



August 29, 2024

**BSE Limited**  
Phiroze Jeejeebhoy  
Towers, Dalal Street,  
Mumbai - 400001

**Scrip Code: 533320**

**National Stock Exchange of India Limited**  
Exchange Plaza,  
Bandra Kurla  
Complex,  
Bandra (E), Mumbai – 400051  
**Symbol: JUBLINDS**

**Sub: Business Responsibility and Sustainability Report for the FY 2023-24 of Jubilant Industries Limited (“the Company”)**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms an integral part of the Annual Report of the Company for the Financial Year 2023-24.

This is for information and records please.

Thanking you,

Yours faithfully,  
For **Jubilant Industries Limited**

**Brijesh Kumar**  
**Company Secretary & Compliance Officer**

*Encl.: a/a*

**A Jubilant Bhartia Company**

OUR VALUES



**Jubilant Industries Limited**  
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Regd Office:  
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CIN: L24100UP2007PLC032909

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# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L24100UP2007PLC032909
2. Name of the Listed Entity	Jubilant Industries Limited
3. Year of incorporation	2007
4. Registered Office Address	Bhartiagram, Gajraula, Uttar Pradesh, India, 244223
5. Corporate Office Address	1A, Sector 16A, Noida - 201301, Uttar Pradesh, India
6. E-mail	<a href="mailto:investorsjil@jubl.com">investorsjil@jubl.com</a>
7. Website	<a href="https://www.jubilantindustries.com/">https://www.jubilantindustries.com/</a>
8. Telephone	+91-5924-267437
9. Financial year for which reporting is being done	2023-2024
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital	15,06,71,010.00
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Jagat Sharma, Whole Time Director & Chief of Manufacturing Telephone : +91-1242-577229 Email: <a href="mailto:investorsjil@jubl.com">investorsjil@jubl.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated basis for Indian Wholly Owned Subsidiary i.e Jubilant Agri and Consumer Products Limited
14. Name of assurance provider	Not Applicable to the Company as the Company is not in the top 150 listed entities in terms of market capitalization.
15. Type of assurance obtained	

### II. Products/services

16. Details of business activities (*accounting for 90% of the turnover*):

#### (A) Jubilant Industries Limited

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing (Job Work)	Food, Beverages and Tobacco products- <i>No more Operational, Company has stopped its bottling of IMFL since 2021</i>	Nil

Jubilant Industries Limited is a well-diversified Public Listed Company engaged in Manufacturing of Agri Products and Performance Polymers & chemicals through its wholly owned subsidiary Jubilant Agri and Consumer Products Limited (Hereinafter, the term "Company" refers to Jubilant Industries Limited on a consolidated basis, including its Indian wholly-owned subsidiary, Jubilant Agri and Consumer Products Limited).

#### (B) Jubilant Agri and Consumer Products Limited

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Selling	Manufacturing and Selling of Agri products	23.60%
2	Manufacturing and Selling	Manufacturing and Selling of Performance Polymers & Chemicals	76.40%

## 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Manufacture of Agri Products (SSP and Agri Nutrients and Crop Growth regulators)	201	23.60%
2	Manufacture of various Performance Polymer & Chemical (including Adhesives and wood finishes, Sulphuric Acid, Food Polymer (Solid PVA) and Latex)	202	76.40%

**III. Operations**

## 18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
<b>National</b>	4	3	7
<b>International</b>	0	1	1

## 19. Markets served by the entity:

## a. Number of locations

Markets served by the entity: (FY 2023-24)

Location	Number
National (Number of States)	29
International (Number of Countries)	16

## b. What is the contribution of exports as a percentage of the total turnover of the entity?

**23.65%**

## c. A brief on types of customers

The Company operates broadly under two business segments i.e. Agri Business and Performance Polymers & Chemical. The customer of the Company comprises of both B2B and B2C segment. As far as Company's Agri Products and Adhesives & Wood Finishes (WF) are concerned these are sold through a network of distributors and dealers across various states and overseas, Agri Products are used by farmers whereas the adhesives and wood finishes are used by carpenters, contractors, painters. The Food & Industrial Polymer products (other than WWA & WF) are sold in B2B segment directly to the original product manufacturers.

**IV. Employees**

## 20. Details as at the end of Financial Year: 2023-24

## a. Employees and workers (including differently abled):

**A. Employees and workers (including differently abled)**

S. No	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>EMPLOYEES</b>								
1	Permanent (D)	1036.00	1029.00	99.32%	7.00	0.68%	0.00	0.00%
2	Other than permanent (E)	379.00	375.00	98.94%	4.00	1.06%	0.00	0.00%
3	Total employees(D + E)	1415.00	1404.00	99.22%	11.00	0.78%	0.00	0.00%
<b>WORKERS</b>								
4	Permanent (F)	76.00	76.00	100.00%	0.00	0.00%	0.00	0.00%
5	Other than permanent (G)	897.00	882.00	98.33%	15.00	1.67%	0.00	0.00%
6	Total workers (F + G)	973.00	958.00	98.66%	15.00	1.54%	0.00	0.00%

