



Growing Responsibly Creating Value

Touching lives for a sustainable future



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Message from the Chairmen

GRI 102-14

Dear Stakeholders,

We are pleased to share with you the first Corporate Sustainability Report of Jubilant Ingrevia Limited in accordance with the 'GRI Standards: Comprehensive option.'

We also take this opportunity to share this moment of great pride as we cross another milestone and celebrate the creation of Jubilant Ingrevia Limited. The objective of this demerger of Life Science Ingredients (LSI) business to Jubilant Ingrevia Limited is to create separate and focused entities for Pharmaceuticals and Life Science Ingredients businesses. This will ensure the required depth and focus on adoption of strategies necessary for the growth of the Company, which will unlock value for shareholders. This will also help the Company to follow the path of environmental and social governance in a more comprehensive and holistic manner which is the very need of the hour for business and corporate houses. We at Jubilant Ingrevia Limited wish to achieve our vision by nurturing our values and keeping our Promise of Caring, Sharing, Growing responsively.



Shyam S. Bhartia
Chairman

Hari S. Bhartia
Co-Chairman



Message from the Chairmen *(contd)*

Though we emerge from a global health crisis, unparalleled to any other in our lifetime, there is perhaps no better time to reflect on an extraordinary year that showed us the resilience of the human spirit and the capacity of individuals to work together to solve societal problems.



We want to apprise our stakeholders that though this is our first sustainability report as a new entity, our sustainability journey has been part of 'Jubilant Life Sciences Limited's' Corporate Sustainability Reporting since 2003 as Life Sciences Ingredients business and continued to report its sustainability performance till FY 2020.

This year the pandemic has added a new dimension to the existing list of sustainability issues to all the global businesses. Though we emerge from a global health crisis, unparalleled to any other in our lifetime, there is perhaps no better time to reflect on an extraordinary year that showed us the resilience of the human spirit and the capacity of individuals to work together to solve societal problems.

We are proud of our employees on how they responded as one strong force to face the pandemic challenges, from finding innovative ways to engage customers, suppliers and also volunteering wherever possible as their social commitment. During this once in a century crisis, we have again proved to be one Jubilant family—stronger and resilient. The Company's primary focus was safety of its employees and their families while maintaining business continuity.

To extend help to our employees and their family members and our business partners across the globe during this extreme pandemic period, the Company management participated in Jubilant Bhartia Group Task Force (JBGTF) which was formed to cater each of the Group entity. Dedicated teams were formed under this task force to address the challenges related to hospitalisation, medicine arrangement, isolation, vaccination and others. The Task Force also formed 24x7 (round the clock) emergency team with doctor-on-call facility for all our employees and their family members. Through Jubilant Bhartia Foundation (JBF), the Company, we have also extended its support to communities and local administration around our operating facilities enduring the despondency created by the pandemic. Some of

the key initiatives undertaken included distribution of masks, gloves, sanitisers, pulse oximeters, medicine kit and arranging COVID-19 isolation centre, COVID-19 care centre with oxygen facility, vaccination awareness centre and others.

Our Group Company manufactured and marketed antiviral drug Remdesivir under its own brand name 'JUBI-R' during this as a potential therapy for COVID-19 treatment. Jubilant Ingrevia Limited also contributed in manufacturing of this through production of some of the intermediates required to make this Remdesivir drug. In order to increase accessibility of 'JUBI-R' to patients below the poverty line and to frontline paramedical staff, JBF has launched unique programmes aimed at distribution of the drug.

Despite the COVID-19 related challenges, we reported significant growth in our Revenue, EBITDA and PAT in FY 2021. Demand scenario in all our business segments continue to be strong. The Company established strong levers of growth to deliver superior performance over the medium term. All our sites remained operational throughout the pandemic and initiatives were taken to mitigate COVID-19 impacts. Supplies of raw material, availability of logistics were ensured for uninterrupted servicing of our customers and strict COVID-19 protocols were followed across our sites and offices for safety of our employees. We also take this opportunity to thank all our employees who have worked tirelessly across all our plants and offices to ensure continuity in the Company's operations, to serve our global customers.



Message from the Chairmen *(contd)*

Our sustainability culture is driven through Our Values – delivering Excellent Quality with utmost care for the environment and safety; Nurture Innovation by sharing our knowledge and learning with each other and from markets we serve; Inspire Confidence by carefully selecting, training and developing our people to be more creative and empower them to take decisions; Always Stretch ourselves to be cost effective and efficient in all aspects of our operations.



Cont. GRI 102-14

Though we are in the storm of COVID-19 challenges, however we did not shift our focus from our other material sustainability issues in relation to our overall environment and social performances of concern to our key stakeholders. We revisited our 2024 sustainability targets covering environmental and social indicators once again this year, post creation of Jubilant Ingrervia Limited and mapped them to the KRA of our management team including business heads and CEO. During the year, we also established our business linkages with SDGs (Sustainable Development Goals) which clearly demonstrate the very purpose of our business. This study helped each business of the Company to map how they impact the greater cause of SDGs like food security, promoting healthy life, climate change mitigation, poverty alleviation and others and a broad thematic analysis of SDG induced sustainability strategy for the business. To impose further focus on climate change mitigation, this year the Company engaged third party for PCF (Product Carbon Footprint) assurance of 26 products. Considering safety of employees and neighbouring community, this year the Company has engaged reputed third party for further improvement of existing safety management system across facilities.

This year our business has improved its overall safety performance through significant reduction in lost time severity rate and lost time injury frequency rate.

The Company has also reduced its high performers' attrition rate (4.66%) far beyond its set target (6.30%). In environment front, we did well in achieving yearly targets of reduction in specific energy (16.05 GJ/MT against 16.95 GJ/MT) and specific water consumption (7.27 m³/MT against 7.65 m³/MT) and specific GHG emission (1.50 tCO₂e/MT against 1.58 tCO₂e/MT).

Our sustainability culture is driven through **Our Values** – delivering Excellent Quality with utmost care for the environment and safety; Nurture Innovation by sharing our knowledge and learning with each other and from markets we serve; Inspire Confidence by carefully selecting, training and developing our people to be more creative and empower them to take decisions; Always Stretch ourselves to be cost effective and efficient in all aspects of our operations.

We continue to create value for our stakeholders and through the Sustainability Report we have tried to create an engaging document showcasing our sustainability journey.

We hope you will enjoy going through our report.

We look forward to your feedback.

Shyam S. Bhartia
Chairman

Hari S. Bhartia
Co-Chairman



About Our Organisation

OUR BUSINESSES

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

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 serves more than 1,400 customers in more than 50 countries across the world. The Company's portfolio also extends to custom research and manufacturing for pharmaceutical and agrochemical customers on an exclusive basis.

Majority of our manufacturing sites are Responsible Care certified and the Company is driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products that the Company manufactures, it takes pride in being a partner of choice for its valued customers.

For more information, please visit:
www.jubilantingrevia.com





About Our Organisation *(contd)*

BUSINESS SEGMENTS

Speciality Chemicals

Speciality Ingredients

Our Speciality Ingredients business offers speciality building blocks such as Pyridine and Picolines, Cyanopyridines, Piperidine and so on, for the production of a range of Agrochemicals, Pharmaceuticals, Nutrition, Fine Chemicals, Oilfield Chemicals, Electronics, Solvents, among others.



Crop Protection Chemicals

We offer value added derivatives, derived from speciality building blocks such as Amino Pyridines, Halogenated Pyridines, Quaternary salts, and Alkyl Pyridines among others, finding application in intermediates and actives used across Insecticides, Fungicides, Herbicides and plant growth regulators, whereby we contribute to the global food security programme.



Fine Chemicals

In Fine Chemicals, we offer value added derivatives from Speciality Ingredients, attaining the leadership position globally in manufacturing and sale of Acetyl Pyridines, Amino Pyridines, Halo Pyridines, Pyridine Aldehydes, Metal Complexes and different other Pyridine, Picoline and Piperidine based derivatives for Pharmaceutical, Human and Animal Nutrition, Personal Care, Flavours and Fragrance and other industrial applications.



Custom Development and Manufacturing (CDMO)

We have emerged as 'Partner of Choice' for global pharmaceutical, agrochemical and other industrial application customers for cGMP and non-cGMP products.



About Our Organisation *(contd)*

BUSINESS SEGMENTS

Nutrition and Health Solutions

Nutrition and Health Ingredients

In Nutrition and Health Ingredients, we offer products like Vitamin B3 and Picolinates (Chromium and 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 feed, human food, cosmetics, pharma and other industrial uses.

Human Nutrition and Health Solutions

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



Animal Nutrition and Health Solutions

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



Cont. GRI 102-2, 102-5, 102-6, 102-7, 102-16

Shareholding pattern for Jubilant Ingrevia Limited.
as on March 31, 2021:

Promoter and Promoter Group: 50.68%
Public: 49.32%

Life Science Chemicals

Life Science Ingredients

In Life Science Ingredients, we offer building block ingredients based on Acetyls and Ketene Chemistry platform, having life essential applications such as pharmaceuticals, food and nutrition, agrochemicals, health and hygiene, flexible packaging, paints and coatings, adhesives, aromatics, dyes intermediate and industrial solvent. We produce various organic intermediates including Acetic Anhydride, Acetic Acid, Ethyl Acetate, Propionic Anhydride Formaldehyde, Acetaldehyde 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), for applications in pharmaceuticals, agrochemicals, personal care, and fuel blending. We also offer CO₂ for beverage and industrial applications.





About Our Organisation *(contd)*

OUR VALUES

GRI 102-6, 102-16

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

These values are ingrained in each employee across all levels, through regular training and engagement sessions.



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.



About Our Organisation *(contd)*

OUR PRESENCE

GRI 102-2, 102-3, 102-4, 102-6, 102-7 102-45, 102-46

India

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

Location of Headquarter

Jubilant Ingrevia Limited

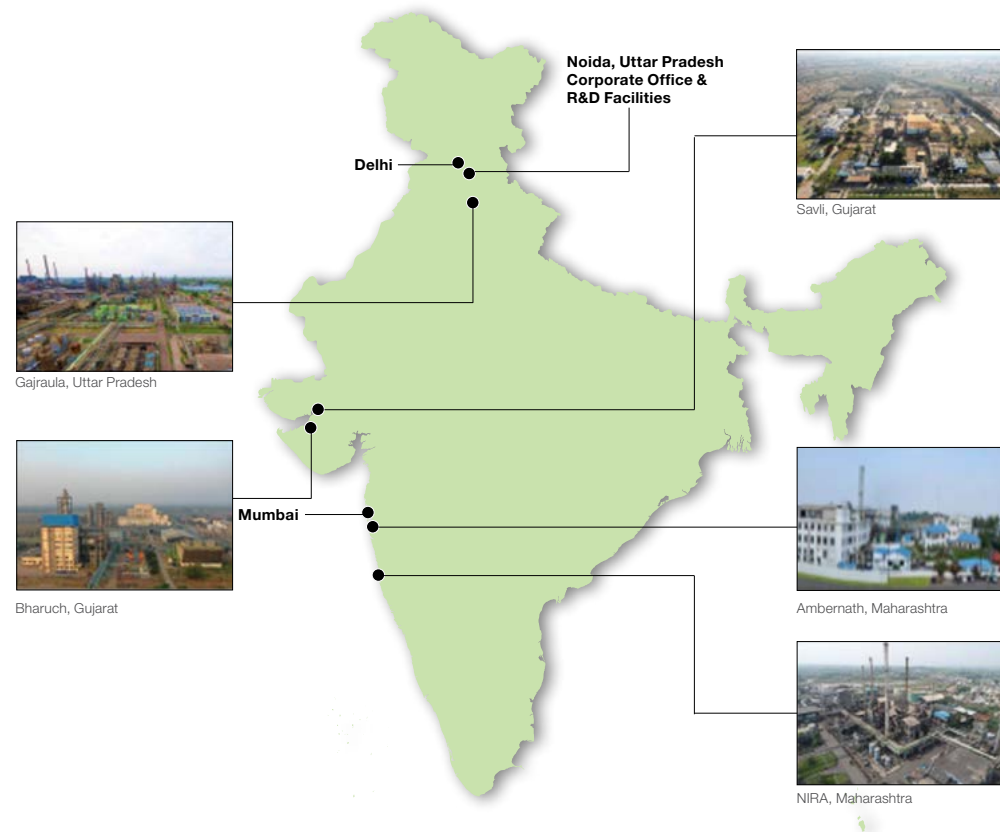
1A, Sector 16A, Noida-201301, Uttar Pradesh, India

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 Ingrevia Limited business facilities across India

- 1 Ambernath, Maharashtra, India**
Facility for Exclusive Synthesis - Pyridine derivatives
- 2 Bharuch, Gujarat, India (Special Economic Zone (SEZ))**
Facility for Vitamins and Crop Protection Chemicals and its derivatives, Acetic Anhydride.
- 3 Gajraula, Uttar Pradesh, India**
Integrated Pyridine and its derivatives facility, Ethanol, Ethyl Acetate, Acetic Anhydride, Propionic Anhydride, Acetaldehyde, Formaldehyde
- 4 Nira, Maharashtra, India**
Life Science Chemicals - Ethanol, Ethyl Acetate, Acetic Anhydride
- 5 Savli, Gujarat, India**
Animal Nutrition Products





Report Profile

TOPIC BOUNDARIES

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

Pursuant to the Composite Scheme of Arrangement, the Life Sciences Ingredient business of Jubilant Pharmova Limited (earlier known as Jubilant Life Sciences Limited) was demerged into the Company, effective from February 1, 2021. Therefore, this is the first Corporate Sustainability Report of Jubilant Ingrevia Limited post demerger of 'Life Science Ingredients' business from Jubilant Pharmova Limited on February 1, 2021. However, our 'Life Science Ingredients' business was very much part of sustainability reporting journey of 'Jubilant Pharmova Limited' from the year 2003 and continued to report its sustainability performance till last year with the same reporting boundary. This report has been prepared in accordance with the GRI Standards: Comprehensive option.

Although our Life Science Ingredients business demerged effective from February 1, 2021 into Jubilant Ingrevia Limited in the mid of FY 2021 we have maintained the reporting period of the Company for the complete FY 2021 (from 1st April, 2020 to March 31, 2021) while reporting sustainability performance of the Company. We have done this deliberately for a comprehensive understanding of our sustainability performance by our stakeholders and ease of comparative assessment of our overall sustainability performance on a year to year basis. The

comparative numbers for all previous years and the first 10 months of the current reporting period (i.e. April 1, 2020-January 31, 2021) are provided for Life Science Ingredients business. This was possible since the operational boundary of our Life Science Ingredients business before and after the demerger to Jubilant Ingrevia Limited remains the same.

