants to be resolved in the coming months. The Nanjangud and Roorkee plants underwent successful inspections by the Australian Authorities, Therapeutic Goods Authority (TGA) in November, 2019, with the TGA assigning a Compliance Rating for both plants. In March, 2020, Health Canada has also assigned a Compliant Rating for the Nanjangud plant.





Marketing Communication GRI 417-3

The Company adheres to all applicable laws, standards, and voluntary codes related to marketing communications. The Company does not engage in sale of any banned or disputed products. Professional sales training is also conducted at National Sales Meeting for all sales team members. 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 fine or penalty of significant monetary value concerning the provision of marketing communications during this reporting period

Intellectual Rights and Data Privacy GRI 418-1

The Company pays special attention to protecting its customers' intellectual rights and privacy. There have been no known incidences of any material breach of customer privacy and loss of customer data during financial year 2019-20

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

Why it Matters?

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





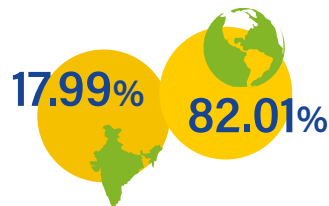
What we are doing

The management approach adopted for supply chain at Jubilant Life Sciences Limited includes:



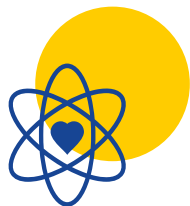
Supplier Meet

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



Local Sourcing GRI 204-1

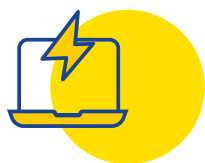
The Company sources 17.99% of its material, machinery, spares store etc. domestically. Whereas, 82.01% was sourced from other countries for Indian operations in 2019-20.



Creating Shared Value

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. The guiding principles for our supply chain have been set under our Green Supply Chain policy. All suppliers of LSI and Pharma business have been communicated about Jubilant supplier's code of conduct which mandates ethical business conduct. The same has been also uploaded on our company's website.





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

Annual supplier audits are conducted internally to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labor practice, human rights and social impact. The company is in the process of revising the sustainability evaluation of the critical suppliers for LSI and Pharma Business.

Material Topic



	 Total No. of Critical Suppliers	 Total No. of New Critical Suppliers Inducted	 Total No. of Existing Critical Suppliers Audited (A)	 Total No. of New Critical Suppliers Audited (B)	 Total No. of Suppliers Audited (C= A+B)
LSI Business	20	2	2	2	4
Jubilant Generics Limited	0	0	0	0	0
External Manufacturers	14	0	14	0	14
Total	34	2	16	2	18

50%
Percentage Audited





Future Steps

We have created more meaningful goals and targets for 2024, inspired from SDGs, Science based targets, India's Intended Nationally Determined Contributions (INDC) and NITI Aayog. These goals are being taken as individual KRAs and the baseline for the targets is FY 2018-19, unless otherwise specified. During the reporting year, the company started monitoring these goals and presented the status to the CSR and Sustainability Committee at board level.

The progress against these goals will be reported in future.





Our Goals



UoM



Targets

LSI

API

Dosage

1 Reduce Lost Time Injuries Frequency Rate (LTIFR)

No. of lost-time incidents * 10⁶/ Total Man-hrs worked

50%

50%

50%

2 Reduce Lost Time Injuries Severity Rate (LTISR)

No. of Man- days Lost * 10⁶/ Total Man-hrs worked

75%

75%

50%

3 Zero fatalities (Target 2020)

0

0

*

4 Reduce fire incidents / Dangerous Occurrences

%

50%

0

0

5 Number of hazards identified (Unsafe acts & conditions, EHS CAPA, Near Miss)

No of incidents * 10⁶/ Total Man-hrs worked

150000

15000

30000(every year)

6(a) % of renewable energy in overall energy mix

%

7%

*

*

6(b) Reduce the specific energy consumption

%

15%

15%

10%

6(c) Number of trees planted (Target 2030)

Lacs Nos.

