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GRI 2-22

Message from the Chairmen

Dear Stakeholders,

It is with great pleasure that we present to you the sustainability report of Jubilant Ingrevia Limited for the fiscal year 2022-23. In the face of complex global challenges, we remain steadfast in our commitment to a sustainable future and are proud of the progress we have made as a company.

The past year has been eventful for Jubilant Ingrevia Limited, marking the third year since our demerger from Jubilant Pharmova Limited. Despite the global turmoil caused by ongoing conflicts, climate change, and the post-pandemic scenario affecting individuals worldwide, we have achieved several significant milestones.

Our success is rooted in the dedication and values of our people. With more than 2,300 employees across the company, we emphasize respect, integrity, and agility in all that we do. We continue to foster an inclusive culture and strive to improve our representation goals, knowing that a diverse and balanced workforce allows us to better engage with our customers.

Sustainability is deeply ingrained in our culture and actions. We are committed to delivering on our promise of caring, sharing, and growing. Before the demerger, our sustainability reporting journey began in 2013, following the guidelines of the Global Reporting Initiative (GRI). In parallel, we have implemented various policies and international standards to enhance the maturity and resilience of our management and governance systems, addressing ever-changing business risks, including environmental, social, climate change, and conflict-related risks.



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





We attained an outstanding 95 percentile globally (CHM Chemicals) with 66/100 score in the S&P Global ESG Indices CSA 2022 (DJSI), signifying a substantial increase of 25% compared to last year's score. We take pride in attaining a GOLD Sustainability rating (score 68) in EcoVadis, placing us among the top 7% of global pharmaceutical companies. This achievement underscores our dedication to environmental, social, and governance factors. Additionally, we have received an impressive 'B' score band from CDP for 'Climate Change' and 'Water Security.' The company has moved from the 'C' (Awareness) band (last year's score) to the esteemed 'B' band, known as the 'Management' band. Additionally, we are fulfilling the reporting requirements of the Business Responsibility and Sustainability Reporting (BRSR) mandated by SEBI. You can find our BRSR report enclosed as part of our Annual Report for FY2023.

In line with our commitment to climate mitigation and stakeholder demands, we have conducted a detailed Product Carbon Footprint (PCF) study of 28 products based on Life Cycle Assessment (LCA) following the ISO 14067:2018 standard. We have also engaged a third party to assure the Cradle to Gate LCA-based PCF of these 28 products. Furthermore, in FY2023, we increased the percentage of renewable energy in our overall energy mix to 7.6%. We are committed to further greening our power across all our facilities, and have engaged a third-party consultant to help us achieve this goal. Through various energy-saving measures, we have successfully reduced 28,386 tCO₂e of greenhouse gas (GHG) emissions during this reporting period. We are also working on our net-zero strategy and planning to engage a third-party Subject Matter Expert (SME) to develop our long-term strategy in line with the Science-Based Targets initiative (SBTi).





We are committed to diversity and inclusion in the workplace. In FY2023, we achieved our target of increasing the percentage of women in our workforce to 4.7%. We will continue to work towards creating a more inclusive workplace for all employees.

Overall, we maintain an optimistic outlook for the years ahead as we continue to invest in long-term projects that drive growth and sustainability. We have put considerable effort into this sustainability disclosure and value your feedback on how we can further improve.

For more comprehensive insights into our initiatives and accomplishments, I invite you to explore the relevant sections of our sustainability report.

We hope you enjoy browsing this report!



Shyam S. Bhartia
Chairman



Hari S. Bhartia
Co-Chairman



About Our Organisation

OUR BUSINESSES

GRI 2-1, 2-6

Jubilant Ingrevia Limited is a global integrated Life Science products and Innovative Solutions provider serving Pharmaceutical, Nutrition, Agrochemical, Consumer and Industrial customers with customised products and solutions that are innovative, cost-effective and conforming to excellent quality standards. The Company offers a broad portfolio of high-quality ingredients that find application in a wide range of industries. The Company's portfolio also extends to custom research and manufacturing for pharmaceutical and agrochemical customers on an exclusive basis. We are driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products we manufacture, we take pride in being a partner of choice for our valued customers.





BUSINESS SEGMENTS

1. Speciality Chemicals

Pyridine & Picolines



Jubilant Ingrevia Limited offers speciality building blocks such as Pyridine & Picolines, Cyanopyridines, Piperidine and so on, for the production of a range of agrochemicals, pharmaceuticals, nutrition, fine chemicals, oilfield chemicals, electronics, solvents, etc.

Fine Chemicals



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

Crop Protection Chemicals



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

CDMO



Our strong Synthetic, Organic Chemistry and Manufacturing Capabilities, makes us a one-stop-shop for Custom Development and Manufacturing (CDMO) services and emerge as 'Partner of Choice' to global Pharmaceutical and Agrochemical customers. We have a strong relationship with 19 out of 25 Global Innovator Pharmaceutical companies and 7 of top 10 Global Agrochemical companies. We are continually collaborating on late-phase and launch products with Pharma innovators and Biotech companies. We have also worked on key intermediates for Remdesivir, the first US FDA-approved Antiviral drug for Covid-19. Our contract manufacturing portfolio includes customised solutions for the pharmaceutical and agrochemical industry for both cGMP and non-cGMP products.

GRI 2-1, 2-6



2. Nutrition & Health Solutions



Nutrition & Health Ingredients

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



Animal Nutrition & Health Solutions

The aim of Animal Nutrition & Health Solutions is to provide high-quality feed additives and solutions to enhance performance of live stocks. We have 24+ branded product offerings; in Health ingredients category, which includes: - Vitamin, Mineral Premix, Stress regulator, Amino acid, Herbal Choline, Herbal Non-antibiotic growth promoter & Egg quality enhancer & in Performance ingredients category, which includes: - Toxin Binder, Acidifiers, Enzymes & Emulsifiers, having application in poultry, dairy, aqua & pet food industry.



Human Nutrition & Health Solutions

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

3. Chemical Intermediates



Acetyls

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



Speciality Ethanol

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

Shareholding pattern for Jubilant Ingrevia Limited as on 31.3.2023:

- Promoter and Promoter Group: 51.47%
- Public: 48.53%

GRI 2-1, 2-6



GRI 2-1

Our Values

We started our journey more than 40 years ago and our values have been the foundation for our success. Each activity at Jubilant Ingrevia limited is driven by these set of values 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.



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



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



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



Our Global Presence

GRI 2-1, 2-2, 2-6

India

Scope of this report:

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

Manufacturing site location Map:



Location of Headquarter:

Jubilant Ingrevia Limited

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

Jubilant Ingrevia Limited's business facilities across India:

Ambarnath, Maharashtra, India

Facility for Exclusive Synthesis - Pyridine derivatives

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

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

Gajraula, Uttar Pradesh, India

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

Nira, Maharashtra, India

Life Science Chemicals – Ethanol, Ethyl Acetate, Acetic Anhydride

Savli', Gujarat, India

Animal Nutrition Products

Key subsidiary companies:

- Jubilant Infrastructure Limited
- Jubilant Life Sciences (USA) Inc.
- Jubilant Life Sciences International Pte. Limited
- Jubilant Life Sciences (Shanghai) Limited
- Jubilant Life Sciences NV
- Jubilant Agro Sciences Limited



Report Profile

Topic Boundaries

GRI 2-2, 2-3, 2-14

This is the third Corporate Sustainability Report of Jubilant Ingrevia Limited, post the demerger of the 'Life Sciences Ingredients' business from 'Jubilant Pharmova Limited', on February 1, 2021. However, the 'Life Science Ingredients' business was very much part of the sustainability reporting journey of 'Jubilant Pharmova Limited' since the year 2003 and continued to report its sustainability performance till FY 2020 within the same reporting boundary. This report has been prepared in accordance with GRI Standards.

Key sustainability data and information published in this Report has been compiled using Enterprise Resource Planning (ERP), software (Infor LN) for financial accounting, and PeopleSoft Human Resource Information System (HRIS) for human resource data accounting. The Board and the CEOs review the sustainability performance on a half-yearly basis, while the Chief Sustainability Officer reviews the organisation's sustainability report and ensures that the organisation remains committed to cover all the material topics. The data presented in the Report is verified through systematic internal and external audits. The reporting period of the Company has been maintained for the complete FY 2023 (from April 1, 2022 to March 31, 2023) while reporting the sustainability performance of the Company.





Reporting Principles

GRI 2-3, 2-4, 2-5

Defining Report Quality

The Company focuses on data accuracy, balance, clarity, comparability, reliability and time-lines to ensure the completeness of the Report as per GRI standards.

Defining Report Content

The Company adopts an inclusive approach involving identification of key stakeholders, material issues and key stakeholders' concerns. In addition, the Company focuses on issues of global context which have direct and/or indirect impact on Jubilant Ingevria Limited's sustainability. Details on stakeholder engagement and materiality assessment procedure has been further delineated under their respective sections in this Report.

Restatement of Information:

GRI 2-4

No restatement in this reporting year.

Changes in Reporting Requirement

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

Independent Assurance of Report

GRI 2-5

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

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

Mr. KVS Satish Kumar
 Chief Sustainability Officer
 1-A, Sector 16A, Noida 201301
 Uttar Pradesh, India
 Phone: +91-120-4361000,
 Email: satish.kanagala@jubl.com





Corporate Governance

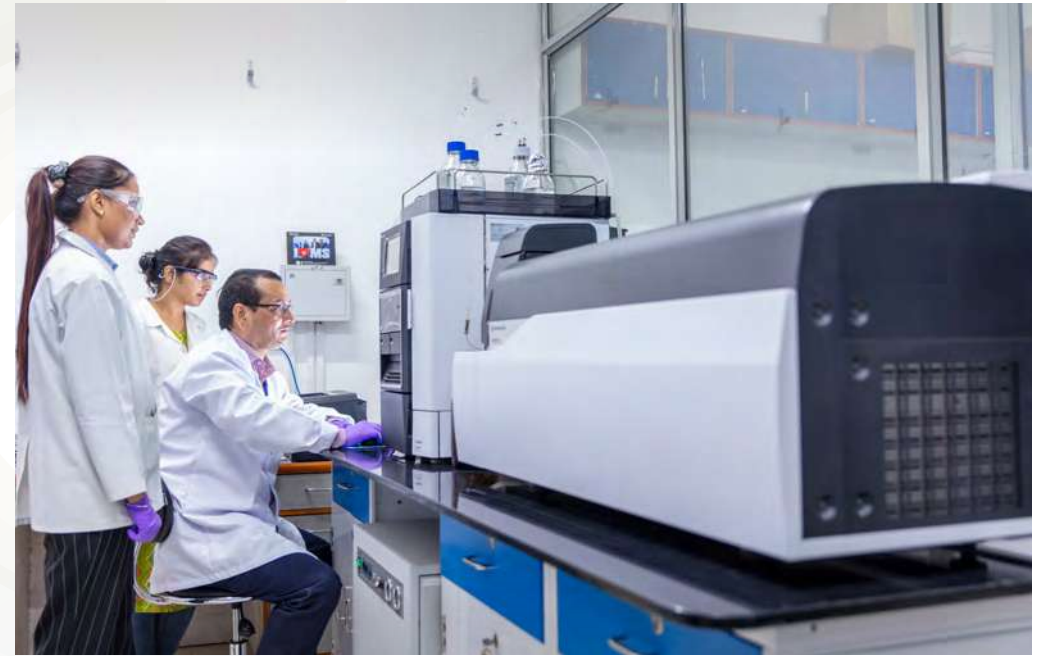
Governance Structure

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17, 2-24, 405-1

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

Jubilant Ingrevia Limited is led by a team of eminent individuals who inspire, lead and contribute to the growth of this Company. Board of Directors of Jubilant Ingrevia Limited has a judicial mix of executive, non-executive, independent and non-independent Directors. As on 31st March, 2023, the Board comprised of two Executive Directors and four Non-Executive Directors. The Board had six Independent Directors including two women Directors. All members of the Board are well experienced and bring expertise in the fields of Life Sciences, Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, etc. (Please refer to the Company's annual Report for further information: <https://www.jubilantingrevia.com/investors/financials/annual-reports>.)

The core skills/ expertise/ competencies identified by the Board of Directors for effective functioning of the Company are available with the Directors. The core skills/expertise/ competencies identified by the Board are : Deep understanding of Company's business/ strategy and structure, Financial acumen, Knowledge in Accounting and Auditing Standards and tax matters, Knowledge of the Companies Act, applicable SEBI and Stock Exchange Regulations, Knowledge of Employee Benefit Schemes and matters related to employee hiring / skill development, gender diversity, etc., Entrepreneurial skills to evaluate risk and rewards and perform advisory role, Focus on compliance, Understanding of the processes and systems for defining high corporate governance standards, Understanding rights of Shareholders and obligations of the Management, Knowledge in global standards on Corporate Sustainability and Sustainability Reporting based on Global Reporting Initiatives



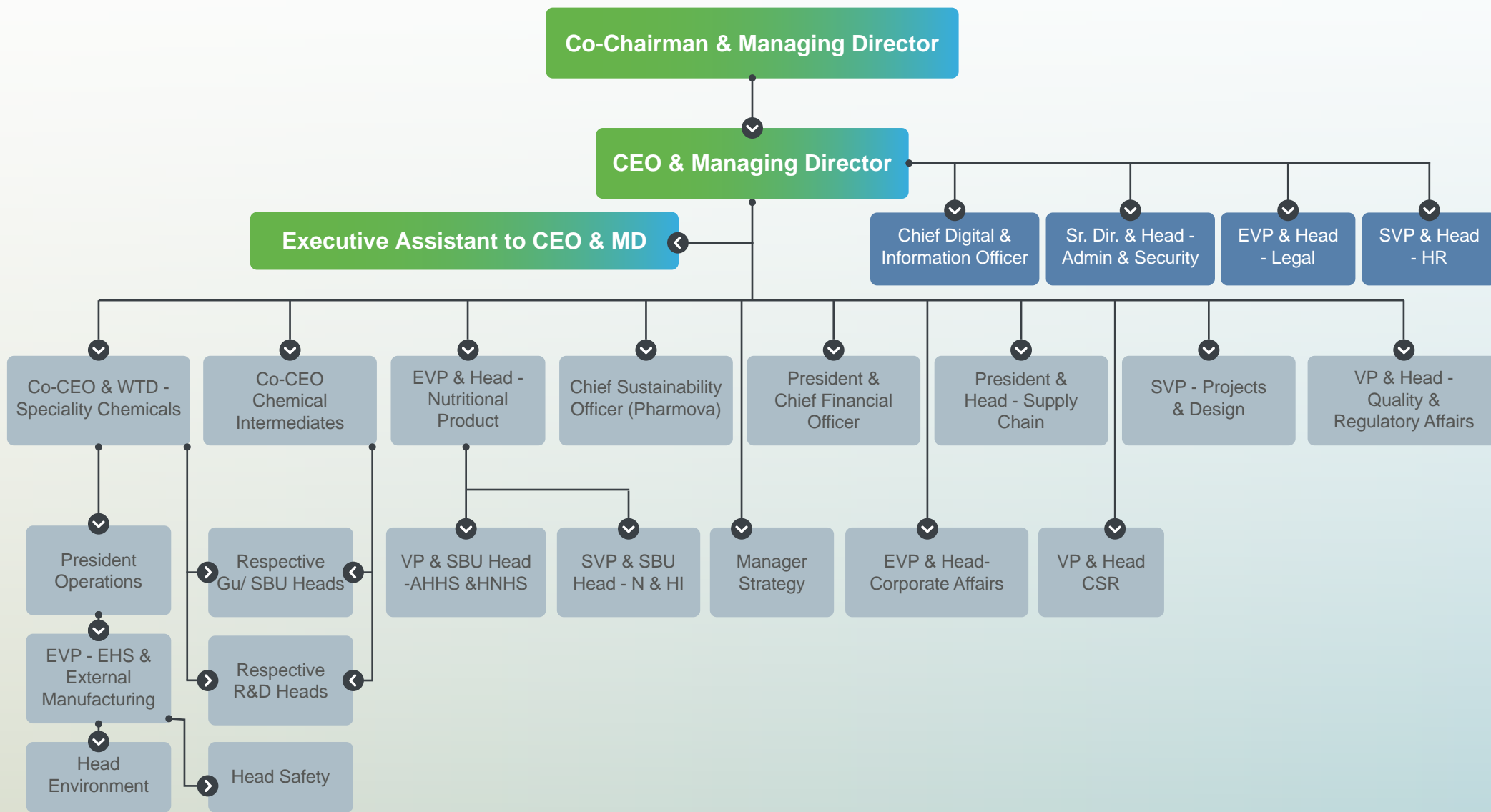
(GRI) Standards, Experience in Risk Management/ Operational Risk Management/ Financial Risk Assessment experience and Information Technology skills.

The Independent Directors constitute half of the Board strength, thus ensuring independence and transparency of the Board's decision-making process. The Independent Directors are not associated with the Company in any executive capacity. They do not have any material pecuniary relationship with the Company other than their remuneration. The Independent Directors, by furnishing a Certificate of Independence to the Board, affirm their independence on an annual basis. The Independence criteria of Directors is available on <https://www.jubilantingrevia.com/investors/corporate-governance/duties-of-directors/independence-criteria-for-directors>.

CEO and Managing Director is the highest Executive Officer of the Company and responsible for smooth functioning of the businesses. This also includes development of business strategies as well as due consideration of interests of all the stakeholders. The business strategies and plans are reviewed during the Annual Strategy Meet by the Chairman, Co-Chairman, CEO and Managing Director, Group Chief Financial Officer and Chief Financial Officer.

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

GRI 2-9, 2-11, 2-24





Mechanism for Effective Governance

Board Committees for effective governance

To focus effectively on the issues and ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The Committee members are appointed by the Board with the consent of individual Directors. The Committees meet as often as required. Minutes of the Committee meetings are placed at the subsequent Board meeting for noting.

Major Committees are:

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability & CSR Committee
- Risk Management Committee
- Finance Committee

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

Compensation for the members of the highest governance body

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



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

The remuneration of Executive Director is paid as recommended by the Nomination, Remuneration and Compensation Committee and approved by the Board and Shareholders of the Company. Remuneration of Executive Director consists of a fixed component (salary, allowances, perquisites and other benefits), variable component (variable pay as per Variable Plan of the Company and incentives (ESOPs and/ or Performance/ RSUs Shares and/ or Retention Bonus) in terms of Long Term Incentive Plan of the Company. Remuneration Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully. During the reporting period, the ratio of annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 74. Also, the ratio of percentage increase from the last year in annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest-paid individual) was 0.94



Appointment and Remuneration

GRI 2-10, 2-24

Jubilant Ingrevia Limited has a policy on appointment and remuneration of Directors, Key Managerial Personnel ('KMP') and senior management/other employees ('Employees') of the Company. The 'Appointment and Remuneration Policy' ('Policy') aims to ensure that the persons appointed as Directors, KMP and employees possess requisite qualifications, experience, expertise, attributes, commensurate to their positions and level. The remuneration to such persons is fair, reasonable and sufficient to attract, retain and motivate the personnel, to manage the Company successfully. The policy contains, inter alia, provisions pertaining to qualification, attributes and process of their appointment and removal as well as remuneration.

The policy is displayed on the Company's website and can be accessed here:

<https://www.jubilantingrevia.com/investors/corporate-governance/policies-andcodes/appointment-and-remuneration-policy>

Code of Conduct (CoC) and Policies

GRI 2-14, 2-23, 2-24, 2-26

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

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

JUBILANT INGREVIA

COMMUNICATION WITH THE MEDIA CAN BE DONE BY DESIGNATED PERSONS ONLY

To maintain and retain the Company's reputation and to ensure that information to media and investors is accurate and properly presented, only the Chairman or Co-Chairman and Managing Director or the designated representatives such as CEO or Group CFO / CFO of the respective entity would give interviews or make statements to media / investors.