**B. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1	Permanent (D)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
2	Other than Permanent (E)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
3	Total differently abled employees (D + E)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
<b>DIFFERENTLY ABLED WORKERS</b>								
4	Permanent (F)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
5	Other than Permanent (G)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%
6	Total differently abled workers (F + G)	0.00	0.00	0.00%	0.00	0.00%	0.00	0.00%

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7.00	2.00	28.57%
Key Management Personnel**	2.00	0.00	0.00%

\*\* Excluding whole time director

**22. Turnover rate for permanent employees and workers**

Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)												
	FY 2023-24				FY 2022-23				FY 2021-22			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
<b>Permanent Employees</b>	23.00%	43.00%	0.00%	23.00%	21.00%	44.00%	0.00%	21.00%	15.00%	21.00%	0.00%	15.00%
<b>Permanent Workers</b>	2.00%	0.00%	0.00%	2.00%	3.00%	0.00%	0.00%	3.00%	3.00%	0.00%	3.00%	3.00%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jubilant Agri and Consumer Products Limited	Subsidiary	100.00%	Yes
2	Jubilant Industries Inc, USA	Subsidiary	100.00%	No

**VI. CSR Details**
**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

(ii) Turnover (in ₹): 1472.92 Crores\*

(iii) Net worth (in ₹): 203.36 Crores\*

\* FY-2022-23

**VII. Transparency and Disclosures Compliances**

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during theyear	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.jubilant-bhartiafoundation.com/contact-us">https://www.jubilant-bhartiafoundation.com/contact-us</a>	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes, <a href="https://jubilantindustries.com/investor-contact.html">https://jubilantindustries.com/investor-contact.html</a>	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes, <a href="https://jubilantindustries.com/investor-contact.html">https://jubilantindustries.com/investor-contact.html</a>	Nil	Nil	Nil	6.00	Nil	Nil
Employees and workers	Yes <a href="https://www.jubilantindustries.com/pdfs/JIL_Code%20of%20Conduct_Effective%20August%201%202021.pdf">https://www.jubilantindustries.com/pdfs/JIL_Code%20of%20Conduct_Effective%20August%201%202021.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes <a href="http://tsg.jacpl.in/">http://tsg.jacpl.in/</a>	400.00	32.00	The matter was under investigation	385.00	37.00	The matter was under investigation
Value Chain Partners	Yes <a href="https://www.jubilantindustries.com/pdfs/JIL_Code%20of%20Conduct_Effective%20August%201%202021.pdf">https://www.jubilantindustries.com/pdfs/JIL_Code%20of%20Conduct_Effective%20August%201%202021.pdf</a>	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

26. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No	Material issue identified	Whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	<b>Environment:</b> <ul style="list-style-type: none"> <li>• Climate Change</li> <li>• Water</li> <li>• Waste Management</li> <li>• Plastic Packaging</li> </ul>	Risk	Climate change due to Green House Gases (GHG) emissions leading to global warming and impact to business operations Changes in existing regulations / emerging sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods Plastic waste Management Rules, need specific compliance	(1) Monitoring system, periodic and on-line (as required), for emissions. (2) Engineering controls provided and maintained for control of emissions and spills. (3) Emergency Response Plan prepared, training provided; practiced (through mock-drills) and periodically reviewed, for emergency situations (4) Hazardous waste disposal through government approved agencies. (5) Compliance with EPR	Negative
2.	<b>Social-</b> Safety or health incident causing injury or illness <ul style="list-style-type: none"> <li>• Human Rights, Community</li> <li>• Occupational Health and Safety</li> <li>• Training and development</li> <li>• Employee attrition</li> </ul>	Risk	The Company's operation has inherent health and safety hazards. Proper process safety management and controls are required to eliminate/ minimise any potential health and safety hazards/ risks. Training is a crucial part for health, safety and awareness of the employees. It is critical to achieve health and safety norms and reduce accidents.	(1) EHS management system defined, reviewed, training provided. (2) Engineering equipment/ PPE Kits/controls provided and maintained for preventing safety or health incidents. (3) Emergency Response Plan prepared; training provided; practiced (through mock-drills) and periodically reviewed, for emergency situations. (4) PTW (Permit to Work) system in place for maintenance jobs and non-routine jobs. (5) Ensuring deployment of trained manpower only, on critical operations (6) Periodic review of EHS Management system, with operation team.	Negative

S. No	Material issue identified	Whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
3.	<b>Governance-</b> • Direct Economic Value Generated	Opportunity	The BOD have vast experience and enhanced corporate governance practices by establishing board-level committees. The directors oversee Management practices and controls. They actively contribute to the optimisation of shareholder value.	Regular Interactive Board, Audit Committee and other committee meetings are held. The suggestions of the directors are monitored & implemented by way of action plan	Positive
4.	<b>Governance-</b> • Compliance • Customer Satisfaction	Risk	Statutory compliances is critical to survival of the Company. Customer complaints impact brand value and sales	Compliance software is critical to ensuring timely and effective compliance. Proactive action on customer complaints are monitored	Negative

- Any issue which may lead to non-compliance and or resource loss is a Risk and any issue leading to resource optimization or improving company performance & image is an opportunity

The Company is a responsible organisation that acknowledges the role that every company must play in the adoption and implementation of ESG policies. Thus, through environment policy, the company aims to inculcate sustainable business practices by preventing pollution, reducing the impact on the environment and demonstrating care for the society.