10

*

*

6(d) Reduce the specific carbon emission (Scope 1 + Scope 2)

tCO₂e/ MT

15%

15%

10%

7(a) Reduce specific air emission load (SO_x)

%

10%

10%

*

7(b) Reduce specific air emission load (NO_x)

%

10%

10%

*

7(c) Reduce specific air emission load (SPM)

%

10%

10%

*

8 Phasing out of ODS (HCFCs) (Target 2030)

%

100%

100%

100%

9 Percentage conversion of non-hazardous waste to wealth

%

85%
(Baseline 2017-18)

*

*



Our Goals		UoM	Targets		
			LSI	API	Dosage
10(a)	% of Sites with Zero Liquid Discharge Status	%	100%	*	*
	10(b) Reduce specific water consumption	%	20%	20%	5%
	10(c) % of water recycle reuse in-house	%	60%	60%	*
	10(d) % of fresh water demand met by using local community sewage water	%	21%	*	*
11	Increase in women workforce (at manufacturing site)	%	5%	7%	*
12	Attrition of high performers executives (Performance Rating 3, 4)	No of High Performer Executive Exits*100/Total no of High Performer Executives	3% (Baseline 2017-18)	10%	5% (For overall North America)
13	Improve skill and knowledge of employees by imparting training	Training Man-days per employee per year	6	4	6.2
14(a)	Reduce Local Community Concerns	%	10% (YoY)	10% (YoY)	*
14(b)	Reduce all applicable regulatory concerns	%	10% (YoY)	10% (YoY)	*
14(c)	Reduce Customer concerns	%	10% (YoY)	10% (YoY)	*
14(d)	Reduce Employee concerns		*	*	*
14(e)	Reduce Investors concerns	%	10% (YoY)		
14(f)	Critical suppliers sustainability assessment	%	100%	100%	100%
15	Opening Wellness centres at locations (India)	Numbers	3	1	1
16	Digitalisation of Schools at locations (India)	Numbers	235	10	5
17	Support to families to achieve sustainable livelihood (India) by 2030	Numbers	10000		*

*Not all sustainability goals may be relevant for each of the business; therefore, applicable targets are undertaken only for the goals that are relevant to the respective business.



Memberships and Associations





1.	AAMA (Additional Ambernath Manufacturer's Association)	18	Bar of Quebec, Canada
2.	Advanced Neuroblastoma Research Association (ANRA)	19	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXCIL)
3.	All India Distillers' Association (AIDA)	20	Brookings India- Founders Circle
4.	All India Industrial Gases Manufacturers' Association (AIIGMA)	21	Canadian Association of Medical Radiation Technologists (CAMRT)
5.	All India Management Association (AIMA)	22	Canadian Association of Nuclear Medicine (CANM)
6.	American Board of Health Physics (AAHP)	23	Canadian Association of Professionals in Regulatory Affairs (CAPRA)
7.	American Chemical Society	24	Canadian Association of Radiopharmaceutical Scientists (CARS)
8.	American Chemical Society (ACS)	25	Canadian Red Cross - CPR certified
9.	American College of Nuclear Medicine (ACNM)	26	Chemtech-Chemical Advisory Board (CAB)
10.	American College of Nuclear Physicians (ACNP)	27	Confederation of Indian Industry (CII)
11.	American College of Physicians (ACP)	28	Council on Radionuclides and Radiopharmaceuticals (CORAR)
12.	American Pharmacists Association (APhA)	29	Endocrine Society
13.	American Society of Clinical Oncologists (ASCO)	30	European Association of Nuclear Medicine (EANM)
14.	American Society of Nuclear Cardiology (ASNC)	31	European Industrial Association for Nuclear Medicine and Molecular Healthcare (AIPES)
15.	American Thyroid Association (ATA)	32	European Petrochemicals Association (EPCA)
16.	American Urologists Association (AUA)	33	European Society of Cardiology (ESC)
17.	Association des médecins spécialistes en médecine nucléaire du Québec (AMSNMQ)	34	Federation des pharmaciens du Québec (FPQ)