As mentioned above the 'Life Science Ingredients' business demerged from Jubilant Pharmova Limited, was covered in FY 2020 Sustainability Report of Jubilant Pharmova Limited. The Report was prepared following the comprehensive option, of the GRI standards and was published on August 19, 2020. Key sustainability data and information published in this report has been compiled using the sustainability software 'SoFi', Enterprise Resource Planning (ERP) software (BAAN) for financial accounting and PeopleSoft Human Resource Information System (HRIS) for human resource data accounting. The Board and the CEOs, review the sustainability performance on a half-yearly basis and our Chief Sustainability Officer reviews the organisation's sustainability report and ensures that our organisation is committed to cover all the material topics. The data presented in the report is verified through systematic internal and external audits.





Report Profile *(contd)*

REPORTING PRINCIPLES

GRI 102-46

Defining Report Quality

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

Defining Report Content

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

Restatement of Information

GRI 102-48

Although this is the first sustainability report of the Company, however considering the unchanged operational and physical boundary of Life Science Ingredients business before and after its demerger to Jubilant Ingrevia Limited, we decided to restate last total water recycle and reuse figure reported last year under Jubilant Pharmova Limited (earlier known as Jubilant Life sciences Limited) as follows. This change is due to

change in definition of total water recycle and reuse by eliminating boiler steam condensate recovery and reuse from total water recycle reuse this year.

Total water recycle and reuse figure corrected to 2.21 million m³ from earlier reported 2.45 million m³.

Changes in Reporting Requirement

GRI 102-10, 102-49

There is no significant change either in material topic or in topic boundary in this report against previous year. The operational and physical boundary of 'Life Science Ingredients' business remains same both before and after demerger to Jubilant Ingrevia Limited from Jubilant Pharmova Limited.

Independent Assurance of Report

GRI 102-56, 102-53

M/s Ernst & Young Associates LLP conducted independent assurance for this report and their Assurance Statement is 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 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-27, 405-1

The Board of Directors ('Board') is the apex and highest governing body in Jubilant 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 the Company. The Board of Directors of Jubilant Ingrevia Limited is a judicial mix of executive, non-executive, independent and non-independent Directors. As on March 31, 2021, the Board comprised two Executive Directors and three Non-Executive Directors. The Board had five Independent Directors including one-woman 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 Annual Report for further information: <https://www.jubilantingrevia.com/investors/financials/annual-reports>)

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.

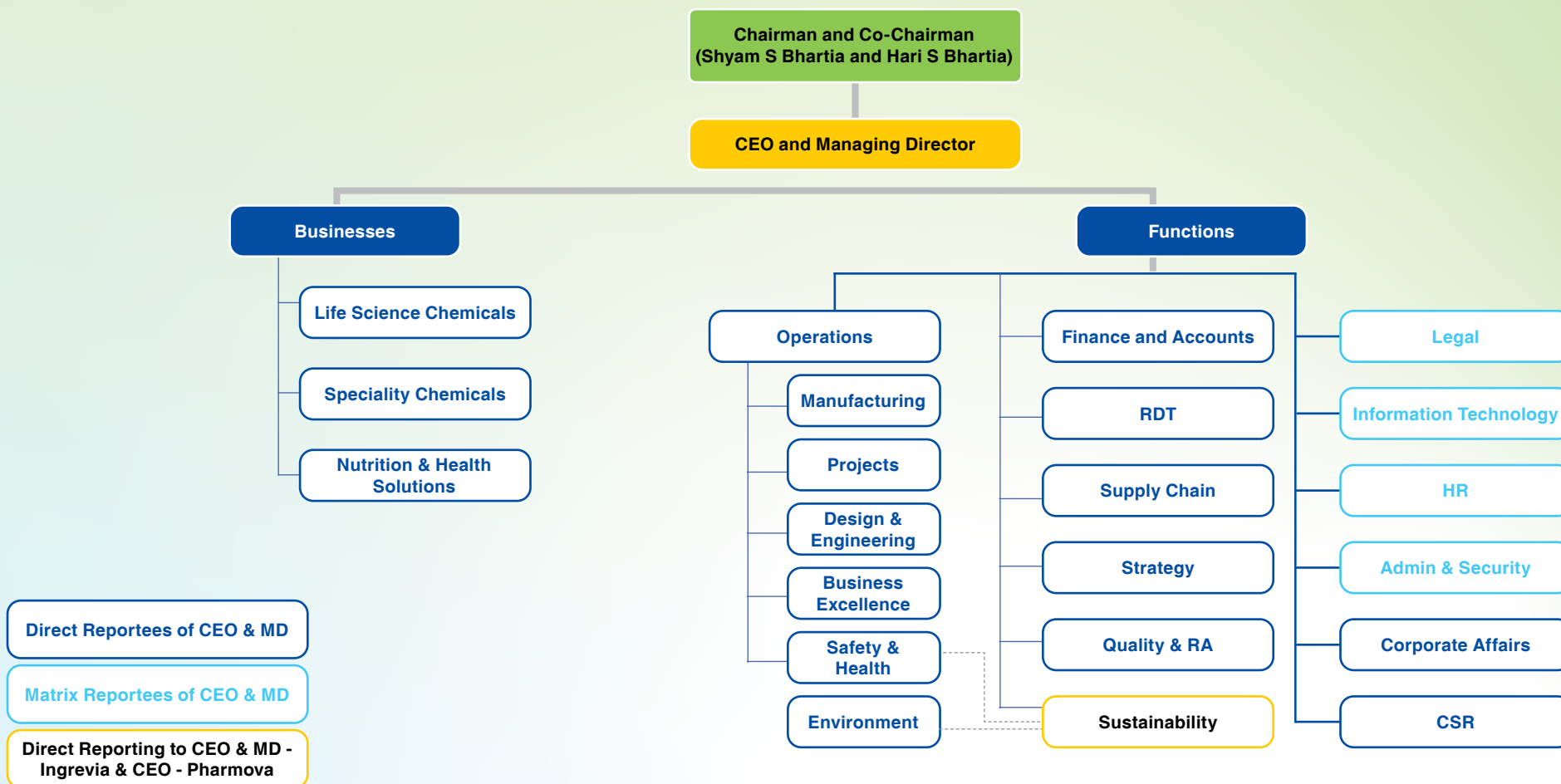
The CEO and Managing Director is the highest Executive Officer of the Company. He along with the Chairman and Co-chairman has led the Company to its present growth and success. The CEO and Managing Director is responsible for smooth functioning of the business. This also includes development of business 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 and Executive Directors.



Corporate Governance *(contd)*

The Global Management Team of Jubilant Ingrevia Limited is presented below

JUBILANT INGREVIA ORGANISATION STRUCTURE



Chief Sustainability Officer is responsible for the sustainability aspects of the organisation and directly reports to the CEO



Corporate Governance *(contd)*

Mechanism for Effective Governance Board Committees for effective governance

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

Major Committees are:

- Audit Committee
- Nomination, Remuneration and Compensation Committee (NRC)
- Stakeholders Relationship Committee
- Sustainability and CSR Committee
- Risk Management Committee
- Finance Committee
- Listing Compliance 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.

Cont. GRI 102-24, 102-26, 102-35, 102-36,

Compensation for the Members of the Highest Governance Body

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

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

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

The remuneration of Executive Directors are paid as recommended by the NRC Committee and approved by the Board and shareholders of the Company. Remuneration of Executive Directors consist of fixed component (salary, allowances, perquisites, other benefits) and variable pay as approved by the shareholders. NRC Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully. During the reporting period, the ratio of the annual compensation of the organisation's highest-paid individual to the median annual compensation of all employees (excluding the highest paid individual) was 76.





Corporate Governance *(contd)*

Appointment and Remuneration

GRI 102-24

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-and-codes/appointment-and-remuneration-policy>

Cont. GRI 102-28, 102-35, 102-36, 102-37

Code of Conduct (CoC) and Policies

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

There are several codes and policies framed by the Board in compliance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations').

Following are the salient codes and policies which provide broad guidelines for smooth and transparent functioning of the Board and are explained in our Annual Report: www.jubilantingrevia.com/investors/financials/annual-reports

- 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





Corporate Governance *(contd)*

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 (POSH) Policy

Information about these policies (other than POSH) is available on the Company's website: www.jubilantingrevia.com/sustainability/policies/ehs-policy

Code of Conduct covering the following:

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

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

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

- Enhancement of stakeholders' value through pursuit of excellence, efficiency of operations, quest for growth and continuous innovation
- Transparency, promptness and fairness in disclosures to and communication with all stakeholders including shareholders, Government authorities, customers, suppliers, lenders, employees and the community at large
- Complying with laws in letter as well as in spirit

Avoidance of Conflict of Interest

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

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 in case of Directors and to the Chairman/Co-Chairman in case of Senior Management) if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Directors and Senior Management are also required to confirm to Chairman/Co-Chairman on an annual basis that they have not entered into material financial or commercial transaction, which could have potential conflict with the

interests of the Company at large. These affirmations are placed before the Board.

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

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

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

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.





Corporate Governance *(contd)*

Grievance Redressal

GRI 102-33, 102-17

Jubilant Ingrevia Limited has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without fear of retaliation/victimisation/discrimination which is a sine qua non for an ethical organisation. To further augment the Corporate Governance standards, an Office of the Ombudsperson for the Jubilant Bhartia Group has been established. Any issue or concern may be reported by e-mail to ombudsperson@jubl.com or by logging on to www.cwiportal.com, an external web portal with whom Jubilant Ingrevia Limited has tied up for processing issues/concerns independently and confidentially.

Anti-Corruption

GRI 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. Around 95% of total number of management employees have received anti-corruption training till end of FY 2021.

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 Ernst & Young 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 102-11

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 Board, at the quarterly meetings.





Key Highlights

(based on 12 months' performance) of Jubilant Ingrevia Limited during FY 2021

ENVIRONMENT

Sustainability Goal Achievement for FY2020-21

Specific Energy consumption

Achieved 16.05 GJ/MT

Target 16.95 GJ/MT

Constructed a **3,000 KL reservoir** for rain water runoff collection and reuse in Savli

Reduce specific water consumption

Achieved 7.27 m³/MT

Target 7.65 m³/MT

Around **43.7% of total major raw material consumed** is renewable in nature

Reduce specific GHG consumption

Achieved 1.50 tCO₂e/MT

Target 1.58 tCO₂e/MT

Estimated **saving of 665 TJ equivalent of energy** and **reduction of 6,3472 tCO₂e** from Implementation of more than 42 energy saving projects.

Reduced Specific GHG by 25% from FY 2013

Reduced Specific Energy by 25% from FY 2013

Reduced Specific Water Consumption by 37% from FY 2013

Reduction of around **32% Scope 3 emission** against FY 2020 due to increase in goods movement through Rail





Key Highlights *(contd)*

SOCIAL

Free 'JUBI-R' (remdesivir) to first **500 eligible patients** through Jubilant's own distribution network across India

Around **6000 litres of hand sanitiser** were distributed to the local community, police stations, Gram Panchayat, Tehsil office and other Government offices.

147500 plantation involving **1315 farmers**

Incubation of Neem enterprise to support local livelihood for women : **200 women are getting sustained income**

The **11th Social Entrepreneur of the Year (SEOY) Award – India 2020** was celebrated in a grand virtual ceremony on **November 26, 2020**

Over 1 Lakh downloads: Free Education app downloaded by students for continuity of education

91560 man-hours were spent on safety training during this year

Strengthening safety management

Implementation of global OHS Standards, competency building of the people, development of safety KPIs and driving safety governance across all the levels of the organization



GOVERNANCE

₹ 3,491 Crore

Revenue

Increase of 10% over FY 2019-20

₹ 56.23 Crore

saved through resource saving projects by Business Excellence team

₹ 627 Crore

EBITDA

Increase of 53% over FY 2019-20

₹ 8.73 Crore

spent on Environmental Capex



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 Our Vision on Risk Management

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

Our Internal Financial Controls (IFC) system has been established with policies and procedures that incorporate all the five elements:

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

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

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

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

Our senior management team sets the overall tone for risk minimisation culture through defined and communicated corporate values, clearly assigned risk mitigation responsibilities and appropriately delegated authority. We have laid down procedures to inform Board members about the risk assessment and risk minimisation procedures. As an organisation, we

promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.

Risk Management Structure

Our risk management structure comprises the Board of Directors, Audit Committee and Risk Management Committee at the apex level, supported at operational level by CEO and MD, Business Presidents, CFO, Chief of Operations, Chief of Supply Chain, Chief Information Officer, Chief of Manufacturing and Functional Heads. All risk owners are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the CEO and MD and actions are drawn upon. Progress against the risk management plan is periodically monitored.

The Risk Management Committee act as a governing body to monitor the effectiveness of the Risk Management framework.

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



Risks and Opportunities *(contd)*

Risk Assessment

The Company identifies and evaluates several risk factors and draws out appropriate mitigation plans. Some of the key risks affecting it businesses are laid out below. For further details about the identified risks please refer our Annual Report at www.jubilantingrevia.com/investors/financials/annual-reports.

1. Competition, cost competitiveness and pricing		2. Dependence on certain key products and customers (GRI 102-15, 102-29, 102-30)	
Brief Description	Mitigation Plan	Brief Description	Mitigation Plan
<p>Manufacturers in China, who gain from economies of scale, favourable policies and lower cost along with other advantages, may adversely affect our ability to maintain market leadership, achieve planned growth and generate planned margins</p> <p>Some Chinese manufacturers deliberately initiate price wars with Indian manufacturers. Sometimes new entrants also resort to low pricing to capture market share. Some of our competitors are also suppliers of core raw materials for the Life Science Ingredients business of the Company. These competition risks and excess capacity, amongst others, can result in decrease in prices and consequently affect margins.</p>	<p>Increasing penetration in other geographical regions and strengthening our supply position with our existing strategic customers through competitive offering</p> <p>Building long-term relationships with key customers through customer relationship management by offering improved quality and service experience.</p> <p>Building economies of scale in manufacturing, distribution channels and procurement to maintain cost advantage and sustained entry barrier.</p>	<p>We depend on certain key products and customers for a significant portion of its total revenue, cash flows and earnings and any events that adversely affect the markets for key products or key contracts may adversely affect its financial condition, results of operations and profitability. If the volume or pricing of our largest selling products declines in future or the Company is unable to satisfy market demand for these products, its financial condition, results of operations and profitability could also be adversely affected.</p>	<p>We continue to launch new products with the help of RDT (Research, Development & Technology) resources, forward and backward integration which help us in developing new cost effective processes/ products to meet customer demand and build market share. We may also change our product mix appropriately.</p> <p>To reduce business dependency on two products for LSI business, we have launched new product, Propionic Anhydride, to address the growing need in Agrochemicals, Pharma and Dyes Intermediate industry in India.</p>
3. Foreign currency and interest rate exposures		4. Capacity Planning and Optimisation	
Brief Description	Mitigation Plan	Brief Description	Mitigation Plan
<p>There has been significant movement in exchange rates over many years. We have foreign currency exposures due to our Exports and Imports and we may also be exposed to credit risks in some markets.</p> <p>Increase in borrowing cost may also adversely impact the profitability of the Company.</p>	<p>We use derivative financial instruments and other hedging techniques to cover our potential exposure.</p>	<p>Insufficient capacity threatens our ability to meet demand and be competitive and excess capacity threatens the organisation's ability to generate competitive profit margins.</p>	<p>We ensure that capacities are well planned and optimised to respond to market realities.</p>



Risks and Opportunities *(contd)*

5. Manufacturing Operations Compliance

Brief Description

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

Mitigation Plan

Transforming Manufacturing for Operational Excellence & Sustainability with Zero Tolerance to any Non-compliance' is our core focus. We practice world-class manufacturing processes in our day-to-day operations, assuring our customers unmatched quality and timely delivery of products through innovation and cutting-edge technology.

