

JAYANT AGRO-ORGANICS LIMITED

MANUFACTURERS & EXPORTERS OF CASTOR OIL & ITS PRODUCTS

CIN. L24100MH1992PLC066691



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September 02, 2022

Corporate Relations Department
BSE Limited
1st Floor, New Trading Wing
Rotunda Building, P J Towers
Dalal Street, Fort
Mumbai 400 001
Fax Nos : 22723121 / 22722041
Code No. 524330

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2021-22

We invite your attention to our letter dated August 05, 2022, wherein the Company had submitted in terms of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Annual Report for the financial year 2021 -22, including the Business Responsibility and Sustainability Report ("BRSR").

Further, pursuant to Exchange notice no. (20220715-14) and your e-mail dated September 01, 2022, please find enclosed the BRSR for the financial year 2021-22.

The same is being separately submitted as advised vide the above referred communication.

Kindly take the same on record.

Thanking you,

Yours faithfully,

For Jayant Agro-Organics Limited

Dinesh M. Kapadia
Company Secretary & Compliance Officer

Encl.: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1	Corporate Identity Number (CIN) of the Listed Entity	L24100MH1992PLC066691
2	Name of the Listed Entity	Jayant Agro-Organics Limited
3	Year of incorporation	1992
4	Registered office address	Tower A, 701, Peninsula Business Park, Senapati Bapat Marg, Lower Parel (W), Mumbai:- 400 013
5	Corporate address	Same as above
6	E-mail	info@jayanagro.com
7	Telephone	022-40271300
8	Website	www.jayantagro.com
9	Financial year for which reporting is being done	2021-22
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 15 Crores
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. Abhay V. Udeshi Chairman & Whole-Time Director Ph: 022-40271300 E-Mail: cs@jayantagro.com
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

II. Products/services 14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the entity
1	Manufacturing	The Company & its Subsidiary are Manufacturers of Castor Oil and its Derivatives	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Castor Oil	1515	58.38%
2.	Derivatives of Castor Oil	20119	41.49%

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of Plants	Number of Offices	Total
National	5	2	7
International	-	-	-

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	PAN India
International (No. Of Countries)	The Company sells its products in more than 70 countries

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

The contribution of export is ~85% of the total turnover

c. A brief on types of customers

Primarily the Company's products cater to Industries as their raw material for producing industrial & consumer products. The Company's product application range includes textiles, paints, plastic, rubber, cosmetics, lubricants, electronics, furnishing, food and so on. Accordingly, the Customers of the Company are manufacturer of such products.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

IV. Employees

18. Details as at the end of Financial Year: 2021-22

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	296	278	93.91	18	6.08
2	Other than permanent (E)	10	9	90.00	1	10
3	Total Employees (D+E)	306	287	93.80	19	6.21
WORKERS						
4	Permanent (F)	341	341	100	0	0
5	Other than permanent (G)	704	703	99.86	1	0.14
6	Total Workers (F+G)	1045	1044	99.90	1	0.09

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	2	2	100	0	0
2	Other than permanent (E)	0	0	0	0	0
3	Total differently abled Employees (D+E)	2	2	100	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than permanent (G)	0	0	0	0	0
6	Total differently abled Workers (F+G)	0	0	0	0	0

19. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.1%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)	FY 2020-21 (Turnover rate in previous FY)	FY 2019-20 (Turnover rate in the year prior to the previous FY)
Permanent Employees & Workers	5.5%*	4.8%*	5.4%*

*Considering the first year of reporting, data for male and female employees and workers have not been collected separately for current and previous years. However, same will be collected and published from next financial year.

V. Holding, Subsidiary and Associate Companies.

21. a. Names of holding / subsidiary / associate companies / joint ventures

Sr. 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	Ihsedu Agrochem Private Limited	Subsidiary	75.1	Yes
2	Ihsedu Itoh Green Chemicals Marketing Pvt Ltd	Subsidiary	60	No
3	Ihsedu Coreagri Services Pvt. Ltd	Subsidiary	100	No
4	JACACO Pvt Ltd	Subsidiary	100	No
5	Jayant Speciality Products Pvt. Ltd	Subsidiary	100	No
6	Vithal Castor Polyols Private Limited	Joint Venture	50	Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

VI CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
 (ii) Turnover (in Rs.) – Rs. 1,08,907 Lakhs
 (iii) Net worth (in Rs.) –Rs. 38,665 Lakhs