35	Federation of Indian Chambers of Commerce & Industry (FICCI)
36	Global Compact Network
37	Gujarat Employers' Organisation
38	Health Physics Society (HPS)
39	Indian Captive Power Producers Association (ICPPA)
40	Indian Chemical Council (ICC)
41	Indian Speciality Chemical Manufacturers' Association (ISCMA)
42	Indian Sugar Mills Association (ISMA)
43	Indo-Canadian Business Chamber (ICBC)
44	Intellectual Property Institute of Canada (IPIC)
45	International society for Pharmaeconomics and Outcomes Research (ISPOR)
46	International Society of Pharmaceutical Engineering (ISPE)
47	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)
48	L'ordre des pharmaciens du Quebec
49	Lucknow Management Association (LMA)
50	Medical Imaging & Technology Alliance (MITA) (A Division of NEMA, Association of Electrical Equipment and Medical Imaging Manufacturers)
51	Mysore Chamber of Commerce & Industry

51	Mysore Chamber of Commerce & Industry
52	Nanjangud Industries Association
53	Nova Scotia of Medical Radiation Technologists (NSAMRT)
54	Nuclear Medicine Alliance (NMA)
55	Ontario College of Pharmacists
56	Order of Quebec Chemists (OCQ)
57	Pharmaceuticals Export Promotion Council (Pharmexil)
58	PHD Chamber of Commerce and Industry (PHDCCI)
59	Public Affairs Forum of India (PAFI)
60	Regulatory Affairs Professionals Society (RAPS)
61	Savli East Waghodia West Association of Industries
62	Society of Nuclear Medicine and Molecular Imaging (SNMMI)
63	The Institution of Engineers (India) (IEI)
64	UP Distillery Association (UPDA)
65	US India Strategic Partnership Forum (USISPF)
66	US-India Business Council (USIBC)
67	Uttar Pradesh Alcohol based Industries Association (UPABIDA)
68	World Economic Forum (WEF)
69	World Association of Radiopharmaceutical and Molecular Therapy (WARMTH)
70	Global Reporting Initiative (GRI)



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, labor, 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.

Human Rights



Principle 1 (Pg. 34, 71-76)

Businesses should support and respect the protection of internationally proclaimed Human Rights

Principle 2 (Pg. 34, 71-76)

Businesses should make sure that they are not complicit in Human Rights abuses

Labor



Principle 3 (Pg. 74)

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4 (Pg. 73)

The elimination of all forms of forced and compulsory labor

Principle 5 (Pg. 73)

The effective abolition of child labor; and

Principle 6 (Pg. 73)

The elimination of discrimination in respect of employment and occupation



Environment

Principle 7 (Pg. 41-54)

Businesses should support a precautionary approach to environmental challenges

Principle 8 (Pg. 41-54)

Businesses should undertake initiatives to promote greater environmental responsibility

Principle 9 (Pg. 53-54)

Businesses should encourage the development and diffusion of environmentally friendly technologies

Anti Corruption



Principle 10 (Pg. 20)

Businesses should encourage the development and diffusion of environmentally friendly technologies