Any employee receiving requests for information from the media should promptly refer all such requests to Corporate Communications department.

OPTIONS TO REPORT

The HR or Business Head	Log on to www.cwportal.com and click on the 'Lodge Report' button
Email to ombudsperson@jubl.com	Write to Post Box No. 4374, The Ombudsperson - Jubilant Bhartia Group, New Delhi.
Call Toll Free Number 18601234525 (Availability Monday to Friday from 0930 hrs - 1730 hrs IST) or send a voicemail anytime.	

Refer to the updated Code of Conduct, Whistle Blower and POSH policy here: www.jubilantbhartia.com/codeofconduct



In addition, there are several other policies adopted by the Company ensuring effective governance in regular operations. Some of the key policies are mentioned below:

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

Code of Conduct covering the following:

GRI 2-23, 2-24, 2-26

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

Information about these policies (other than POSH) is available on the Company's website: (<https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts>).

Also the detail of Code of Conduct (CoC) is available in the Company website: https://jubilantingrevia.com/Uploads/image/514imguf_code-of-conduct-August2021.pdf

The Company's Corporate Governance philosophy is led by the 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;

Avoidance of Conflict of Interest

GRI 2-15

In terms of the Code of Conduct for Directors and Senior Management, the Directors and Senior Management must promptly disclose to the Board of Directors if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Directors and Senior Management are also required to confirm to Chairman/ Co-Chairman on an annual basis that they have not entered into a material financial or commercial transaction, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board.

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

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

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

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

JUBILANT INGREVIA

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

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

OPTIONS TO REPORT

1. The HR or Business Head	2. Log on to www.cwportal.com and click on the 'Lodge Report' button
3. Email to ombudsperson@jubil.com	4. Write to Post Box No. 4374, The Ombudsperson - Jubilant Bharatia Group, New Delhi.
5. Call Toll Free Number 18601234525 (Availability Monday to Friday from 0930 hrs - 1730 hrs IST) to send a voicemail anytime.	

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

Refer to the updated Code of Conduct, Whistle Blower and POSH policy here: www.jubilantbharatia.com/codeofconduct



Grievance Redressal

GRI 2-16, 2-25, 2-26

Jubilant Ingrevia Limited has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without the fear of retaliation / victimisation / discrimination which is a sine qua non for an ethical organisation. To further augment the Corporate Governance standards, an office of the Ombudsman 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 3-3, 205-1, 205-2

Jubilant Ingrevia Limited is committed to avoiding any form of corruption in any of its business dealings. Jubilant Ingrevia Limited has a policy on 'Bribery and Corruption' which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. In order to prevent and detect frauds and errors, external and internal auditors carry out perpetual internal audit activity. Action points and recommendations made by them are discussed and presented to sub-audit committee and audit committee. In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Deloitte Touche Tohmatsu India LLP across all operations. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. Other significant risks are specified under 'Risks and Opportunities' section of this report. The Company has framed the Code of Conduct (CoC) for its Directors and 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 the Company Board are citizens of India.

Precautionary Approach

GRI 2-24, 2-27

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



Healthy Business = Ethical Business

As a responsible employee one needs to adhere to the statutory and regulatory requirements of Company's businesses across various geographies and locations.

Our Code requires employees to maintain accurate business records apart from ensuring financial integrity standards all the time, including recording all financial transactions and strictly adhering to the Company's internal control protocols.

OPTIONS TO REPORT	
1. The HR or Business Head	2. Log on to www.cwiportal.com and click on the 'Log on Report' button
3. Email to ombudsperson@jubl.com	4. Write to Post Box No. 4374, The Ombudsman - Jubilant Bhartia Group, New Delhi.
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Refer to the updated Code of Conduct, Whistle Blower and POSH policy here: www.jubilantbhartiain.com/codeofconduct



Key Highlights

Environment

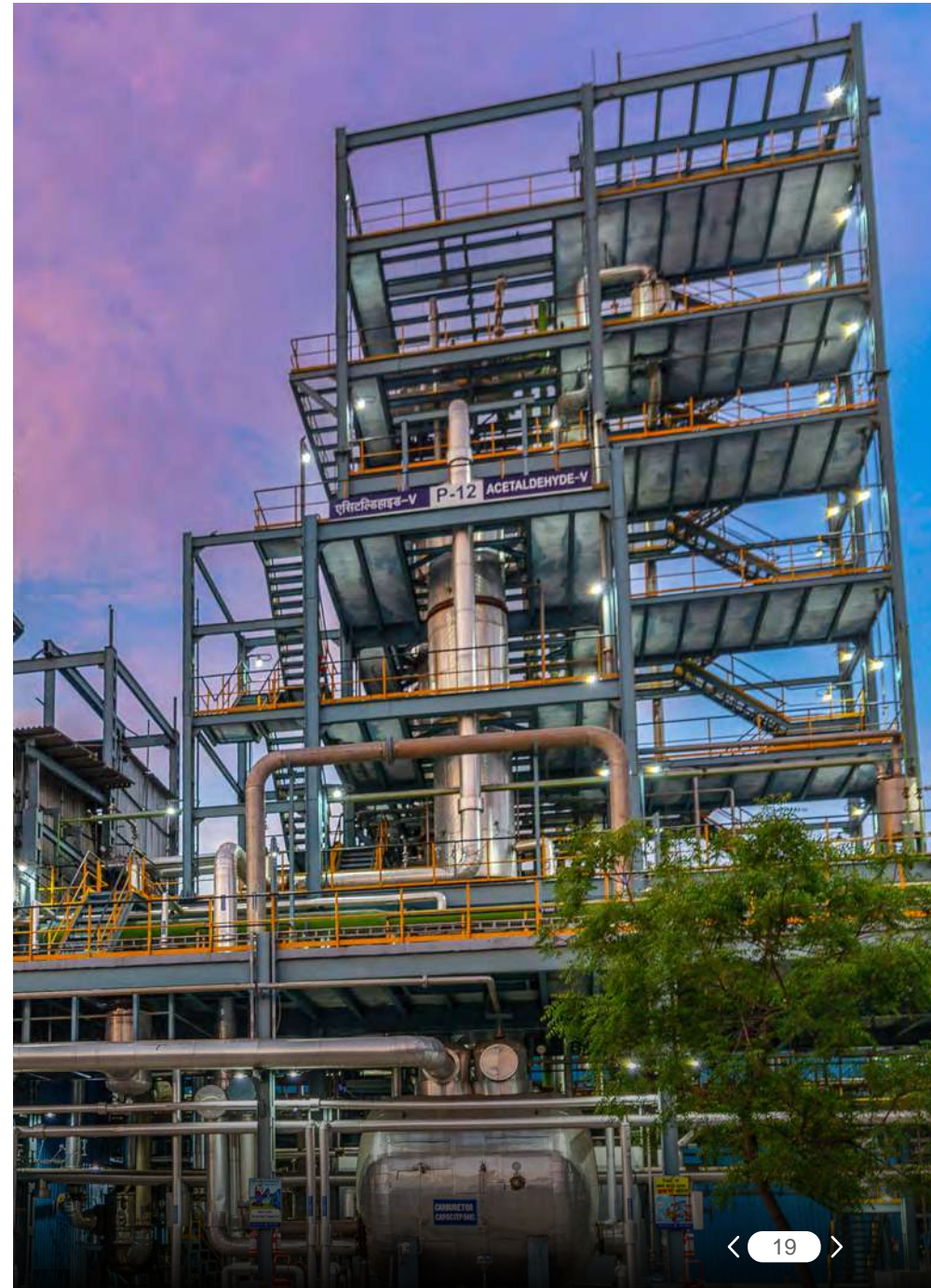
- Total renewable energy in overall energy mix increased to **7.6%** during this reporting period
- **33%** of our water was Recycled and Reused
- Estimated saving of **237.5 TJ** equivalent of energy and reduction of **28386 tCO₂e** from Implementation of **28** energy saving projects.

Governance

- Revenue **INR 47727 million**
- EBITDA **INR 5805 million**
- PAT **INR 3075 million**
- During the year, Company's Board met **four times** i.e. on **May 17, 2022, August 05, 2022, October 20, 2022** and **January 31, 2023**. The meetings and agenda items taken up during the meetings complied with the applicable provisions of the Act and Listing Regulations read with various circulars issued by **MCA** and **SEBI** from time to time.

Social

- **213604 man-hours** were spent on safety training during this year
- Digitalisation **56823 patients** consulted through JubiCare Tele-clinic- a telemedicine application conceptualised & developed by Jubilant Bhartia Foundation (JBF)
- **Supported 3762 families** to achieve sustainable livelihood





Risks and Opportunities

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

Internal Financial Control Framework

Section 134(5)(e) of the Companies Act, 2013 requires a company to lay down Internal Financial Controls (IFC) system and to ensure that it is adequate and operating effectively. Our Internal Financial Controls (IFC) system has been established with policies and procedures that incorporate all the following five elements:

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

More detailed explanation of these elements can be found in our Annual Report <https://jubilantingrevia.com/investors/financials/annual-reports>

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

Our Vision on Risk Management

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

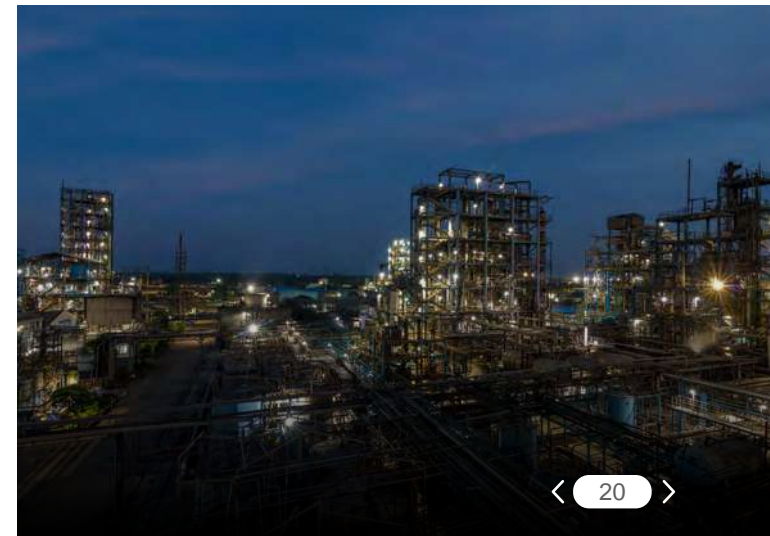
Risk Management Strategy and Structure

The Board of Directors constituted a Risk Management Committee ("RMC") to formulate detailed Risk Management Policy, oversee risk management Process & Systems. The Risk Management Committee acts as a governing body to monitor the effectiveness of the risk management framework. Risk Management workshop is also conducted for RMC ensuring that they are informed about latest-risk management practices and are equipped to assess various forms of risks.

Our Risk Management structure comprises of the Board of Directors, Risk Management Committee at the apex level, supported at operational level by Enterprise Risk Management (ERM) Council. ERM Council comprises of CEO & MD, Co CEOs, Chief Financial Officer, President Operations, Head of Business, Head-HR, Head-CSR, Head-Corporate Affairs, Chief Sustainability Officer, Chief of Supply Chain, Head – Risk & Management Assurance, Chief Digital & Information Officer, Chief of Manufacturing, Head – IT Security etc. Head – Risk & Management Assurance is leading ERM Council and is reporting to CEO & MD for Risk Management activities. Clear roles and responsibilities are defined in Risk Management Policy for Board, RMC, ERM council and Risk & Mitigation Plan owners.

We have a strong risk management framework for Risk identification, prioritisation, mitigation, monitoring, assessment and reporting of potential internal or external risks. We have established processes and guidelines, along with a strong overview and monitoring system at the Board, RMC and ERM Council. As an organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

Enterprise Risk Management Council sets the overall tone for risk minimisation culture through defined and communicated corporate values and assigned risk mitigation responsibilities. ERM Council ensures proper identification & prioritisation of key risks covering Sensitivity analysis and Stress testing. Risk identification also includes more extreme versions or more uncommon type of risks. Risks and mitigation plans are discussed and deliberated at various review forums chaired by CEO & MD and progress is periodically monitored.





MANAGEMENT'S ASSESSMENT OF RISK

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

For further detail about the identified Risks please refer our Annual Report at <https://jubilantingrevia.com/investors/financials/annual-reports>



Environment, Health and Safety (EHS) Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

Over the years, EHS excellence has been extensively promoted as a part our culture. It is also clearly reflected in our policies on sustainability, EHS, responsible care, climate change and green supply chain.

Increased adoption of digital technologies for measurement and monitoring, implementation of Zero Liquid Discharge, Rainwater harvesting, Solar energy sourcing, Renewable fuel sourcing & Green belt development are some of the approaches towards achieving reduction in our environment foot print towards Sustainability.

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

We have a full-fledged EHS team that is continuously addressing the issues of environmental safeguards by conducting periodical safety audits and training programmes.

Compliance and Regulatory Risk

Brief Description of Risk

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

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

Brief Description of Mitigation Plan

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



Delay in Growth Projects/ Capex



Brief Description of Risk

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

Brief Description of Mitigation Plan

- Invest in intellectual capabilities with specialised Chemical Engineers / Process Engineers associated right from the R&D stage to piloting to commercial scale up to take advantage of the blend of new technology and discovery chemistry.
- Keep a close watch on supply / demand gaps for key materials like Steel and PVDF where the scarcity is encountered which in turn can delay the project's implementation.
- Negate the above effects with alternative material of construction options.
- Periodical reviews by steering committee.
- A structured approach is in place for timely project implementation along with PMC companies which helps overcome the risks on de/lays.
- Scale up specialists are identified and aligned to ensure key steps of the processes are piloted well so that set back on new technology or new process is minimised.
- We have also defined measures related to project safety and its implementation plans such as a Safety manual containing norms and guidelines, deployment of safety engineers, training, etc.

Climate Change risk

Brief Description of Risk

GRI 201-2

As per IPCC latest report and various climate modelling software like think hazard, world resource institute there is increase in global temperature compared to pre industrialization time. Various research papers and articles attribute climate change to increased severity of extreme events, changes in precipitation patterns, extreme variability in weather patterns and rising sea levels, all posing serious risks to all the businesses.

Brief Description of Mitigation Plan

We are focusing on utilizing renewable energy like solar, biomass etc. We are also focusing and allocating funds on energy efficiency, resource efficiency, green chemistry, low carbon technologies, circular economy and use of biomass as a fuel for addressing the climate change.

ESG Ratings

Brief Description of Risk

ESG Performance is now must for investors/ customers before taking any decision related to investment, product / service agreement, acquisition, merger, employment, issuing license to operate etc. Risk of Failure to meet benchmarked ESG performance will affect competitiveness, demand for products & services and reputational Risk.

Brief Description of Mitigation Plan

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



Geo Economic, Geo- Political and Macro Economic Instability Risk

Brief Description of Risk

Non-availability/ sharp rises in prices of energy/ coal are currently a major concern as coal companies have shifted complete focus on supplies to Power generators instead of Captive power producers (CPP).

Consequences of trade disputes, restrictions, epidemics or pandemics, sudden changes in customs duties, terrorist activities, political instability and armed conflict and economic conditions of the market may restrict growth opportunities.

Brief Description of Mitigation Plan

We have developed multiple vendors for sourcing both in the domestic and imported markets. Besides this, we have also started use of biomass as fuel to blend along with Coal in couple of our plants. In two of our plants, we have already shifted 100% to biomass as fuel. With these initiatives, we are confident to ensure continuity of supplies to all our plants.

We have already invested in Digital projects specifically aimed at improving visibility of our finished goods as well as inputs at all stage of supply chain.

We maintained close working relationships with all our suppliers of material through regular virtual meetings to ensure that we receive our material on time and at the right price.

Human Resource - Acquiring and Retaining Skilled Talent Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

- We have established strategic talent & succession Management Process and identify critical roles across the organisation.
- We have built a pipeline of GETs and MTs for taking higher positions in the organisation
- We have a focused approach towards improving gender diversity and facilitating talent rotations for multiskilling.
- We keep compensation and benefits packages simple and comprehensive
- We provide opportunities for our employees to grow through blended learning programmes





Cyber Threats Risk

Brief Description of Risk

The occurrence of any unforeseen threats to information technology systems could have an adverse impact on data availability and continuity of business operations. Cyber Threats such as Intellectual Property Theft, OT attacks, Phishing, SMS Based Phishing, PDF Scams, Malware and Ransomware, Database Exposure, Credential Stuffing and Accidental Sharing may lead to disruptions in IT systems.

Brief Description of Mitigation Plan

Our IT processes are ISO 27001 certified, and we follow the National Institute of Standards and Technology (NIST) Cyber Security framework which ensures compliance with international standards and frameworks.

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



Loss of Market & Competitiveness Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

Increasing penetration in other geographical regions, strengthening our relationship, and enhancing the engagement level with our existing strategic customers through competitive offerings to achieve a higher share of the wallet of customers' business. Wherever feasible, we enter long-term contracts with volume commitments.

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

Labour Unions Risk

Brief Description of Risk

If the Company experiences labour 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.

Brief Description of Mitigation Plan

This may be resolved amicably through a voluntary negotiation and mediation process with the labour unions. In addition, regular discussions, and the involvement of the union in various joint decision-making processes help us to maintain cordial relations and mitigate this risk very substantially.

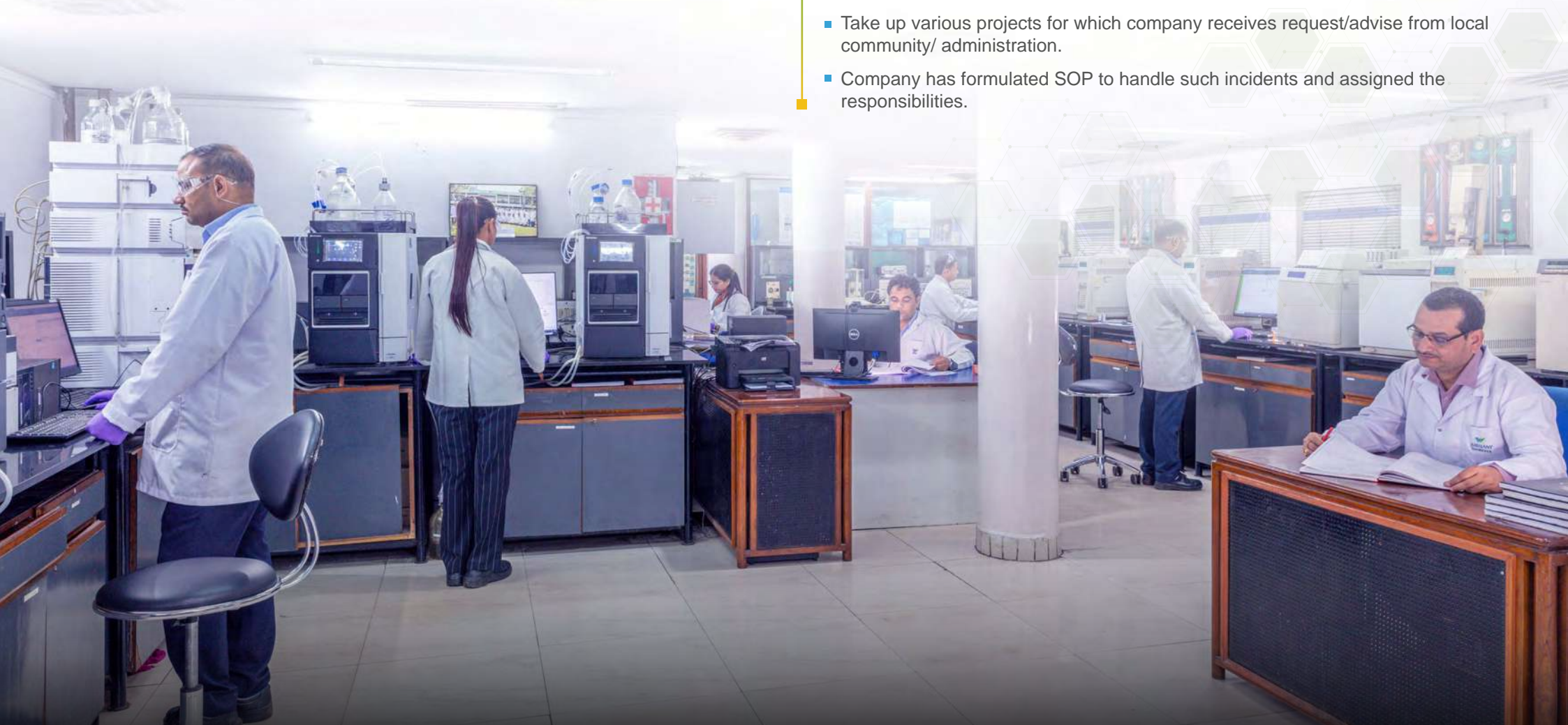


Individual & Group Activism Risk

Enhanced vigilance and activism by NGOs and motivated individuals against environmental issues around the industrial operations may result in complaints before Government, Regulators and National Green Tribunal (NGT) creating pressure on authorities for action on the Company, may result in substantial fines, penalties and disruption of operations.