VII. Transparency and Disclosures Compliances

23. 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 redressal policy)	FY 2021-2022 Current Financial Year			FY 2020 -2021 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes for all stakeholders. Link: https://www.jayantagro.com/	2	0	-	0	0	-
Employees and Workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-

24. 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

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Timely Availability of Raw Material	R	The basic raw material of the Company is Castor Seeds which is an Agro product. The timely cultivation of Castor by the Farmers is very critical for the Company. In addition, timely rainfall and adequate supply of water are also equally important for cultivation of the Castor Crop.	The Company has taken several steps to ensure availability of the raw material. The Company along with Agricultural University engages with Farmers to help them undertake Good Agricultural Practices, carry out training sessions with farmers to answer their queries on various stages of farming. The Company is also cultivating hybrid seeds to improve the productivity of commercial Castor Seeds.	Negative
2	Fair Trade Practices	O	The Company through various Government bodies, Trade and Industry Association makes representation to ensure fair trade practices		Positive
3	Competent Human Resource Availability	R	With the business of the Company is growing steadily and demand for trained and experienced manpower is in excess of the supply, the risk of managing the people is very big. The Company has to retain its existing trained workforce and also attract new talent for its different operations	To improve the performance of the staff at work; various refresher training courses are organized to update their knowledge with the latest technologies and management ideas.	Negative

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Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Regulatory Changes	R	Frequent and Complex regulatory changes can have a bearing on the business of the Company	Company keeps track on amendments in rules, regulations & laws through various government / Industrial and trade bodies	Negative
5	Technology and Innovation	O	Changes in technology leading to new products uses being created or substitution or obsolescence of products due to scientific developments has an important bearing on the demand for its products. The Company has a dedicated R & D center focusing on Castor and development of new applications, processes and products based on castor oil. The products developed by the Company has potential to replace petroleum based products. The Company is also working for developing new bio-polymers & chemical intermediates for use in lubricants, plastics, fragrance & flavours, pharmaceuticals & other applications	-	Positive
6	Energy Utilisation	O	Utilising efficient and clean energy. The Company uses de-oiled cake for its steam generation and has also installed 4 Windmills across the group supplying clean and green energy. Further the Company has also arrangements for purchasing green energy thereby moving towards clean and green energy and working on replacing dependency on Fossil Fuel	-	Positive
7	Eco Friendly Products	O	Environment being a major concern, the search for green products is likely to intensify in the future. Castor Oil being a natural, organic, renewable and bio-degradable product is gaining importance as a green product.	-	Positive
8	Sustainable Procurement	O	In order to contribute to overall well being of stakeholders, it is an immediate and emergent need to observe sustainability in the entire value chain. The Company alongwith like minded Industry players have initiated Project Pragati to foster Sustainability in the Castor Industry. Further, the Company is also a Founding Member of Sustainable Castor Association, which overlooks the implementation of Sustainable Business Practices in the Castor Industry	-	Positive

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Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Preservation of Environment	O	The Company imparts training to farmers on preserving soil fertility, using quality inputs, effective water utilisation and overall farming practices. Further, Water utilised in plant is treated as per statutory norms and discharged through designated agency	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
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	No*	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Not Applicable	Yes	Yes
c. Web Link of the Policies, if available	Statutory Policies as required by applicable legislations have been put up on the Website on the link: https://www.jayantagro.com/ and other internal policies are maintained and circulated internally by respective Department Owners & respective stakeholders.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Not Applicable	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
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.	The Company facilities are certified on International Standards like ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environment Management System), ISO 45001:2018 (Occupational Health and Safety Management System).								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

The Company and its Management Philosophy The Management Philosophy is – “Nurture Nature & Nature will Nurture You. The Management of the Company has translated this values in the Company and worked on it since inception of the Company. Working with this motivation, the Company has laid down various short and long term goals and targets directioned towards sustainable growth of the Company and value creation for the Stakeholders. The Company alongwith Chemical Gaints Arkema France and BASF SE along with Implementing Partner Solidaridad

have initiated Project Pragati, (Progress in Hindi) – a Sustainability Code driven backward integration project to support farmers to undertake good agricultural practices and undertaking Sustainable Agriculture by following the said code resulting in improvement in social and economic situation of Farmers and contracted workers. To ensure a systematic implementation of the Project, the Company along with its Partners have also incorporated a Section 8 (Not for Profit) Company – Sustainable Castor Association. Along with said project, the Company as well

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as its Subsidiary Company have tied up with Agricultural University to undertake projects of developing Model Farms for the Farmer to show good agricultural practices and provide training on various stages of farming. These projects are ongoing of several years and capacities are being added year after year.