GRI Content Index

GRI 102-55



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

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

GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 101: FOUNDATION 2016			
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	ORGANISATIONAL PROFILE		
	102-1 Name of the organization	5	
	102-2 Activities, brands, products, and services	6, 8	
	102-3 Location of headquarters	8	
	102-4 Location of operations	8-9	
	102-5 Ownership and legal form	6	
	102-6 Markets served	6, 7-9, 36	
	102-7 Scale of the organization	5-6, 35-37	
	102-8 Information on employees and other workers	70-71	
	102-9 Supply chain	100-102	
	102-10 Significant changes to the organization and its supply chain	12	
	102-11 Precautionary Principle or approach	21	
	102-12 External initiatives	41, 109	
	102-13 Membership of associations	106-108	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 102: General Disclosures 2016	STRATEGY		
	102-14 Statement from senior decision-maker	2-4	
	102-15 Key impacts, risks, and opportunities	24-30	
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behaviour	6-7, 17-18	
	102-17 Mechanisms for advice and concerns about ethics	17-20	
	GOVERNANCE		
	102-18 Governance structure	13-14	
	102-19 Delegating authority	13-14	
	102-20 Executive-level responsibility for economic, environmental, and social topics	13-14	
	102-21 Consulting stakeholders on economic, environmental, and social topics	31-32	
	102-22 Composition of the highest governance body and its committees	13-14	
	102-23 Chair of the highest governance body	14	
	102-24 Nominating and selecting the highest governance body	13-14, 16	
	102-25 Conflicts of interest	19	
	102-26 Role of highest governance body in setting purpose, values, and strategy	13-14, 16-18	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 102: General Disclosures 2016	102-27 Collective knowledge of highest governance body	13-14	
	102-28 Evaluating the highest governance body's performance	15-19	
	102-29 Identifying and managing economic, environmental, and social impacts	24-30, 31-34	
	102-30 Effectiveness of risk management processes	24-30	
	102-31 Review of economic, environmental, and social topics	10, 39-40, 84-85	
	102-32 Highest governance body's role in sustainability reporting	10, 39, 84	
	102-33 Communicating critical concerns	20	
	102-34 Nature and total number of critical concerns	33-34, 73	
	102-35 Remuneration policies	15-16	
	102-36 Process for determining remuneration	15-16	
	102-37 Stakeholders' involvement in remuneration	15-16	
	102-38 Annual total compensation ratio	15	
	102-39 Percentage increase in annual total compensation ratio	15	
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	31-32	
	102-41 Collective bargaining agreements	74	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 102: General Disclosures 2016	102-42 Identifying and selecting stakeholders	31	
	102-43 Approach to stakeholder engagement	32	
	102-44 Key topics and concerns raised	32	
	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	8-9, 35-37	
	102-46 Defining report content and topic Boundaries	8-11	
	102-47 List of material topics	33-34	
	102-48 Restatements of information	11	
	102-49 Changes in reporting	12	
	102-50 Reporting period	10	
	102-51 Date of most recent report	10	
	102-52 Reporting cycle	10	
	102-53 Contact point for questions regarding the report	12	
	102-54 Claims of reporting in accordance with the GRI Standards	10	
	102-55 GRI content index	110-120	
	102-56 External assurance	12, 121-122	
MATERIAL TOPICS			
ECONOMIC			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	35-36	
	103-2 The management approach and its components	35-36	
	103-3 Evaluation of the management approach	35-36	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	35-36	
	201-2 Financial implications and other risks and opportunities due to climate change	41	
	201-3 Defined benefit plan obligations and other retirement plans	36-37, 64	
	201-4 Financial assistance received from government	36	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
MARKET PRESENCE*			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	70, 73	
	202-2 Proportion of senior management hired from the local community	70-71	
INDIRECT ECONOMIC IMPACTS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	78	
	103-2 The management approach and its components	78-79	
	103-3 Evaluation of the management approach	78-79	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	79-83	
	203-2 Significant indirect economic impacts	38, 79-83	
PROCUREMENT PRACTICES*			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	101	
ANTI-CORRUPTION *			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	20	
	205-2 Communication and training about anti-corruption policies and procedures	17-18, 20, 100	
	205-3 Confirmed incidents of corruption and actions taken	74	
ANTI-COMPETITIVE BEHAVIOUR*			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	76	
ENVIRONMENTAL			
MATERIALS*			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	61	
	301-2 Recycled input materials used	61	
	301-3 Reclaimed products and their packaging materials	59-60	
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	39, 41	
	103-2 The management approach and its components	39, 41	
	103-3 Evaluation of the management approach	39, 41	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	47-48, 125	
	302-2 Energy consumption outside of the organization	47-48	
	302-3 Energy intensity	44-45	
	302-4 Reduction of energy consumption	44-46, 125	
	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