Brief Description of Mitigation Plan

- Engagement with local stakeholders through Corporate Social Responsibility (CSR).
- Organizing Community Interface meet at each location.
- Effectiveness of Communication study at each location to gauge the perception of important stakeholder.
- Take up various projects for which company receives request/advise from local community/ administration.
- Company has formulated SOP to handle such incidents and assigned the responsibilities.





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

Brief Description of Risk

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

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

Brief Description of Mitigation Plan

The RDT team has taken a proactive approach to introducing new products in Pyridine chemistry and also in non-Pyridine chemistry by deploying our cost effective and differentiated technological platforms and capabilities.

New products continue to get developed by experienced and talented RDT teams which work in alignment with the marketing strategy by developing new cost-effective processes/products.



Dependence on Certain Key Products and Customers' Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

We have a strong pipeline of new products under development and a launch plan with the help of RDT resources with forward and backward integration, which helps us manage risks related to product lifecycle changes. We may also change our product mix appropriately



Foreign Currency and Interest Rate Exposures Risk

Brief Description of Risk

There has been significant movement in exchange rates over several years. We have foreign currency exposures due to our Exports and Imports and may also be exposed to credit risks in some markets.

Brief Description of Mitigation Plan

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

Capacity Planning and Optimisation Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

- We have robust processes to continuously monitor plant capacities and utilisation
- We periodically undertake de-bottlenecking and other initiatives to improve efficiency
- We have developed a dedicated external manufacturing team which can help to outsource some capacities
- To mitigate excess capacity situation or lower asset utilisation, we continuously evaluate manufacturing of new intermediates
- Multi-plant and multi-site production facilities have been developed for mitigating the fluctuating demand.





Digitalisation Risk

Brief Description of Risk

Relative failure to adopt Digital Technologies like Artificial Intelligence, Data Science, the Internet of Things, Block Chain, Robotics etc. which may impact the Company's growth, yield, efficiency, productivity, procurement processes and customer experiences.

Brief Description of Mitigation Plan

We have developed and implemented automation platforms for processing vendor invoices along with reports to improve visibility (BOT), Contract Lifecycle Management Tool, Manufacturing Digitalisation to improve upon the RM/ utility & Energy norms, real-time data availability and generation of alerts, creation of alerts in case of any intrusion detection etc. The company has also embarked upon a Digital Transformation plan.



Manufacturing Operations Compliance Risk

Brief Description of Risk

Due to the nature of our business, we need to comply with multiple domestic and international regulations across our manufacturing units.

Brief Description of Mitigation Plan

Transforming manufacturing for Operational Excellence and Sustainability with zero tolerance to any non-compliance' is our core focus. We practice world-class manufacturing processes in our day-to-day operations.

Our manufacturing units have been certified by various third-party agencies.

Changes in Tax Legislation Risk

Brief Description of Risk

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

Brief Description of Mitigation Plan

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.



Stakeholder Engagement

Jubilant Ingrevia Limited regularly engages with its key stakeholders to address their aspirations and expectations. The Company believes in collaborations and inclusive growth. Therefore, its engagement endeavours help the Company to craft solutions towards common sustainability goals.

Stakeholder Engagement and Prioritisation

GRI 2-29

The Company continually works towards making its Stakeholder Engagement Framework more focused and structured, year-on-year. This enables it to identify material challenges critical for sustainable business of the Company. The Stakeholder Engagement Framework is based on established long-term relationships with key stakeholders such as investors, shareholders, customers, suppliers, vendors, employees, local communities and regulatory bodies.

Through the Framework, material challenges are identified, prioritised and integrated within the overall business strategy. From FY 2015, the Company started stakeholder prioritisation and materiality assessment involving the Top management that continuously engages with

different stakeholders at different intervals. During the reporting year, the Company formalised sustainability goals on stakeholder engagements and presented to the Board. The list of key stakeholders, mode of engagement and a list of key topics raised through these engagements are given below.

Stakeholder Prioritisation





Stakeholder Engagement

GRI 2-29

Stakeholder	Modes of engagement (frequency)	Needs/expectations of stakeholders
Customers	<ul style="list-style-type: none"> Company employees attended following exhibitions to reach out to customers during reporting period: Chemspec & CPHI Worldwide at Germany, Poultry India, CPHI India & India Chem held in India and ICC Conference held in India. 	<ul style="list-style-type: none"> Quality Packaging and labelling Climate change Timely delivery
Investors and Shareholders	<ul style="list-style-type: none"> 3 Earnings Conference calls (for Q1'23, Q2'23, Q3'23) with investors/ analysts attended by Chairman, CCMD, Group CFO, CFO & Business CEOs – Over 100 participants in each call. AGM with investors- 26th September 2022. A dedicated Investor Relations team engages with investors & analysts 	<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"> Reward & Recognition (Quarterly) Chairmen Annual Awards (Annually) Long Service Awards (Annually) Employee Wellness Programs – awareness sessions, counselling initiative (Ongoing) Events & Celebrations (ongoing) Annual Day/Jubilant Ingrevia Day Celebration (Annually) Jubilant Premiere League (Annually) Employee Experience Survey (Once in two years) New Joiner Induction Program (Monthly) Townhalls 	<ul style="list-style-type: none"> Collaboration Employee Experience Inclusive work culture Culture of recognition & appreciation Transparency
Partners (Suppliers and Service Providers)	<ul style="list-style-type: none"> One to one meeting with the suppliers. Virtual meetings/Audits with the suppliers and contract manufacturers Mailers Webinar 	<ul style="list-style-type: none"> Transparency with respect to RFQ Ethical behaviour Timely payment
Regulatory bodies	<ul style="list-style-type: none"> Industry bodies and other related platforms 	<ul style="list-style-type: none"> Compliance related to EHS, TAX, labour practice
Community	<ul style="list-style-type: none"> Meetings during formal community engagements Public hearings Community interface meet Suggestion box at gate Grievance re-dressal form on website 	<ul style="list-style-type: none"> Road safety Local employability Environmental pollution Health and hygiene Vocational training Water



Materiality Assessment

Material Topics Identification

GRI 3-1

As per the 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 FY 2018-19. Therefore, stakeholder expectations were reviewed and prioritised based on gravity and frequency of the topics raised by them, while the Company's risks and opportunities were prioritised through internal assessments. The degree of relevance of the identified sustainability aspects were same as reported last year. Therefore, the Company continued to report on the same material topics as last year.

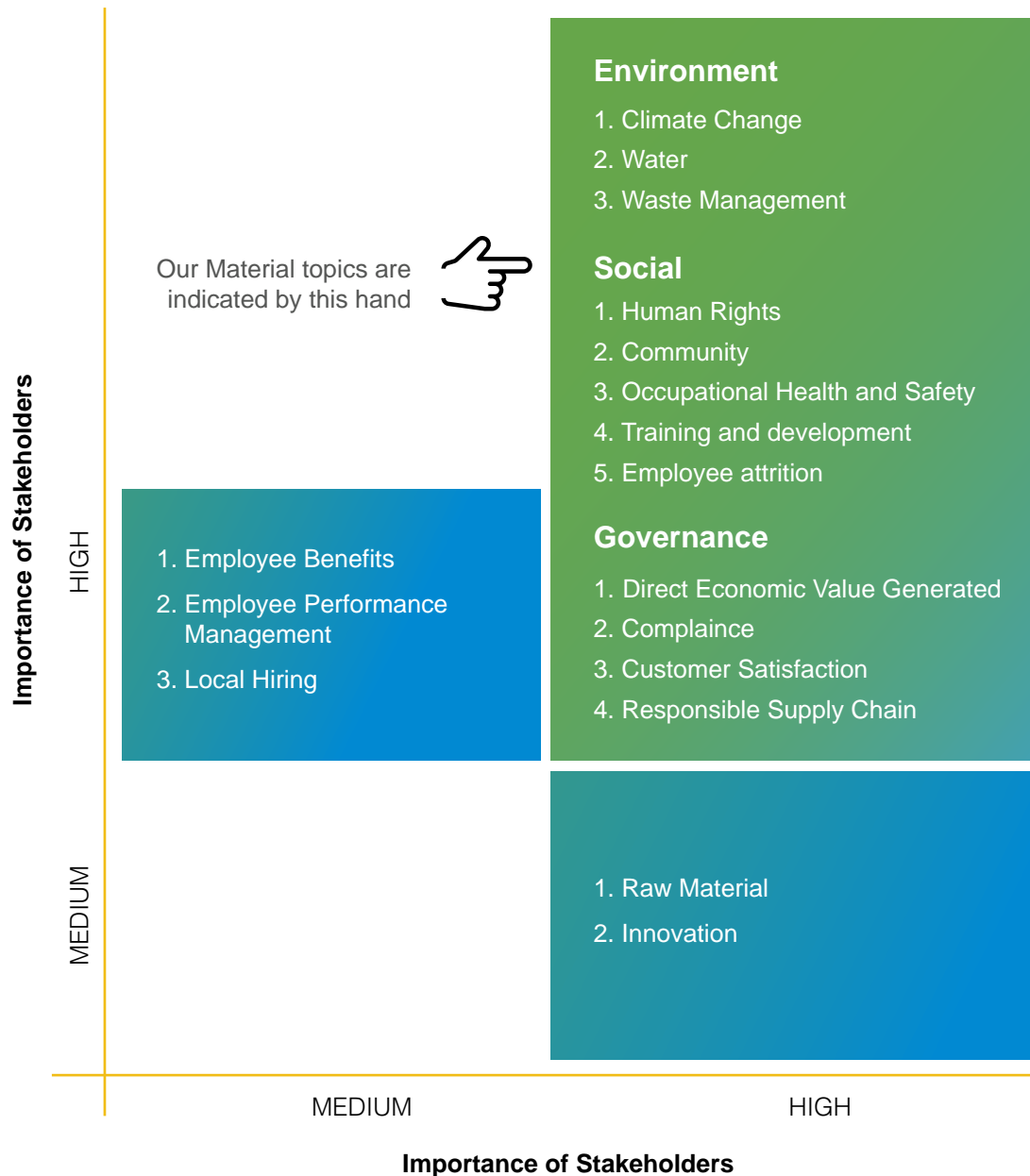
Further, the Company tried to align the stakeholder expectations against the business' risks. This enabled to identify material challenges based on the below materiality matrix.

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





GRI 3-2



These material topics have been discussed in detail throughout the Report with respect to the Company’s performance and response in the reporting period. In the Report, they’ve been indicated as ‘Material Topic’.

In this Report, the Company has also addressed some additional sustainability topics, which are not, identified as material topics as per the materiality assessment conducted. These topics have been clearly shown in the GRI content index from page 89 to 106. The Company continues to report on the non-material topics, as some of its stakeholders require this information from time-to-time. With this, the Company continues to address additional sustainability/non-material topics for consistent reporting to its stakeholders.





Economic Impact

Direct Economic Value Generated

GRI 3-3

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 Audit Committee at Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed an external auditor who monitors the performance and identifies gaps. In addition to external auditors, there is an in-house team of internal auditors who internally reviews the implementation and efficiency of financial controls.

Key Financial Highlight

- Total Revenue from operation was **Rs 4743 Crore for FY 23**
- EBITDA was at **Rs 580 Crore for FY23**
- PAT during FY 23 was at **Rs 308 Crore**





Economic Performance: Jubilant Ingrevia Limited

Jubilant Ingrevia Limited

GRI 201-1, 201-3, 201-4, 207-4

Economic Performance*	Units	FY 2021-22	FY 2022-23
Direct Economic Value generated			
TOTAL REVENUE	₹ Crore*	4,949	4773
EBITDA (including other income)	₹ Crore	863	581
PAT	₹ Crore	477	307
Economic Value Distributed			
Major operating costs ¹	₹ Crore	3,790	3882
Employee wages and benefits	₹ Crore	327	343
Payments to providers of capital ²	₹ Crore	45	79
CSR Investment around Indian Operations	₹ Crore	00.56	4.9
Retained Earnings	₹ Crore	931	1158
Donation (including corporate social responsibility expenditure) ³	₹ Crore	1	5
Company Contribution in Long term employee benefits			
PF Contribution	₹ Crore	12	12
Pension Contribution	₹ Crore	3	3
Superannuation Contribution	₹ Crore	0	0
Others			
Grant Received from Government	₹ Crore	3	4
Paid up Capital	₹ Crore	16	16
Consolidated Debt	₹ Crore	229	397
% revenue from International Sales	₹ Crore	1,788	2061
Revenues from third-party sales;	₹ Crore	4,914	4740
Tangible assets other than cash and cash equivalents	₹ Crore	2,869	3392
Tax paid	₹ Crore	128.10	-
Corporate income tax paid on a cash basis	₹ Crore	125.10	70.23
Corporate income tax accrued on profit/loss;	₹ Crore	232.23	129.21

* 1 Crore = 10⁷

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

Note2: In addition to the dividend payment of ₹ 79 crores in FY 2023, the Board of Directors has recommended a final dividend of ₹ 2.50 per share of ₹ 1 each amounting to INR 40 Crores which will be paid in the FY 2024.

Note 3: During FY 2023 the Company did not make any contributions or spending for political campaigns or political organizations.

Tax Details for subsidiaries of Jubilant Ingrevia Limited

Amounts in INR Mn.

Particulars	Jubilant Infrastructure Limited	Jubilant Life Sciences (USA) Inc.	Jubilant Life Sciences NV	Jubilant Life Sciences (Shanghai) Limited	Jubilant Life Sciences International Pte Limited	Jubilant Agro Sciences Limited
Revenue from operations	1,618.56	1,802.67	6,790.87	1,090.08	-	-
Other income	144.90	-	1.03	21.59	61.68	-
Total Income	1,763.46	1,802.67	6,791.90	1,111.67	61.68	-
Profit before tax	225.33	28.49	37.75	9.13	60.51	(31.84)
Tax expense	39.17	6.81	8.4	2.53	4.85	-
Deferred tax income	27.86	1.68	1.26	(0.25)	(3.40)	(5.47)
Profit after tax	158.30	20.00	28.09	6.85	59.06	(26.37)
Tax liability (Provision for tax)	3.95	-	8.65	-	0.44	-
Tax paid	35.24	18.95	(12.19)	10.77	4.35	-
Employees as on March 31, 2023	126	5	3	6	0	0



Taxation

GRI 3-3, 207-1

As a responsible corporate tax citizen, our approach to tax is commitment to comply with the tax laws and obligations in all the jurisdictions where Jubilant Group operates and has business presence, in a responsible manner towards meeting all Tax reporting, filing, payment and disclosure requirements aligning with the arm's length principles of economic value creation and commercial rationale of setting up business presence and simultaneously having an transparent and constructive relationship with tax administrations across the operating jurisdictions.

We understand our responsibility to pay an appropriate amount of tax. Jubilant is committed to pursue a competitive tax strategy in a responsible manner. This means paying tax in jurisdictions where business activity generates profits. As a general rule, the Company and its subsidiaries pay corporate taxes in the countries in which they operate. Competitive tax strategy implies achieving a tax level around the peer-group average. It means having a balanced tax risk profile and not engaging in tax-avoidance activities. We have business and employment presence in multiple countries and we pay a significant amount of tax, including corporation and other business taxes, as well as tax associated with our employees. Significant judgement and estimates are required in determining the accrual for income taxes, deferred income tax assets and liabilities and provision for uncertain tax positions. At the same time, we have a responsibility to our shareholders to be financially efficient and deliver a sustainable tax rate. As part of this approach, we look to align our investment strategies to those countries where we already have substantial economic activity, and where government policies promote tax regimes which are attractive to business investment.

As we operate in multiple countries, there are transactions between and amongst Jubilant Ingrevia Ltd. and its Group companies. In line with internationally recognized standards for cross border transactions and OECD (Organisation for Economic Co-operation and Development) guidelines, we base our transfer pricing policy on the arm's length principle and support our transfer prices with economic analysis and reports. The pricing is driven by the activities undertaken and the value created. This approach is consistently followed in all countries where we operate. Due professional care and judgement is exercised and all decisions are backed by appropriate documentation, while complying with the tax laws of various jurisdictions where we operate.

For jurisdiction specific tax details and details about our subsidiaries, please refer to our Annual report for FY 2023 available on the Company website.





Tax Governance, Control and Risk Management

GRI 3-3, 207-2

Businesses are increasingly being challenged to ensure they contribute through the tax system to the societies in which they operate, and to provide information on their tax management principles and policies.

We have robust internal policies, processes, training and compliance programmes to ensure we have alignment across our business and meet our tax obligations. We understand the importance of tax in the wider context of business decisions and have processes in place to ensure that tax is considered as part of the decision-making process.

We are conscious of the negative publicity that can arise from an inappropriate tax policy, and perceive strong internal controls and good relationship with professional advisors and regulators as the best way to manage reputational risk. As a responsible corporate tax citizen, we are committed not to engage in any tax planning or set-up tax avoidance structures in tax havens that would be considered contrary to the intentions of the regulators. We engage advisors and legal counsels to review tax legislation and the implications for our business. Where relevant we are active in providing relevant business input to tax policy makers.

We maintain and operate our tax affairs within a strong Tax Governance, Reporting & Control Framework, Policies and Guidelines reviewed and approved by the Group Chief Financial Officer and the Board. Our thrust on transparency drives us to

make all the reporting and disclosures relating to tax matters before appropriate forums in a timely manner. The complexity of tax laws and the periodic amendments in tax arena requires us to keep our knowledge updated in the relevant areas of taxation. In addition to international tax law and regulatory changes such as BEPS (Base Erosion and Profit Shifting) initiatives by OECD, changes



in tax frameworks, tax reforms and other changes to the way existing tax laws are applied in jurisdictions and major countries where Jubilant and its subsidiaries and affiliates operate could affect our income, our effective tax rate, and consequently our future net income. These changes may cover matters such as taxable income, tax rates, indirect taxation, transfer pricing, dividend taxation, or a restriction in certain forms of tax relief. Any of these changes could have a material adverse effect on our business and future results. Additionally, due to the complexity of the fiscal environment, the ultimate resolution of any tax matter may result in payments higher or lower than amounts accrued.