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="http://jacpl.co.in/policies-and-codes/">http://jacpl.co.in/policies-and-codes/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All applicable national and international laws as well as international conventions are captured in the policies articulated by the Company.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of finalizing its goals and targets. However, it is committed to Resource Conservation, Water, Climate Change, Energy Conservation, Air Emissions, Effluent Management, Waste Management, Safety, Addressing & Occupational Health Approach.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Since there are no specific commitments, goals and set targets, the said clause is not applicable.								

## Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

The Company firmly believes in inclusive growth of its business with the Environmental enrichment and Social development based on the triple bottom line concept of Sustainable Development. The Corporate Sustainability Report 2023-24 is available on the website of the Company.

Sustainability initiatives have been undertaken by the Company for reduction of emission parameters, energy consumption and greenhouse gas emission. Energy Conservation drive have been carried out to strengthen the awareness and participation of employees in reducing avoidable Energy losses. Waste water generated in fertilizer plant is completely recycled and reused. In other plants it is treated and disposed as per Consent conditions. Natural Resource conservation measures have been strengthened through reuse of hazardous wastes i.e. silica sludge, Sulphur sludge and fly-ash in the fertilizer plant. Further Renewable fuel (Rice Husk, Fuel Wood, Saw Dust & Mustard Husk Briquettes) have been successfully used, completely eliminating use of coal in hot air generators.

1. **Resource Conservation** The Company optimizes natural resource utilization through efficient use, reuse, and recycling, aiming for sustainability with minimal environmental and health impacts. This conservation strategy yields cost savings and reduces air emissions, effluents, and waste, mitigating climate change. Energy consumption and waste are minimized across all production stages.
  2. **Water** The Company promotes responsible water management through efficient use, recycling, advanced effluent treatment, and zero discharge, employing practices to minimize consumption and regularly monitoring usage.
  3. **Climate Change and Energy Conservation** Company is committed to address the challenges of climate change through deployment of energy efficient technologies, product responsibility and sustainable use of resources. The Climate Change Mitigation Policy of JIL guide in setting up a roadmap to address the risks and opportunities related to climate change.
  4. **Air Emissions** To enhance the technology and upgrade processes to reduce its impact on the quality of air. The Company has installed adequate treatment facilities to ensure necessary compliance. Regular monitoring of all stacks is being done by third party for the concentration of pollutants being released into the atmosphere
  5. **Effluent Management** Encouraging and following innovative and efficient ways to reduce the effluent. A major achievement has been production of Sodium Silico Flouride (SSF) from the waste scrubber water used in the production process of fertilizer Single Super Phosphate (SSP). At Samalaya Unit of the Company, the effluent after primary treatment is sent to an authorized common effluent treatment facility. These are few endeavors that clearly showcase effective and efficient effluent management by the Company.
  6. **Waste Management** The Company generates very low quantity of hazardous waste from its operations and follows methodologies to reuse the waste generated in the plants, for instance recovery of sulfur from sludge in the fertilizer plant at Gajraula Unit of the Company. Reuse of Silica in SSP is another example of waste utilization in the fertilizer plants at Gajraula & Kapasan. The Hazardous waste that is not being treated / utilized at the Unit is sent to the vendors authorized by the State Pollution Control Boards.
  7. **Safety** The Company's safety management includes hazard identification and risk assessment during product development and plant operations. Safety measures are incorporated at the design stage. Effective systems like work permits, mock drills, incident reporting, and fire-fighting systems are implemented. Regular HAZOP/HAZAN studies, safety training, and updating emergency plans ensure comprehensive safety management.
  8. **Occupational Health Approach** All employees undergo annual health checkups, receiving counseling on disease control, balanced diets, healthy hearts, and first aid. Any medical deviations are addressed with specialist advice and treatment. An annual medical surveillance plan tracks employees, with lifestyle modifications as needed. Additionally, we identify and address workplace health hazards.
- |                                                                                                                                                                            |                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).                                              | Mr. Jagat Sharma, Whole Time Director & Chief of Manufacturing Under the guidance of the Board of Director                                                                                                                                               |
| 9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | Yes, CSR & Sustainability Committee comprising of:<br><ol style="list-style-type: none"> <li>1. Mr. R P Sharma. (Independent Director)</li> <li>2. Mr. R S Sharma. (Independent Director)</li> <li>3. Mr. Jagat Sharma. (Whole Time Director)</li> </ol> |

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Director									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
No assessment or evaluation has been carried out by any external agency.																		