WATER			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	49	
	103-2 The management approach and its components	49-50	
	103-3 Evaluation of the management approach	49-51	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	49-50, 53-54	
	303-2 Management of water discharge-related impacts	49-50, 53-54	
	303-3 Water withdrawal	49-50, 52	
	303-4 Water discharge	49-50, 53-54	
	303-5 Water consumption	49-52	
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	62	
	304-2 Significant impacts of activities, products, and services on biodiversity	62	
	304-3 Habitats protected or restored	62	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	62	
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	41	
	103-2 The management approach and its components	41-42	
	103-3 Evaluation of the management approach	41-43	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	41, 125	
	305-2 Energy indirect (Scope 2) GHG emissions	41, 125	
	305-3 Other indirect (Scope 3) GHG emissions	43, 125	
	305-4 GHG emissions intensity	41-43	
	305-5 Reduction of GHG emissions	41-44, 125	
	305-6 Emissions of ozone-depleting substances (ODS)	62	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	61-62	
EFFLUENTS AND WASTE*			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	49, 52	
	306-2 Waste by type and disposal method	58-60	
	306-3 Significant spills	52	
	306-4 Transport of hazardous waste		Not applicable since the Company did not involve any transboundary movement of hazardous waste during this reporting period.
	306-5 Water bodies affected by water discharges and/or runoff	49, 62	
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	55	
	103-2 The management approach and its components	55	
	103-3 Evaluation of the management approach	55	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	55-57	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	100-101	
	103-2 The management approach and its components	100-102	
	103-3 Evaluation of the management approach	100-102	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	100-102	
	308-2 Negative environmental impacts in the supply chain and actions taken	100-102	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
SOCIAL			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	68	
	103-2 The management approach and its components	68	
	103-3 Evaluation of the management approach	68-69	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	68,69,70	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	64	
	401-3 Parental leave	64	
LABOR MANAGEMENT RELATIONSHIPS*			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	77	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	84	
	103-2 The management approach and its components	84-91	
	103-3 Evaluation of the management approach	84-91	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	84	
	403-2 Hazard identification, risk assessment, and incident investigation	40, 88	
	403-3 Occupational health services	84, 88-89	
	403-4 Worker participation, consultation, and communication on occupational health and safety	84, 89	
	403-5 Worker training on occupational health and safety	85	
	403-6 Promotion of worker health	89	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	88-89	
	403-8 Workers covered by an occupational health and safety management system	84	
	403-9 Work-related injuries	92	
	403-10 Work-related ill health	89, 92	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	65	
	103-2 The management approach and its components	65-66	
	103-3 Evaluation of the management approach	65-66	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	66-67	
	404-2 Programs for upgrading employee skills and transition assistance programs	65-66	
	404-3 Percentage of employees receiving regular performance and career development reviews	65	
DIVERSITY AND EQUAL OPPORTUNITY*			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	13, 70	
	405-2 Ratio of basic salary and remuneration of women to men	73	
NON DISCRIMINATION*			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	73	
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	74	
CHILD LABOR*			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	73, 100-101	
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 labor	73, 100-101	
SECURITY PRACTICES*			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	75	
RIGHT OF INDIGENOUS PEOPLES*			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	76	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
HUMAN RIGHTS ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	71	
	103-2 The management approach and its components	71	
	103-3 Evaluation of the management approach	71	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	71-74	
	412-2 Employee training on human rights policies or procedures	71-72	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	76	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	78	
	103-2 The management approach and its components	78-79	
	103-3 Evaluation of the management approach	78-79	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	78-83	
	413-2 Operations with significant actual and potential negative impacts on local communities	78-83	
SUPPLIER SOCIAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	100-101	
	103-2 The management approach and its components	100-102	
	103-3 Evaluation of the management approach	100-102	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	100-102	
	414-2 Negative social impacts in the supply chain and actions taken	100-102	
PUBLIC POLICY*			
GRI 415: Public Policy 2016	415-1 Political contributions	76	