Jubilant's commitment to manage tax risk is integrated with our broader business risk management and compliance framework. Our approach is to manage tax risks and tax costs in a manner consistent with applicable regulatory requirements and with shareholders' best long-term interests, taking into account operational and economic factors.

The roles and responsibilities of Tax Function is appropriately defined amongst an experienced in-house team of tax professionals responsible for diligently managing tax affairs of the Group. Matters involving significant tax exposures are reviewed closely with senior management of the Group. Under the Group's Tax Risk Management Framework, the responsibility and accountability for tax risk is appropriately managed within the in-house tax team.



Stakeholder engagement and management of concerns related to tax

Jubilant engages with tax and regulatory authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. We are committed to prompt disclosure and transparency in all tax matters with respective tax authorities. Our business is conducted in multiple countries and is subject to tax in such jurisdictions. We pay the taxes as applicable on the income earned in the respective country in a timely manner by filing relevant returns and documents. The tax returns that are filed are subject to examination by various Federal, state and local tax authorities. We seek to maintain open and positive relationships with governments and tax authorities and we welcome constructive debate on taxation policy.





Environmental Impact

Our Approach

GRI 3-3, 2-14

For a sustainable world, environmental protection is the need of the hour. Knowing that, Jubilant Ingrevia Limited proactively works towards implementing initiatives to balance environmental and business needs of the company and community. The management has adopted and implemented international management systems such as ISO 14001, RC 14001, ISO 50001 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
- Biodiversity Policy
- Good Manufacturing Practices Policy

The Company sets environmental targets & 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, ISO 50001 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 CEO and down the line, to ensure sustained focus on environmental challenges.

Every year the Company spend on different environmental projects to improve overall environmental performance of the Company. During reporting period there was total environmental capex of ₹ 51.51 million





Digital Monitoring and Tracking of EHS Challenges

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.





Climate Change

Why it matters?

GRI 3-3, 201-2

Climate change and its impact is now very much evident and is a global phenomenon and our company is no exception to this. Jubilant Ingrevia Limited 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 of the products they purchase.

As per IPCC latest report and various climate modelling software like Think Hazard (World Bank) there is increase in global temperature compared to pre industrialization time. Various research papers and articles attribute climate change to increased severity of extreme events, changes in precipitation patterns, extreme variability in weather patterns and rising sea levels, all posing serious risks to all the businesses.

Climate change is creating opportunities for companies like us who are willing to innovate. One area which we are seriously focusing on is renewable energy like solar, wind, biomass etc. We are also focusing and allocating funds on energy efficiency, resource efficiency, green chemistry, low carbon technologies, circular economy and use of biomass as a fuel for addressing the climate change. We carried out a 2°C and 1.5°C global warming

Scenario Analysis to understand the impact of climate change on our business and each site. TCFD recommendations and scenario analysis are used as a processes for identifying, assessing, and managing climate-related risks and are integrated into the organisation's overall risk management. Last year we conducted LCA (cradle to gate) based PCF (Product Carbon footprint) of 28 products following ISO 14067: 2018 standard and the PCF report is being assured by third party.

Greenhouse Gases

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.

The transition to net zero will require economies and societies to make significant adjustments. We have begun to develop comprehensive plans for achieving net-zero emissions (Scope 1+2) and also started to integrate those plans into our business strategies. It has taken five -year GHG Intensity targets by taking guidance from SBTi (Science based Target initiative) in 2019 and is monitoring and and continous efforts are being made to meet these targets year on year.

To achieve net zero emissions, this year we have set up Internal Carbon Price (US \$56 per ton of carbon emitted) based on peer benchmarking and implicit pricing. The carbon price will enable us to create resources which will help us in investing in low-carbon technologies and reduce future emissions.





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

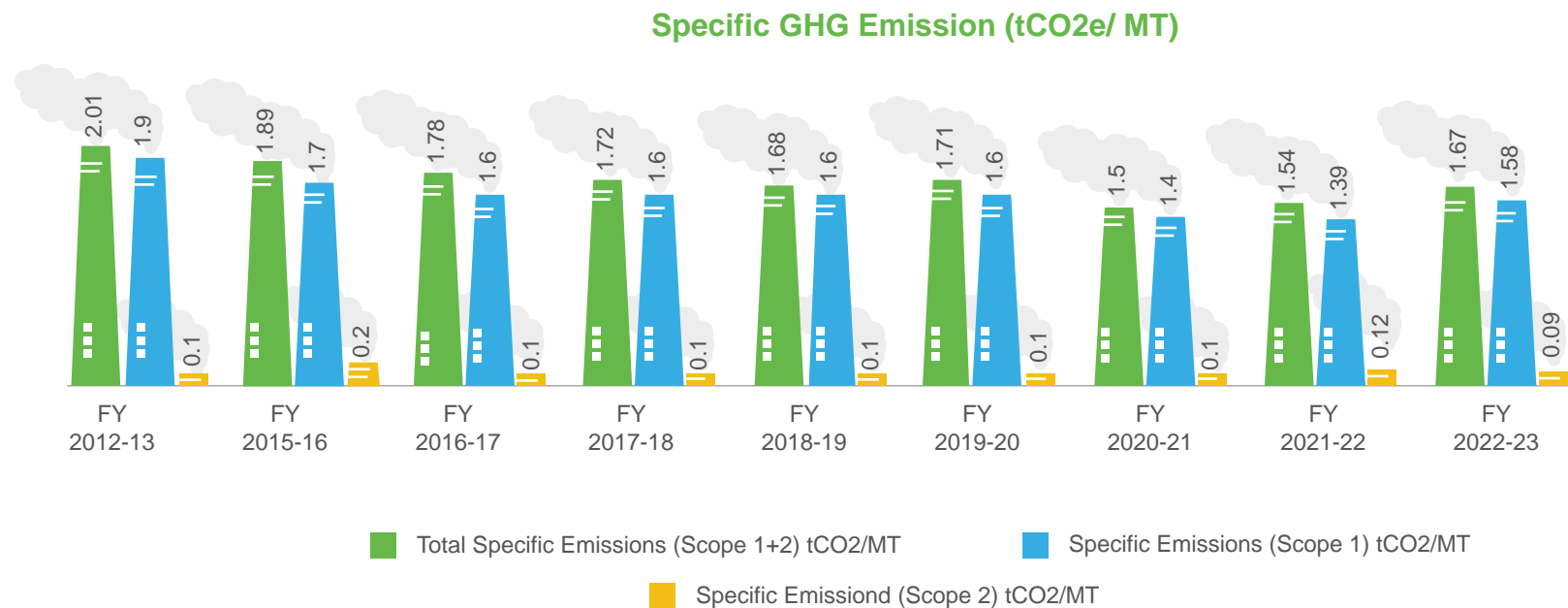
GRI Disclosure	GHG Emissions	Units	2021-22	2022-23
	Total GHG Emissions	1000 MT CO2	901.69	948.44*
GRI 305-1	Total Scope-1 GHG Emissions	1000 MT CO2	828.11	895.12
GRI 305-2	Total Scope-2 GHG Emissions	1000 MT CO2	73.58	53.32

* In addition to the total GHG emissions, total emission from Biomass & Biogas is 34526.92 tCO2.

* This includes 1065.724 tCO2 emissions from corporate office



Specific GHG emissions:





GHG Intensity Goal FY 2023

S.No	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 2022-23 (Baseline-FY 2018-19)	Status FY 2022-23
1	JVL (Manufacturing sites)	1.48 tCO2e/ MT	1.67 tCO2e/ MT

*GHG intensity includes Scope 1+2 emissions

Scope 3 Emissions

S.No	Category	Emissions value in tCO2	Calculation methodology
1	Purchased goods and services	467923	We have used Spend based method to calculate the same
2	Capital goods	29111	We have used Spend based method to calculate the same
3	Fuel- and energy related activities (not included in scope 1 or scope 2)	234611	We have taken Well-to-tank (WTT) fuels conversion factors of DEFRA
4	Upstream transportation and distribution	34285	Defra emissions factor based on tonnage and kilometer, mapped the distance between various ports/Airports and calculated it for Sea and Air. For Road transport India GHG emissions factor
5	Waste generated in operations	16864	Calculated based on using Defra and IPCC emissions factor and multiplying the quantity by disposal type
6	Business travel	614	Included for air and train travel using Defra emission factor
7	Employee commuting	203.15	It includes emissions from employee commute in factories by Bus and employee commute by Car and Bikes.
8	Downstream transportation and distribution	13620	Defra emissions factor based on tonnage and kilometer, mapped the distance between various ports and calculated it for Sea For Road transport India GHG emissions factor
Total		797230	

Assumption:

- For other applicable Scope 3 categories we are evaluating our Emissions
- Emissions in our "Waste generated in operations" category does not include transportation emissions

GRI 305-3, 305-5

Transport Emission

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

Scope 3 GHG Emissions from road and rail**	FY 2022	FY 2023
Total GHG emission in tCO2e	11726	17298
*Specific emission in gm CO2e / Tonne km	33.39	41.16

*Latest DEFRA 2023 emission factor used in FY 2023 GHG emission calculation due to domestic logistics (inbound & outbound)

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

What we are doing?

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. Last year the Company engaged third party for PCF (Product Carbon Footprint) assurance of 28 products. PCF study of 28 products are complete and awaiting for assurance statement from third party. 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
- Recovering waste heat
- Use of biomass as fuel



Improving Energy Efficiency

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

Jubilant Ingrevia Limited is focused on improving energy efficiency. The Company implemented 28 energy saving projects in the reporting year that has directly contributed towards reduction of around 237.5 TJ of energy consumption (Coal – 1509 MT, electricity- 21191780 kWh, heating-25526 MT steam equivalent, FO – 2 MT, Raffinate – 675 KL, Biogas saving of 2312245 M3). This is equivalent to 28386 MT of CO₂e and incurring total savings of ₹ 342 million.

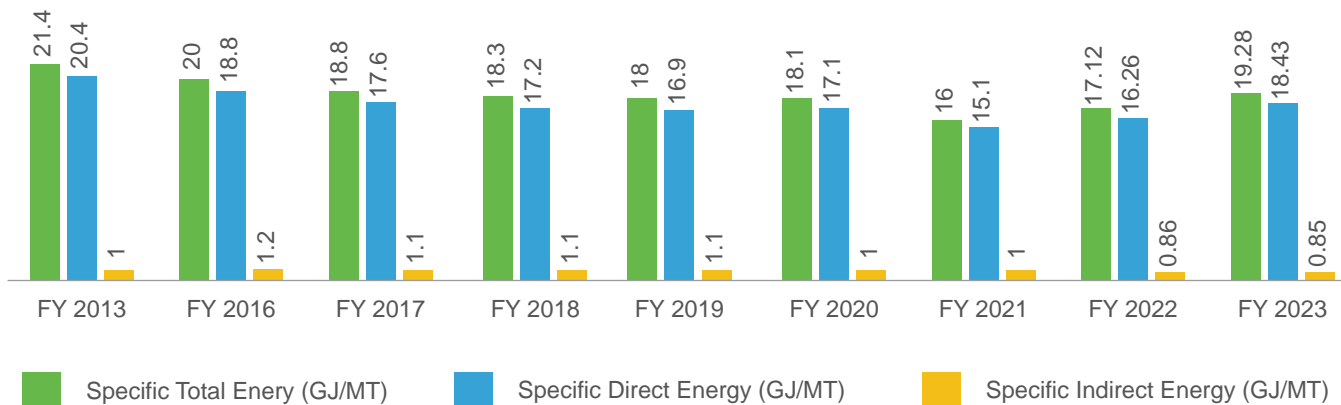
Alternate sources of uninterrupted low cost clean and renewable energy

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

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

S.No	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 23 (Baseline FY 2018-19)	Status (FY 2023)
1	JVL (Manufacturing sites)	15.9 (GJ/MT)	19.28 GJ/MT

Specific Energy





Energy Key Performance Indicators

GRI 302-1

GRI Disclosure	Environmental Performance	Units	FY 2022	FY2023	GHG Emissions (1000 tCO2)
	Total Energy consumption*	Peta Joules	10.17	10.94	948.44
GRI 302-1	Direct Energy Consumption - Non-renewable energy sources				
	Coal	MT	468223	488574	828.34
	Energy from Coal	Peta Joules	8.29	8.69	
	HSD	KL	1905	2234	6.24
	Energy from HSD	Peta Joules	0.069	0.084	
	FO/LSHS	MT	4014	13933	44.48
	Energy from FO/LSHS	Peta Joules	0.16	0.575	
	Natural gas	sm3 in MILLION	8.18	7.78	15.92
	Energy from Natural gas	Peta Joules	0.298	0.284	
	Total direct energy consumption from Non-renewable energy sources**	Peta Joules	8.82	9.63	
	Renewable energy sources				
	Bio-gas	Million M3	26.37	18.19	0
	Energy from Bio-gas	Peta Joules	0.47	0.33	
	Solar Energy	Peta Joules	0.000225	0.07	0
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.47	0.39	



Energy Key Performance Indicators

GRI Disclosure	Environmental Performance	Units	FY 2022	FY2023	GHG Emissions (1000 tCO2)
	Biomass as energy source				
	Biomass	MT	3824	14334	0
	Energy from Biomass	Peta Joules	0.04	0.17	
	***Waste Heat Energy	Peta Joules	0.31	0.27	0
	**Total Direct Energy	Peta Joules	9.66	10.46	895.12
GRI 302-2	Indirect Energy Consumption				
	Electricity purchased	1000 KWH	92096	73712.38	53.32
	Steam purchased	MT	52385	61927	0
	Total Indirect Energy consumption	Peta Joules	0.51	0.48	

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

**Total direct energy also includes gasoline (0.00002 PJ) and LPG (0.001 PJ)

*** From previous year calculating energy used from process waste heat

GRI 302-1



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

Topic	Recommended disclosures	Section/explanation
Governance Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Corporate Governance
	Describe management's role in assessing and managing climate-related risks and opportunities.	Corporate Governance
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Risk and Opportunity
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Risk and Opportunity
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Environment
Risk management Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Risk and Opportunity
	Describe the organization's processes for managing climate-related risks.	Risk and Opportunity
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk and Opportunity
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environment
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment



Water

GRI 3-3, 303-1, 303-2, 303-4

Why it matters?

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. During previous year we conducted periodic verification of water-related risks at our manufacturing locations. This exercise was conducted with the help of WWF Water Risk Filter and WRI Aqueduct tools to identify and evaluate water risks around our manufacturing location. As per CGWA assessment, Gajraula is classified as critical zone with respect to groundwater consumption (2.36 Million m³).

What we are doing

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

The Company strives to recycle usable water from the effluents after treatment in order to reduce fresh water consumption. Most of our facilities are zero liquid discharge. The Bharuch site discharges treated effluent through Gujarat Industrial Development Corporation pipeline, while Savli site sends its treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities. The quality norms are based on regulatory parameters such as Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), Power of Hydrogen (pH) etc., are monitored internally and externally as per regulatory requirement. During FY 2023 total 8.7 MT of COD load was discharged from Bharuch and Savli sites post treatment of its effluent through CETP (run by third parties).

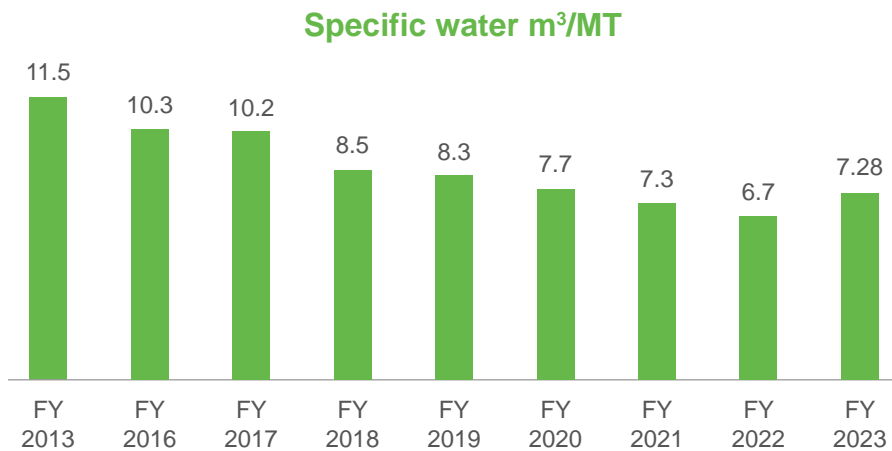




We also conducted hydro-geological studies in the Gajraula region and in a few other major operations to assess the impacts of this company's processes on the water-security. Following our impact assessment, we adopted 135 ponds in FY-2020, in and around the Gajraula district and further made rain water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

After considering our momentum with water-related initiatives, the company has set ambitious goals for FY 2023-24 in FY 2019, which are aligned with the Sustainable Development Goals (SDGs), Intended Nationally Determined Contributions (INDCs) and other programs under Niti Aayog. Refer to our 'Summary of Goals & Targets' section.

Specific fresh water withdrawal (m³/MT) of JVL (Manufacturing sites):



Water Sustainability goal: Reduce the specific water consumption

S.No	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 2022-23 (baseline FY 2018-19)	Status (FY 2022-23)
1	Jubilant Ingrevia Limited (Manufacturing sites)	6.99 m ³ /MT	7.28 m ³ /MT

GRI Disclosure	Water	Units	FY 2021-22	FY 2022-23
GRI 303-1	Water withdrawal			
	Ground Water	Million m ³	2.28	2.43
	Surface Water	Million m ³	1.69	1.69
	Municipal Water	Million m ³	0.01	0.02
	Total*	Million m ³	3.98	4.14
GRI 303-3	Water Recycled and Re-used			
	Water Recycled and Re-used	Million m ³	1.41	1.37
GRI 306-1 303-4	Treated Effluent Discharge**	Million m ³	0.18	0.16

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

*Water withdrawal includes corporate office 0.0095 Million m³

GRI 303-1, 303-3, 303-5



Other Initiatives taken towards sustainable water management are listed below

Gajraula

1. Dismantled all open lagoons of distillery effluent. Operation with 100% storage in above ground closed MS Tanks.
2. Installation of Scaleban technologies for increase cooling tower Cycles of Concentration undertaken on one cooling tower. Commissioning awaited.
3. Construction of Rainwater runoff collection lagoon and utilisation system constructed for one Micro water shed of the manufacturing plant towards ground water conservation program
4. Ground water monitoring during every Pre monsoon and Post monsoon through a network of 46 PzWells in 10 Kms radius of the plant is undertaken, for assessing Preventive / Mitigation action plan against resource depletion.

5. Green belt development for reclamation of abandoned fly ash pond commenced.
6. Proposal for treatment of 150 KLD community sewage from outside the property for utilisation in-house is designed and proposed for implementation during FY24

Nira

1. Utilised the distillery effluents stored in an open lagoon, disposed off the sludge for utilisation as soil amendment through Farmers and Isolated the Lagoon. Similar action in another Lagoon is under progress.
2. Undertook assessment for flooding risk due to increased rainfall due to climate change impacts. Main plant established safe from inundation risk and High Flood Line marked for the 22 Acres of reclaimed lagoon.

Bharuch

1. Undertook a feasibility study for Rainwater runoff collection and utilisation within the SEZ property boundary as a measure for Water security plan and long-term Flooding risk mitigation action plan.

Savli

1. Construction of a New RWH structure for ground water recharge designed and proposed for construction before Monsoon 23.

Contd. GRI : 303-1, 303-2, 303-4





Compliance

GRI 2-27

Why it matters?