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Since response to question (1) is “Yes” hence this section is not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

**Essential Indicators**

1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programs
Board of Directors	5.00	The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100.00%
Key Managerial Personnel	5.00	The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100.00%

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programs
Employees other than BoD and KMPs	10.00	The topics covered includes: 1) POSH Awareness Training Workshop 2) Technical Training 3) Health & Safety 4) Environment Awareness	49.00%
Workers	15.00	Health & Safety Other miscellaneous training	76.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	NA	NA
Settlement	Nil	Nil	Nil	NA	NA
Compounding fee	Nil	Nil	Nil	NA	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	NA	NA
Punishment	Nil	Nil	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of Regulatory/ enforcement agencies/ judicial institutions
NA	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. The Company has adopted Code of Conduct which is also applicable to the Company and all its subsidiary / associate / joint venture companies. This Code is applicable to all employees, employees who are Directors, Officers or workers of the Company on full-time or part-time employment with the Company.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Programs

	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

## 6. Details of complaints with regard to conflict of interest

	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

## 7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest

Not Applicable

## 8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/ services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	63.00	53.00

## 9. Openness of business: Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances &amp; investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses* as % of total purchases	17.52%	14.43%
	b. Number of trading houses* where purchases are made from	925.00	896.00
	c. Purchases from top 10 trading houses* as % of total purchases from trading houses	37.90%	39.96%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	58.00%	62.00%
	b. Number of dealers / distributors to whom sales are made	2473.00	2037.00
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13.93%	13.39%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.80%	2.40%
	b. Sales (Sales to related parties / Total Sales)	7.60%	9.10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	89.67%	0.00%
	d. Investments (Investments in related parties / Total Investments made)	0.00%	0.00%

\*All suppliers who are not manufacturers have been considered.

### Leadership Indicators

## 1. Awareness programs conducted for value chain partners on any of the Principles during the financial year

Total Number of Awareness Program held	Topics/ Principal covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
3.00	Procurement through ej-buy portal	100.00%
1.00	GST- Utilization of HSN code & GST payment & credit	100.00%

## 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same.

**Yes.** Company has a Code of Conduct for Directors and Senior Management, which requires all Directors/Senior Management of the Company to always act in the interest of the Company.

As per this Code, If an individual's personal interest interferes with the interests of the Company, a 'conflict of interest' arises. A conflict of interest has the effect of influencing or distorting business decisions by reason of individual, family, financial or other interests. In such a situation the Directors/Senior Management must promptly disclose the details to the Board of Directors. Monetary transactions between the Company and a Director and/or their related parties shall be brought to the knowledge of the Board.

The Directors / Senior Management should not appropriate corporate business opportunities for themselves or use Company information for personal gain. Senior Management shall disclose to the Board all material, financial and commercial transactions, where they have personal interest that may have a potential conflict with the interest of the Company.

## **PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**

### **Essential Indicators**

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	<b>Current Financial Year</b>	<b>Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	18.70%	0.13%	<ol style="list-style-type: none"> <li>1. New R&amp;D Building under construction at Savli plant</li> <li>2. Procurement and Installation of new Stripper for our 5KL Reactor along with accessories (Phase I)</li> </ol>
Capex	0.75%	13.84%	<p>Current Year:</p> <ol style="list-style-type: none"> <li>1. Ball Mill Motor at Fertilizer SSP plant replaced from Slip ring to Induction type which is highly energy efficient</li> <li>2. Street lights replaced with energy efficient LED lights</li> <li>3. During any new projects all motors considered as energy efficient IE3 motors only.</li> </ol> <p>Previous Year:</p> <ol style="list-style-type: none"> <li>1. New Scrubbing System for SO<sub>2</sub> in Sulphuric Acid Plant</li> <li>2. Dust extraction system for dryer in ssp plant (bag filter system)</li> <li>3. Installation of Silica Filter Press System at SSP Kapasan</li> <li>4. Telemetry System for Ground Water Borewells &amp; Piezo well and Flowmeter (CGWA Compliance - CGWA/NOC/IND/REN/2/2021/6442)</li> </ol>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

**Yes**

- b. If yes, what percentage of inputs were sourced sustainably?

0.00%

Our major suppliers, such as CCD Singapore, RSMML, IOCL, OPAL-ONGC, Hindustan Zinc, Nouryon Chemicals, Deepak Fertilizer, and Kalyani Mines and Minerals, who supply materials for us, fully comply with CSR and environmental standards.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

S.NO	Material	Mode	Description
1	Plastic	Recycler	Under Extended Producer Responsibility (EPR) program through registered recycler in accordance with Plastic Waste Management Act
2	E-Waste	Recycler	Scrap of E-waste being sold to registered recycler as per E-Waste Management Rules 2022
3	Hazardous Waste	Recycler	Haz waste from manufacturing units are disposed off to SPCB authorised vendors
4	Other waste	Registered Vendor	Other waste are disposed off through approved waste management agencies

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes the EPR is applicable, the collection is done in line with the EPR plan. In FY 2023-24 the Company collected 2003 MT of Cat1 plastics. 100% of the plastics has been recycled through Pollution control board approved recycler.