GRI STANDARD	DISCLOSURES	PAGE NUMBER(s)	OMISSION
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	93	
	103-2 The management approach and its components	93-96	
	103-3 Evaluation of the management approach	93-96	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	97-99	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	98	
MARKETING AND LABELING*			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	97-98	
	417-2 Incidents of non-compliance concerning product and service information and labeling	98-99	
	417-3 Incidents of non-compliance concerning marketing communications	100	
CUSTOMER PRIVACY*			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	100	
SOCIOECONOMIC COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	55	
	103-2 The management approach and its components	55	
	103-3 Evaluation of the management approach	55	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	55-57	

*Topics which are not identified as material as per the materiality assessment done by the company. However, the company continues to report on these topics, as some of our stakeholders require this information from time to time. Further details can be found on page: 34

Assurance Statement

GRI 102-56



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The Management and Board of Directors

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Independent Assurance Statement

Ernst & Young Associates LLP (EY) was engaged by Jubilant Life Sciences Limited (the 'Company') to provide independent assurance on its Sustainability Report 2019-20 (the 'Report') covering the Company's sustainability performance during the period 1st April 2019 to 31st March 2020.

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 2019 to 31st March 2020. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

- Remote verification of data, on a selective test basis, for the following units/ locations, through consultations with the Site Team and Sustainability team;
 - Gajraula (Uttar Pradesh)
 - Bharuch (Gujarat)
 - Roorkee (Uttarakhand)
 - Corporate Office at Noida (Uttar Pradesh)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues.





Limitations of our review;

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2019 to 31st March 2020);
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources available in the public domain;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

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 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 the review process, we observed that:

- The Company continuous to uphold its commitment on transparently communicating its sustainability performance by publishing its Sustainability report as per the "in accordance" comprehensive criteria of the GRI Standards of the Global Reporting Initiative.
- The Company may further strengthen its internal review mechanism for improving the accuracy of compilation of the data pertaining to sustainability indicators including air emission and waste.

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 material sustainability issues relevant to its business.

Ernst & Young Associates LLP

Chaitanya Kalia
Partner

Dated: 09 August 2020


Place: Mumbai, India



List of Abbreviations

Abbreviations	Meaning	Abbreviations	Meaning
AFSSAPS	Agence Francaise de Products Safety Agency	FAMI-QS	Feed Additives and Premixtures Quality System
AGM	Annual General Meeting	FSSAI	Food Safety and Standards Authority of India
ANVISA	Agência Nacional de Vigilância Sanitária	FSSC	Food Safety System Certication
APIs	Active Pharmaceutical Ingredients	FICCI	Federation of Indian Chambers of Commerce and Industry
ATFD	Agitated Thin Film Dryer	FO	Furnace Oil
BBS	Behaviour Based Safety	FP&A	Financial Planning and Analysis
BE	Business Excellence	FY	Financial Year
CCMD	Co-Chairman & Managing Director	GHG	Green House Gases
CDP	Carbon Disclosure Project	GHS	Global Harmonised System
CEO	Chief Executive Ocer	GRI	Global Reporting Initiative
CETP	Common Euent Treatment Plant	H ₂ S	Hydrogen Sulphide
CFC	Chloro Fluoro Carbon	HRIS	Human Resource Information System
CFO	Chief Financial Officer	HSD	High Speed Diesel
CGMP	Current Good Manufacturing Practices	IATA	International Air Transport Association
CII	Confederation of Indian Industry	ICAI	Institute of Chartered Accountants of India
CLP	Classication, Labeling and Packaging	ICC	Indian Chemical Council
CMO	Contract Manufacturing Outsourcing	ICCA	International Council of Chemical Associations
COFEPRIS	Comisión Federal para la Protección contra Riesgos Sanitario	ICTC	Integrated Counselling & Testing CentreMeaning
CO ₂	Carbon Dioxide	IFC	Internal Financial Controls
COP	Communication on Progress	IFRS	International Financial Reporting Standards
CPCB	Central Pollution Control Board	IMDG	International Maritime Dangerous Goods
CRM	Customer Relationship Management	IMR	Infant Mortality Rate
CSR	Corporate Social Responsibility	IAS	Indian Accounting Standards
DOTS	Directly Observed Treatment, Short-course	INDC	Intended Nationally Determined Contribution
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization	₹	Indian Rupee
ED	Executive Director	IPR	Intellectual Property Rights
EHS	Environment Health & Safety	ITGC	IT General Controls
ERM	Enterprise Risk Management	IUCN	International Union for Conservation of Nature
ERP	Enterprise Resource Planning	JBF	Jubilant Bhartia Foundation
ESP	Electrostatic Precipitator	JDRI	Jubilant DraxlImage Radiopharmacies Inc.
EU	European Union	JLL	Jubilant Lifesciences Limited