Our business operates within a highly regulated environment. If we fail to comply with regulatory requirements, or if complaints 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 last financial 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.

Environmental non-compliance status FY 2022-23

- In 2009, a Public Interest Litigation (PIL) filed by a group of villagers around Nira plant against the Company on account of environment pollution in Hon'ble Bombay High Court which was transferred to Hon'ble National Green Tribunal, Pune Bench (NGT). NGT gave its judgement on May 16, 2014, and final directions on August 8, 2017 to implement a remediation plan, which is under implementation by the Company. In 2020, the District Collector committee (constituted by NGT for assessing if there is any Agricultural loss) submitted its report concluding that no farmer is identified as victim or affected for disbursement of amount with respect to cumulative loss of Productivity. In March'2020 the NGT, based on the report of a Joint Monitoring Committee constituted

by NGT, directed Jubilant to deposit the Environmental Compensation (EC) of Rs. 5.475 Crore and an additional EC of Rs. 0.762 Crores, and disposed the matter. In June 2021, the Company has deposited the EC amounts with the Maharashtra Pollution Control Board (MPCB). In June 2021, the Villagers filed an appeal before the Supreme Court challenging the order of the NGT, which appeal has been dismissed. Pursuant to the Action Plan the ground water aquifer remediation program (scheduled completion by June 2025 per plan approved by NGT) is progressing as per schedule, and to augment the said remediation program a Hydrogeology expert undertook a reassessment of the aquifer in April 2023 whose recommendations are awaited.





- In 2019, one farmer complained to the NGT regarding loss of crop in his mango orchid located near Company's Gajraula factory. In March'2019, the NGT directed the District Magistrate (DM) Amroha to constitute a team of experts from various departments and investigate. The DM committee submitted a report to the NGT stating that there was no such incident reported/observed from the area. In July'2019, the NGT directed CPCB to undertake an inspection and file a report. Based on the report filed by CPCB in October'2019, Uttar Pradesh Pollution Control Board (UPPCB) issued a direction to deposit 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 (NOC) of Central Ground Water Authority (CGWA) since April 2019 was not furnished, and imposed an EC of Rs. 9.84 crore, against which Company filed objections having filed renewal applications for the NOC in time. In December'2019, Company deposited Rs. 30 lakhs with the UPPCB. In February'2020 the NGT directed the regulatory authorities to take appropriate action and approved the separate EC of Rs. 6.19 crore, against which too Company filed objections to the findings of the report. In June'2020, UPPCB issued a direction for closure of distillery for failing to deposit the ECs, and also causing land contamination due to spent wash line puncture. Immediately, the Company filed a writ Petition in the Allahabad High Court seeking relief against the ECs and direction for early issue of renewal of NOC. On satisfactory remedial actions taken by Company, the closure direction was revoked on 30 June'2020 and plant operations resumed. In September'2020, Company deposited an additional Amount of Rs. 0.70 crores under protest towards the EC.

GRI 2-27



In November'2020, the Allahabad High Court granted a stay against any coercive action by UPPCB and directed Company to deposit a Solvency Security Certificate with UPPCB for the EC amounts, which certificate has been duly deposited, and the matter is pending before the Allahabad High Court. In March'2021, the NGT disposed the matter directing UPPCB to take necessary action to recover the EC amounts. In May'2021, Uttar Pradesh Ground Water Authority (UPGWA) granted the NOCs to the Company for ground water extraction, which were informed to UPPCB with a request for cancellation of the EC of Rs. 9.84 crore in view of the NOCs being in place. Company has also submitted a representation to UPPCB requesting to reduce the EC of Rs. 6.19 crore. UPPCB is yet to take a decision on Company's requests.

- In November'2020, MPCB issued direction for closure of Ambernath B-34 Unit 1 of Company for reasons of inadequate facility for effluent treatment, gas leakages and not maintaining records of Hazardous Waste. Company has duly filed its reply to the show cause for Safe closure and an additional response to their further queries in April'2021. Company's Representation to MPCB for revocation of closure order was accepted by the MPCB and granted renewal of CTO on 02/02/2023. This case stands closed.



Other Environmental Factors

Waste Management

GRI 3-3, 306-1, 306-2

Our Approach

We adopted the 3R approach for waste minimisation:



Hazardous waste disposed by the Company

The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulation:

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

Hazardous waste Disposed:

GRI Disclosure	Hazardous waste	Units	FY 2021	FY 2022	FY 2023
GRI 306-2	Hazardous waste disposal*	MT	81620	85141	86337





GRI 301-3, 306-1, 306-2, 306-3, 306-4, 306-5

GRI Disclosure	Hazardous waste	Units	FY 2022	FY 2023
GRI 306-2 GRI 306-3 GRI 306-4 GRI 306-5	Hazardous waste disposal*	MT	85141	86337
	Solid waste incineration + Liquid waste incineration= total waste incinerated	MT	68623	63096
	Co-processing in cement kiln	MT	705	5602
	To authorised agency	MT	7503	8312
	Secure landfill	MT	8310	9326

*In addition to above during the reporting year the company disposed 118 kg of biomedical waste.

Non-Hazardous Waste

GRI 301-3

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

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

GRI Disclosure	Non- hazardous waste	Units	FY 2020-21	FY 2023
GRI 306-2 GRI 306-3 GRI 306-4	Fly ash generation and disposal			
	Fly ash to land fill	1000 MT	16.6	14.0
	Reuse in cement and brick kiln	1000 MT	111.8	112.9
	Generation	1000 MT	123.8	125.9
GRI 306-5	Non-hazardous waste sold to third party	MT*	2512	**4974

**It includes 5.989 MT of e-waste to authorised agency

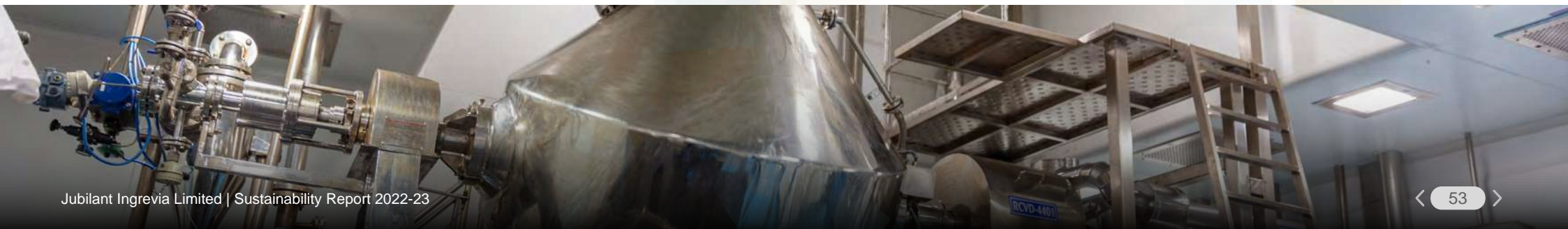
Waste Management

Bharuch

- Undertook a feasibility study for construction of a Secured Land fill within the SEZ for controlled and responsible Hazardous waste management with reduced carbon foot print. Design for 1st HW disposal cell is under progress.

Nira

- Developed 3rd party agency for utilization of Spent solvent generated as Hazardous Waste during Acetic Anhydride manufacturing.





Raw Materials

GRI 3-3, 301-1, 301-2

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

Molasses (by-product from the sugar industries), press mud and corn cob are renewable in nature and constitute 60.2% of the total major raw material consumption. During this year the production from Indian operations were 567778 Mt.

Major Raw Materials	Consumption in FY 2023
Renewable (MT)	607328
Non-Renewable (MT)	401550
Total RM (MT)	1008878

Air Emissions

GRI 305-7

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

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

Key emission reduction initiatives

Gajraula

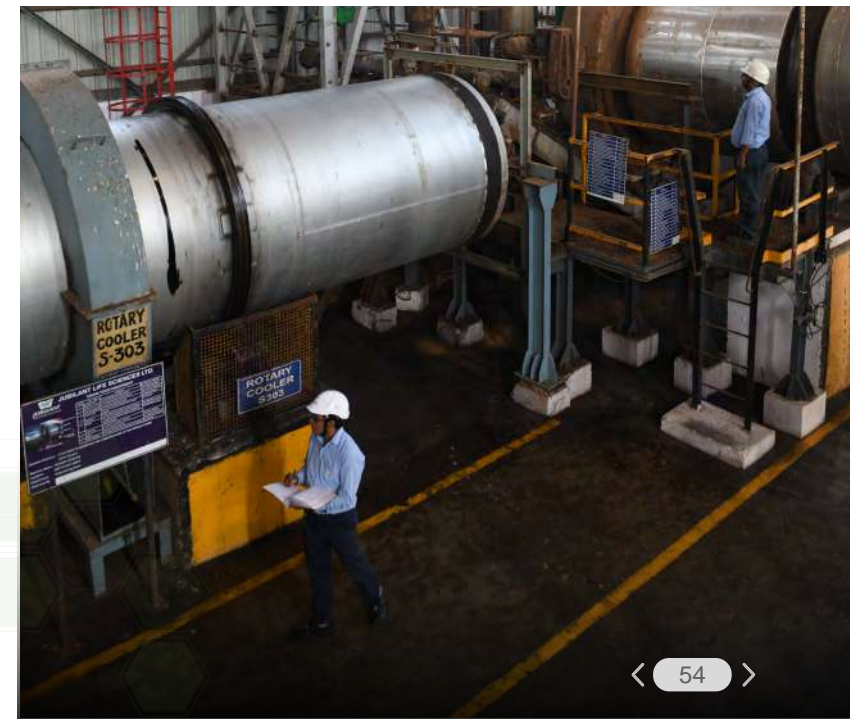
- Discontinued the operation Distillery Slop Boiler and treated the Distillery effluent through Bio-Composting.
- Established new options for disposal of Pyridine Raffinate through cement Co-processing.

- Commenced utilization of Agri-waste/Biomass as coal substitute in boiler for up to 5% by weight
- Dismantled open Molasses Pits thus reducing Odour emission

Nira

- Commenced utilization of Agri-waste/Biomass as coal substitute in boiler for up to 5% by weight

GRI Disclosure	Emissions	Units	FY 2022	FY 2023
GRI 305-7	Particulate Matter	MT	205	157
	SO ₂	MT	681	694
	NOx	MT	405	431





Ozone Depleting Substances

GRI 305-6

The Company does not manufacture products containing Ozone Depleting Substances (ODS). All banned ODS is being phased out as per applicable regulations of the land. In Jubilant Ingrevia Limited, emission of 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 0.021 MT.

Biodiversity

GRI 3-3, 304-1, 304-2, 304-3, 304-4

This year the Company has developed & communicated its 'Biodiversity Policy' of the Company delineating its commitment towards conservation and responsible management of biodiversity. No species listed in the International Union for Conservation of Nature (IUCN) Red List and National Conservation List was found to exist in or near the manufacturing operations of the Company. 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 Ingrevia Limited.





Social Impact

GRI 3-3, 404-3

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

Human Resource Performance

Our Approach

At Jubilant Ingrevia Ltd., 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 HR policies and the 'Code of Conduct' to retain talent and lower the attrition rate.

The following are key topics covered in our approach:

- Employee Benefits
- Employee Performance Management
- Training and Development
- Employee Attrition
- Local Hiring
- Human Rights
- Security Practices
- Labour Management
- Corruption and Bribery
- Anti-competitive behaviours





Employee Benefits

GRI 3-3, 401-2, 401-3, 404-3

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

Long term employee benefits include Pension, Provident Fund and Gratuity. These constitute the key elements of employee's post-retirement benefits in India. All permanent employees across Indian sites are covered under retirement plans and schemes according to the local regulations.

The benefits schemes include disability and invalidity coverage as per the Employee Compensation Act, Group Mediclaim insurance for employees and their dependents and parental leaves. Whereas, according to the Maternity Act in India, all female employees are eligible to avail maternity leaves during and post pregnancy. The statistics for the same are specified:

Total number of employees that were entitled to maternity leave	10
Total number of employees that took maternity leave during FY 2021.	3
Total number of employees that returned to work in the reporting period after parental leave ended during FY 2021	2
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	0
Return to work and retention rates of employees that took parental leave.	Return to work Rate 100% Retention rate 100%

Employee Performance Management

GRI 404-3

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





Training and Development

GRI 3-3, 404-2

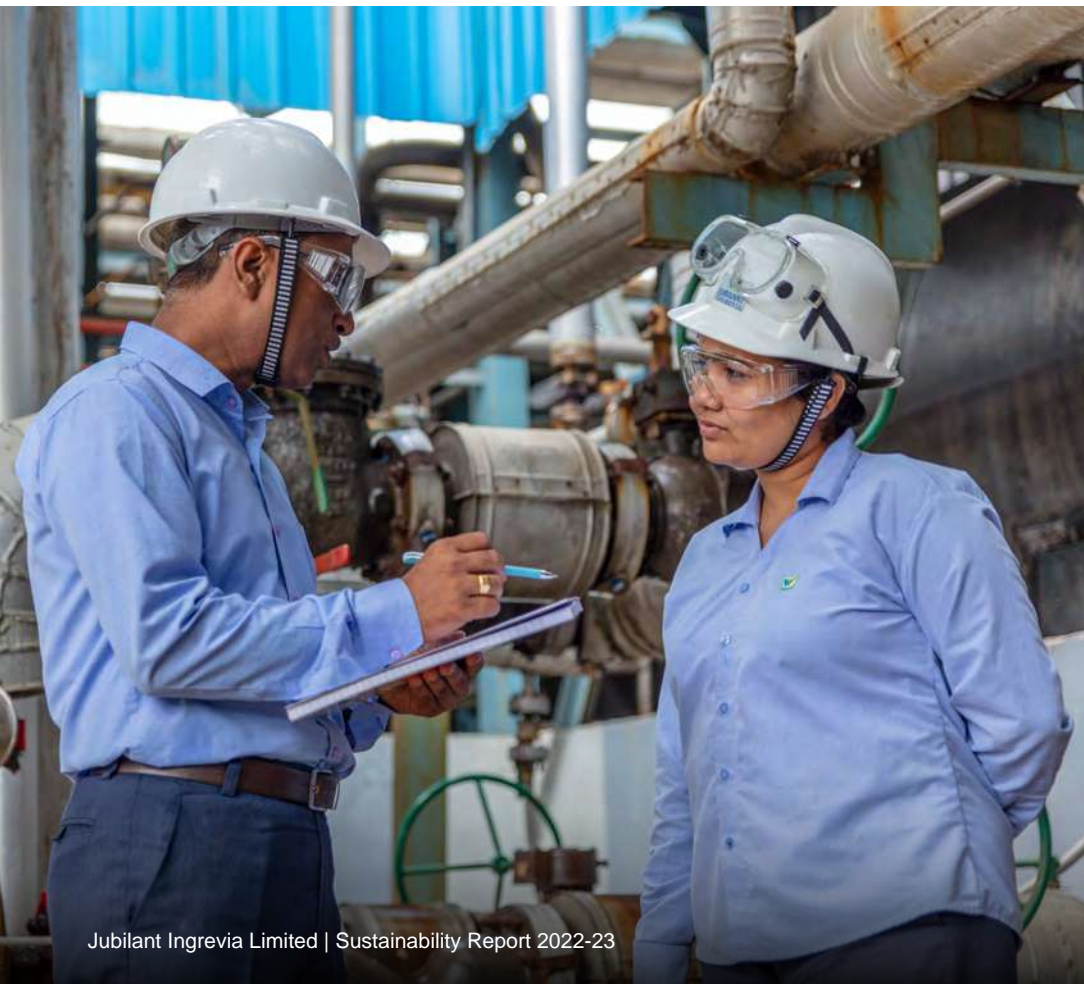
Why it matters?

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

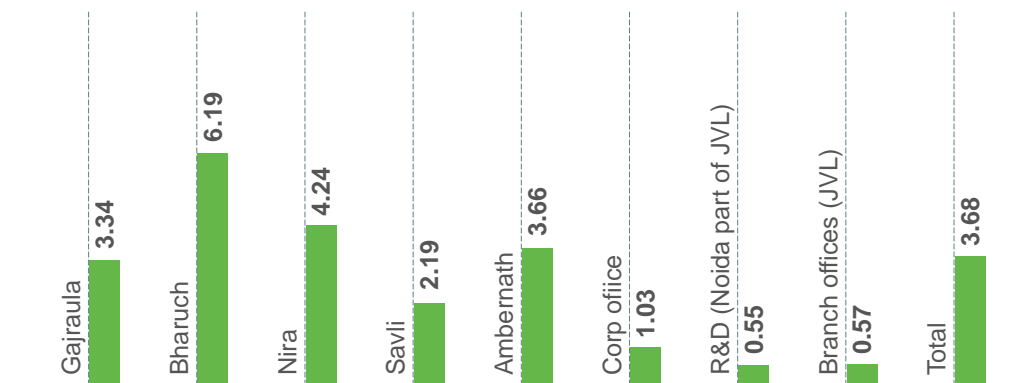
What we are doing

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

Senior management employees at critical positions are also sent for customised general management programs at premier institutes to prepare them for larger roles and also build cross-functional capability in the organisation. Our Learning Management System (LMS) comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal.



Avg. Man-Days per Employee per year





Number of Online Programs for skill upgradation

Number of online programs for skill upgradation (Corporate offices + Subsidiaries+ Branches+ Sites)		
	Training Hours	No. of Online
		Program
Business and functional skills	585	1848
Management and leadership	12	140
Personal Skills	22	392
Total	619	2380

Mandatory Program Online (Corporate offices+ Subsidiaries +Branches+ Sites)		
	Training	No. of employee
	Hours	Participated
Code of conduct	1680	1461
POSH	750	1499
Responsible Care	736	1226
IT Security	1715	1491
Total	4881	5677

	% Coverage	No of Employee Trained
Mandatory Programs (Online) Coverage	COC - 93% (407/438)	407
	POSH - 94% (412/438)	412

*Total no. of new joinees (including those who left during reporting period) - 501

Internal classroom training programs		
Corporate Locations+ Subsidiaries + Branches+ Sites	Training Man days	No of participants
Business Skills & Functional Skills	710.5	838
Management & Leadership	527.25	589

GRI 205-2, 404-2





Manufacturing Location	Executive	Workmen	Total	Training Hours*	Man-Days	Avg. Man-Days per Employee per year
Gajraula	708	191	899	24038	3004.8	3.34
Bharuch	439	132	571	28295	3536.9	6.19
Nira	238	57	295	10012	1251.5	4.24
Savli	60	28	88	1542	192.7	2.19
Ambernath	24	15	39	1141	142.6	3.66
Corp office	322	0	322	2663	332.9	1.03
R&D (Noida part of JVL)	46	0	46	202	25.3	0.55
Branch offices (JVL)	35	0	35	159	19.9	0.57
Subsidiary Offices (Shanghai, Pennsylvania, Montreal, Belgium)	13	1	14	0	0.0	0.00
Total	1885	424	2309	68052	8507	3.68

*Total training hours by permanent employees excluding OHS training by both permanent and contract employees, reported separately
 The Average amount spent per employee on training and development was INR 662

GRI 404-1, 404-2

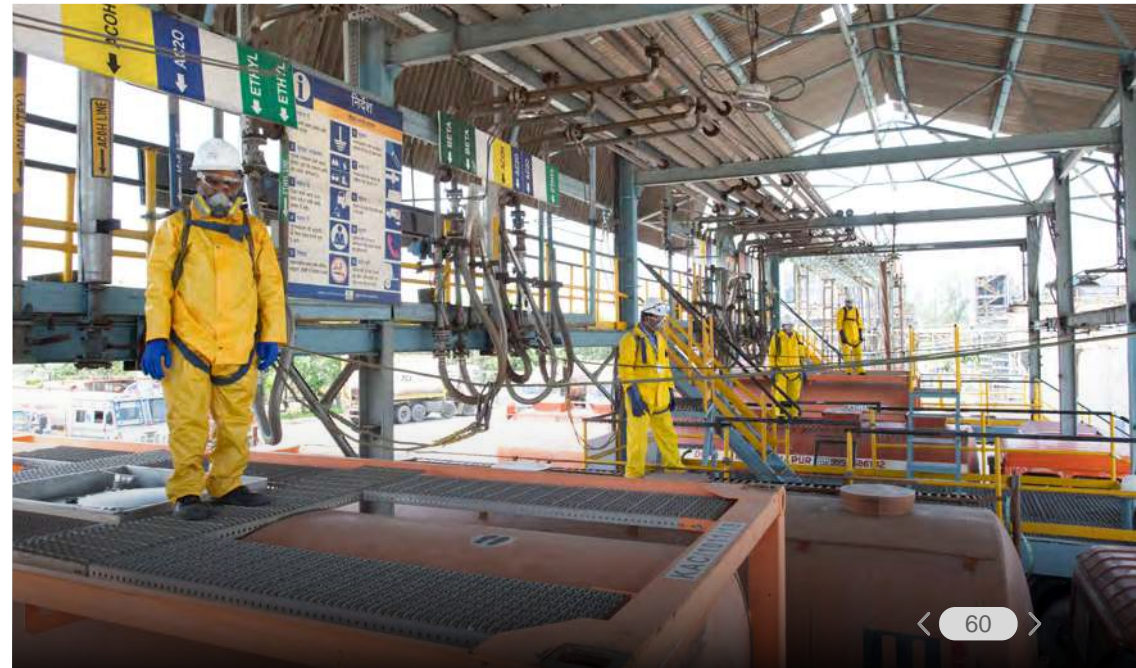
Training Break up:

Category	Headcount	Training Man-days	Avg. Training /Employee
Executive	1885	5182	2.7
Worker	424	933	2.2
Total	2309	6115	*2.6

Training Break up:

Gender	Headcount	Training Man-days	Avg. Training /Employee
Female	109	368	3.4
Male	2200	5747	2.6
Total	2309	6115	*2.6

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





Employee Attrition

GRI 3-3, 401-1

Why it matters?