Company's Internal Processes :- For better efficiency in manufacturing and product processes, the Company keeps on upgrading its systems as per operational needs. The Company is committed in contributing its bit in reducing CO₂ and support in climate change initiatives. In addition to generation of green captive energy from Wind and eco friendly de-oiled cake, the Company also purchases green energy thereby reducing carbon footprint in its manufacturing process.

Company's Efforts with its Customers :- On the Customer front, being an export oriented Company, Ensuring best of the Customer satisfaction is primary goal of the Company. In addition to that the Company also reaches out to its Customers and industry players to promote the Sustainability programs and seek their support by joining / collaborating this initiatives.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

As stated above, the Company along with its project partners are steadily making relevant awareness program across the supply chain and spreading the concept of Sustainability for ensuring maximum participation of the Industry Players.

On the Internal Processes the Company is continuously working on scaling up programs to unleash maximum potential of the resources and improve its processes by undertaking greater challenges thereby ensuring efficiencies and value creation for stakeholders.

On Customer side, the Company ensures that it is able to meet to its Customer expectations. Retaining the existing Customer as well as adding new customers in its portfolio is an important area which is carefully handled and managed by the Company.

In addition to the above, from the forthcoming year the reporting on the above points shall be covered in more detailed manner.

Governance, leadership and oversight

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

As humans, after the scientific revolution, we have been adding knowledge at an astounding pace. This growth in knowledge has enabled us to thwart hunger, explore and exploit resources, mechanize production, increase our life span and increase the standard of living of the people. Undoubtedly, Knowledge is Power, but "With Great Power comes Greater Responsibility". The question many scientists have raised is, "Are we producing and consuming irresponsibly?". Are we borrowing the earth's resources from the future generation, destroying the basic resources like air, water, forests, other species of plants and animals? Is the development achieved by exploiting people and restricted to a minority?

The relevant question therefore is, "Should we cut our production and consumption or is there a way to produce and consume in a manner which meets the requirements and aspirations of the current generation without compromising on the future of the coming generations?". In an attempt to make a contribution to resolve the dichotomy raised by this question, your company along with Arkema, a Global Leader in Specialty Chemicals and Advanced Materials; BASF, the World's Leading Chemical Company and Solidaridad, an International Civil Society Organization studied and implemented, Project Pragati, a project on growing castor sustainably. The partners of the "Pragati Project", have formed a Section 8 Company, "Sustainable Castor Association", to host the first Castor Code on Sustainability and to share it with Castor Community, widely promoting the drive of sustainability. Company believes in living in harmony with nature. The Company's product castor oil is of bio origin renewable, non-food, non-feed and eco friendly. The Company has focused on use of renewable energy. Nearly all its fuel requirement is coming from renewable sources and the company has installed windmills and cogeneration plants to reduce its dependence on fossil fuels for its power requirements. It is estimated that these initiatives have resulted in a decrease of over 30,000 tCO₂ e/annum. The Company is now creating more focused frameworks in improving the ESG (Environment, Social and Governance) awareness leading to formal and comprehensive adaptation of policies across the organisation.

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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Abhay V. Udeshi Chairman & Whole-time Director DIN 00355598
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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, Risk Management Committee overviews Sustainability related issues and is responsible for giving recommendations to the Board for decision making. The members of Committee are as follows: Mr. Sanjay J. Mariwala -Chairperson (DIN :- 01111537) Mr. Abhay V. Udeshi-Member (DIN :- 00355598) Mr. Vikram V. Udeshi-Member (DIN :- NA)
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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 (A) / Half yearly (HY) / Quarterly (Q) / Monthly (M) 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	The Board of Directors reviews the areas under above principles on recommendation by respective Committees									Q	A	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is provided by the Managing Director to the Board of Directors									Q	Q	Q	Q	Q	Q	Q	Q	Q

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
Yes, Statutory Auditors, Internal Auditors and Secretarial Auditor of the Company	Yes, Control Union	Yes ISO 45001:2018 (Bureau veritas), OHSAS	Yes, Statutory Auditors,	Yes, EcoVadis	Yes ISO 14001:2015 (Bureau veritas)	Yes, Eco Vadis	Yes, Statutory Auditors	Yes ISO (Bureau veritas)

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)	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)	Not Applicable								
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	*For P7, The Company does not have a separate policy on "policy advocacy". For engaging in influencing public and regulatory policy, JAOL connects with several industry associations and/or directly engage with the statutory authorities on regulatory policies. There are specified officials in the Company who are authorized to communicate with the industrial bodies and managing government affairs.								