6. RDT (Research, Development & Technology) Effectiveness and Product Pipeline

Brief Description

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 failing 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.

Mitigation Plan

The RDT team has taken a proactive approach to introduce 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.





Risks and Opportunities *(contd)*

7. Supply Chain Interruptions

Brief Description

Any unforeseen event impacting the movement of goods around the world or delay by our suppliers can adversely impact our business.

The surge of COVID-19 pandemic in India and across the world resulted in restrictions and Supply Chain issues everywhere.

Logistics challenges, particularly in the area of exports, were caused by the severe shortages of containers worldwide.

Mitigation Plan

In terms of shipments, Company remained unaffected owing to our annual contract with one of the largest shipping lines in the world who continued to provide us space, containers.

We are actively working with all our raw material, packing material supplier, logistic service provider very closely to ensure that we continue to get their support for smooth running of Supply Chain.

We have agreements with all our key suppliers of raw material and logistics service providers ensuring supply at a competitive price.

8. Acquiring and Retain Talent

Brief Description

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.

Mitigation Plan

We have committed substantial resources and strategies to acquire, retain and develop talent, given the size, complexity and geographic reach of our businesses because of competition for qualified and experienced professional personnel.

Jubilant Ingrevia Limited. ensures that employment contracts for employees and contractors are updated and legally sound. To mitigate such compliance risks, we regularly audit our HR processes to ensure that we comply with applicable laws and report on finances quarterly.

9. Compliance and Regulatory

Brief Description

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

Any change in the 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.

Mitigation Plan

We are proactively following-up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly.

We have also put in place a compliance management system to ensure our adherence to all applicable laws and regulations.





Risks and Opportunities *(contd)*

10. Environment, Health and Safety (EHS)

Brief Description

We require certain statutory and regulatory permits and approvals to operate our business, including environmental clearances. Any failure to procure, renew or maintain the required permits or approvals or any violations of EHS requirements may result in substantial fines or penalties, the imposition of other civil or criminal sanctions, clean-up costs, claims for personal injury or property damages, restrictions on or the suspension of our operating permits or activities.

Mitigation Plan

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

The Company proactively engages with the Government, industry forums and academia to support creation of responsible and practicable EHS regulations.

We have a full-fledged EHS team which continuously addresses the issues of environmental safeguards by conducting periodical safety audits and training programs.

12. Changes in Tax Legislation

Brief Description

Actions by Governments to increase tax rates or to impose additional taxes may reduce our profitability.

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.

11. Information Technology (IT)

Brief Description

Occurrence of any unforeseen threats to Information Technology systems could have adverse impact on data availability and continuity of business operations.

Mitigation Plan

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

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

13. Labour Unions

Brief Description

If the Company experiences labour union issues, our production capacity and overall profitability could be adversely affected.

Mitigation Plan

Although we generally enjoy cordial relations with our employees, the Company may experience a strike over wages and other matters. This may be resolved amicably through a voluntary negotiation and mediation process.

14. Managing Impact of Black Swan Event - COVID-19

Brief Description

The current worldwide spread of COVID-19 is expected to result in a global slowdown of economic activity, which could impact demand for a wide variety of products and services, including from our customers, while also disrupting supply channels, for an unknown period until the disease is contained.

Mitigation Plan

In the midst of the unprecedented COVID-19 crisis faced by the entire world, we have taken measures to increase awareness and ensured the safety and health of our employees as well as neighbouring communities.



Stakeholder Engagement

Jubilant Ingrevia Limited regularly engages with key stakeholders to address their aspirations and expectations. We believe in collaborations and inclusive growth. Our engagement endeavours helps us to craft the solutions towards our common sustainability goals.

Stakeholder Engagement and Prioritisation

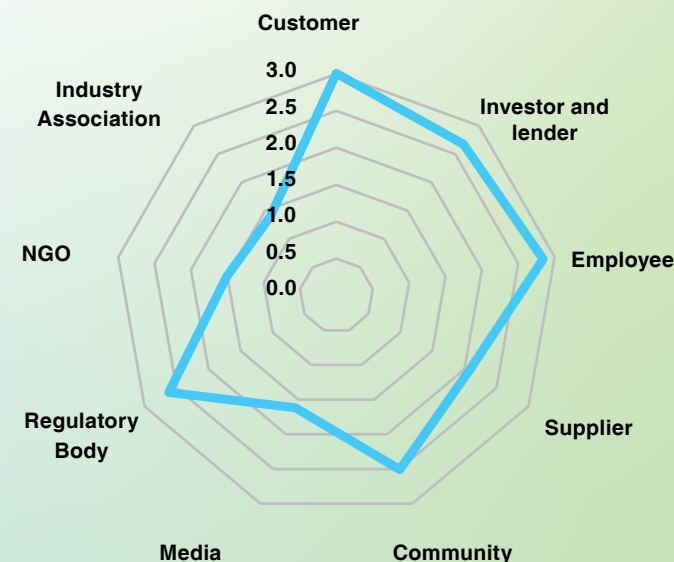
GRI 102-42, 102-21, 102-29, 102-40, 102-43

The Company is continually working towards making the stakeholder engagement framework more focused and structured year on year to identify challenges material for long term sustainable business of the Company. The stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors, shareholders, customers, suppliers, vendors, employees, local communities and regulatory bodies.

The material challenges are identified, prioritised and integrated within the overall business strategy to make business sustainable in the longer run. From FY 2015, we started stakeholder prioritisation and materiality assessment involving top management, who continuously engages with different stakeholders at different intervals. During the reporting year, we formalised sustainability goals on engagements with stakeholders and presented 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 (contd)

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

Stakeholder	Modes of engagement (frequency)	Needs/Expectations of stakeholders
 Customers	<ul style="list-style-type: none"> Two virtual customer meets Feedback calls Online platform – Customer Relation Management (CRM) 	<ul style="list-style-type: none"> Quality Packaging and Labelling Climate Change Timely Delivery
 Investors and Shareholders	<ul style="list-style-type: none"> Investors meet and calls, four investor conference calls with investors attended by Chairman, ED - Finance and CEO Shareholders/Investors Grievance forums Investors are provided with Annual Report and Sustainability Report on a regular basis Company website is updated regularly with relevant information AGM with investors held on December, 2020 	<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"> Rewards and Recognitions (R&R) Virtual Chairmen's Award event Virtual Quarterly R&R Virtual Long Service Awards COVID YODDHA recognition COVID Management Employee Wellness Programmes – awareness sessions, counselling initiative Virtual success celebrations Virtual festival/special days celebration 	<ul style="list-style-type: none"> Faster decision making Talent pool Collaboration Job enrichment Career growth No discrimination
 Suppliers and Vendors	<ul style="list-style-type: none"> Vendor council, vendor meetings Online forums, Supply Chain and contract manufacturers' site audits 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Road safety Local employability Environmental pollution Health and hygiene Vocational training Water



Stakeholder Engagement *(contd)*



MATERIALITY ASSESSMENT

GRI 102-47, 102-34, 102-29

Material Topics Identification

As per GRI reporting framework, materiality implies relevance. Relevant topics are reasonably considered important to both stakeholders and the Company. During the reporting period, the Company conducted internal stakeholder consultations to re-validate the significant material topics reported in FY 2019. We reviewed and prioritised the stakeholder expectations based on gravity and frequency of the topics raised by them, while the Company's risks and opportunities were prioritised through internal assessments. The degree of relevance of the identified sustainability aspects were same as reported in FY 2019. Therefore we continue to report on the same material topics as last year.

Further we tried to align the stakeholder expectations against the Company's risks in order to identify material challenges based on the below materiality matrix.





Stakeholder Engagement (contd)

Following is the list of key material challenges identified for the Company, 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.



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 with a 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 done by the Company. These topics have been clearly shown in the GRI content index from page: 83-93. The Company continues to report on the non-material topics, as some of our stakeholders require this information from time to time and we want to continue addressing additional sustainability/non-material topics for consistent reporting to our stakeholders.



Economic Impact

DIRECT ECONOMIC VALUE GENERATED

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



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.

This year, despite the COVID-19 related challenges, we reported significant growth in our Revenue, EBITDA and PAT in FY 2021. The Company reduced its net debt.

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

Effective February 1, 2021, Life Science Ingredients (LSI) business of Jubilant Pharmova Limited (JPL), earlier Jubilant Life Sciences Limited, demerged to Jubilant Ingrevia Limited (JVL). Accordingly, during the year ended March 31, 2021, the consolidated financial results of Jubilant Ingrevia Limited comprises results only for two months of operations, starting from February 1, 2021, being the effective date of demerger. To provide the comprehensive picture of the operations of the Company on continuing basis the financial results for FY 2021 has been presented by combining the relevant portion of the published results of LSI Segment - Jubilant Pharmova Limited and Jubilant Ingrevia Limited as under:

- Results from April 1, 2020 to January 31, 2021 and previous year has been taken from the reported discontinued operations for LSI segment of Jubilant Pharmova Limited.
- Results from February 2021 to March 2021 has been taken from the Audited results of Jubilant Ingrevia Limited.
- EPS has been computed on combined profits assuming existence of share capital throughout the year





Economic Impact (contd)

However, in our Annual Report you will also find two months (February 1, to March 31, 2021) financial performance of the Company. For details about Company's statutory financial performance, please refer to our Annual Report FY 2021 available on the Company website: www.jubilantingrevia.com/investors/financials/annual-reports

Economic Performance

Jubilant Ingrevia Limited

Economic Performance*	Units	FY 2020	FY 2021
Direct Economic Value generated			
TOTAL REVENUE	₹ Crore**	3,179	3,491
EBITDA (including other income)	₹ Crore	409	627
PAT	₹ Crore	220	316
Economic Value Distributed			
Major operating costs ¹	₹ Crore	2,495	2,580
Employee wages and benefits	₹ Crore	284	299
Payments to providers of capital ²	₹ Crore	0	0
CSR Investment around Indian Operations ³	₹ Crore	0	0
Retained Earnings (FY 2019-20 part of JPL)	₹ Crore	-	1,907
Donation (including corporate social responsibility expenditure)	₹ Crore	13	5
Company Contribution in Long term employee benefits			
PF Contribution	₹ Crore	10	10
Pension Contribution	₹ Crore	4	3
Superannuation Contribution	₹ Crore	1	1
Others			
Grant Received from Government	₹ Crore	34	16
Paid up Capital (FY 2019-20 part of JPL)	₹ Crore	-	16

Economic Performance*	Units	FY 2020	FY 2021
Consolidated Debt (FY 2019-20 part of JPL)	₹ Crore	-	546
% revenue from International Sales	₹ Crore	1,287	1,369
Revenues from third-party sales	₹ Crore	3,134	3,465
Tangible assets other than cash and cash equivalents (FY 2019-20 part of JPL)	₹ Crore	-	2,466
Tax paid ₹ 28 Crore for FY 2019-20 and ₹ 46 Crore FY 2020-21 paid by JPL for discontinued operation	₹ Crore	28	58
Corporate income tax paid on a cash basis; Including paid at JPL for discontinued operation	₹ Crore	-	67
Corporate income tax accrued on profit/loss	₹ Crore	(-)23	102

*All the figures above present economic performance of Life Science Ingredients Business for complete FY 2021 (April 1, 2020 - March 31, 2021), while the same demerged to Jubilant Ingrevia Limited from February 1, 2021. Prior to that the whole business was part of Jubilant Pharmova Limited (earlier known as Jubilant Life Sciences Limited).

** 1 Crore = 10⁷

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

Note2: For FY 2021, the Board of Directors has recommended a dividend of ₹ 0.35 per share of ₹ 1 each amounting to ₹ 6 Crores which will be paid in the FY 2022. Further, in FY 2020, Jubilant Pharmova Limited (earlier known as Jubilant Life Sciences Limited) has paid dividend of ₹ 153 Crores.

Note3: Being a newly formed Company, the Company was not required to spend on CSR activities during the Financial Year 2020-21, but Jubilant Bhartia Foundation continued its activities around its manufacturing locations out of CSR contribution of the Jubilant Pharmova Limited.

Revenues from intra-group transactions with other tax jurisdictions, if any, will be reported from next year.



Economic Impact *(contd)*

Taxation

GRI 207-1, GRI 207-2, GRI 207-3, GRI 207-4

Our approach 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. 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 understand our responsibility to pay an appropriate amount of tax. The Company's tax approach is 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 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 a substantial business and employment presence in many countries around the globe 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 worldwide 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.

Tax Governance, Control and Risk Management

GRI 207-2

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 global corporate tax citizen, we are committed not to engage in any tax planning 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 global 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 the OECD BEPS initiatives, 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.



Economic Impact *(contd)*

Stakeholder Engagement and Management of Concerns Related to Tax

GRI 207-3

Jubilant engages with tax 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 various countries throughout the world and is subject to tax in numerous 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. A significant number of tax returns that are filed are subject to examination by various Federal, state and local tax authorities. We seek to maintain open, positive relationships with governments and tax authorities worldwide and we welcome constructive debate on taxation policy. As we operate throughout the world, there are many transactions between and amongst Jubilant Ingrevia Ltd. and its Group companies. In line with internationally recognized standards for cross border transactions and OECD 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. For jurisdiction specific tax details and details about our subsidiaries, please refer to our Annual report for FY 2021 available on the Company website.





Environmental Impact



Our Approach

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

For a sustainable world, environmental protection is the need of the hour. Knowing that, Jubilant 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 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 and Safety (EHS) Policy
- Responsible Care Policy
- Energy Policy
- Climate Change Mitigation Policy
- Sustainability Policy
- Green Supply Chain Policy

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

Environmental goals of key manufacturing sites are set and tracked under ISO 14001, RC 14001 based certified Environment Management Systems.

All our employees are provided with induction training, covering Sustainability aspects and technical training to support their work. EHS and Sustainability related Key Result Areas (KRAs) are also set for Company 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 ₹87.3 million out of which ₹13.3 million spent against environment projects approved during FY 2021 and remaining spent against projects approved prior to FY 2021.