At Jubilant Ingrevia Ltd., we consider each and every employee, as an asset to the organisation and therefore their retention is of prime importance to the company. The Company regularly monitors its employee attrition and reports both internally and externally.

What we are doing

Jubilant Ingrevia Ltd. has increased talent mobility, learning opportunities and progression planning for employees to cater to their specific needs. Our Human Resource team at Jubilant Ingrevia Ltd., plays a role of strategic significance towards building a prosperous employee platform by nurturing them with strong leadership values and scope for growth. We believe in transparent communication and creating opportunities for enhanced learnings. The company has a monthly internal newsletter “Symphony” which is circulated across all locations to communicate our employees about various activities across jubilant the Company.

The Company achieves its shared goals and organisational objectives by focusing on attracting and retaining the correct talent mix with diversity in relation to gender, age and expertise.

Region- Country	Man-Power as of 31st March, 2023	New Joinee		Attrition	
		Total New Joinee	New Joinee %	Total Attrition	Attrition %
India	2309	501	21.7%	363	15.7%

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

Age in yrs.	Attrition		New Joinee	
	Total Attrition	Rate(%)	Total New Joinee	Rate(%)
< 30	122	27.6%	279	63.1%
30-50	180	12.4%	212	14.6%
>50	61	14.6%	10	2.4%
Grand Total	363	15.7%	501	21.7%

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

Total New employees and attrition during reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate(%)	Total New Joinee	Rate(%)
Female	16	14.68%	45	41.28%
Male	347	15.77%	456	20.73%
Grand Total	363	15.72%	501	21.70%





Local Hiring

GRI 2-7, 2-8, 202-1, 202-2

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

Region wise Employee head count

Region	Number of Permanent Employees(P)			Number of Contractual Employees (C)			Overall (P+C)
	Executives	Workmen	Total (P)	Temp & Labour Supply	Job Contracts/ Projects	Total (C)	
India	1872	423	2295	1320	1949	3269	5564
Others (Shanghai, Pennsylvania, Montreal, Belgium)	13	1	14	0	0	0	14
Total	1885	424	2309	1320	1949	3269	5578

Promoting Diversity

Age wise Headcount Breakup (All manufacturing units, R&D, branch offices and corporate offices)

Age in yrs.	Headcount			Percentage
	Executive	Workmen	Grand Total	
< 30	408	34	442	19.1%
30-50	1205	244	1449	62.8%
>50	272	146	418	18.1%
Grand Total	1885	424	2309	100%

Gender wise Headcount Breakup

Gender	Headcount			Percentage
	Executive	Workmen	Grand Total	
Female	108	1	109	4.7%
Male	1777	423	2200	95.3%
Grand Total	1885	424	2309	100%





Our target for Gender diversity is 10%.

Diversity Indicator	
Share of women in total workforce (as % of total workforce)	4.7%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	4.7%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	3.3%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	3.6%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	3.3%

As our major operations are based out of India and Majority of our workforce are Indians (more than 99%) and remaining (< 1%) are from (China, Nepal, Belgium and USA)

We are Gender-neutral and take much pride in fostering an inspiring workplace with an agile and high-performance culture to attract, develop, and retain the best talent. We are also deeply committed to recognizing and valuing diversity, ethnicity across our teams. In the reporting year there was total 4 differently abled employees in our manufacturing sites.



Human Rights

GRI 3-3, 405-1

Why it matters?

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

What we are doing

The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in 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 monitor any violation of company policies and codes involving Human Rights challenges. During FY 2020 the 'Code of Conduct' was revisited and this year around 1680 hours of training on revised content on COC was provided to around 93% of new joiners (including those left during the reporting year), by our HR team across all offices and operations.

To strengthen our commitment towards Human Rights all new recruits certify that they understand and accept the Code of Conduct, which includes our human rights commitment. During FY 2022 the Company conducted human rights assessment across our plants and locations in India. As per the assessment we did not identify any site with any major human rights related risks and thus there was no need for Mitigation & Remediation plan for our operations

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





Highlighted below are a few human rights topics specified in our Code of Conduct:

GRI 3-3

Free of Discrimination & Harassment

GRI 405-2, 406-1

The Company does not discriminate in employment or remuneration based on Gender, religion, race, ethnicity etc. Our workplace is free from any sort of discrimination and harassment. Necessary governance mechanisms exist to ensure a workplace free of discrimination and harassment. However, two incidents involving sexual harassment were recorded and resolved during the reporting period.

During FY 2023 no case of discrimination was reported to the Ombudsperson's office.

Forced and Compulsory Labour:

GRI 409-1

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

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

Child Labour:

GRI 408-1

It is Code not to employ children as labour. In order to ensure this, in certain jurisdictions, every applicant is required to submit a proof of age. Further, the Company is committed to work in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company encourages its suppliers also to work towards a no child-labour policy.

There were no cases of child labour reported within the organisation or came to Company's notice involving its suppliers during FY 2023





Operational Responsibility and Ombudsperson

GRI 205-3

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

Ombudsperson:

Email: ombudsperson@jubl.com

Portal: www.cwiportal.com

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

Freedom of Association and Collective Bargaining

GRI 407-1

The Company follows the national/ state laws governing freedom of association and collective bargaining and respect the rights of individuals in this regard. We also work with associations / unions and resort to collective bargaining as may be required under law. In India 276 employees are covered by collective bargaining agreements with trade unions and worker committee.

GRI 2-25, 2-26, 2-30, 205-3, 407-1





Security Practices

GRI : 410-1

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

Key activities:

1. Risk-Based Security Vulnerability Assessment:

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

2. Response to security incidents:

Regular trainings are carried out for security personnel in order to be vigilant and ready to attend any untoward issue related to security, First aid, Fire and Defensive Driving.

Indigenous Rights

GRI 411-1

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

GRI 206-1

Company's approach on anti-competitive behaviour is anchored in our Code of Conduct. It binds employees to limit any contract or association with competitors including membership of a trade association to legitimate purposes only. Considering the growing global importance of following anti-competitive behaviour, during FY 2021 the Company revised the Code of Conduct incorporating the code on Anti-Competitive behaviour. During reporting year there have been no legal actions concerning any anti-competitive behaviour, antitrust and monopoly practices by the Company.

Human Rights Assessment

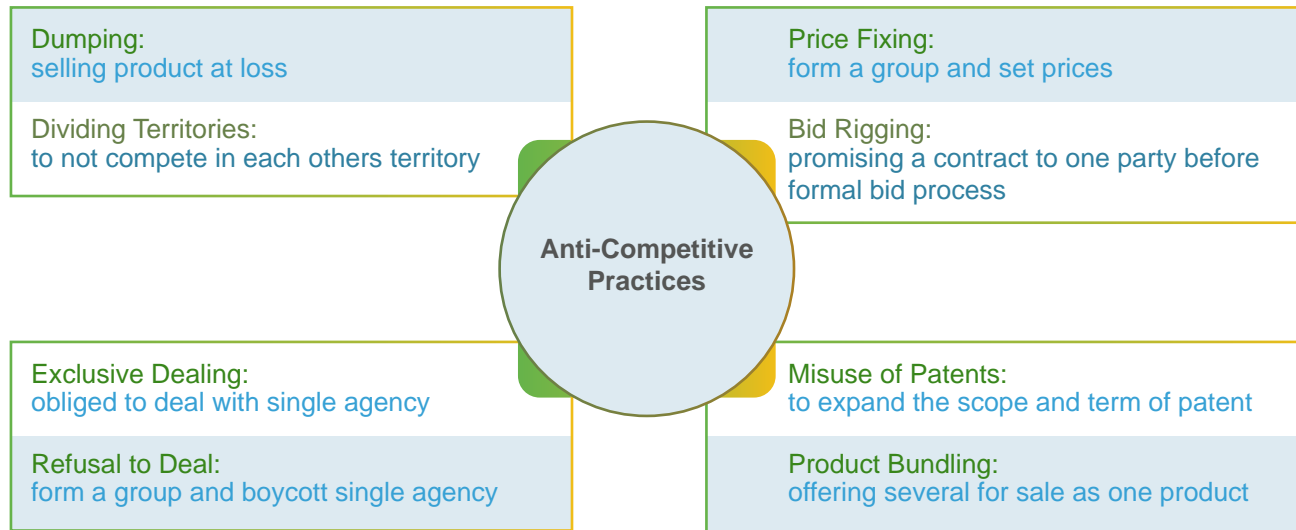
There was no significant green field project or new acquisition related investment during the reporting year. Hence there was no dedicated comprehensive third party human rights assessment conducted during this reporting period. But the Company conducted internal Human Rights assessment across its plants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

GRI 3-3, 206-1, 410-1, 411-1, 415-1





Practices/Behaviors Considered Anti-Competitive



Labour Management & Labour Relations:

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions/ Works Committee exist at three locations with bargaining capabilities.

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

GRI 3-3, 402-1





Our Community

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

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

The Corporate Social Responsibility (CSR) plays a critical role in Jubilant's endeavours towards sustainable & responsible growth. CSR activities at Jubilant are established in accordance with the provisions of Section 135 read with Schedule VII to the Act.

Jubilant Bhatia Foundation ('JBF') formed in the year 2007, a not-for-profit arm of the Jubilant Bhatia Group works towards conceptualisation and implementation of CSR activities of all group companies of Jubilant. Through CSR, the company is working in the domain of Health, Education & Livelihood. The CSR projects focus towards empowering and adding value in the lives of the communities around the area of operations of Jubilant with a 4P (Public-Private-People-Partnership) during the implementation. JBF's detailed activities are available on its website www.jubilantbhartiafoundation.com.

With a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving "knowledge generation & sharing, experiential learning and entrepreneurial ecosystem", during the Financial Year 2023, Jubilant continued working towards enhancing the quality of life of the community around the manufacturing locations, considered as an apex stakeholder.



The brief information is given below:

■ **Muskaan-**

JSupporting Rural Government Primary Education through:

- Khushiyon Ki Pathshala (KKP)-Value Based Education
- Focus on promotion of Science & Technology bridging Digital Divide with projects like Mobile Science Lab and Muskaan Kitaab Ghar

■ **Aarogya-**

Rendering Basic Healthcare services to the community through:

- Providing affordable healthcare through mobile and static clinics enabled with JUBICARE-Tele-clinic platform
- Nutrition Program
- Tuberculosis(TB) Awareness Program

■ **Livelihood Initiatives-**

Implementing livelihood programs for the community through:

- Nayee Disha (Skill Development)
- Jubifarm (Sustainable Agriculture program)
- Neem Pulverization
- Saral Jeevan Saheli –onboarding training of women for Rural Marketing through Digital marketing
- Jansuvidha Kendra/Yojna Kendra-Linking community to welfare schemes of Government
- Online Learning School-Jubilant Virtual Academy

GRI 3-3, 203-1, 203-2, 413-1, 413-2

Besides, the CSR initiatives at the company are in line with the United Nations Sustainable Development Goals (SDGs).



The company, working towards the goal of No Poverty, has extended various livelihood initiative for the community around manufacturing locations. This year Foundation has implemented various livelihood program. Also, Jubilant facilitated in linking community member to various social welfare schemes for the community for their social security.

Nayee Disha

It is the vocational training/skill development program, where Jubilant initiated training centres are providing training on different skill based programs to 1409 youths & women. The details of the candidates who received training at various locations are as below:

S.No	Locations	No.of candidates Trained
1	Gajraula	297
2	Bharuch	475
3	Savli	280
4	Nira	357
Total		1409

In addition, 2353 candidates have received training under HP Life program

S.No	Locations	Total Students
1	Bharuch	654
2	Noida	688
3	Gajraula	1011
Total		2353

JubiFarm

The foundation is working to enhance farm-based activities in the community around manufacturing locations of the company through a program called JubiFarm. It is a sustainable and multi-stakeholder initiative that is conceived to enhance farming activities in the community around manufacturing locations of Jubilant. The project focuses on to enhance the scope of horticulture as peripheral areas of agriculture for the farmers in the community. The details of farmers reached are as below:

S.No	Locations	Farmers Reached
1	Gajraula	250
2	Bharuch	166
3	Savli	115
4	Nira	375
Total		906



Pashu Sakhi

A livestock farming initiative in Gajraula implemented by JBF in partnership with Goat Trust for income generation activities in Gajraula through Goat rearing. 500 farmers are being registered under Pashu Sakhi Initiative, which are governed by 10 Pashu Sakhis.

Neem Pulverization

Jubilant is continuing this project of at Savli in Gujarat where Neem Leaves powder is being procured through local Self Help Group of women creating livelihood opportunity to 201 women in the surrounding area.

Saral Jeevan Saheli

To enhance income for rural women, Jubilant Bhartia Foundation collaborated with Frontier Markets. The program on boards, train rural women for digital marketing and income generation activity. The initiative connect these women to a social commerce platform with a mission to create 'Saral Jeevan' or an 'Easy Life' for rural households by providing them local access to high quality, climate friendly, and gender inclusive products and services, including clean energy services, to last mile villages by investing in rural women entrepreneurs as the connector to rural communities. This year 514 women have been trained in Gajraula

Jansuvidha Kendra/Yojna Kendra

Linking community to welfare schemes of Government. The Jansuvidha Kendra/Yojna Kendra are Digital Community Information Resource Centres that act as a single window point to connect community to various welfare schemes of the Government of India. This initiative ensures social security for the marginalized section of the society.

GRI 3-3, 203-1, 203-2, 413-1, 413-2

- Jubilant Bhartia Foundation is implementing this program in partnership with Haqdarshaq at Gajraula and Nira and Digital Empowerment Foundation at Bharuch, Savli, Nanjangud & Roorkee. Through Haqdarshaq, a total of 4138* schemes applications has been facilitated through the project for schemes like Pradhan Mantri Jan Arogya Yojana (Ayushman Bharat), Digital Health ID card etc.

*Out of 4138 schemes 1967 schemes were facilitated by 31st March 2023, while rest were uploaded on the dashboard in April 2023.

- Through Digital Empowerment Foundation 19 Sochnapreneurs at Gujarat have facilitated around 38 welfare schemes for the community.

Online Learning School

Jubilant Bhartia Foundation has launched a Jubilant Virtual Academy to cater to the needs of skill development and vocational training among youth in country. This will aid in bridging the growing skill demand vis-à-vis industrial demand. Jubilant Virtual Academy is a virtual platform, which can be easily accessed on mobile, & web. It has mobile app for candidates and a web dashboard for Partner to monitor. Currently an Entrepreneurship Development Course Module in running on this.





Nutrition Program

In order to support Government of India's Poshan Abhiyaan (Nutrition Programme), JBF supported through providing Poshan Kits/Nutrition kit to beneficiaries identified by the local government as below:

S.No	Locations	Farmers Reached
1	Gajraula	250
2	Bharuch	200
3	Savli	100
4	Nira	50

Besides, the company facilitates Audio Messages and counselling for expecting mothers through a pre-recorded voice messages being sent through Interactive voice response systems (IVRS) platform to the expecting/pregnant mothers, which includes information on their well-being and nutritional requirements at Gajraula, Nira, Savli and Bharuch.



Good Health and Well-being

GRI 3-3, 203-1, 203-2, 413-1, 413-2

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

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

S.No	Locations	Patients consulted through Jubicare
1	Gajraula	25980
2	Bharuch	15213
3	Savli	10632
4	Nira	4998
Total		56823

Swasthya Prahari

JBF is facilitating early diagnosis of tuberculosis including creating awareness among people and systematic screening of contacts and high-risk groups through health volunteers.

Around 23000 patients were screened at project locations (Gajraula, Bharuch & Savli) in GY 2022-23. In addition, Jubilant at Amroha is supporting government initiative of "Yes we can End TB" through replication of IVRS platform to track TB patients especially MDR TB.





4 QUALITY EDUCATION



Quality Education

With an aim to strengthen education and learning environment in rural areas for enhancing the quality of education for the rural community, Jubilant

Bhartia Foundation implemented following initiatives:

Khushiyon ki Pathshala

With an aim to help in holistic development of a child and facilitate in creating a value based society along with providing teachers the space to familiarize themselves with new ideas and concept, JBF launched Khushiyon ki Pathshala initiative all across its project locations, reaching out to around 236 teachers & 60 Youths with a pre designed framework.

Muskaan Vigyaanshala (Mobile Science Lab)

To Increase access to practical, hands-on science education for government school children and to spark curiosity, creativity and build leadership skills among children, JBF has collaborated with Agastya Foundation that takes innovation to new levels by imparting knowledge to children who have no access to hands-on learning.

- The Mobile Science Labs are vans that carry Science models and experiments and traverse long distances to reach students at under-resourced schools. Two knowledgeable, enthusiastic Agastya Instructors accompany each van to explain the science and functionality of the models. The Mobile Science Labs expose rural children to a scientific way of thinking while kindling their curiosity. They learn

scientific concepts in a hands-on manner by exploring, experimenting, and experiencing. By bringing science to life, the Mobile Labs make understanding abstract concepts easy to grasp. An added advantage is that the Mobile Science Labs are actively engaging with adult community members by displaying everyday concepts of ecology, biology, physics, and chemistry through working models. Around 18000 community member along with students & teachers were benefited from the program in Gajraula, Bharuch & Savli.