Abbreviations	Meaning	Abbreviations	Meaning
	Material Topic starts	PPE	Personal Protective Equipment
JPL	Jubilant Pharma Ltd.	QA	Quality Assurance
KFDA	Korea Food and Drug Administration	QC	Quality Control
KPI	Key Performance Indicators	RC	Responsible Care
KRA	Key Result Areas	REACH	Registration, Evaluation, Authorization and restriction of Chemicals
KWP	Kilowatt peak	RFO	Residual Fuel Oil
LDO	Light Diesel Oil	SAM	Severe Acute Malnutrition
LSI	Life Sciences Ingredients	SBU	Strategic Business Unit
MEE	Multiple Effect Evaporation	SDF	Solid Dosage Formulations
MHRA	Medicines and Healthcare products Regulatory Agency	SCM	Supply Chain Management
MMR	Maternal Mortality Ratio	SCRS	Statutory Compliance Reporting System
MPCB	Maharashtra Pollution Control Board	SDG	Sustainable Development Goals
MSDS	Material Safety Data Sheet	SEBI	Securities and Exchange Board of India
MT	Metric Tonnes	SEYO	Social Entrepreneur of the Year
NGO	Non Governmental Organization	SEZ	Special Economic Zone
NGRB	National Ganga River Basin Authority	SHG	Self Help Group
NGT	National Green Tribunal	SME	Subject Matter Expert
NIH	National Institute of Health	SO2	Sulphur Dioxide
NRC	Nutrition Rehabilitation Centre	TGA	Therapeutic Goods Administration
NSC	National Safety Council	TJ	Tera Joule
ODS	Ozone Depleting Substances	TREM	Transport Emergency Management
OHC	Occupational Health Centre	TPH	Tonnes Per Hour
OHS	Occupational Health & Safety	UNGC	United Nations Global Compact
OHSIAS	Occupational Health and Safety Assessment Series	UPPCB	Uttar Pradesh Pollution Control Board
OPD	Outpatient Department	USA	United States of America
PAT	Profit After Tax	USFDA	United States Food and Drugs Administration
PF	Provident Fund	VRS	Voluntary Retirement Schemes
PIL	Public Interest Litigation	VTC	Vocational Training Centers
PMDA	Pharmaceuticals and Medical Devices Agency	WEF	World Economic Forum
PMKY	Pradhan Mantri Kaushal Vikas Yojana	WOW	World on Wheels
PMS	Performance Management System	ZLD	Zero Liquid Discharge
POSH	Prevention of Sexual Harassment	DOSAGE	To bring under common unit of expression, environmental and social performance indicators of Roorkee, Spokane, Salisbury and Kirkland facilities clubbed under the heading 'DOSAGE' in this report.
HAZOP	Hazard and Operability Analysis	Crore	1 Crore is equal to 10 million
JSA	Job Safety Analysis	FMEA	Failure Mode and Effects Analysis
H&S:	Health & Safety		



Methodology for Calculations

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

Energy calculation: Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled through an external cloud based sustainability software (SoFi) purchased by the company. The system has a functionality to calculate energy and GHG emissions. The total direct and indirect energy consumption for the reporting period FY 2019-20 were calculated and compiled through the SoFi.

Energy calculation for offices: Fuel, power and water related data collected directly and multiplied by respective NCV for energy and GHG calculations.

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

Emission Factors: Relevant Intergovernmental Panel on Climate Change (IPCC) emission factors are inbuilt in SoFi for GHG calculations. Scope 1 GHG calculation used IPCC emission factor for each fuel except for biogas where carbon content in biogas was used. For purchased power (Scope 2) the SoFi used Central Electricity Authority published emission factor for our Indian operation and for North American sites used publicly available purchased power emission factor. For Scope 3 emission, we used in-house logistic data along with emission factor from GHG Protocol – Mobile Guide.