Environmental Impact (contd)

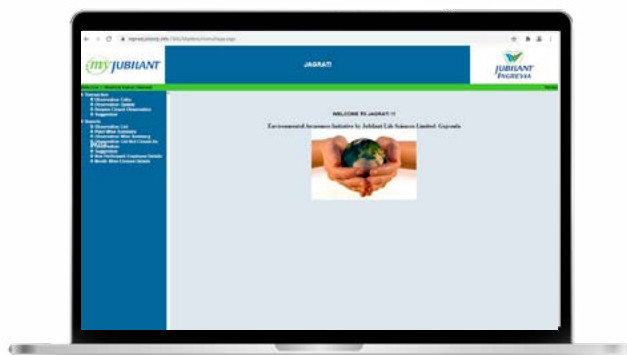
Digital Monitoring and Tracking of EHS Challenges

GRI 403-2

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



Material Topic ends





Environmental Impact (contd)

CLIMATE CHANGE

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



Why It Matters?

Climate change and its impact is now very much evident and is a global phenomenon and our Company is no exception to this. Jubilant 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 inquire about the GHG emissions for the products that they purchase.

Greenhouse Gases

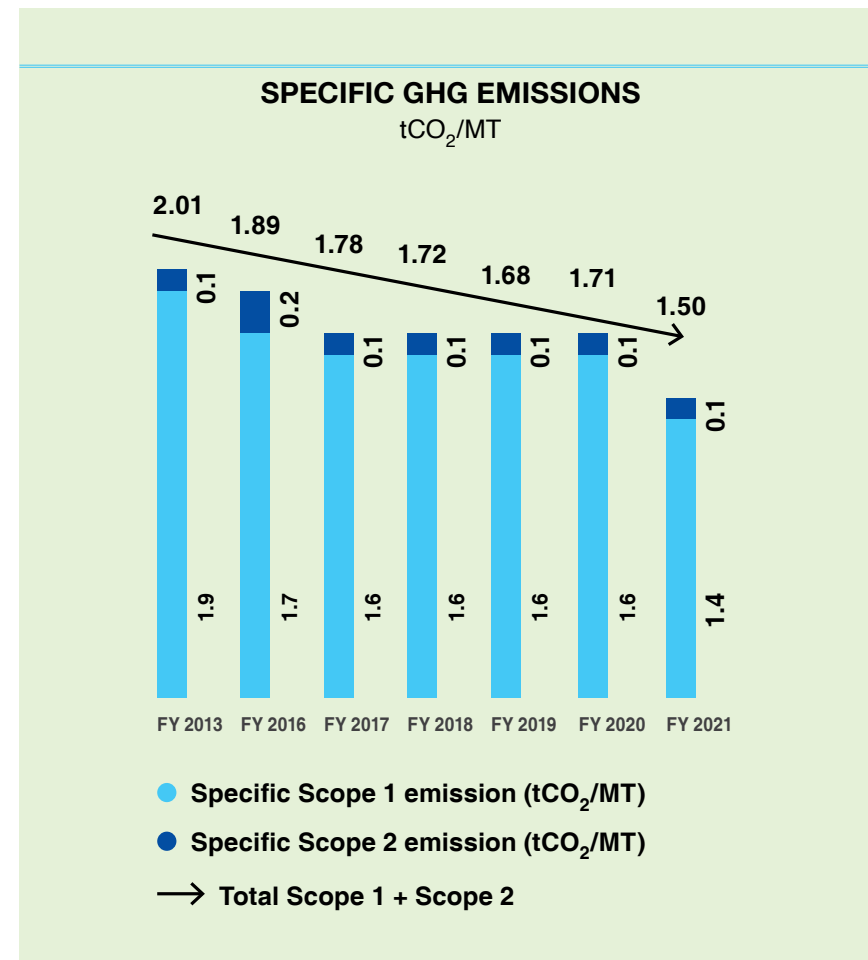
GRI 102-12, 305-4, 305-5

The Company is monitoring and reporting its GHG emission regularly. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world.

GRI Disclosure	GHG Emissions	Units	FY 2020	FY 2021
	Total GHG Emissions	1000 MT CO ₂ e	941.57	846.23*
GRI 305-1	Total Scope-1 GHG Emissions	1000 MT CO ₂ e	869.26	774.70
GRI 305-2	Total Scope-2 GHG Emissions	1000 MT CO ₂ e	72.31	71.53

*In addition to the total GHG emissions, total emission from Biomass is 3486.24 tCO₂e.

*Additionally, this includes 875.10 tCO₂e emissions from Corporate office





Environmental Impact (contd)

GHG Sustainability Goal 2021

S. No.	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 2021 (Baseline-FY 2019)	Status FY 2021
1	JVL (Manufacturing sites)	1.58 tCO ₂ e/ MT	1.50 tCO ₂ e/ MT

*GHG intensity includes Scope 1+2 emissions

What We Are Doing?

GRI 103-1

The Company conducted life cycle based carbon footprint studies by a reputed external agency during FY 2012. The study was conducted on 15 key products of the Company using the cradle to gate approach. The Company is also monitoring any changes in global, regional and national level policies and regulations on climate change and its mitigation, which may result in financial implication with respect to energy and other resources relevant to the Company's business.

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

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

Transport Emission

GRI 305-3

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

Scope 3 GHG Emissions from road and rail transportation	FY 2020	FY 2021
Total GHG emission in tCO ₂ e	17116	11678
*Specific emission in gm CO ₂ e / Tonne km	34.87	34.29

* This decrease in specific emission is primarily because of increase in transportation percentage through rail from 36% to 63% during FY 2021 against FY 2020





Environmental Impact (contd)

Improving Energy Efficiency

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

Jubilant Ingrevia Limited is focused on improving energy efficiency. The Company implemented 42 energy saving projects in the reporting year that has directly contributed towards reduction of around 665 TJ of energy consumption (Coal – 16,823 MT, electricity- 6,375,580 kWh, heating-60,351 MT steam equivalent, FO – 144 MT, Raffinate – 4,464 KL, NG – 139,143 m³, Biomass - 411 MT). This is equivalent to 63,472 MT of CO₂e and incurring total savings of ₹ 242.5 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.

42

energy saving projects implemented

665 TJ

of reduction in energy consumption

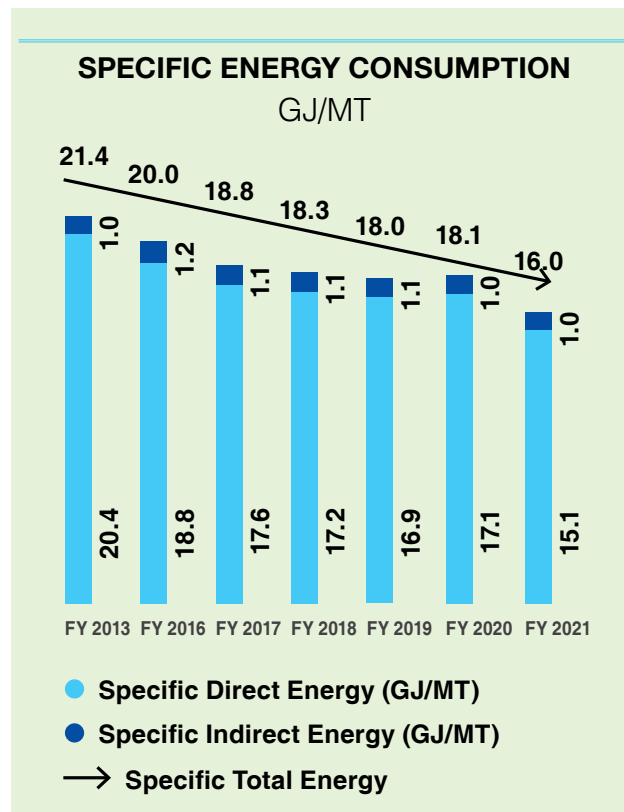
63,472 MT

CO₂e reduction

₹ 242.5 million

total savings

Cont. GRI 302-3, 302-4



Energy Efficiency Sustainability Goal Status: Reduce the Specific Energy Consumption (Energy Intensity)

S. No.	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 2021 (Baseline FY 2019)	Status (FY 2021)
1	JVL (Manufacturing sites)	16.95(GJ/MT)	16.05 GJ/MT)



Environmental Impact *(contd)*

Case Study

Waste heat recovery from Incinerator

Area of Application	Idea!	Achievement
<p>WH RB and APH is installed in Bharuch incinerator for recovery of Flue gas heat.</p> <p>After heat recovery, flue gas temp of 165 Deg C was fed to scrubber and then vented to atmosphere at approx. 70 deg C.</p>	<p>Heat of 165 to 70 Deg C was released to atmosphere.</p> <p>This useful heat was planned to be recovered for preheating raffinate and boiler feed water.</p>	<p>New APH was installed at incinerator and flue gas temp was brought down to 95 Deg C before feed to scrubber.</p> <p>Annual estimated saving of NG 12588 Sm3 and additional steam generation 7,007 MT.</p>

Case Study

Flash steam recovery

Area of Application	Idea!	Achievement
<p>Steam is used for process heating in EA plants.</p> <p>Steam Condensate was collected and sent to boiler for boiler feed water preheating.</p> <p>Flash steam was vented to atmosphere.</p>	<p>Source of flash steam utilisation was identified within plant. Flash steam is separated and utilised In recovery column for its heating requirement.</p>	<p>Flash steam is utilised at recovery column.</p> <p>Annual estimated steam saving 2460 MT.</p>





Environmental Impact (contd)

Energy Key Performance Indicators

GRI 302-1, 302-2

GRI Disclosure	Environmental Performance	Units	FY 2020	FY 2021
GRI 302-1	Total Energy Consumption*	Peta Joules	9.97	9.03
	Direct Energy Consumption			
	Non-renewable energy sources			
	Coal	MT	465,894	4,12,351
	Energy from Coal	Peta Joules	8.47	7.4
	HSD	KL	2,263	1,624
	Energy from HSD	Peta Joules	0.08	0.06
	FO/LSHS	MT	7,770	7,457
	Energy from FO/LSHS	Peta Joules	0.32	0.30
	Natural gas	sm ³ in Million	6.65	8
	Energy from Natural Gas	Peta Joules	0.24	0.29
	Total direct energy consumption from non-renewable energy sources**	Peta Joules	9.12	8.10
	Renewable energy sources			
	Biogas	million m ³	15.07	19.8

GRI Disclosure	Environmental Performance	Units	FY 2020	FY 2021
	Energy from Bio-gas	Peta Joules	0.27	0.35
	Solar Energy	Peta Joules	0.00003	0.0002
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.27	0.35
	Biomass as energy source			
	Biomass	MT	3,039	3002
	Energy from Biomass	Peta Joules	0.04	0.03
	Total Direct Energy	Peta Joules	9.42	8.5
GRI 302-2	Indirect Energy Consumption			
	Electricity purchased	1000 KWH	88,182	89518
	Steam purchased	MT	68,385	64520
	Total Indirect Energy consumption	Peta Joules	0.55	0.55

* 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 (0.0000168 PJ) and LPG (0.00080 PJ)



Material Topic ends



Environmental Impact (contd)



WATER Material Topic

Why It Matters? GRI 303-3, 303-5, 103-1

Being a Life Sciences Company, we are dependent on water for many of our manufacturing processes. At the same time, we also deeply understand how critical this natural resource is to human life and ecosystems. As per CGWA assessment, Gajraula is classified as over-exploited zone with respect to groundwater consumption (2.27 million m³).

What We Are Doing? GRI 303-1, 303-2, 303-3, 303-4, 306-1, 103-2, 103-3, 306-1, 306-5

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

The Company strives to recycle back, usable water from the effluents after treatment in order to reduce fresh water consumption. Most of our Indian manufacturing facilities are zero liquid discharge. The Bharuch site discharges treated effluent through Gujarat Industrial Development Corporation pipeline, while Savli sends their 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.



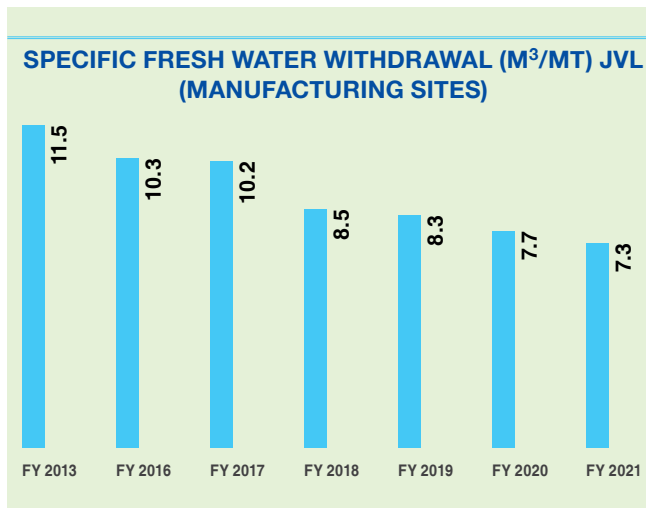
Environmental Impact (contd)

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 2024 in FY 2019 which are aligned with the Sustainable Development Goals (SDGs), Intended Nationally Determined Contributions (INDCs) and other programmes under Niti Aayog. Refer to our 'Summary of Goals and Targets' section.

Water Sustainability Goal: Reduce the Specific Water Consumption

S. No.	Jubilant Ingrevia Limited (JVL)	Reduction Target FY 2021 (baseline FY 2019)	Status (FY 2021)
1	JVL (Manufacturing sites)	7.65 m ³ /MT	7.27 m ³ /MT



RO treatment plant

GRI Disclosure	Water	Units	FY 2020	FY 2021
GRI 303-1	Water withdrawal			
	Ground Water	million m ³	2.70	3.39
	Surface Water	million m ³	1.53	0.69
	Municipal Water	million m ³	0.03	0.01
	Total*	million m ³	4.25	4.09
GRI 303-3	Water Recycled and Re-used			
	Water Recycled and Re-used	million m ³	2.21	1.25
GRI 306-1 303-4	Treated Effluent Discharge**	million m ³	0.13	0.13

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

*Water withdrawal includes corporate office 0.0049 million m³



Environmental Impact *(contd)*



Sewage Treatment Plant for Community Sewage (600 KLD)

Cont. GRI 303-1, 303-2, 303-4

Other Initiatives Taken Towards Sustainable Water Management are Listed Below

Savli

- Implemented chlorination treatment for liquid CC effluent to reduce ammoniacal nitrogen at ETP inlet from 200 mg/L to 40 mg/L.
- Constructed a 3,000 KL reservoir for rain water runoff collection and reuse.

Nira

Contaminated aquifer remediation programme implemented at Nira site with excavation and utilisation of legacy distillery sludge and commencement of pump and treat system.



Organic composting machine



Boiler 'G' ESP



Environmental Impact *(contd)*

COMPLIANCE Material Topic

GRI 307-1, 419-1, 103-1, 103-2, 103-3

Why It Matters?

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

What We Are Doing?

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

approvals is duly considered while designing business plans.

The Company has a well-defined system to track non-compliance in all departments, especially for environmental impacts. The approach to this can be found highlighted in the 'Precautionary Approach' section of this report.