Muskaan Kitaab Ghar

To increase accessibility of books for every child and to improve readability in rural schools Muskaan Kitaab Ghar was launched with a feature Library Management System. 550 libraries were established at project locations.



5 GENDER EQUALITY



Gender Equality

The Company adheres to its policy of non-discrimination and ensures every one with equal access to health care, quality education, career and vocational guidance, employment,

remuneration, occupational health and safety and social security etc.

Besides, to create an ecosystem that is more hospitable to the needs of young women in industry thus raising their participation in the manufacturing sector, Jubilant launched We-mentorship program to empower select young women from ITI/Diploma on yearly basis through 21st century skills and career guidance & counselling.

Jubilant continued its projects oriented towards women empowerment:

- Neem Pulverization Project at Savli
- Saral Jeevan Saheli (Rural Digital Marketing) at Gajraula
- Pashu Sakhi (Livestock Farming Project) at Gajraula.

GRI 3-3, 203-1, 203-2, 413-1, 413-2





17 PARTNERSHIPS FOR THE GOALS



Partnerships for the Goals

Jubilant engages and collaborates with several local and global organization on continuous basis for optimal outcomes of its program. Some of the major engagements

during this year with different organizations in strengthening our social development projects are:

Schwab Foundation for Social Entrepreneurship

The Social Entrepreneur of the Year Award celebrates the advancement of social innovation Worldwide. The award 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 Bottom of the Pyramid and ultra-poor communities. They work in areas as diverse as health, education, job creation, water, clean energy and building identity and entitlements and access to information and technology. Jubilant Bhartia Foundation in partnership with the Schwab Foundation is working towards to providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.

Pravah

Jubilant Bhartia Foundation has partnered with Pravah for training of the youths under the initiative of Muskaan Fellowship-A youth development program and training of teachers on value based learning of students through Khushiyon ki Pathshala initiative.

HP

JBF partnered with HP for Digital Education Program

Digital Empowerment Foundation

Jubilant in Partnership with Digital Empowerment Foundation is implementing SoochnaPreneur (Lead Community Information Resource Centre) initiative.

Haqdarshak

Jubilant in association with Haqdarshak has set up a Yojna Kendra in Gajraula & Nira

Frontier Market

Jubilant in association with Frontier Market is implementing a Saral Jeevan Saheli Initiative at Gajraula

Agastya Foundation

Jubilant in association with Agastya Foundation in running Mobila Science lab at Gajraula, Bharuch & Savli.

Pratham Books

Jubilant for establishing Muskaan Kitaab Ghar procured books from Pratham.

GRI 3-3, 203-1, 203-2, 413-1, 413-2





Case Studies

Healthcare	
Focus Area	Health
Rationale	Supporting government initiative of “Yes we can End TB” on early diagnosis of tuberculosis for the community in Amroha district in UP (around manufacturing location of the company)
Benefits to the Community	<ul style="list-style-type: none"> Healthy & Informed Community Real time tracking of TB Patients
Benefits to the Company	Healthy Community in the surrounding
Achievement in 2022-23	Jubilant at Amroha is supporting government initiative of “Yes we can End TB” through establishing an IVRS platform to track TB patients especially Multidrug-resistant TB (MDR TB)

Muskaan Science Labs	
Focus Area	Education
Rationale	To Increase access to practical, hands-on science education for government school children and to spark curiosity, creativity and build leadership skills among children, & community, JBF has collaborated with Agastya Foundation that takes innovation to new levels by providing knowledge to children who have no access to hands-on learning.
Benefits to the Community	<ul style="list-style-type: none"> Displaying everyday concepts of ecology, biology, physics, and chemistry through working models The Mobile Science Labs expose rural children to a scientific way of thinking while kindling their curiosity. They learn scientific concepts in a hands-on manner by exploring, experimenting, and experiencing. By bringing science to life, the Mobile Labs make understanding abstract concepts easy to grasp.
Benefits to the Company	<ul style="list-style-type: none"> Community Engagement Preparation of community which has a scientific & logical acumen
Achievement in 2022-23	Around 18000 community member along with students & teachers were benefited from the program in Gajraula, Bharuch & Savli



GRI 3-3, 203-1, 203-2, 413-1, 413-2



Jansuvidha Kendra	
Focus Area	Livelihood
Rationale	<ul style="list-style-type: none"> Providing the community an access to adequate social protection and ensuring universal coverage through linking them to welfare schemes of Government. The project is named as the Jansuvidha Kendra/Yojna Kendra are Digital Community Information Resource Centres that act as a single window point to connect community to various welfare schemes of the Government of India .This initiative ensures social security for the marginalized section of the society.
Benefits to the Community	<ul style="list-style-type: none"> Single point access to information about several welfare schemes of the Government and their various aspects including eligible beneficiaries, types of benefits, scheme details etc. Social Security for the community
Benefits to the Company	The project has a very good potential to engage and building long term relationship with the community in the surrounding to our manufacturing location
Achievement in 2022-23	The program is being implemented at Gajraula, Nira, Bharuch & Savli. It has facilitated various Government schemes to 4138 in FY 2022-23.

GRI 3-3, 203-1, 203-2, 413-1, 413-2





Health & Safety

Our Approach GRI 3-3, 403-1, 403-6, 403-7, 403-8

Jubilant Ingrevia Ltd. believes its workforce is a key asset contributing to the Company's success. The company ensures that Health and 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 OHS Policy. The company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage and respond to emergencies, if any. Majority of our manufacturing sites are 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 system under guidance of well renowned safety consulting organization.

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

Occupational Health & Safety Performance

Why it matters?

Our operations are spread across different geographies. Being a Healthcare manufactures, We @ Jubilant Ingrevia Limited takes care of our ultimate customers (Patients) and thus intend to continue our supply chain uninterrupted. During this manufacturing process, we ensure zero-injury operations by complying all OHS regulatory requirements to achieve our employee's physical and mental well-being.

What we are doing

Looking at the importance of Occupational Health Safety, safety targets have been included in the Key Performance Indicators (KPI) of the CEO, COO and other Senior Leadership team.

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

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

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



Jubilant Ingrevia Limited, Nira was awarded "The National OHS Award 2022" by Indian Chamber of Commerce.



GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7

PSM implementation

In addition to safety management system, Jubilant Ingrevia has started to implementation of PSM (Process Safety Management) standards by creating Corporate Apex committee. Site teams are engaged for each and every element, which are guided and monitored by the individual element owner at corporate. Regular meetings are conducted to see the performance of the element implementation progress.

Behaviour Based Safety:

- Contractor workers were guided by respective JVL supervisors. : “Suraksha Mitra” or “Safety Buddy” launched wherein each employee has responsibility of 2-3 contract workmen. Regular counselling is done.
- Contractor Safety Supervisor: Safety supervisor is assigned to contract workers. Focused areas: Tool box talks, PPE compliance, Audit & Supervision.
- 6 Cardinal rules are implemented. These are non-negotiable and violation to these may lead to termination. Cardinal Rules are made part of agreement with Union.
- Site leadership and their direct reportee are taking two hour compulsory plant round. These two hours are zero meeting hours.
- All Site Heads made a formal written Empowerment announcement – “Everyone is empowered to take decision to stop operation/maintenance if any unsafe condition is found”.
- Projects & long shutdown permit delegation (Other than Safety Department). Plan is to make line management accountable for permit signing. Safety team will ensure the compliance through regular field audits. ~80% compliance @ all sites.
- Recruitment of JVL shop floor safety supervisors for identifying unsafe act and condition, to raise red flag and stop the activity.

Safety Committees

Safety committees at every site are formed with representation from both workers and executives. All the OHS standards, procedures, policies and rules are discussed in these forums for effective implementation. The entire workforce at Jubilant

Ingrevia Limited is represented in formal joint management- worker Health and Safety Committees. Health and Safety topics are also included in the local formal agreements of the manufacturing facilities of the Company with trade unions.

Occupational Health and Safety Trainings

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, 213604 hours training hours were spent on safety learnings.

Training Identification and Mitigation

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 OHS inspections
- OHS checks for the equipment's
- Risk assessment of the processes like HAZOP, JSA, H&S, FMEA etc.
- OHS meetings at department, site, corporate level
- External audits and inspections
- OHS standard gap analysis

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

All incidents (First aids, Medical Treatment Case, Restricted Work Case, Loss time Injuries, Fire Incidents & Dangerous Occurrences) are recorded in Incident Reporting and Investigation System (IRIS), which is an in-house portal. Incidents are thoroughly investigated by deploying cross functional teams and identifying root causes by using various tools like 5WHY, Fishbone analysis etc.

The following hierarchy is adopted for mitigating the hazards: Elimination, Substitution, Isolation, Engineering control, Administrative Control and PPE.



GRI 3-3, 403-1, 403-3, 403-4, 403-6, 403-7, 403-9, 403-10

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.

Employee Wellbeing

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

Safety Awareness and Communication

- Celebration of Safety month was observed across all company manufacturing facilities.
- 360-degree learning system from internal and external incidents has been implemented across company manufacturing facilities.
- System for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities.
- Company has engaged reputed third party for further improvement of existing safety management system across facilities.
- Monthly Safety Theme celebration @sites. 8 safety critical topic covered with engagement of ~200 participants in each session. Activity includes: On the spot quiz, online quiz, mock drills, town halls, audit & inspections based on theme.

Safety Performance Statistics (Including contract employees)

GRI Disclosure	Safety Statistics	Units	2021-22	2022-23
GRI 403-9, GRI 403-10	No. of fatal accidents	Number	1	2
	No. of Lost Time Injury (other than fatal)	Number	9	0
	Total lost days including fatal accidents	Number	6100	12000
	No. of first aid cases	Number	36	36
	Lost Time Frequency rate	Number of incidents per million man-hours worked	0.85	0.15
	Lost Time Severity rate	Number of lost days per million man-hours worked	579	885
Process Safety Event Tier 1		Number per million hours worked	0.19	0.07

Employee Wellbeing

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

Safety Sustainability Goal Status

S. No.	Safety Sustainability Goal	Reduction Target FY 2022-23 (Baseline FY 2018-19)	Status (FY 2022-23)
1	Reduce Lost Time Injuries Frequency Rate (LTIFR)	0.34	0.15
2	Reduce Lost Time Injuries Severity Rate (LTISR)	582	885
3	Zero fatalities	0	2



Customer Satisfaction GRI 3-3

Why it Matters?

For Jubilant Ingrevia Ltd., 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. External certifications
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 2015. Any customer can float a product query and dedicated business personnel responds to those queries online.

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

2. Certification and Licences

Jubilant Ingrevia Limited complies with all applicable national and international product safety standards such as EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and other REACH-like regulations around the world, Feed Additives and Pre-Mixtures Quality System (FAMI-QS), Kosher, Halal and other notification obligation of target export countries. The Niacinamide manufacturing facility at Bharuch and Carbon Dioxide manufacturing facility at Gajraula has been certified for Food Safety System Certification (FSSC) 22000. In similar lines, various quality and regulatory certifications is being taken for new facility of food grade acetic acid, which is coming up at Gajraula site. Jubilant has FSSAI approvals for its manufacturing sites at Nira, Gajraula, Bharuch and Savli. We undertake due modifications in the approvals as and when a new product (like Choline chloride, Choline Bitartrate and food grade acetic acid) or new target country is added to our business.

Environment, Health and Safety (EHS) are the key for sustainable business growth and our continuous efforts are to embed EHS in every aspect of the business way beyond compliance, obtaining Responsible Care (RC) 14001 certification for our facilities (Corporate Office, Manufacturing site in Gajraula, Bharuch unit -1 and Nira) and similar certifications like ISO 14001 and ISO 45001 is an affirmation of our commitments and beliefs. Jubilant Ingrevia Limited has been also awarded the permission to use “Responsible Care Logo” for all the sites.

REACH Compliance

Compliance and commitment to product safety are central to Jubilant’s business philosophy. We, at Jubilant Life Sciences Limited are committed to REACH’s aims of enhanced protection for human health and environment and diligently follow REACH guidelines of the European Chemical Agency.

Jubilant has already successfully registered all the products exported to Europe as per their registration deadlines. It has also taken up the lead registrant role in many of its products.

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

In addition to the above, Jubilant has also done pre-registration of many products under Turkey REACH (KKDIK), UK REACH and Korea REACH (K-REACH). In Korea, we have already completed the registration of the products falling under 2021 deadline and in similar lines; we will comply with the future deadlines for other products.

GRI 3-3





GRI 417-1

Certifications	Ambemath	Bharuch	Gajraula	Nira	Samalaya	Corporate office, Noida
ISO 9001	✓	✓	✓	✓	✓	✓
ISO 14001		✓	✓	✓	✓	
ISO 45001		✓	✓	✓	✓	
FSSC 22000		✓	✓	✓		
FAMI-QS		✓			✓	
GMP/State GMP			✓			
HALAL		✓	✓	✓		
KOSHER		✓	✓	✓		
ISO/IEO 17025-NABL			✓			
RC 14001		✓	✓	✓		✓
ISO 50001		✓	✓			
ISO 27001						✓
ALACC						
ISO 13485						
RC Logo from ICC	✓	✓	✓	✓	✓	✓
WHO GMP		✓				





3. Product Health & Safety

GRI 3-3, 416-1, 417-1

Business Head and Functional Heads are responsible for addressing the issues related to product responsibility aspects of their respective business. They are supported by dedicated Sales and Marketing team, Research & Development (R&D), Quality Assurance(QA), Quality Control(QC) and Regulatory Affairs teams. The employees are trained on a continuous basis on customer satisfaction, both externally and internally based on the needs identified through annual performance management.

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

Material Safety Data Sheets (MSDS)

Corporate Regulatory Affairs team continuously updates the product health and safety information in the form of Safety Data Sheet (SDS) and Labels and the same is provided to the customers and available on company's website for accessibility of all stakeholders. Jubilant Ingrevia Ltd. is also contributing its safety data sheets on Global Product Strategy (GPS) portal of International Council of Chemical Associations (ICCA)

Product and Service Labelling

The Regulatory Affairs team prepares labels as per the applicable regulations of the region. In case of any changes required in the existing labels based on customer needs or changes in regulation, the regulatory team do necessary changes with a justification as deemed fit. 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 UN GHS is followed for classification and labelling of chemicals. Labels are also continuously updated as per the changes and updates in the required regulation.





GRI 3-3, 416-1, 416-2, 417-1, 417-2, 417-3, 418-1

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 non-compliance with regulations resulting in a fine or penalty with regard to safety impacts of Jubilant Ingrevia Ltd.'s products and services during their life cycle.

There was no incidence of non-compliance with regulations or voluntary codes concerning product & service information and labelling in this year.

All the plants under animal nutrition business are FAMI-QS certified, which ensures safety, quality and regulatory compliance of specialty feed ingredients and their mixtures for animal nutrition. Some of the products are used in the food industry and the facilities involved in manufacturing these products are Kosher certified. This is to assure the customer that none of the products contain any ingredients of animal origin.

In addition to the above systems, Jubilant also has Drug manufacturing License and GMP certificate for certain products under purview of Drug and Cosmetic act 1940. PMDA approval (Pharmaceuticals and Medical Devices Agency, Japan) for exporting certain products to Japanese market, Jubilant has also registered some anti-microbial pesticides (Biocides) with US Environmental Protection Agency (US EPA) in accordance with FIFRA section 3(c)(7)(A) for sale in the US. Further, State registrations were also done in US for the sale and distribution of these products within US.

Marketing Communication

GRI : 417-3

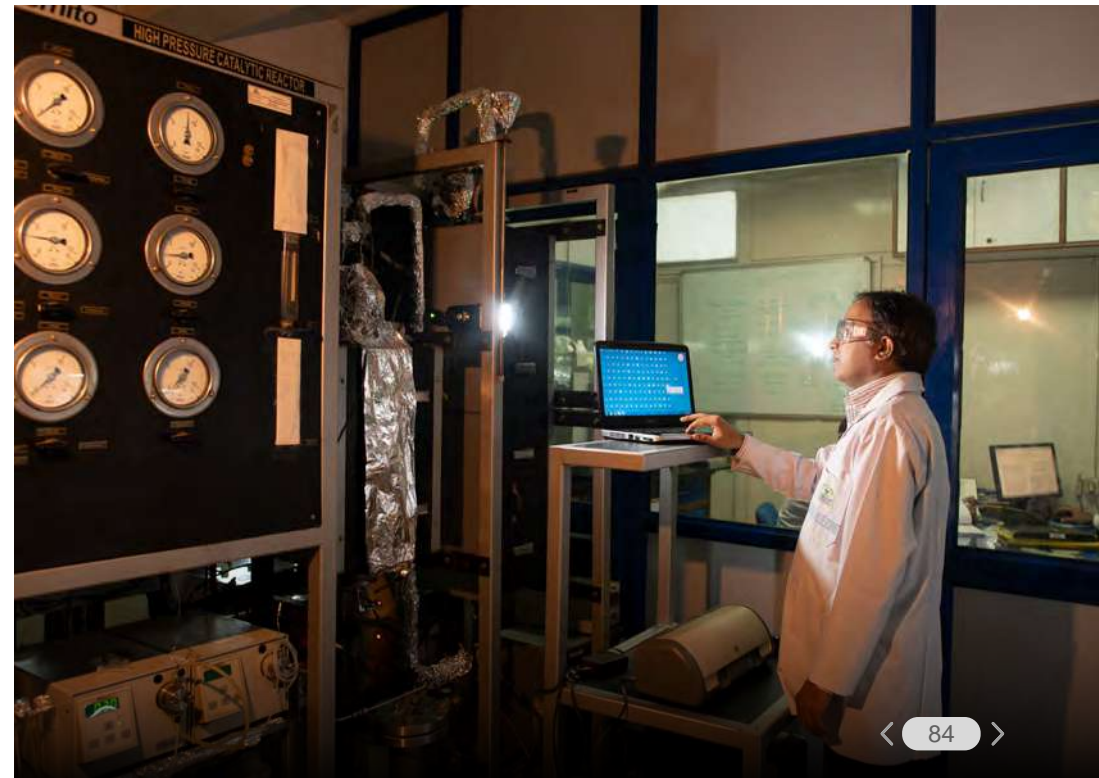
The Company adheres to all applicable laws, standards, and voluntary codes related to marketing communications. The Company does not engage in sale of any banned or disputed products. Professional sales training is also conducted at National Sales Meeting for all sales team members.

There have been no incidences of non-compliance with regulations and voluntary codes concerning marketing communications during this reporting period. Similarly, there have been no fine of significant monetary value for non-compliance with laws and regulations concerning the provision and use of products and services during 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 incidences of breach of customer privacy and loss of customer data.





Supply Chain

GRI 3-3, 204-1, 308-1, 308-2, 408-1, 409-1, 414-1, 414-2

Why it Matters?

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

What we are doing

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

1. Supplier Meet

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

2. Local Sourcing

The Company sources its materials, machinery, spares, stores, etc. from across the globe without compromising on quality and value. In value terms, 30.49% of the material was sourced domestically whereas 69.51% was sourced from other countries for Indian operations in the Financial Year 2022-23.

3. Creating Shared Value

The principal goal of Supply Chain Management (SCM) at Jubilant Ingrevia Ltd. 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 our business have been communicated about Jubilant Ingrevia Ltd. supplier's code of conduct which mandates ethical business conduct. The same has been also uploaded on our company's website.

4. Paperless Sourcing

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

5. Supplier Audits

Annual supplier audits are conducted to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labour practice, human rights and social impact. In addition to critical suppliers, external manufacturer's sustainability performance are also assessed on regular basis. The company is in the process of revising the sustainability evaluation of the critical suppliers for our business.