**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1029.00	1029.00	100.00%	1029.00	100.00%	0.00	0.00	NIL	0.00%	NIL	0.00%
Female	7.00	7.00	100.00%	7.00	100.00%	7.00	100.00%	NIL	0.00%	NIL	0.00%
<b>Total</b>	<b>1036.00</b>	<b>1036.00</b>	<b>100.00%</b>	<b>1036.00</b>	<b>100.00%</b>	<b>7.00</b>	<b>100.00%</b>	<b>NIL</b>	<b>0.00%</b>	<b>NIL</b>	<b>0.00%</b>
<b>Other than Permanent employees</b>											
Male	375.00	375.00	100.00%	375.00	100.00%	0.00	0.00%	NIL	0.00%	NIL	0.00%
Female	4.00	4.00	100.00%	4.00	100.00%	4.00	100.00%	NIL	0.00%	NIL	0.00%
<b>Total</b>	<b>379.00</b>	<b>379.00</b>	<b>100.00%</b>	<b>379.00</b>	<b>100.00%</b>	<b>4.00</b>	<b>100.00%</b>	<b>NIL</b>	<b>0.00%</b>	<b>NIL</b>	<b>0.00%</b>

- b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total(A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	76	76	100%	76	100%	0	0%	NA	0%	NIL	0%
Female	0	0	0%	0	0%	0	0%	NA	0%	NIL	0%
	0	0	0%	0	0%	0	0%	NA	0%	NIL	0%
<b>Total</b>	<b>76</b>	<b>76</b>	<b>100%</b>	<b>76</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>NA</b>	<b>0%</b>	<b>NIL</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	882	0	100%	882	100%	0	0%	NIL	0%	NIL	0%
Female	15	0	100%	15	100%	0	0%	NIL	0%	NIL	0%
<b>Total</b>	<b>897</b>	<b>0</b>	<b>100%</b>	<b>897</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>NIL</b>	<b>0%</b>	<b>NIL</b>	<b>0%</b>

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	1.00%	0.75%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24			PY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity*	100%	100%	Y	100%	100%	Y
ESI**	100%	100%	Y	100%	100%	Y
Others	-	-	-	-	-	-

\*Only permanent employees

\*\*To the extent of applicability of law

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The company does not have any differently abled employees or workers. However, the premises are easily accessible to differently abled employees/workers as per the requirement of the law.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, The Company is committed to provide equal opportunities in the employment and creating an inclusive workplace in which all employees are treated with respect and dignity. This equal opportunity policy is in accordance with the provision of Disabilities Act, 2016 and the Disabilities Rules, 2016.

Web link: <http://jacpl.co.in/policies-and-codes/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employee		Permanent Worker	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Other	0	0%	0	0%
Total	100%	0%	100%	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

If yes, give details of the mechanism in brief.	
Permanent Workers	Yes, the Company has a complaint and grievance reporting process in place. Workers are free to reach functional head or HR team directly or through union at their respective locations.
Other than Permanent Workers	
Permanent Employees	Yes, the Company has a complaint and grievance reporting process in place. All employees, whether or not permanent, are free to reach their HOD first to resolve the grievance, if not satisfied they can directly reach out to the HR.
Other than Permanent Employees	

## 7. Membership of employees and worker in association(s) or Unions recognised by the listed entity

Category	FY-2023-24			PY-2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1036	0	0%	819	0	0%
Male	1029	0	0%	812	0	0%
Female	7	0	0%	7	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers	76	0	0%	78	0	0%
Male	76	49	64.47%	78	36	46.15%
Female	0	0	0%	0	0	0%
Other	0	0	0%	0	0	0%

## 8. Details of training given to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total(A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	1404	653	46.51%	714	50.85%	1135	357	31.45%	343	30.22%
Female	11	9	81.82%	7	63.64%	10	7	70%	7	70%
<b>Total</b>	<b>1415</b>	<b>662</b>	<b>46.78%</b>	<b>721</b>	<b>50.95%</b>	<b>1145</b>	<b>364</b>	<b>31.79%</b>	<b>350</b>	<b>30.57%</b>
<b>Workers</b>										
Male	958	736	76.83%	729	76.10%	950	779	82%	714	75.16%
Female	15	15	100%	0	0%	13	5	38.46%	0	0%
<b>Total</b>	<b>973</b>	<b>751</b>	<b>77.18%</b>	<b>729</b>	<b>74.92%</b>	<b>963</b>	<b>784</b>	<b>81.41%</b>	<b>714</b>	<b>74.14%</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total(A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E/D)
<b>Employees</b>						
Male	1404	760	54.13%	1135	685	60.35%
Female	11	6	54.55%	10	5	50.00%
<b>Total</b>	<b>1415</b>	<b>766</b>	<b>54.13%</b>	<b>1145</b>	<b>690</b>	<b>60.26%</b>
<b>Workers</b>						
Male	124	75	7.83%	148	98	10.32%
Female	0	Nil	Nil	0	Nil	Nil
<b>Total</b>	<b>124</b>	<b>75</b>	<b>7.71%</b>	<b>148</b>	<b>98</b>	<b>10.18%</b>

Note: Only for permanent workers

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. The occupational health and safety management system has been implemented in accordance with the requirements of the Factories Act to cover the following locations:

- Gajraula Plant- Uttar Pradesh
- Sahibabad- Uttar Pradesh
- Chittorgarh- Rajasthan
- Savli- Gujarat

- b. What are the processes used to identify work-related hazards and assess risks on routine and non-routine basis by the entity?