Mentioned below, are non-compliances reviewed and mitigated in the FY 2021:

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 2019 based on NGT directions, a Joint Monitoring Committee, and subsequently a Joint committee of Central Pollution Control Board (CPCB) and Maharashtra Pollution Control Board (MPCB), visited the Plant and filed their reports to the NGT with a recommendation to impose Environmental Compensation (EC) of ₹ 5.475 Crores, and Company filed its objections on the reports. 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 directed Jubilant Ingrevia

Limited to deposit the EC of ₹ 5.475 Crore and an additional EC of ₹ 0.762 Crores, and disposed the matter. In June 2021, the Company has deposited the EC amounts with the MPCB. In June 2021, the villagers have filed an appeal before the Supreme Court challenging the order of the NGT. The Company will be filing its objection in the said appeal, which is pending.

In 2019, one farmer complained to the NGT regarding loss of crop in his mango orchid located near the 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 the CPCB to undertake an inspection and file a report. Based on the report filed by the CPCB in October 2019, the Uttar Pradesh Pollution Control Board (UPPCB) issued a direction to deposit ₹ 30 Lakhs as compensation, and also issued a notice to the Company's Distillery unit alleging illegal extraction of Ground water since renewal of no-objection (NOC) of the Central Ground Water Authority (CGWA) since April 2019 was not furnished, and imposed an EC of ₹ 9.84 crore, against which the Company filed objections having filed renewal applications for the NOC in time. In December 2019, the Company deposited ₹ 30 Lakhs with the UPPCB. In February 2020 the NGT directed the regulatory authorities to take appropriate action and approved the separate EC of ₹ 6.19 crore, against which too the Company filed objections to the findings of the



Environmental Impact *(contd)*

report. In June 2020, the 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 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 the Company, the closure direction was revoked on June 30, 2020 and plant operations resumed. In September 2020 the Company deposited an additional amount of ₹ 0.70 crores under protest towards the EC. In November 2020, the Allahabad High Court granted a stay against any coercive action by UPPCB and directed the Company to deposit a Solvency Security Certificate with the 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 the UPPCB to take necessary action to recover the EC amounts. A representation by the Company against the ECs is pending before the UPPCB. In May 2021, Uttar Pradesh Ground Water Authority (UPGWA) granted the NOCs for ground-water extraction, of which UPPCB has been informed.

In November 2020, the MPCB issued direction for closure of Ambarnath B-34 Unit 1 of the Company for reasons of inadequate facility for effluent treatment, gas leakages and not maintaining records of Hazardous Waste. The 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 is awaiting decision.





Environmental Impact (contd)

OTHER ENVIRONMENTAL FACTORS

Waste Management Material Topic

GRI 306-2, 306-4

Our Approach

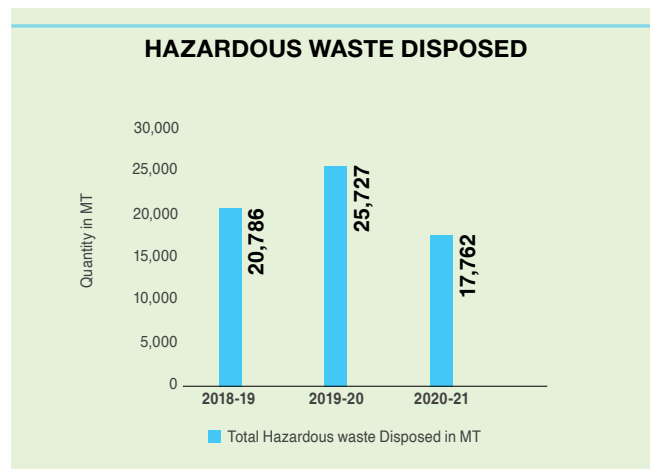
We adopted the 3R approach for waste minimisation.



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)





Environmental Impact (contd)

GRI Disclosure	Hazardous waste*	Units	FY 2020	FY 2021
GRI 306-2	Hazardous waste disposal*	MT	25,727	17,762
	Solid waste incineration + Liquid waste incineration= total waste incinerated	MT	12,577	4,364
	Co-processing in cement kiln	MT	226	623
	To authorised agency	MT	5,905	4,949
	Secure landfill	MT	7,019	7,825

*This excludes 60 litre of lube oil from corporate office at Noida. Also in addition to above during the reporting year the company disposed 4.83 MT of biomedical waste, 3.09 MT of e-waste to authorised agency. And sold 60 nos. & 3880 Kg of battery waste to authorised third party.



Bio Compost shed

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, restoring and re-pairing rather than buying new products; e.g. Some products are sent in drums and carboys, which are reused wherever feasible.

GRI Disclosure	Non- hazardous waste	Units	FY 2020	FY 2021
GRI 306-2	Fly ash generation and disposal			
	Fly ash to land fill	1000 MT	53	10
	Reuse in cement and brick kiln	1000 MT	82	89
	Generation	1000 MT	135	96
GRI 306-2	Non-hazardous waste sold to third party	MT*	3,879	2157

*In addition to this 706 Nos MS drums were sold to third party.





Environmental Impact *(contd)*



Raw Materials

GRI 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 was evident that Pyridine 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 43.7% of the total major raw material consumption. During this year the production from Indian operations were 562687Mt.

Major Raw Materials	Consumption in FY 2021
Renewable (MT)	317995
Non-Renewable (MT)	409792
Total RM (MT)	727787

Air Emissions

GRI 305-7

- Jubilant Ingrevia Limited recognises that air pollution has a direct impact on working environment and the surrounding community. Management is very much concerned about these air pollution challenges and has put in place necessary mitigation measures
- Engineering controls like electrostatic precipitators, scrubbers, thermal oxidisers and cyclones are used for air pollution control
- Installing auto controls for maintaining critical process parameters
- Preventive maintenance schedules for all environmental critical equipment like the above
- Online monitoring system to check performance against local regulations
- Periodic regulatory approved third-party monitoring and analysis
- Frequent trainings

Key Emission Reduction Initiatives

Gajraula

- Reduction in SO_x emission (<450 mg/Nm³) from coal fired boilers achieved through Dry Scrubbing using Lime Dosing with coal from 90 TPH Boiler
- Installed water scrubber in Ammonia storage yard of Pyridine and Picoline to absorb ammonia from vents and connections

Savli

- Scrubber modification and installation of knockout drum completed for liquid CC (Choline Chloride) plant for improved control of fugitive HCl emissions.

GRI Disclosure	Emissions	Units	FY 2020	FY 2021
GRI 305-7	Particulate Matter	MT	218	227
	SO ₂	MT	544	661
	NO _x	MT	408	416



Environmental Impact *(contd)*

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 0.007 MT.

Biodiversity

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

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



Material Topic ends





Social Impact

At Jubilant Ingrevia Limited, 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 Limited, 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



Social Impact (contd)

EMPLOYEE BENEFITS

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

Our 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 employees' post-retirement benefits in India. All permanent employees across Indian sites are covered under retirement plans and schemes according to the local regulations.

Our benefits schemes include disability and invalidity coverage as per the Employee Compensation Act, Group Medclaim 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

57

Total number of employees that took maternity leave during FY 2021

02

Total number of employees that returned to work in the reporting period after parental leave ended during FY 2021

01

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work

01

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 Limited 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.





Social Impact *(contd)*

TRAINING AND DEVELOPMENT

404-2, 103-1, 103-2, 103-3



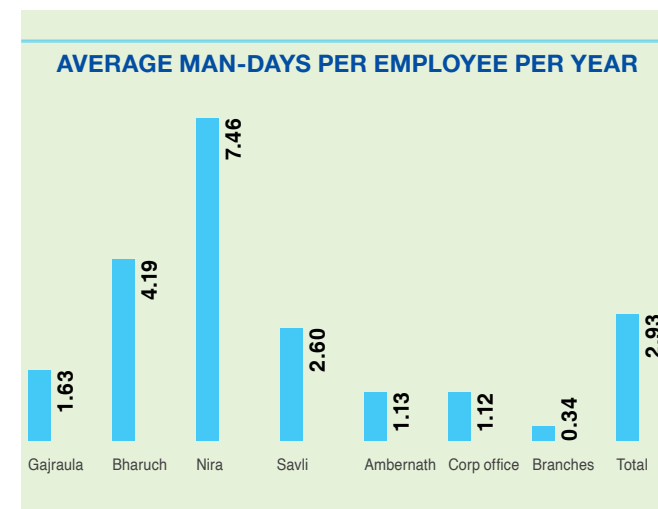
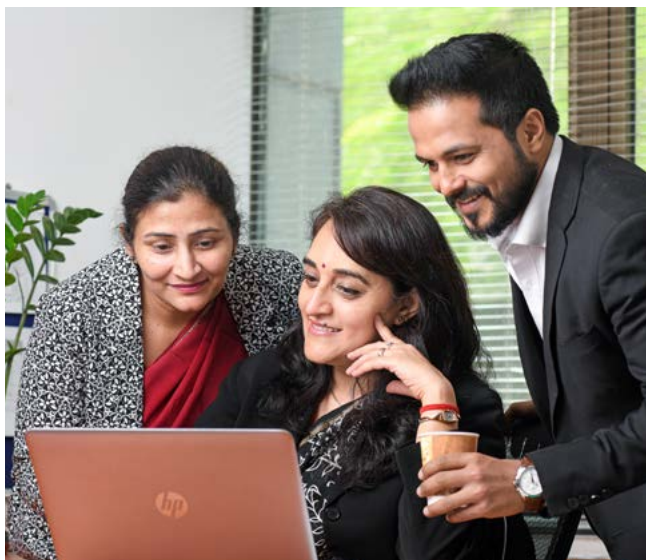
Why It Matters?

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

Senior management employees at critical positions are also sent for customised general management programmes 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.





Social Impact *(contd)*

Number of online programmes for skill upgradation



Business and functional skills

869	338
<i>No. of Online Programmes</i>	<i>Training Hours</i>



Management and leadership

130	59
<i>No. of Online Programmes</i>	<i>Training Hours</i>

Grand Total

999	397
<i>No. of Online Programs</i>	<i>Training Hours</i>

*COC and POSH are mandatory for new joiners



Mandatory programmes (online)[#]

COC	
1610/1687	1610
= 95%	<i>Training Hours</i>

[#](till date coverage since December 2019)

POSH

1570/1687	1570
= 93%	<i>Training Hours</i>

Internal classroom training programmes



Business skills

127
<i>No of participants</i>

218
<i>Training Man days</i>



Management and leadership

163
<i>No of participants</i>

319
<i>Training Man days</i>





Social Impact (contd)

Manufacturing Location	Executive	Workmen	TOTAL	Training Hours	Man-Days	Avg. Man-Days per Employee per year
Gajraula	637	186	823	10707	1338	1.63
Bharuch	302	119	421	14109	1764	4.19
Nira	222	71	293	17495	2187	7.46
Savli	54	30	84	1749	219	2.60
Ambernath	31	17	48	433	54	1.13
Corp office	314	0	314	2817	352	1.12
Branches	43	0	43	118	15	0.34
Total	1603	423	2026	47427	5928	2.93



Training Break Up

Category	Headcount	Training Man-Days	Avg. Training /Employee
Executive	1603	1615	1.0
Worker	423	363	0.9
Total	2026	5928	2.9

(Training man-days for Executive and Workmen excludes data for Bharuch and Nira Site)

Training Break Up

Gender	Headcount	Training Man-Days	Avg. Training /Employee
Female	57	52	0.9
Male	1969	5876	3.0
Total	2026	5928	2.9





Social Impact (contd)

EMPLOYEE ATTRITION Material Topic

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

Why It Matters?

In Jubilant Ingrevia Limited, we consider each and every employee, as an asset to the organisation and therefore their retention is of prime importance to the Company. In the reporting period, the overall attrition in FY 2020 was 10.1% which has reduced to 7.9% in FY 2021, which shows significant reduction in attrition rate.

What We Are Doing?

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

Our Human Resource team at Jubilant Ingrevia Limited, 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 Ingrevia Limited.

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

Region- Country	Man-Power as of March 31, 2020	New Joinee		Attrition	
		Total New Joinee	New Joinee %	Total Attrition	Attrition %
India	2026	113	5.6%	161	7.98%

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	62	23.4%	68	25.7%
30-50	91	6.9%	41	3.1%
>50	8	1.8%	4	0.9%
Grand Total	161	7.9%	113	5.6%

Note: In addition to above there were 2 no. of employees (including 1 female) attrition and 3 no. (all male) of new joinees in subsidiary companies of JVL outside India

Total new employees and attrition during reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate(%)	Total New Joinee	Rate(%)
Female	11	0.54%	13	0.64%
Male	150	7.40%	100	4.94%
Grand Total	161	7.95%	113	5.58%

 Material Topic ends



Social Impact (contd)

LOCAL HIRING

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

With increasing unemployment across the globe, there is growing demand for local employment in the communities surrounding our manufacturing facilities, particularly in India. Even though, Jubilant Ingrevia Limited 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)**		Total (C)	Overall (P+C)
	Executives	Workmen	Total* (P)	Temp and Labour Supply	Job Contracts/ Projects		
India	1603	423	2026	506	1535	2041	4067

*In addition to above there are 15 employees (including 3 female) who are there in subsidiary companies of JVL outside India

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

Age wise headcount (All manufacturing units, R&D and corporate offices)

Age in yrs.	Headcount			Percentage
	Executive	Workmen	Grand Total	
< 30	243	22	265	13.1%
30-50	1066	259	1325	65.4%
>50	294	142	436	21.5%
Grand Total	1603	423	2026	100%

Gender wise headcount

Gender	Headcount			Percentage
	Executive	Workmen	Grand Total	
Female	57	0	57	2.8%
Male	1546	423	1969	97.2%
Grand Total	1603	423	2026	100%



Social Impact *(contd)*

HUMAN RIGHTS Material Topic

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



Why It Matters?

Jubilant Ingrevia Limited 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 monitors any violation of Company policies and Codes involving Human Rights challenges. Last year the 'Code of Conduct' was revisited and around 1610 hours of training on revised content and related topics like Values, POSH, Compliance etc. was provided to 95% of the employees, by our HR team across all offices and operations.

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





Social Impact (contd)

Highlighted below are a few Human Rights topics specified in our Code of Conduct: GRI 102-34

Free of discrimination and harassment

GRI 202-1, 405-2, 406-1

Jubilant Ingrevia Limited prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Our Code highlights a zero tolerance policy. However, 1 incidents involving sexual harassment were recorded and resolved during the reporting period.

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

During FY 2021 no case of discrimination was reported to the Ombudsperson's office.

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 2021

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.

**WE ABIDE BY OUR
CODE
OF CONDUCT**

Together, let's make the ethical choice our first choice.