Jubilant Ingrevia Limited	Total no. of existing suppliers	Total no. of New supplier's inducted	Total no. of existing supplier's audited	Total No. of new suppliers Audited	Total
Critical Suppliers (A)	20	4	0	4	
External Manufacturers (B)	21	5	4	5	
Total no. of Suppliers (C = A+B)	41	9	----	----	50
Total no. of supplier's audited (D = A+B)	----	----	4	9	13
% Audited ([D/C] *100)	----	----	----	----	26



Summary of Goals & Targets

We have created more meaningful goals and targets for 2024, inspired from SDGs, Science based targets, India's Intended Nationally Determined Contributors (INDC) and NITI Aayog. These goals are being taken as individual KRAs and the baseline for the targets is FY 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.

S. No.	Our Goals	UoM	Target – FY 23	Status - FY23
1	Reduce Lost Time Injuries Frequency Rate (LTIFR)	No of lost time incidents * 10 ⁶ / Total Man-hrs worked	0.34	0.15
2	Reduce Lost Time Injuries Severity Rate (LTISR)	No. of Man-days Lost * 10 ⁶ / Total Man-hrs worked	582	885
3	Zero fatalities,	Nos.	0	2
4	% of renewable energy in overall energy mix	%	6.8	7.6
5	Reduce the specific energy consumption	GJ/ MT	15.87	19.28
6	Number of trees planted (Target 2030) – includes plantation done through CSR initiative	Lacs Nos	3.8	4.69
7	Reduce the specific carbon emission(Scope 1+ Scope 2)	tCO ₂ e/ MT	1.48	1.67
8	Reduce specific air emission load (SO _x)	Kg/ MT	0.83	1.22
9	Reduce specific air emission load (NO _x)	Kg/ MT	0.56	0.76
10	Reduce specific air emission load (SPM)	Kg/ MT	0.33	0.28
11	Phasing out of ODS (HCFCs)	kg of CFC11 eq	31.7	21.35
12	Reduce specific water consumption	m ³ / MT	6.99	7.28
13	% of water recycle reuse in-house	Total water recycled/Total water withdrawal *100	34.18	33.13
14	Percentage of women workforce	%	4.00	4.72
15	Improve skill and knowledge of employees by imparting training	Training Man-days per employee per year	5.70	3.93
16	Attrition of high performers executives	No of High Performer Executive Exits*100/Total no of High Performer Executives (in %)	4.10	5.10



Membership in Associations

GRI 2-28





JUBILANT INGREVIA LIMITED	
Sr No	NAME OF THE ASSOCIATION/CHAMBER
1	AAMA (Additional Ambarnath Manufacturer's Association)
2	All India Distillers' Association (AIDA)
3	All India Industrial Gases Manufacturers' Association (AIIGMA)
4	Basic Chemicals, Cosmetics & Dyes Export Promotional Council (CHEMEXCIL)
5	Chemtech-Chemical Advisory Board (CAB)
6	Confederation of Indian Industry (CII)
7	European Petrochemicals Association (EPCA)
8	Federation of Indian Chambers of Commerce & Industry (FICCI)
9	Gujarat Employers' Organisation
10	Indian Captive Power Producers Association (ICPPA)
11	Indian Chemical Council (ICC)
12	Indian Speciality Chemical Manufacturers' Association (ISCMA)
13	Lucknow Management Association (LMA)
14	PHD CHAMBER OF COMMERCE AND INDUSTRY
15	Savli East Waghodia West Association of Industries
16	Global Compact Network of India (GCNI)
17	Global Reporting Initiative (GRI)

*Please note, the Company has become GRI community member from July 2021 and signatory to UNGC (United Nations Global Compact) from June 2021

United Nations Global Compact

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

UNGC “The Ten Principles”

Area	Principle	Statement	Page No
 Human Rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed Human Rights	64
	Principle 2	Businesses should make sure that they are not complicit in Human Rights abuses	64-67
 Labor	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	66
	Principle 4	The elimination of all forms of forced and compulsory labour	17, 65
	Principle 5	The effective abolition of child labour; and	17, 65
	Principle 6	The elimination of discrimination in respect of employment and occupation	17, 18, 65
 Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges	18
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	38-55
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	38-55
 Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	18



GRI Content Index

Jubilant Ingrevia Limited has reported in accordance with the GRI Standards for the period 1st April 2022 to 31st March 2023.

Statement of use			Jubilant Ingrevia Limited has reported in accordance with the GRI Standards for the period 1st April 2022 to 31st March 2023		
GRI 1 used			GRI 1: Foundation 2021		
Applicable GRI Sector Standard(s)			NA		
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	6-10	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	10, 11			
	2-3 Reporting period, frequency and contact point	11, 12			
	2-4 Restatements of information	12			
	2-5 External assurance	12, 107			
	2-6 Activities, value chain and other business relationships	6-8, 10			
	2-7 Employees	62			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	62			
	2-9 Governance structure and composition	13, 14			
	2-10 Nomination and selection of the highest governance body	13, 15, 16			
	2-11 Chair of the highest governance body	13, 14			
	2-12 Role of the highest governance body in overseeing the management of impacts	13, 15			
	2-13 Delegation of responsibility for managing impacts	13, 15			
	2-14 Role of the highest governance body in sustainability reporting	11, 15, 16, 38			
	2-15 Conflicts of interest	17			
	2-16 Communication of critical concerns	18			
	2-17 Collective knowledge of the highest governance body	13			
	2-18 Evaluation of the performance of the highest governance body	15			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-19 Remuneration policies	15			
	2-20 Process to determine remuneration	15			
	2-21 Annual total compensation ratio	15			
	2-22 Statement on sustainable development strategy	3-5			
	2-23 Policy commitments	16-17			
	2-24 Embedding policy commitments	13-18			
	2-25 Processes to remediate negative impacts	18, 66			
	2-26 Mechanisms for seeking advice and raising concerns	16, 18, 66			
	2-27 Compliance with laws and regulations	18, 50			
GRI 2: General Disclosures 2021	2-28 Membership associations	87			
	2-29 Approach to stakeholder engagement	29, 30			
	2-30 Collective bargaining agreements	66			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	31	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	32			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	33			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	34			
	201-2 Financial implications and other risks and opportunities due to climate change	22, 40			
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	34			
	201-4 Financial assistance received from government	34			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	56-57			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	62			
	202-2 Proportion of senior management hired from the local community	62			
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	36, 69-76			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	70-76			
	203-2 Significant indirect economic impacts	70-76			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	85			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	85			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	18			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	18			
	205-2 Communication and training about anti-corruption policies and procedures	18, 59			
	205-3 Confirmed incidents of corruption and actions taken	66			
Anti-competitive behaviour					
GRI 3: Material Topics 2021	3-3 Management of material topics	67			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	67			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	35			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 207: Tax 2019	207-1 Approach to tax	35			
	207-2 Tax governance, control, and risk management	36			
	207-3 Stakeholder engagement and management of concerns related to tax	37			
	207-4 Country-by-country reporting	34			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	38			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	54			
	301-2 Recycled input materials used	54			
	301-3 Reclaimed products and their packaging materials	53			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 43			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	44-45			
	302-2 Energy consumption outside of the organization		Energy consumption outside of the organization	Information unavailable/incomplete	Since difficult to get primary data required to calculate energy consumption outside the organization
	302-3 Energy intensity	43			
	302-4 Reduction of energy consumption	43			
	302-5 Reductions in energy requirements of products and services		Yes	Not applicable	Reason for omission: Not Applicable. Since the Company is not in the business of selling energy requiring products
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	38,47			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	47,48			
	303-2 Management of water discharge-related impacts	47			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	48			
	303-4 Water discharge	47			
	303-5 Water consumption	48			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 55			
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	55			
	304-2 Significant impacts of activities, products and services on biodiversity	55			
	304-3 Habitats protected or restored	55			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	55			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	38-42			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	41			
	305-2 Energy indirect (Scope 2) GHG emissions	41			
	305-3 Other indirect (Scope 3) GHG emissions	42			
	305-4 GHG emissions intensity	41			
	305-5 Reduction of GHG emissions	42			
	305-6 Emissions of ozone-depleting substances (ODS)	55			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	54			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	38, 52			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	52, 53			
	306-2 Management of significant waste-related impacts	52, 53			
	306-3 Waste generated	53			
	306-4 Waste diverted from disposal	53			
	306-5 Waste directed to disposal	53			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	85			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	85			
	308-2 Negative environmental impacts in the supply chain and actions taken	85			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	56, 57, 61			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	61			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57			
	401-3 Parental leave	57			
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	64, 68			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	68			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	77-79			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	77-79			
	403-2 Hazard identification, risk assessment, and incident investigation	78			
	403-3 Occupational health services	78-79			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	78-79			
	403-5 Worker training on occupational health and safety	78			
	403-6 Promotion of worker health	77-79			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	77-79			
	403-8 Workers covered by an occupational health and safety management system	77			
	403-9 Work-related injuries	79			
	403-10 Work-related ill health	79			
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	58			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	60			
	404-2 Programs for upgrading employee skills and transition assistance programs	58-60			
	404-3 Percentage of employees receiving regular performance and career development reviews	56, 57			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	64, 65			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	13, 64			
	405-2 Ratio of basic salary and remuneration of women to men	65			
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	65			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
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	65			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	65, 85			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	65, 85			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	67			
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	64			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	67			
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	69, 70			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	69-76			
	413-2 Operations with significant actual and potential negative impacts on local communities	69-76			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	85			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	85			
	414-2 Negative social impacts in the supply chain and actions taken	85			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	34			
GRI 415: Public Policy 2016	415-1 Political contributions	34			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	83, 84			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	83, 84			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	84			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and labelling					
GRI 3: Material Topics 2021	3-3 Management of material topics	83, 84			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	82-84			
	417-2 Incidents of non-compliance concerning product and service information and labeling	84			
	417-3 Incidents of non-compliance concerning marketing communications	84			
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	80-81, 84			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	84			



Assurance Statement

GRI 2-5



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Independent practitioner's assurance report

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

Scope

We have been engaged by Jubilant Ingrevia Ltd. to perform a 'limited assurance engagement', as defined by International Standards on Assurance Engagements ISAE 3000 (Revised), here after referred to as the engagement, to report on the following GRI Indicators (the "Subject Matter"), as contained in Jubilant Ingrevia Ltd.'s Sustainability Report FY 2022-23 for the period from 1st April 2022 to 31st March 2023.

S. No	GRI	Indicators
1	GRI 2-1	Organizational details
2	GRI 2-2	Entities included in the organization's sustainability reporting
3	GRI 2-3	Reporting period, frequency and contact point
4	GRI 2-6	Activities, value chain and other business relationships
5	GRI 2-7	Employees
6	GRI 2-8	Workers who are not employees
7	GRI 203-1 to 203-2	Indirect Economic Impacts
8	GRI 205-1 to 205-3	Anti-Corruption
9	GRI 206-1	Anti-Competitive Behavior
10	GRI 301-1	Materials
11	GRI 302-1, 302-3, 302-4	Energy
12	GRI 303-1 to 303-5	Water And Effluents
13	GRI 305-1 to 305-7	Emissions
14	GRI 306-1, 306-3 to 306-5	Waste
15	GRI 401-1 to 401-3	Employment
16	GRI 403-1 to 403-6, 403-8	Occupational Health and Safety
17	GRI 404-1 to 404-3	Training and Education
18	GRI 405-1, 405-2	Diversity and Equal Opportunity
19	GRI 406-1	Non-Discrimination
20	GRI 407-1	Freedom Of Association and Collective Bargaining
21	GRI 408-1	Child Labor
22	GRI 409-1	Forced Or Compulsory Labor
23	GRI 410-1	Security personnel trained in human rights policies or procedures
24	GRI 411-1	Rights of Indigenous Peoples
25	GRI 413-1 to 413-2	Local Communities
26	GRI 417-1 to 417-3	Marketing And Labeling
27	GRI 418-1	Customer Privacy

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Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Jubilant Ingrevia Ltd.

In preparing the select GRI Indicators included in the sustainability report for FY 2022-23, Jubilant Ingrevia Ltd. has applied in accordance with the GRI standards of the Global Reporting Initiative (Criteria). GRI Standards criteria were specifically designed for Sustainability Report; As a result, the subject matter information may not be suitable for another purpose.

Jubilant Ingrevia Ltd.'s responsibilities

Jubilant Ingrevia Ltd.'s management is responsible for selecting the Criteria, and for presenting the select GRI indicators included in the sustainability report for FY 2022-23 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with Jubilant Ingrevia Ltd.'s on 5th June 2023. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits and Reviews of Financial Statements, or Other Assurance or*

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GRI 2-5



Related Services Engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the select GRI indicators for FY 2022-23 and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the company's material sustainability aspects contained in the report.
- Checking consistency of data / information within the report.
- Testing on a sample basis, underlying source information to check the accuracy of the data for the following sites, with the site team and sustainability team.
 - o Bharuch (Gujarat)
 - o Gajraula (Uttar Pradesh)
 - o Corporate Office at Noida (Uttar Pradesh)
- Executing an audit trail of claims and data streams, on a sample test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed.
- Conducting interview of select representatives of Company's management to understand the current processes in place for collecting, collating, and reporting the subject matter as per GRI Standards, and the progress made during the reporting period.
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the criteria.
- Undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified.



- Checking the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, to be able to make comments on the completeness of reporting.

We also performed such other procedures as we considered necessary in the circumstances.

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2022 to 31st March 2023)
- Data and information on economic and financial performance of the Company
- Data, statements and claims already available in the public domain through Annual Reports, Corporate Social Responsibility Reports, previous Sustainability Reports, or other sources available in the public domain.
- The Company's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company.
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the subject matter as of 15th January 2024, for the year ended 31 March 2023, for the period from 1st April 2022 to 31st March 2023, in order for it to be in accordance with the Criteria.

Restricted use

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

[Ernst & Young Associates LLP]

15 January 2024
 Gurugram, India



List of Abbreviations

GRI 102-56

ABBREVIATIONS	MEANING	ABBREVIATIONS	MEANING
BEPS	Base erosion and profit shifting	KPI	Key Performance Indicators
CAPA	Corrective and Preventive Actions	KRA	Key Result Areas
CDP	Carbon Disclosure Project	kWh	Kilowatt hour
CEO	Chief Executive Officer	LSHS	Low sulphur heavy stock
CETP	Common Effluent Treatment Plant	LSI	Life Sciences Ingredient
CFO	Chief Financial Officer,	LTIFR	Lost Time Injury Frequency Rate
CGMP	Current Good Manufacturing Practices	LTISR	Lost Time Injury Severity Rate
CGWA	Central Ground Water Authority	MS	Mild Steel
CII	Confederation of Indian Industry	MPCB	Maharashtra Pollution Control Board
CLP	Classification, Labelling and Packaging	MSDS	Material Safety Data Sheet
CoC	Code of Conduct	MT	Metric Tonnes
COO	Chief of Operation	NGO	Non-Governmental Organization
CO2e	Carbon Dioxide Equivalent	NABL	National Accreditation Board for Testing and Calibration Laboratories



ABBREVIATIONS	MEANING	ABBREVIATIONS	MEANING
tCO ₂ e	Tonne of CO ₂ e	NGT	National Green Tribunal
COP	Communication on Progress	NOC	No Objection Certificate
CPCB	Central Pollution Control Board	NRC	Nutrition Rehabilitation Centre
CRM	Customer Relationship Management	NOx	Oxides of Nitrogen
CSR	Corporate Social Responsibility	ODS	Ozone Depleting Substances
DOTS	Directly Observed Treatment, Short-course	OECD	Organisation for Economic Co-operation and Development
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization	OHS	Occupational Health & Safety
EC	Environment Clearance	OPD	Outpatient Department
ED	Executive Director	PAT	Profit After Tax
EHS	Environment Health & Safety	PF	Provident Fund
ERM	Enterprise Risk Management	PIL	Public Interest Litigation
ERP	Enterprise Resource Planning	PMS	Performance Management System
ETP	Effluent Treatment Plant	POSH	Prevention of Sexual Harassment
EU	European Union	PPE	Personal Protective Equipment



ABBREVIATIONS	MEANING	ABBREVIATIONS	MEANING
FAMI – QS	Feed Additives and Premixtures Quality System	QA	Quality Assurance
FSSAI	Food Safety and Standards Authority of India	QC	Quality Control
FSSC	Food Safety System Certification	RC	Responsible Care
FICCI	Federation of Indian Chambers of Commerce and Industry	REACH	Registration, Evaluation, Authorization and restriction of Chemicals
FO	Furnace Oil	SAM	Severe Acute Malnutrition
FMEA	Failure Mode and Effects Analysis	SCM	Supply Chain Management
FY	Financial Year	SCRS	Statutory Compliance Reporting System
GHG	Green House Gases	SDG	Sustainable Development Goals
GHS	Global Harmonised System	SEBI	Securities and Exchange Board of India
GRI	Global Reporting Initiative	SEYOY	Social Entrepreneur of the Year
Hand Symbol	Material topic starts	SEZ	Special Economic Zone
HAZOP	Hazards and Operability Study	SHG	Self Help Group
HRIS	Human Resource Information System	SME	Subject Matter Expert
HSD	High Speed Diesel	SO ₂	Sulphur Dioxide



ABBREVIATIONS	MEANING	ABBREVIATIONS	MEANING
H&S	Health & Safety	SOx	Oxides of Sulphur
HR	Human Resource	TJ	Tera Joule
IATA	International Air Transport Association	TREM	Transport Emergency Management
ICC	Indian Chemical Council	TPH	Tonnes Per Hour
ICCA	International Council of Chemical Associations	UNGC	United Nations Global Compact
ICTC	Integrated Counselling & Testing Centre	UPPCB	Uttar Pradesh Pollution Control Board
IFC	Internal Financial Controls	USA	United States of America
IMDG	International Maritime Dangerous Goods	VRS	Voluntary Retirement Schemes
INDC	Intended Nationally Determined Contribution	WHO	World Health Organization
INR	Indian Rupee		
IPR	Intellectual Property Rights		
ISO	International Organization for Standardization		
IT	Information Technology		
IUCN	International Union for Conservation of Nature		
JBF	Jubilant Bhartia Foundation		
JVL	Jubilant Ingrevia Limited		
JLL	Jubilant Life Sciences Limited		
JSA	Job Safety Analysis		



Methodology for calculations

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

Energy calculation: Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled in excel. All energy & GHG calculation are done in excel using international guidelines (e.g. GHG Protocol) and emission factors (e.g. IPCC emission factor).

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 analyzed data. We used in-house analysis data for coal and for biogas we used NCV of methane referred from standard literature.

Emission Factors: Relevant IPCC emission factors are inbuilt in used 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) 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.



GOALS	SUSTAINABLE DEVELOPMENT GOALS	PAGE NO
Goal 1	No poverty	7-8, 69-76
Goal 2	Zero hunger (No hunger)	7-8, 69-76
Goal 3	Good health and well-being	7-8, 69-79
Goal 4	Quality education	69-76
Goal 5	Gender equality	67-76
Goal 6	Clean water and sanitation	47-49, 74



GOALS	SUSTAINABLE DEVELOPMENT GOALS	PAGE NO
Goal 7	Affordable and clean energy	43-45, 74
Goal 8	Decent work and economic growth	33-37, 56-84
Goal 9	Industry, Innovation and Infrastructure	10, 22, 83, 14
Goal 10	Reduced inequality	NA
Goal 11	Sustainable cities and communities	NA
Goal 12	Responsible consumption and production	80, 85
Goal 13	Climate action	40, 46
Goal 14	Life below water	NA
Goal 15	Life on land	55
Goal 16	Peace, justice and strong institutions	NA
Goal 17	Partnership for the goals	87-88





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