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. All employees & workers deployed at operating sites are covered under these Occupational Health and Safety management systems which are audited periodically by external agency. Some Instances are:

- 1) Job safety Analysis is used for both routine and non routine activities
- 2) HAZOP study is being conducted for all new projects
- 3) Industrial Hygiene monitoring is used for identifying Health Hazards during employment.
- 4) Periodic EHS Audits is done by Internal and External Auditors

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, this involves informing supervisor, manager, or safety officer designated by employer. This can usually be done verbally or through a written report depending upon severity and urgency of the hazard

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes

11. Details of safety related incidents, in the following format

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	3	Nil
	Workers	2	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. An experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. All employees who have access to operating sites are covered under these Occupational Health and Safety

management systems which are audited periodically. All visitors and contractors are briefed in safety requirements before entering the premises. A comprehensive EHS management software solution has been implemented with the majority of sites in the network and arrangements made to add the remaining sites. Leadership is actively involved in improving company’s health and safety performance.

13. Number of Complaints on the following made by employees and workers

	FY 2023-24			PY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Nil

**Leadership Indicators**

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees: YES

(B) Workers: YES

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Yes. Before making payment to supply chain we ensure that all statutory dues have been paid by supply chain by taking the challans and return form of relevance statutory dues.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity

Key stakeholder groups include all the groups of people affected by the company and have an interest in company and its various operations. We make sure to include vendors, suppliers and local community in our stakeholder groups to ensure transparency, accountability and inclusivity in our processes.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Website, E-mail and one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>Assessment of Product quality and development</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> <li>Feedback and suggestions</li> </ul>
Employees	No	Website, E-mail, Training Sessions, Performance review meet, Employee surveys and periodical work meet	On-going basis	<ul style="list-style-type: none"> <li>Empowering work environment</li> <li>Personal Development and Growth</li> <li>Health and Safety</li> <li>Grievance Resolution</li> <li>Compensation</li> <li>On-job Trainings</li> </ul>
Statutory Bodies	No	Ongoing Meetings and Dialogues	On-going basis	<ul style="list-style-type: none"> <li>Regulatory Compliances</li> <li>Transparency in Disclosures</li> <li>Corporate Governance Practices</li> </ul>
Investors	No	One to One Meet and General Meetings	One to One Meet – As and when required General Meeting - Annual	<ul style="list-style-type: none"> <li>Updates on Financial Results and Business Performance</li> <li>Addressing Investors' Concerns and queries</li> <li>Providing Insights on Corporate Governance Mechanism</li> </ul>
Community	No	Website, E-mail and Public Hearings	As and when required	<ul style="list-style-type: none"> <li>Communication regarding Sustainable growth</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> </ul>
Suppliers and Vendors	No	Website, E-mail and one to one/ group meet	As and when required	<ul style="list-style-type: none"> <li>Communication regarding Sustainable use of natural resources</li> <li>Addressing grievances and concerns</li> <li>Providing assurance and solutions</li> <li>Infrastructural Support</li> </ul>
Industrial Association	No	Participation in various Trade Associations and events and Membership in various Committees and Forums	On-going basis	<ul style="list-style-type: none"> <li>Responsible Corporate Citizenship</li> <li>Discussion on Best Industrial Practices</li> <li>Updatations with Regulatory Amendments</li> <li>Compliance and Transparency</li> </ul>
Media	No	Press Conference Press Release Media Events Conclaves Participation in Forums and Summits One-to-one interaction by Senior Management	On-going basis	<ul style="list-style-type: none"> <li>Addressing stakeholders</li> <li>Product Launch</li> <li>Branding and Sponsorships</li> <li>Corporate and Brand Image Building Process</li> <li>Sharing Management views</li> </ul>

## Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

It is the endeavor of the company to update all its stake holders on economic, environmental, and social topics on periodic basis. The board has empowered the various committees within the organization to interact with stake holders on periodic basis on the ESG matters wherever applicable.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1036	313	30.21%	819	582	71.06%
Other permanent Than	379	115	30.34%	326	235	72.09%
<b>Total Employees</b>	<b>1415</b>	<b>428</b>	<b>30.25%</b>	<b>1145</b>	<b>817</b>	<b>71.35%</b>
<b>Workers</b>						
Permanent	76	0	0%	78	0	0%
Other permanent Than	897	0	0%	888	0	0%
<b>Total Workers</b>	<b>973</b>	<b>0</b>	<b>0%</b>	<b>966</b>	<b>0</b>	<b>0%</b>