Respect

Integrity

Transparency

Diversity

REPORT ABOUT ANY MISCONDUCT OR MISCONDUCT THROUGH:

Calling to your HR or Business Head

Log on to www.jubilant.com with access code 'Jubilant'

Mail to ombudsperson@jubilant.com

To refer to the Code of Conduct, POSH and Whistleblower Policy in detail, please visit myJubilant

At Jubilant, our individual and collective commitment to our Code of Conduct guides our actions and behaviour in the way we do business across borders. Every person abides by his/her commitment to promoting a safe and ethical work environment by:

- **Respect** towards colleagues, business partners, stakeholders.
- **Integrity** when dealing with any stakeholder, including government.
- **Transparency** in interactions with suppliers, vendors, employees and community.
- **Diversity** in appreciating differences in beliefs, cultures, religions, gender, ethnicity.

#IAmJubilant

**WE HAVE
ZERO
TOLERANCE FOR
SEXUAL HARASSMENT**

Together, let's create a safe workplace.

Internal Committee (IC) Members

Ms. Vinita Kaur	Chairperson	Vinita.Kaur@jubilant.com	0120-4261206
Mr. Prakash Singh	Member	Prakash.Singh@jubilant.com	0120-7186206
Mr. Prasad Vasant Jogekar	Member	Prasad.Jogekar@jubilant.com	0120-4261201
Ms. Sabina Joon	Member	Sabina.Joon@jubilant.com	0120-4261211
Mr. Sarajay Gupta	Member	Sarajay.Gupta@jubilant.com	0120-4261206
Ms. Swati Mathur	Member	Swati.Mathur@jubilant.com	0120-4261212
Ms. Sonal Mathon	Member (NOC)	Sonalmathon@gmail.com	09812750465

To refer to the POSH at workplace policy in detail, please visit myJubilant

#IAmJubilant

**WE ARE
LISTENING
TO THOSE WHO SPEAK OUT**

Together, let's uphold our core values.

REPORT ABOUT ANY MISCONDUCT OR MISCONDUCT THROUGH:

Calling to your HR or Business Head

Log on to www.jubilant.com with access code 'Jubilant'

Mail to ombudsperson@jubilant.com

To refer to the Code of Conduct and Whistle Blower Policy in detail, please visit myJubilant

#IAmJubilant

- Our Whistle Blower Policy provides a neutral and unbiased forum to all employees to voice concerns without fear of reprisal.
- It ensures protection to those who report unacceptable conduct in good faith and define the procedure for making complaints and investigations.
- Our policy protects the 'Whistle Blower' from any potential victimisation due to disclosure of such violations.



Social Impact (contd)

#IAMJubilant
My Code is My Culture

CODE OF CONDUCT
 Our code stands for respect, transparency, integrity and diversity at our workplaces. It encourages each one of us to act honourably and treat our co-workers with dignity and courtesy.

POSH (Prevention Of Sexual Harassment)
 We are committed towards providing a healthy and safe work environment for everyone. Reach out to the Internal Committee (IC) to report in confidence.

WHISTLE BLOWER
 Report in confidence about any malpractice or misconduct immediately. Reach out to your HR or Business Head.

OTHER OPTIONS TO REPORT:

Log on to www.cwiportal.com with access code 'Jubilant'	Email to ombudsperson@jubl.com
Write to Post Box No.4374 Group Ombudsperson	Toll Free Ombudsperson Hotline:18601234525 <small>Availability: Monday to Friday 9:30 AM – 5:30 PM</small>

Respect
Integrity
Transparency
Diversity

To refer to the Code of Conduct, POSH and Whistle Blower policy in detail, please visit myJubilant

Operational Responsibility and Ombudsperson GRI 205-3

Jubilant Ingrevia Limited 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 case of Human Rights violation and corruption was reported to the Ombudsperson's office during the reporting period.

Freedom of Association and Collective Bargaining GRI 407-1, 102-41

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India 288 employees are covered by collective bargaining agreements with trade unions and worker committee.

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





Social Impact *(contd)*

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.

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

Indigenous Rights

GRI 411-1

The Company has operations in various locations across India. Jubilant Ingrevia Limited 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 Limited 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

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

Human Rights Assessment

GRI 412-3

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





Social Impact *(contd)*

Practices/ Behaviours Considered Anti-Competitive



Labour Management and Labour Relations: GRI 402-1

The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions / 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.





Social Impact *(contd)*



OUR COMMUNITY

GRI 103-1, 103-2, 103-3, 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?

Corporate Social Responsibility (CSR) is an imperative part of Jubilant Ingrevia Limited's paradigm for sustainability. CSR activities at Jubilant Ingrevia Limited are in line with the provisions of Section 135 read with Schedule VII to the Act. The CSR initiatives of the Company are implemented through Jubilant Bhatia Foundation (JBF), established in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group. Being a newly formed company, the Company was not required to spend on CSR activities during FY 2021, but Jubilant Bhartia Foundation continued its activities around its manufacturing locations out of CSR contribution of the Jubilant Pharmova Limited. Hence we find several CSR activities around the manufacturing sites of Jubilant Ingrevia Limited this year.

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

JBF's detailed activities are available on its website www.jubilantbhartiafoundation.com.



Social Impact *(contd)*

Approach

Jubilant Ingrevia Limited's approach towards sustainability thrust on triple bottom line of Economic, Environmental and Social performance. Corporate Social Responsibility ('CSR') is imperative part of the Company's framework for sustainability.

The CSR projects primarily lay emphasis on empowering the communities around the area of operations of the Company through 4P model (Public-Private-People-Partnership). Jubilant Ingrevia Limited acts a catalyst and facilitates towards implementation of the project and participation of community to bring out the optimal outcomes.

During FY 2021, Jubilant Ingrevia Limited instinctively supported its people and community around its manufacturing locations amidst COVID-19 pandemic. Jubilant Bhartia Foundation strategised and re-structured its development initiative for the people in marginalised and remote areas, supporting them to continue their life during the pandemic. The projects were designed keeping in the safety and vulnerability of the community around the manufacturing locations.







Social Impact (contd)

Our CSR Initiatives



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



The Company has a vision to bring progressive social change through strategic multi-stakeholder and bring about a 'social change' involving knowledge generation and sharing, experiential learning and entrepreneurial ecosystem through Jubilant Bhartia Foundation (JBF).

SDG	Our Initiative	SDG	Our Initiative
SDG-1 	<ul style="list-style-type: none"> • JubiFarm - Strengthening livelihood by facilitating access of farmers to modern and sustainable farming methods at Gajraula, Nira, Savli, Bharuch and Nanjangud locations • Enhancing the livelihood opportunity: <ul style="list-style-type: none"> • Facilitated stitching of reusable cotton mask through local women of community to enhance the livelihood opportunity at Gajraula, Nira, Samlaya, Bharuch Nanjangud and Roorkee • The all women uniform stitching centre project at Nanjangud continued this year as well • Enhancing the life of the local community: Neem leaves powder is being procured through local Self Help Group of Women and having potential to create livelihood opportunity for 200 women in the surrounding area of Samlaya. • Skill development : <ul style="list-style-type: none"> • Vocational trainings/Skill development were imparted to youth and women in Bharuch, Nira and Nanjangud on various vocational trades like tailoring, soft skills, embroidery, personality development and baking. • Online Certification course organised for 21 youths from Gajraula, Bharuch, Noida and Samlaya on Skill development focused on "Logistics and Supply chain management" through Safeduate Learning Pvt Limited, a training, skilling and consulting organisation. 	SDG 2 	<p>Combating Malnutrition: The project on combating malnutrition through real time growth monitoring of children of age group 0 – 5 years continued in 32 villages around Gajraula location in Uttar Pradesh. The initiative contributes towards the fulfilment of SDG with respect to Zero Hunger.</p> <p>The project aims towards improving the nutritional status of children under the age of five years in target villages. The project focuses on behaviour change communication and creating a supporting environment. The growth monitoring of target children is done through mobile based biometric enabled IT platform by the select women health guard (Swasthya Praharis).</p> <p>This is followed by the grading of the target children as per their weight. The malnourished children are advised on improvement of diet and nutrition. The children in Severe Acute Malnutrition (SAM) category are recommended for Nutrition Rehabilitation Center (NRC), a Government health facility where SAM children are admitted and managed.</p> <p>Also, the Company sends a pre-recorded voice messages to the expecting/ pregnant mothers which includes information on their well-being and nutritional requirements.</p>



Social Impact *(contd)*


SDG	Our Initiative
SDG-3 	<p>Good Health and Well-being –</p> <p>JubiCare Tele-clinic: A telemedicine application, conceptualised and developed by Jubilant Bhartia Foundation. This telemedicine interface provides a real-time Patient - Doctor consultation through text/audio/video.</p> <p>Swasthya Pahari</p> <p>The Swasthya Prahari are the women health guards who are identified from the local community around the manufacturing location to provide consultation to pregnant and new mothers and also implement the initiatives for combating malnutrition in children of 0-5 years of age at Gajraula</p> <p>Community Health Services: JBF Medical Centre (JBFMC), the healthcare facility at Gajraula equipped with Out Patient Department (OPD), Day Care, Lab Test and Directly Observed Treatment, Short course (DOTS) for Tuberculosis, Integrated Counselling and Testing Centre (ICTC), X-Ray etc. is operational for providing services to the community in vicinity.</p>
SDG-4 	<p>Quality Education: The Company thrusts on strengthening education and learning environment in rural areas to improve the quality of education for the rural community. This year, following new initiatives were implemented:</p> <ul style="list-style-type: none"> • E- Muskaan, Supporting Education through Digital Literacy: Jubilant has partnered with iDream Social Edtech Foundation engaged in facilitating digital education in local languages to provide e-content absolutely for no cost to students at all project 'Muskaan' schools across the locations through iDream Learning App to help in continuity of academic learning. • Youth Development Programme: Muskaan Fellowship is a unique youth leadership training programme developed by Jubilant Bhartia Foundation, focusing on sensitising and enhancing the capacity of young people on community issues. Muskaan Fellowship Chapter 2, commenced with a virtual assessment and recruitment process. 23 young people were recruited to become part of the Muskaan Fellowship, 2020-2021 cohort. The Muskaan Fellowship alumni played a pivotal role in the mobilisation, assessment and selection of the new batch of Fellows.

SDG	Our Initiative
SDG-5 	<p>Gender Equality: The Company follows 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.</p> <ul style="list-style-type: none"> • Stitching Centre projects is operational at Nanjangud and is operated by women SHG with business linkages in the Company itself. The project continued creating positive impact by empowering several women towards economic independence • Neem Pulverisation Project at Savli and Project Swasthya Pahari (Women Health Guards are actively involved in most of the health projects at Gajraula) also contribute towards gender equality in respective communities they work for
SDG-6 	<p>Water purification unit for community at Gajraula and Nanjangud has helped community to have an access to clean drinking water.</p>





Social Impact *(contd)*

SDG	Our Initiative
<p>SDG 17</p> 	<p>Partnerships for the Goals: The Company engages and collaborates with several local and global organisation on a continuous basis. Some of the major engagements during this year with different organisations in strengthening our social development projects are:</p> <p>Schwab Foundation for Social Entrepreneurship: The Social Entrepreneur of the Year Award celebrates the advancement of social innovation worldwide. The award recognises the individuals and organisations 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 providing unparalleled platforms to leading social entrepreneurs of India as a key element for inclusive growth.</p> <p>Pravah: JBF associated with Pravah for training of the youth under the Muskaan Fellowship initiative-A youth development program</p> <p>Panasonic: JBF continued its partnership with Panasonic in implementing a health project at Jajjhar district of Haryana</p> <p>I Dream: JBF is implementing Digital Literacy Programme in association with I Dream</p> <p>HP: JBF partnered with HP for Digital Education Program</p> <p>Safeducate Learning Pvt Ltd: Partnered with Safeducate for online training programme of rural youths on supply chain</p> <p>SADRAG: Associated with SADRAG for employee engagement initiative</p>





Social Impact (contd)



Case Study-Health

Rationale	The delivery of health care services, where distance is a critical factor, by all health care professionals using information and communication technologies for the exchange of valid information for diagnosis, treatment and prevention of disease and injuries, research and evaluation and for the continuing education of health care providers, all in the interests of advancing the health of individuals and their communities. To extend immediate support and delivery of healthcare services to the society in our project areas to fight with the situation emerged due to pandemic COVID-19 and assuring continuity of business at all the manufacturing locations.
Benefits to the Community	<ul style="list-style-type: none"> • Saving of cost and effort especially of rural patients • Optimal solution for providing timely and faster access • Reduces the inconvenience/impact to family caregivers and social factors. Increased legal protection of both the parties with good documentation management • Provides patient's safety, as well as health workers safety especially in contagious diseases. Enable the availability of vital parameters using medical devices
Benefits to the Company	Enhancing the existing healthcare project without losing the community during the time of pandemic.
Achievement in 2020-21	Total Appointments = 22603

Case Study-Education

Rationale	To ensure continuity in learning of students in rural areas (amidst COVID-19 pandemic) by promoting digital education inclusion of the last mile learners thereby facilitating cognitive growth of a child, foundation partnered with iDream Learning App which is freely available open source digital tool (application) engaged in facilitating digital education to local languages, rural students in government and NGOs. The app provides multiple learning opportunities by five methods namely Play-way, animated videos, life skills, books, practice to make learning fun and easy.
Benefits to the Community	<ul style="list-style-type: none"> • Freely available and user oriented application • Promotes the digital education inclusion of the last mile learners • Available to all the learners across all the geographies covering syllabus as per the CBSE and State boards for 1st – 12th class • Provide multiple learning opportunities methods namely Play-way, animated videos, life skills and books to make learn fun and easy • Provides an opportunity for self-assessment through in-built tools which does not emphasise on marks but learning • Provides content in rural areas for IIT-JEE preparation • Lastly, it enables parents to view reports of the app usage over the period of time
Benefits to the Company	It will enhance credibility and community engagement in time of distress
Achievement in 2020-21	All India downloads of app for continuity in education is over 1 Lakh



Social Impact (contd)

Case Study- Livelihood

Rationale	JubiFarm is a sustainable and multi-stakeholder initiative that is conceived to enhance the profitability and generate income opportunities in farming for the migrants returning to their native land. The initiative recognises both the male and female as equal stakeholders of the farmland. It shall empower farmers by facilitating access to modern and sustainable farming methods			
Benefits to the Community	<ul style="list-style-type: none">• Increase the income of farmers through enabling the farmers to acquire knowledge on good agriculture practices and develop sustainable farm through agroforestry and horticulture• Support the farmers in developing sustainable farm through agroforestry and horticulture as peripheral areas of agriculture• Cultivate high value and marketable vegetables with higher productivity• Reduce post-harvest losses and Improve quality and quantity and marketed to premium markets			
Benefits to the Company	The project has a very good potential to engage and build long term relationship with the farmers/villages in the surrounding of our manufacturing location, while on the other hand in the long term, it will become self-sustainable too			
Achievement in 2020-21	Farmers Engaged-1315 Plantation-147500			
	S. no	Location	Farmers Engaged	Actual no of plants
	1	Gajraula	260	37500
	2	Nira	170	15000
	3	Bharuch	110	15000
	4	Savli	125	15000
	S. no	Location	Farmers Engaged	Actual no of plants
	1	Nanjangud	650	65000

Case Study- Livelihood through Social Innovation, which supports business

Rationale	<p>Neem powder is an essential ingredient utilised for manufacturing of key commodities at the Animal Nutrition Unit of Jubilant Ingrevia Limited in Savli, Gujarat. The entire neem powder requirement of the Unit is sourced from a third party vendor. This leads to higher dependency and cost burden on the Company.</p> <p>In view of this, JBF launched a project on localised neem pulverisation at its Savli location. JBF was already engaged with various Self-Help Groups at Savli. Hence, it facilitated for a competitive cost and low external dependency procurement of neem powder manufactured by women Self-Help Groups following the quality parameters desired by the Company.</p>
Benefits to the Community	Employability through entrepreneurship model which will provide economic empowerment to women in the local community
Benefits to the Company	Enhancing the employability of local community and also promoting social business which supports Company's business
Achievement in 2020-21	Incubation of Neem enterprise to support local livelihood for women and also meet Company's requirement for raw material (neem powder). 200 women are earning sustained income at Savli in Gujarat



Material Topic ends



Social Impact (contd)



HEALTH AND SAFETY Material Topic

Our Approach

GRI 403-3, 403-1, 403-8, 102-32, 102-31, 103-1, 103-2, 103-3, 403-4, 403-5

Jubilant Ingrevia Limited believes its workforce is a key asset contributing to the Company's success. The Company ensures that Health and Safety (EHS) standards at all its locations are bench-marked with the global best practices and standards. Our approach towards best-in-class occupational health and safety standards is articulated in our EHS Policy. The Company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage and respond to emergencies, if any. Majority of our manufacturing sites 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 software.