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SECTION C PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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 programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Matters inter-alia covering the Company's and its subsidiaries/associates businesses and operations, industry and regulatory updates including principles laid down in BRSR, strategy, finance, risk management framework, role, rights, responsibilities of the Independent Directors under various statutes and other relevant matters.	100
Key Managerial Personnel	4		100
Employees including Workers other than BoD and KMPs	221	Session have been conducted covering Values-based capability building programme, Code of conduct for employees, Well-being (both financial and physical) and Safety related sessions., Session on Code of Conduct to Regulate, Monitor, and Report Trading by Designated Person	100 of relevant employees and workers

The data on number of trainings is not available separately for Employees (Other than BoD & KMPs) and Workers. The same will be published separately from next Financial Year.

- 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): Nil
- 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. Not Applicable
- 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. JAOL enlists its Anti Bribery and Anti Corruption commitments under its Business Ethics Code. The code reflects onto the Management intent and organization's commitment for ensuring highest cultural & ethical standards while conducting transparent and fair business practices. The Company has implemented and enforced effective systems to detect, counter and prevent bribery and other corrupt business practices.
- Number of Directors / KMPs /employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption. Nil
- Details of complaints with regard to conflict of interest: Nil
- 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

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LEADERSHIP INDICATORS

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**
The Company through Implementation Agency has imparted various awareness programs / training to Farmers on undertaking Good Agricultural Practices
- 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, the Company has a Code of Conduct for Board of Directors and Senior Management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entities.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

- 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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	4.03 Crores	3.12 Crores	The R&D focuses on development of new applications, processes and products based on castor oil. The emphasis has been to replace some of the Petroleum derived products with Green Bio-based alternatives. The processes are developed so as to improve or at least maintain the Environment. All of these developments indirectly benefit the farmers as demand for the castor seeds grown on their farms increases and also the growing of castor plants facilitates Carbon dioxide reduction by its absorption
Capex	0.04 Crores	0	On Infrastructural developments

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes, JAOL has Sustainable Procurement Policy drafted in line with Sustainable Castor Code for ensuring sustainable sourcing. The Code comprises of various models of sustainable sourcing. The Company has also initiated Project Pragati for sourcing Sustainable Castor Beans and to supply Sustainable material to the globe.
 - If yes, what percentage of inputs were sourced sustainably?**
~10% of the total purchase.
- 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.**
Not Applicable. The Company manufactures 2 products: (a) Castor Oil and (b) Castor Oil Derivative. Both the products are exported and used as raw material for other industries. The same cannot be collected back for reuse / recycle etc. Also, no packaging waste is generated.
- 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.**
EPR is not Applicable to JAOL.

LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency(Yes / No)	Results communicated in public domain (Yes / No)If yes, provide the web-link
1515	Castor Oil	58.38%	In line with ISO 14001:2015 requirements	Yes	No
20119	Derivatives of Castor Oil	41.49%		Yes	No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same:

Since the products of the Company are from renewable source and agro based, there are no significant social or environmental concerns and/or risks arising from production or disposal of the same. The production process is also carried out in eco-friendly manner. The non-significant risks, however, are captured through risk assessment process and mitigation measures are accordingly taken.

3. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

4. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Not Applicable

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)
Permanent Employees											
Male	278	278	100	278	100	0	0	0	0	0	0
Female	18	18	100	18	100	18	100	0	0	18	100
Total	296	296	100	296	100	18	100	0	0	18	6.08
Other than Permanent Employees											
Male	9	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	10	0	0	0	0	0	0	0	0	0	0

- 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)
Permanent Workers											
Male	341	341	100	341	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	341	341	100	341	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	703	703	100	703	100	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	704	0	0	0	0	0	0	0	0	0	0

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	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%	Yes
Gratuity	100%	100%	Y	100%	100%	Yes
ESI	0	100%	Y	0	100%	Yes
Others - Please Specify	None	-	-			

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. Yes, The Company continuously improves its processes to make required improvement in premises for providing easy access to differently abled employees & workers.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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.

Providing Equal Opportunity is Integral Part of Company Policy. The Company is committed to provide equal employment opportunities without any discrimination on the grounds of age, color, origin, nationality, disability, religion, race, caste, gender, sex and sexual orientation. We believe that Diversity and Inclusivity (D&I) at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress. The Policy is maintained and communicated internally.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

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.