2. Details of minimum wages paid to employees and workers, in the following format

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage	More than MinimumWage		Total (D)	Equal to MinimumWage	More than MinimumWage			
			No. (B)	% (B/A)			No. (C)	% (C/A)	No. (E)	% (E / D)
<b>Employees</b>										
<b>Permanent</b>	1036	88	8.49%	949	91.60%	819	65	7.94%	754	92.06%
Male	1029	88	8.55%	942	91.55%	812	65	8%	747	92%
Female	7	0	0%	7	100%	7	0	0%	7	100%
<b>Other than Permanent</b>	379	151	39.84%	228	60.16%	326	250	76.69%	76	23.31%
Male	375	151	40.27%	224	59.73%	323	249	77.09%	74	22.91%
Female	4	0	0%	4	100%	3	1	33.33%	2	66.67%
<b>Workers</b>										
<b>Permanent</b>	76	2	2.63%	74	97%	78	70	90%	8	10%
Male	76	2	2.63%	74	97%	78	70	90%	8	10%
Female	0	0	0%	0	0	0	0	0%	0	0%
<b>Other than permanent</b>	897	897	100%	0	0%	888	888	100%	0	100%
Male	882	8	0.91%	0	0%	875	875	100%	0	100%
Female	15	15	100%	0	0%	13	13	100%	0	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	1.00*	610.10	0.00	0.00	0.00	0.00
Key Managerial Personnel	2.00	92.76	0.00	0.00	0.00	0.00
Employees other than BOD and KMP	1402.00	5.31	11.00	5.36	0.00	0.00
Workers	958.00	3.92	15.00	3.28	0.00	0.00

\*The above figure does not include independent director.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	0.17%	0.18%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

**Yes**

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Yes, any issue or concern may be reported by e-mail to [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com)

The Company has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously Without the fear of retaliation /victimisation / discrimination which is a sine qua non for an ethical organisation.

6. Number of Complaints on the following made by employees and workers

Category	FY-2023-24			PY-2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	No complaint received	No complaint received
Complaints on POSH as a % of female employees / workers	Not Applicable	Not Applicable
Complaints on POSH upheld	Not Applicable	Not Applicable

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Jubilant has Whistle Blower Policy to make the workplace at Jubilant conducive to open communication regarding business practices It enables the Directors and full time employees to voice their concerns or disclose or report fraud, unethical behaviour, violation of the Code of Conduct, questionable accounting practices, grave misconduct, etc.

9. Do human rights requirements form part of your business agreements and contracts?

**Yes**

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above

**Not Applicable**

### Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

Not applicable as no complaints/grievances were received during the year.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

No due-diligence have been conducted

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016

Yes. The plants of the entity is accessible to differently abled visitors, as per the requirements or the Rights of Persons with Disabilities Act, 2016

### PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A) In Gigajoule (GJ)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>

Parameter	FY 2023-24	FY 2022-23
<b>From non-renewable sources</b>		
Total electricity consumption (D) In Gigajoule (GJ)	120745	145613
Total fuel consumption (E) In Gigajoule (GJ)	113481	199388
Energy consumption through other sources (F) In Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) In Gigajoule (GJ)	234226	345001
Total energy consumed (A+B+C+D+E+F) In Gigajoule (GJ)	234226	345001
Energy intensity per rupee of turnover (Total energy consumption/Revenue from the operations) (INR in lacs taken)	1.8689293468	2.3422960409
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	45.05	56.44
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity (MT)	0.43	0.36

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - NO

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.  
NO.
- Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	116054	96050
(iii) Third party water	174948	244602
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	291002	340652
Total volume of water consumption (in kilolitres)	291002	340652
Water intensity per rupee of turnover (Water consumed / revenue from operations) (INR in lacs taken)	2.3219547693	2.3127696179
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	55.97	55.75
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	0.543	0.424

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)*</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency

\* Jubilant has Zero Liquid Discharge mechanism under which all the waste water are reused in the plant after the treatment or evaporated under the different process and no water is discharged with or without treatment.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, In Fertilizer unit at Gajraula and Kapasan we have ZLD policy as all the water (Scrubbing liquid) is reused in the plant and no water is discharged with or without treatment.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format

Parameter	Please specify unit	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
NOx	Micro gram/m3	0.00	0.00
Sox	Micro gram/m3	0.05	0.05
Particulate matter (PM)	Micro gram/m3	0.04	0.04
Persistent organic pollutants (POP)	Micro gram/m3	0.00	0.00
Volatile organic compounds (VOC)	Micro gram/m3	0.00	0.00
Hazardous air pollutants (HAP)	Micro gram/m3	0.00	0.00
Others – please Specify	Micro gram/m3	0.01	0.02

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency

Not Applicable to the Company

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format

<b>Parameter</b>	<b>Unit</b>	<b>FY 2023-24 Current Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> Equivalent</i>	8817	16269
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> Equivalent</i>	22392*	26785
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	Total emission/ Revenue from operation	0.2490219531	0.2923041201
<b>Total Scope 1 and Scope 2 emission intensity</b> <i>(optional)</i> – the relevant metric may be selected by the entity		0.047	0.041

**\* Scope 2 emissions has reduced due to low Production Volumes of Fertilizer and thereby Electricity consumption was less.**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes.