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 and Safety Performance

GRI 403-1, 103-1, 103-2, 103-3

Why It Matters?

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

What We Are Doing?

GRI 103-2

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

Following initiatives are being taken to improve safety culture across the 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 (Sanchetna)



Social Impact *(contd)*

Safety Committees

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

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

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops on topics like PPE, MSDS, chemical safety, electrical safety, fire safety, permit to work etc. are conducted regularly for both permanent and contractual employees. All permanent and contractual employees working at our operations are regularly trained and informed about refusing/ stopping the work if it is unsafe. Safety training kiosks were installed at all five facilities, for training of all field employees and visitors. This year, 91560 hours training hours were spent on safety learnings.

Mock drill for managing suspected COVID-19 patients

Mock drill was conducted at Bharuch for suspected COVID-19 positive patients. An elaborate string of activities were followed sequentially, right from reporting the incident up to referring the suspected patient to Bharuch Civil Hospital.

Awareness campaigns and safety measures to contain COVID-19 pandemic





Social Impact *(contd)*

Training Identification and Mitigation

GRI 403-2, 403-3, 403-7

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

Hazards are Identified in the Entire Operations Through

1. Scheduled workplace EHS inspections
2. EHS checks for the equipments
3. Risk assessment of the processes like HAZOP, JSA, H&S, FMEA etc.
4. EHS meetings at department, site, corporate level
5. External audits and inspections
6. EHS 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.



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

All the reported incidents like, near misses, first-aids, lost time injuries, fire incidents and dangerous occurrences are thoroughly investigated by deploying cross functional teams and identifying root causes by using various tools like 5WHY, Fishbone analysis etc.

For identified root causes, effective CAPA is written following hierarchy of controls. In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.

Safety Awareness and Communication

GRI 403-4

- Celebration of Safety month was observed across all 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.



Social Impact *(contd)*

Employee Wellbeing

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

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.

Additionally, webinars on cultivating positive health, COVID-19 awareness, COVID-19 vaccination programs, Live Yoga sessions and various online meditation sessions were conducted to support mental and physical fitness of our employees during this pandemic.



Cont. GRI 103-2, 103-3, 403-5

Rewards and Recognitions for Workers

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

11th Social Entrepreneur of the Year (SEYO) Award - India 2020

The SEYO Award India has established itself as one of the most reputed and coveted awards for social entrepreneurs in India. The award recognises entrepreneurs who implement innovative, sustainable and scalable solutions to solve India's social problems.



The 11th Social Entrepreneur of the Year (SEYO) Award – India 2020 was celebrated in a grand virtual ceremony on November 26, 2020. Ashraf Patel of Pravah and Community Youth Collective (CYC) was announced as the winner of the SEYO Award India 2020. The award was presented by Smt. Smriti Zubin Irani, Hon. Minister of Women and Child Development and Textiles, Government of India at a virtual ceremony in presence of eminent personalities from different fields from across the world.

Chairmen's Annual Awards

The 6th edition of the Chairmen's Annual Awards was celebrated on November 19, 2020 through a grand virtual event joined by colleagues from across the globe. This year the Award received 309 nominations with a total of 1406 employees participating. 298 employees were chosen as winners in different categories.





Social Impact (contd)

Safety Performance Statistics

GRI Disclosure	Safety Statistics	Units	FY 2020	FY 2021
GRI 403-9, GRI 403-10	No. of fatal accidents	Number	2	0
	No. of Lost Time Injury (other than fatal)	Number	58	6
	Total lost days including fatal accidents	Number	12,878	53
	No. of first aid cases	Number	53	13
	Lost Time Frequency rate	Number of incidents per million man-hours worked	5.6	0.61
	Lost Time Severity rate	Number of lost days per million man-hours worked	1,195	5.42



Safety Sustainability Goal Status

S. No.	Safety Sustainability Goal	Reduction Target FY 2021 (Baseline FY 2019)	Status (FY 2021)
1	Reduce Lost Time Injuries Frequency Rate (LTIFR)	0.45	0.61
2	Reduce Lost Time Injuries Severity Rate (LTISR)	1,018	5.42
3	Zero fatalities, Major fires, Major Dangerous Occurrences	0	0



Material Topic ends



Social Impact *(contd)*



CUSTOMER SATISFACTION

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



Why It Matters?

For Jubilant Ingrevia Limited, 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 FY 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.



Social Impact *(contd)*

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 organisations around the world
- Feed Additives and Premixtures Quality System (FAMI-QS)
- The Niacinamide manufacturing facility at Bharuch and Carbon Dioxide manufacturing facility at Gajraula has been certified for Food Safety System Certification (FSSC) 22000
- FSSAI approvals for its various manufacturing sites and Kosher for Bharuch, Gajraula and Nira sites

We are also a signatory to Responsible Care, an initiative of global chemical industry that drives continuous improvement in Environmental, Health and Safety (EHS) performance, together with open and transparent communication with stakeholders. The Company submits annual report against Key Performance Indicators (KPI) to Indian Chemical Council (ICC), which is a member of International Council of Chemical Associations (ICCA). The Company has implemented RC 14001 and awarded the permission to use 'Responsible Care Logo' for all

manufacturing sites by Indian Chemical Council (ICC).

We 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 Ingrevia Limited has already successfully registered all first tier (deadline November 2010), second tier chemicals (deadline May 2013) and the third tier chemicals (deadline May 2018). 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 Ingrevia Limited has also done pre-registration of many products under Turkey REACH (KKDIK) and Korea REACH (Act on Registration and Evaluation of Chemical Substances) regulation.





Social Impact (contd)

The following management systems certifications are in place for our sites:

Certifications	Ambernath	Bharuch	Gajraula	Nira	Savli	Corporate office, Noida
ISO 9001						
ISO 14001						
ISO 45001						
FSSC 22000						
FAMI-QS						
GMP/State GMP						
HALAL						
KOSHER						
ISO /IEC 17025-NABL						
RC 14001						
ISO 50001						
ISO 27001						
RC Logo from ICC						
WHO GMP						



Social Impact *(contd)*

3. Product Health and Safety

GRI 419-1 417-1, 416-1

At Jubilant Ingrevia Limited, 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 and 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 Limited is also contributing its safety data sheets on Global Product Strategy (GPS) portal of International Council of Chemical Associations (ICCA).
- **Product Labelling and Packaging:** The Regulatory Affairs team prepares labels as per the applicable regulations of the region. In case of any changes required in the existing labels based on customer needs or changes in regulation, the regulatory team raises the change control form, makes necessary changes with a justification and forwards the same to the Corporate Quality Assurance team for approval. The products are packed with proper labelling and bar-coding, wherever applicable. In its bid to be more inclusive, the Company also uses Braille Code for

the products meant for end consumers in Europe. For communication of hazards, international labelling guidelines are followed depending on the requirements of the target customer. For the customers in Europe, CLP (Classification, Labelling and Packaging) is followed, whereas for Chinese customers — China GHS (Global Harmonised System), for Korean customers – Korea GHS and for USA and rest of the world 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.

- **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 Limited's products and services during their life cycle.

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



Material Topic ends





Social Impact *(contd)*

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.

There have been no incidences of non-compliance with regulations and voluntary codes concerning marketing communications during this reporting period. Accordingly, there has 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 known incidences of any material breach of customer privacy and loss of customer data during FY 2021.



Social Impact *(contd)*



SUPPLY CHAIN Material Topic

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

Why It Matters?

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

What We Are Doing?

The management approach adopted for supply chain at Jubilant 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, 25.62% of the material was sourced domestically whereas 74.38% was sourced from other countries for Indian operations in the FY 2021.

3. Creating Shared Value

The principal goal of Supply Chain Management (SCM) at Jubilant Ingrevia Limited 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 Limited's suppliers' Code of Conduct which mandates ethical business conduct. The same has been also uploaded on our Company's website.

4. Paperless Sourcing

Jubilant Ingrevia Limited 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 internally to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labour practice, human rights and social impact. The Company is in the process of revising the sustainability evaluation of the critical suppliers for our business.



Social Impact (contd)

Jubilant Ingrevia Limited	Total no. of existing critical suppliers	Total no. of new critical suppliers induced	Total no. of existing critical suppliers audited	Total No. of new critical suppliers Audited	Total
Suppliers	20	0	0	0	0
External Manufacturers	11	5	0	5	5
Total no. of Suppliers	31	5	0	0	36
Total no. of supplier's audited	0	0	0	5	5
% Audited					14





COVID-19 Initiatives

Sanjeevani programme helps below poverty line COVID-19 patients with free 'JUBI-R' (Remdesivir)

The free of cost 'JUBI-R' is being provided to the first 500 eligible patients through Jubilant's own distribution network across India. The patients shall be required to use 'JUBI-R' Injectable under medical supervision at the same hospital where are admitted.

The patients who would like to avail the benefit, will have to register on the Jubilant Bhartia Foundation website and fulfill the criteria set for eligibility.



Food packet distribution

With an aim to provide food to the needy, especially migrant labourers in villages and unemployed citizens, Jubilant Bhartia Foundation (JBF) distributed several food packets. 700 families and around 3000 people benefitted through this initiative during the challenging times of the pandemic.

3,000

People benefited by our food packet distribution initiative

Sanitiser distribution activity

As per government guidelines, washing hands with soap and water for at least 20 seconds is one of the most effective ways of preventing the COVID-19 infection. In case of unavailability of the two, it has been advised to use a hand sanitiser containing at least 60% alcohol. Jubilant Ingrevia Limited has been manufacturing 'Hands Together' hand sanitiser. As part of Jubilant Bhartia Foundation's CSR activity, around 6,000 litres of hand sanitiser were distributed to the local community, police stations, Gram Panchayats, Tehsil offices and other Government offices.



6,000

litres of hand sanitiser distributed



Donating temperature screening guns

With the rise in the number of COVID-19 cases across the country, Jubilant Bhartia Foundation provided body-temperature screening guns to Government Primary Healthcare Centres (PHCs) as per requirement. Acting quickly, the Foundation donated 2 temperature screening guns to the Nira and Nimbut PHC centres.



Summary of Goals and 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 2019, 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 21	Status – FY 21
1	Reduce Lost Time Injuries Frequency Rate (LTIFR)	No of lost time incidents * 10 ⁶ / Total Man-hrs worked	0.45	0.61
2	Reduce Lost Time Injuries Severity Rate (LTISR)	No. of Man-days Lost * 10 ⁶ / Total Man-hrs worked	1018	5.42
3	Zero fatalities, Major fires and Major Dangerous Occurrences	Nos.	0	0
4(a)	Percentage of renewable energy in overall energy mix	%	6.39	5.02
4(b)	Reduce the specific energy consumption	GJ/ MT	16.95	16.05
4(c)	Number of trees planted (Target 2030) - includes plantation done through CSR initiative	Lacs Nos	2.07	1.70
4(d)	Reduce the specific carbon emission (Scope 1+ Scope 2)	tCO ₂ e/ MT	1.58	1.50
5(a)	Reduce specific air emission load (SOx)	Kg/ MT	0.87	1.18
5(b)	Reduce specific air emission load (NOx)	Kg/ MT	0.59	0.74
5(c)	Reduce specific air emission load (SPM)	Kg/ MT	0.34	0.40
6(a)	Number of Sites with Zero Liquid Discharge Status	Nos	3/5	3/5
6(b)	Reduce specific water consumption	m ³ / MT	7.65	7.27
6(c)	Percentage of water recycle reuse in-house	%	26.62	30.63
7	Percentage of women workforce (at manufacturing site)	%	2.01	0.90
8	Attrition of high performers executives (Performance Rating 3, 4)	No of High Performer Executive Exits*100/Total number of High Performer Executives	6.30	4.66
9	Improve skill and knowledge of employees by imparting training	Training Man-days per employee per year	5.10	3.33
10	Opening Wellness centres at locations (India)	Numbers	3	-
11	Digitalisation of Schools at locations (India)	Numbers	20	20
12	Support to families to achieve sustainable livelihood (India) by 2030	Numbers	870	929



Membership in Associations

GRI 102-13

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 and 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 and 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	Indian Sugar Mills Association (ISMA)
14	Lucknow Management Association (LMA)
15	PHD CHAMBER OF COMMERCE AND INDUSTRY
16	Savli East Waghodia West Association of Industries
17	UP Distillery Association (UPDA)
18	Uttar Pradesh Alcohol based Industries Association (UPABIDA)





Please note, the Company has become GRI community member from July 2021 and signatory to UNGC from June 2021



United Nations Global Compact GRI 102-12

Jubilant Ingrevia Limited 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	27, 55-58, 77
	Principle 2	Businesses should make sure that they are not complicit in Human Rights abuses	27, 55-58, 77
Labour 	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	57, 59
	Principle 4	The elimination of all forms of forced and compulsory labour	15, 56
	Principle 5	The effective abolition of child labour	15, 56
	Principle 6	The elimination of discrimination in respect of employment and occupation	15, 16, 56
Environment 	Principle 7	Businesses should support a precautionary approach to environmental challenges	32-47
	Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility	32-47
	Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	41, 46
Anti Corruption 	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	15, 16, 57