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers, Employees & Other than Permanent Workers, Employees	<p>Yes. We have Works Committee, Whistle Blower Policy and Vigil Mechanism.</p> <p>Works Committee to promote measures for securing and preserving amity and good relations between the employer and workmen and, to that end, to comment upon matters of their common interest or concern and endeavour to compose any material difference of opinion in respect of such matters.</p> <p>Whistle Blower Policy Objective: To provide a platform to all stakeholders to voice genuine concerns about any breach of the Code of Conduct or company's guidelines or values. The platform shall ensure that all complaints are heard, recorded and registered with the ethics committee for further action with transparency and confidentiality so that it improves confidence in the organisation and also acts as a deterrent against deviations from guidelines, values and the DNA.</p> <p>Yes. We have Whistle Blower Committee for the entire Company:</p> <p>Whistle Blower Guideline Objective: To provide a platform to all stakeholders to voice genuine concerns about any breach of the Code of Conduct or company's guidelines or values. The platform shall ensure that all complaints are heard, recorded and registered with the ethics committee for further action with transparency and confidentiality so that it improves confidence in the organisation and also acts as a deterrent against deviations from guidelines, values and the DNA.</p>

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity: Nil

8. Details of training given to employees and workers

Category	FY 2021-22 Current FY				FY 2020-21 Previous Financial Year					
	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)
EMPLOYEES										
Male	287				275					
Female	19		*		22				*	
Total	306				297					
WORKERS										
Male	341				329					
Female	0		*		0				*	
Total	341				329					

*The Company provides regular trainings on Health & Safety & Skill upgradation to all its employees. The Company aims to provide highest quality training and minimising workplace accidents, without focussing upon the number of hours spent in the training. The Company has initiated generation of reports as per the specified format from the current financial year. This data will be available from financial year 2022-23 onwards.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Category	FY 2021-22(Current FY)			FY 2020-21(Previous FY)		
	Total(A)	No. (B)	% (B/A)	Total(C)	No. (D)	% (D/C)
Employees						
Male	287	287	100	275	275	100
Female	19	19	100	22	22	100
Total	306	306	100	297	297	100
Workers						
Male	341	341	100	329	329	100
Female	0	0	0	0	0	0
Total	341	341	100	329	329	100

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
Yes, the plants and the Head Office of JAOL are certified for ISO 45001:2018 (Occupational Health & Safety Management System)
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Safety Officers are designated at each sites of the Company. As a part of Internal management system, the Safety Officer carry out trainings of employees on a timely basis covering various health and safety norms to be observed and its reporting in the event of any safety or work related hazards.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)The Company has in place management committee comprising worker representative and mangement representative to take care of Health and Safety related issues of Employees. Such safety reports are studied and proper investigation is carried out and thereafter Mitigation plan and controls are provided to eliminate the identified hazards and risks for future. Such reports along with corrective actions are also placed before the management as well as Directors and Board Committees of the Company
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, Employees are covered in line with HR Policy of the Company.

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Workers	0	0
Total recordable work-related injuries	Employee	0	0
	Workers	0	0
No. of fatalities	Employee	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Workers	0	0

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

The Company is aware about its occupational, health & safety (OHS) risks and impacts and it ensures overall physical and mental wellbeing of its employees. The health and safety management system is based on ISO 45001, the International Standard for Occupational Health and Safety. It is integral to its success and growth aspirations as spelled out in its OHS Policy. The Company is committed to provide safe workplaces focusing on preventing injuries, illnesses, and continuously strives to eliminate hazards and reduce OHS risks. Safety Officers are designated at each sites of the Company. As a part of Internal management system, the Safety Officer carry out trainings of employees on a timely basis covering various safety & Health norms to be observed and its reporting in the event of any safety or work related hazards. Annually, the Company also carries Health and Safety week at all its facilities as an awarness campaign

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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.

There have been no safety related incidents in the organization in past 2 years. Also, basis the risk assessment conducted by the departments, no significant risk was identified. For non-significant risks controls have been established. Also, an established mechanism is in place to identify, report and manage any incidents / risks if occurred. For any incident a root cause analysis is done by the team which is monitored and reviewed by the quality & safety team. Corrective measures in various forms based on the root cause is taken. The corrective action is shared in the form of horizontal deployment with the manufacturing location for assessment and implementation.