- Use of Green fuel like Rick Husk in place of Coal for use in Hot Air generators thereby reducing Carbon emissions for both Fertilizer units at Gajraula and Kapasan. At Gajraula. We have completely eliminated use of Coal while at Kapasan we are using mixture of Cola and Rice Husk.
- Use of PNG operated gensets and Boiler used at Sahibabad plant

9. Provide details related to waste management by the entity, in the following format

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	1445.71	1744
E-waste <b>(B)</b>	0	0
Bio-medical waste <b>(C)</b>	0*	0*
Construction and demolition waste <b>(D)</b>	0	0
Battery waste <b>(E)</b>	0	
Radioactive waste <b>(F)</b>	0	0
Other Hazardous waste. Please specify, if any. <b>(G)</b>	<b>722.26</b>	<b>624.13</b>
Other Non-hazardous waste generated <b>** (H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	<b>601.05**</b>	<b>688.8**</b>
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2769</b>	<b>3056.93</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1445.71	1744
(ii) Re-used	357.97	660.75
(iii) Other recovery operations	0	0
<b>Total</b>	<b>1803.68</b>	<b>2404.75</b>

Parameter	FY 2023-24	FY 2022-23
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)  
If yes, name of the external agency

\* Bio Medical waste agreement is in place with JVL for Gajraula and Savli plant and all wastes are being counted and disposed off by JVL team. At other two sites (Sahibabad and Kapasan) they have a tie up with recognized hospitals and also OHC establishment is not Applicable to them as per Factory act and related SPCB.

\*\* Other Non-hazardous waste includes: Wooden scrap, metallic scrap, paper scrap, drums etc.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

All hazardous waste generated during the process is segregated and kept in Hazardous waste area bay wise. Form 3 generated and material sent to authorised recycler. No waste kept for more than 90 days in our area as per compliance regulations. Methods adopted for reducing the Hazardous waste by reuse like all Hazardous waste generated in Fertiliser area is used as filler for SSP production.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

**Leadership Indicators**

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- a. Name of the area-

- b. Nature of operations-
- c. Water withdrawal, consumption and discharge in the following format

**Not applicable as all the areas where plants are operation do not come under the water stress area.**

2. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

**Not Applicable**

3. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Power consumption norms	SPVA Gajraula improved to 287KWH/MT against baseline of 300 KWH/MT.	Saving achieved ₹ 13.5 lacs
2.	Power consumption norms	Latex, Savli improved to 166KWH/MT against baseline of 173 KWH/MT	Saving achieved ₹ 15.4 lacs.
3.	Steam Consumption Norms	Improved to 1.12 MT/MT against base line of 1.18MT/MT	Savings achieved ₹ 18.7 Lacs
4.	Fuel norm improvement at Kapasan plant	Norms achieved in SSP ₹ 77.51/MT from baseline of ₹ 97.70/MT and in GSSP ₹ 231.51/MT from baseline of ₹ 315.7/MT	savings of ₹ 67.6 lacs by optimizing husk replacing coal during plant operations.
5.	Renewable fuel (Rice husk – 6599.37 MT)	Renewable fuel usage in place of coal at Gajraula & Kapasan.	reduced GHG emission by 7807 tCO2

4. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has onsite emergency plan at every site to take care of site specific emergency situation and site mock drill is conducted for the same.

5. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

- No adverse impact to the environment.

**PRINCIPLE 7 – Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	The Fertiliser Association of India	National
2	PHD Chamber of Commerce and Industry	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
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None of the projects undertaken by the company in FY 2023-24 required Social Impact Assessment as it does not qualify the applicability

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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NIL

3. Describe the mechanisms to receive and redress grievances of the community.

A process at plant/unit level is defined and grievances if any are heard by the head plant along with other senior members as defined. The grievances are to be addressed on priority. All grievance are to be recorded and reported to the grievance committee.

During the FY- 2023-24 no grievance received.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	27%	16%
Sourced directly from within the district and neighbouring districts	64%	54%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	0%	0%
Semi-urban	21.75%	25.85%
Urban	2.27%	3.14%
Metropolitan	75.98%	71.01%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Standard operating procedure for 'Customer complaint' handling available at respective sites. Market complaint is received, logged & investigated/evaluated through this procedure. Online platform is available where customer can raise their complain.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

	FY (2023-24)		Remark	PY (2022-23)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other (Legal)	NIL	NIL	NA	NIL	NIL	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls	NIL	NIL

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Weblink: <http://jacpl.co.in/policies-and-codes/>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable, as stated above in point number-3 of principle 9 under the essential indicator there is no complaints reported during the year on issues relating to advertising, delivery of essential services, cyber security and data privacy of the customer.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact- NIL
- Percentage of data breaches involving personally identifiable information of customers- NIL

#### Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Company Website:

<http://jacpl.co.in>, [http://jacpl.co.in/ultra\\_italia/](http://jacpl.co.in/ultra_italia/), <http://jacpl.co.in/jivanjor/>, [www.jivanjor.com](http://www.jivanjor.com)

Facebook: <https://www.facebook.com/jacpl.co.in/>

YouTube: <https://www.youtube.com/@jacpl7434/videos>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company displays product information on the product label, over and above what is mandated as per local laws. Our products also carry a detailed information leaflet on the safe use of the products where ever applicable. As a pharmaceutical manufacturer, the Company's manufacturing facilities are required to comply with all applicable Quality and Regulatory authority requirements of country of origin and country of export, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (CGMP).