GRI Content Index

GRI 102-55



CONTENT INDEX SERVICE

2021

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

GRI Standard	Disclosures	Page Number (S)	Omission
GRI 101: FOUNDATION 2016			
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	ORGANISATIONAL PROFILE		
	102-1 Name of the organisation	4	
	102-2 Activities, brands, products, and services	5-6,8	
	102-3 Location of headquarters	8	
	102-4 Location of operations	8	
	102-5 Ownership and legal form	4	
	102-6 Markets served	5-6, 8	
	102-7 Scale of the organisation	5-6,8, 28-29	
	102-8 Information on employees and other workers	54	
	102-9 Supply chain	77-78	
	102-10 Significant changes to the organisation and its supply chain	10	
	102-11 Precautionary Principle or approach	16	
	102-12 External initiatives	34, 82	
	102-13 Membership of associations	81	
GRI 102: General Disclosures 2016	STRATEGY		
	102-14 Statement from senior decision-maker	1-3	
	102-15 Key impacts, risks, and opportunities	19-23	



GRI Content Index *(contd)*

GRI Standard	Disclosures	Page Number (S)	Omission
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behaviour	7, 14, 15	
	102-17 Mechanisms for advice and concerns about ethics	14-16	
	GOVERNANCE		
	102-18 Governance structure	11-12	
	102-19 Delegating authority	11-12	
	102-20 Executive-level responsibility for economic, environmental, and social topics	11-12	
	102-21 Consulting stakeholders on economic, environmental, and social topics	24-25	
	102-22 Composition of the highest governance body and its committees	11-12	
	102-23 Chair of the highest governance body	11-12	
	102-24 Nominating and selecting the highest governance body	11-13	
	102-25 Conflicts of interest	15	
	102-26 Role of highest governance body in setting purpose, values, and strategy	11, 12, 14-15	
GRI 102: General Disclosures 2016	102-27 Collective knowledge of highest governance body	11-12	
	102-28 Evaluating the highest governance body's performance	13-15	
	102-29 Identifying and managing economic, environmental, and social impacts	19-23, 24-27	
	102-30 Effectiveness of risk management processes	19-23	
	102-31 Review of economic, environmental, and social topics	9, 32-33, 67-68	
	102-32 Highest governance body's role in sustainability reporting	9, 32, 67	
	102-33 Communicating critical concerns	16	
	102-34 Nature and total number of critical concerns	26-27, 56	
	102-35 Remuneration policies	13-14	
	102-36 Process for determining remuneration	13-14	
	102-37 Stakeholders' involvement in remuneration	13-14	
	102-38 Annual total compensation ratio	13	
	102-39 Percentage increase in annual total compensation ratio	13	



GRI Content Index *(contd)*

GRI Standard	Disclosures	Page Number (S)	Omission
GRI 102: General Disclosures 2016	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	24-25	
	102-41 Collective bargaining agreements	57	
	102-42 Identifying and selecting stakeholders	24	
	102-43 Approach to stakeholder engagement	25	
	102-44 Key topics and concerns raised	25	
	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	8, 28-29	
	102-46 Defining report content and topic Boundaries	8-10	
	102-47 List of material topics	26-27	
	102-48 Restatements of information	10	
	102-49 Changes in reporting	10	
	102-50 Reporting period	9	
	102-51 Date of most recent report	9	
	102-52 Reporting cycle	9	
	102-53 Contact point for questions regarding the report	10	
	102-54 Claims of reporting in accordance with the GRI Standards	9	
	102-55 GRI content index	83-93	
	102-56 External assurance	10, 94	
MATERIAL TOPICS			
ECONOMIC			
ECONOMIC PERFORMANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	28-31	
	103-2 The management approach and its components	28-31	
	103-3 Evaluation of the management approach	28-31	



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GRI Standard	Disclosures	Page Number (S)	Omission
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	28-29	
	201-2 Financial implications and other risks and opportunities due to climate change	34	
	201-3 Defined benefit plan obligations and other retirement plans	29, 49	
	201-4 Financial assistance received from government	29	
MARKET PRESENCE*			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	54, 56	
	202-2 Proportion of senior management hired from the local community	54	
INDIRECT ECONOMIC IMPACTS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	60	
	103-2 The management approach and its components	60-61	
	103-3 Evaluation of the management approach	60-61	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	62-66	
	203-2 Significant indirect economic impacts	62-66	
PROCUREMENT PRACTICES*			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	77	
ANTI-CORRUPTION *			
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	16	
	205-2 Communication and training about anti-corruption policies and procedures	14-15, 16, 51	
	205-3 Confirmed incidents of corruption and actions taken	57	
ANTI-COMPETITIVE BEHAVIOUR*			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	58	
TAX*			
GRI 207: TAX 2019	207-1 Approach to tax	30	
	207-2 Tax governance, control, and risk management	30	
	207-3 Stakeholder engagement and management of concerns related to tax	31	
	207-4 Country-by-country reporting	30	



GRI Content Index *(contd)*

GRI Standard	Disclosures	Page Number (S)	Omission
ENVIRONMENTAL			
MATERIALS*			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	46	
	301-2 Recycled input materials used	46	
	301-3 Reclaimed products and their packaging materials	45	
ENERGY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	32, 34	
	103-2 The management approach and its components	32, 34	
	103-3 Evaluation of the management approach	32, 34	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	38,98	
	302-2 Energy consumption outside of the organisation	38	
	302-3 Energy intensity	36	
	302-4 Reduction of energy consumption	36-37, 98	
	302-5 Reductions in energy requirements of products and services		Not applicable since the Company is not in the business of selling energy requiring products



GRI Content Index *(contd)*

GRI Standard	Disclosures	Page Number (S)	Omission
WATER			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	39	
	103-2 The management approach and its components	39, 40	
	103-3 Evaluation of the management approach	39-40	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	39-40, 41	
	303-2 Management of water discharge-related impacts	39-40, 41	
	303-3 Water withdrawal	39-40	
	303-4 Water discharge	40, 41	
	303-5 Water consumption	39-40	
BIODIVERSITY*			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47	
	304-2 Significant impacts of activities, products, and services on biodiversity	47	
	304-3 Habitats protected or restored	47	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	47	
EMISSIONS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	34	
	103-2 The management approach and its components	34-35	
	103-3 Evaluation of the management approach	34-35	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	34, 98	
	305-2 Energy indirect (Scope 2) GHG emissions	34, 98	
	305-3 Other indirect (Scope 3) GHG emissions	35, 98	
	305-4 GHG emissions intensity	34-35	
	305-5 Reduction of GHG emissions	34-36, 98	
	305-6 Emissions of ozone-depleting substances (ODS)	47	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	46	



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GRI Standard	Disclosures	Page Number (S)	Omission
EFFLUENTS AND WASTE			
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	39, 40	
	306-2 Waste by type and disposal method	44-45	
	306-3 Significant spills	40	
	306-4 Transport of hazardous waste		Not applicable since the Company did not involve any transboundary movement of hazardous waste during this reporting period.
	306-5 Water bodies affected by water discharges and/or runoff	39, 47	
ENVIRONMENTAL COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42	
	103-2 The management approach and its components	42	
	103-3 Evaluation of the management approach	42	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	42-43	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	77	
	103-2 The management approach and its components	77-78	
	103-3 Evaluation of the management approach	77-78	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	77-78	
	308-2 Negative environmental impacts in the supply chain and actions taken	77-78	



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GRI Standard	Disclosures	Page Number (S)	Omission
SOCIAL			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	53	
	103-2 The management approach and its components	53	
	103-3 Evaluation of the management approach	53	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	53-54	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	49	
	401-3 Parental leave	49	
LABOR MANAGEMENT RELATIONSHIPS*			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	59	
OCCUPATIONAL HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	67	
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	103-3 Evaluation of the management approach	67-70	



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GRI Standard	Disclosures	Page Number (S)	Omission
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	403-3 Occupational health services	67-68, 69-70	
	403-4 Worker participation, consultation, and communication on occupational health and safety	67-68	
	403-5 Worker training on occupational health and safety	67, 69-70	
	403-6 Promotion of worker health	69-70	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	69-70	
	403-8 Workers covered by an occupational health and safety management system	67	
	403-9 Work-related injuries	71	
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	50	
	103-2 The management approach and its components	50	
	103-3 Evaluation of the management approach	50	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	51-52	
	404-2 Programmes for upgrading employee skills and transition assistance programs	50-51	
	404-3 Percentage of employees receiving regular performance and career development reviews	49	
DIVERSITY AND EQUAL OPPORTUNITY*			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	11, 54	
	405-2 Ratio of basic salary and remuneration of women to men	56	
NON DISCRIMINATION*			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	56	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING*			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	57	



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GRI Standard	Disclosures	Page Number (S)	Omission
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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56, 77-78	
FORCED OR COMPULSORY LABOR*			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56, 77-78	
SECURITY PRACTICES*			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	58	
RIGHT OF INDIGENOUS PEOPLE*			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	58	
HUMAN RIGHTS ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	55	
	103-2 The management approach and its components	55	
	103-3 Evaluation of the management approach	55	
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	55-57	
	412-2 Employee training on human rights policies or procedures	55-56	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	58	
LOCAL COMMUNITIES			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	60	
	103-2 The management approach and its components	60-61	
	103-3 Evaluation of the management approach	60-61	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	60-66	
	413-2 Operations with significant actual and potential negative impacts on local communities	60-66	
SUPPLIER SOCIAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	77-78	
	103-2 The management approach and its components	77-78	



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GRI Standard	Disclosures	Page Number (S)	Omission
GRI 414: Supplier Social Assessment 2016	103-3 Evaluation of the management approach	77-78	
	414-1 New suppliers that were screened using social criteria	77-78	
	414-2 Negative social impacts in the supply chain and actions taken	77-78	
PUBLIC POLICY*			
GRI 415: Public Policy 2016	415-1 Political contributions	58	
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	72	
	103-2 The management approach and its components	72-74	
	103-3 Evaluation of the management approach	72-74	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	75	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	76	
MARKETING AND LABELING*			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	75	
	417-2 Incidents of non-compliance concerning product and service information and labeling	75	
	417-3 Incidents of non-compliance concerning marketing communications	76	
CUSTOMER PRIVACY*			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	76	
SOCIOECONOMIC COMPLIANCE			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	42	
	103-2 The management approach and its components	42	
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GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	42-43	

*Topics which are not identified as material as per the materiality assessment done by the Company. However, the Company continues to report on these topics, as some of our stakeholders require this information from time to time. Further details can be found on page: 27



Assurance Statement

GRI 102-56



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Limitations of our review:

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2020 to 31st March 2021);
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources available in the public domain;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Our assurance team and independence

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

Observations and opportunities for improvement

During the review process, we observed that:

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

Conclusion

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

Ernst & Young Associates LLP

Chaitanya Kalra
Partner

Dated: 27.08.2021

Place: Mumbai, India

The Management and Board of Directors

Jubilant Ingrevia Limited

1-A, Sector 16-A

NOIDA 201301

Uttar Pradesh, India

Independent Assurance Statement

Ernst & Young Associates LLP (EY) was engaged by Jubilant Ingrevia Limited (the 'Company') to provide independent assurance on its Sustainability Report 2020-21 (the 'Report') covering the Company's sustainability performance during the period 1st April 2020 to 31st March 2021.

The development of the Report based on the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards), its content, and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Assurance standard

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

Scope of assurance and methodology

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance for the period 1st April 2020 to 31st March 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

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



List of Abbreviations

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
CO ₂ e	Carbon Dioxide Equivalent	NABL	National Accreditation Board for Testing and Calibration Laboratories
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
		PMS	Performance Management System



List of Abbreviations *(contd)*

Abbreviations	Meaning	Abbreviations	Meaning
ERP	Enterprise Resource Planning	POSH	Prevention of Sexual Harassment
ETP	Effluent Treatment Plant	PPE	Personal Protective Equipment
EU	European Union	QA	Quality Assurance
FAMI – QS	Feed Additives and Premixtures Quality System	QC	Quality Control
FSSAI	Food Safety and Standards Authority of India	RC	Responsible Care
FSSC	Food Safety System Certification	REACH	Registration, Evaluation, Authorization and restriction of Chemicals
FICCI	Federation of Indian Chambers of Commerce and Industry	SAM	Severe Acute Malnutrition
FO	Furnace Oil	SCM	Supply Chain Management
FMEA	Failure Mode and Effects Analysis	SCRS	Statutory Compliance Reporting System
FY	Financial Year	SDG	Sustainable Development Goals
GHG	Greenhouse Gases	SEBI	Securities and Exchange Board of India
GHS	Global Harmonised System	SEOY	Social Entrepreneur of the Year
GRI	Global Reporting Initiative	SEZ	Special Economic Zone
	Material topic starts	SHG	Self Help Group
HAZOP	Hazards and Operability Study	SME	Subject Matter Expert
HRIS	Human Resource Information System	SO2	Sulphur Dioxide
HSD	High Speed Diesel	SOx	Oxides of Sulphur
H&S	Health & Safety	TJ	Tera Joule
HR	Human Resource	TREM	Transport Emergency Management Goods
IATA	International Air Transport Association	TPH	Tonnes Per Hour
ICC	Indian Chemical Council	UNGC	United Nations Global Compact
ICCA	International Council of Chemical Associations	UPPCB	Uttar Pradesh Pollution Control Board
ICTC	Integrated Counselling & Testing Centre	USA	United States of America
IFC	Internal Financial Controls	VRS	Voluntary Retirement Schemes



List of Abbreviations *(contd)*

Abbreviations	Meaning
IMDG	International Maritime Dangerous
INDC	Intended Nationally Determined Contribution
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
WHO	World Health Organization



Methodology for Calculations

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

Energy calculation: Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled through an external cloud based sustainability software (SoFi) purchased by the company. The system has a functionality to calculate energy and GHG emissions. The total direct and indirect energy consumption for the reporting period FY 2020-21 were calculated and compiled through the SoFi.

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

Fuel analysis: Other than coal and biogas all fuel NCVs was from third party 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 SoFi for GHG calculations. Scope 1 GHG calculation used IPCC emission factor for each fuel except for biogas where carbon content in biogas was used. For purchased power (Scope 2) the SoFi used Central Electricity Authority published emission factor for our Indian operation and for North American sites used publicly available purchased power emission factor. For Scope 3 emission, we used in-house logistic data along with emission factor from GHG Protocol – Mobile Guide.

Business Responsibility and Sustainability Reporting (BRSR) Index

Principle	Statement	Page No
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	15, 16, 42, 57, 82
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	18, 32, 44-46, 72-76
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	16, 27, 29, 49, 57, 59, 67-71
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	24-27, 60
Principle 5	Businesses should respect and promote human rights	13, 54-58, 82
Principle 6	Businesses should respect and make efforts to protect and restore the environment	32-47
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	58, 81
Principle 8	Businesses should promote inclusive growth and equitable development	29, 60-66, 76
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	72-76



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