LEADERSHIP INDICATORS

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - (A) Employees (Y/N) Yes
 - (B) Workers (Y/N) Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company collects relevant payment proofs from value chain partners and after due satisfaction processes the value chain partner payment. In case of any deviation or irregularities, the Company follows up with value chain partners to regularize and confirm the compliance before processing payments.
- 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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment: Nil
- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)Yes
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The assessment has not been conducted currently, but the same is in process of which the details will be published in next Financial Year
Working conditions	

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

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

At Jayant Agro, stakeholders play an integral role in our journey and we recognise the need to partner with them and understand their concerns to deliver the best of the outcome for the Company. The Company aims to understand the requirement of its stakeholders and attempt to respond to them through various initiatives and programmes. The stakeholders involves identifying key internal and external stakeholders followed by analysing the impact of each stakeholder groups on the business and vice versa. Based on the exercise carried out, the Company prioritise key stakeholders to understand their expectations and concerns. Through regular interactions with stakeholders across various channels, The Company has been able to strengthen its relationships and enhance its organisational strategy. The Company has identified the key stakeholders group and each stakeholder continues to contribute in their own way in creating a shared value.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	In Person, Video Meetings, SMS etc	On-Going(On ad hoc basis)	Compensation structure, providing a safety culture and inculcating healthy and safe work practices and work conditions among employees, Ongoing desire for more flexible working hours, Improving Diversity and Inclusion, Incidents and grievance redressal
Farmers	Yes	In Person/ Community Meeting, SMS, Pamphlets etc.	Monthly	Adoption of Good Agricultural Practices, Prohibition of Child & Forced Labours, Safe Storage of Pesticides and Harmful Chemicals, measures to improve social and economic situation of the farmers etc.
Transport & Logistics	No	In Person / Community Meeting, SMS, Emails etc.	On-Going(On ad hoc basis)	Logistics / Freight local as well as Overseas situation, Measures to adopt Environment, social and economic friendly business solutions Adoption of efficient and better business processes etc.
Customers	No	In Person / Community Meeting, Emails, SMS, Etc	On-Going(On ad hoc basis)	Feedback of Products, Updates/ requirement for improvement if any, Complaints
Shareholders & Investors	No	In Person / Community Meeting, Emails, SMS, Etc	Annually	Financial Performance of the Company and other Matters regarding Company ESG Performance

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.

The Management of the Company on a timely basis has consultation with the stakeholders on each areas of its business operations, like operations, logistics, treasury & finance, legal & secretarial and so on and based on the feedback appraises the Board of Directors and improvises its working wherever required for Internal Stakeholders and Board of Directors , the Company shares details of various ESG initiatives undertaken by the Company at meetings, trainings of the Company. For External shareholders, the Company conducts awareness training sessions to appraise external stakeholders of initiatives of the Company.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, there are several instances where company has received recommendations from stakeholders and Company has incorporated suggestions. One of the instance was in the area of reporting health and safety reportings. The company had accepted the recommendation and has implemented a series of measures to improve the safety reportings. The Company has during the year also adopted GRI reporting across its sites for enhanced disclosure of ESG systems

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company, has carried out engagement with farmers for improving their social and economic situation details of which are already elaborated in this report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**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 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees & Worker						
Permanent	637	637	100	0	0	0
Other than permanent	714	714	100	0	0	0
Total Employees	1351	1351	100	0	0	0

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

The Company is providing more than the statutorily required minimum wages to its employees and workers. Nil

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration / salary/ wages	Number	Median remuneration / salary / wages
Board of Directors (BoD)	8	Rs. 6.31 Lakhs	1	Rs. 6.31 Lakhs
Key Managerial Personnel	2		0	
Employees & Workers other than BoD and KMP	357		19	

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. The Management Committee addresses all human rights related impacts or issues

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

There is a Management Committee (represented by worker representative and management representative) to redress all types of grievances at the workplace. Any grievances are routed to Human Resource (HR) function and in certain cases to the Management of the Company. Necessary action is taken in line with underlying policies and regulations applicable to the workplace. The closure is intimated to the aggrieved person.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	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 Labor	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	6	0	-	1	0	-

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

The Company has implemented Prohibition of Sexual Harassment (POSH) Policy to address discrimination and harassment at Workplace. Pursuant to the policy, an Internal Complaints Committee is constituted to take care of discrimination and harassment cases. Additionally, the identity of the complainant is kept confidential throughout the investigation of a particular matter. The Presiding officer of the Internal Complaints Committee ("ICC") is Senior Person of the Company. Presiding officers have the experience as well perspective from Company's context on the course of action required in sexual harassment cases. The decision on the action to be taken against the employee in POSH case is in consultation with the External ICC member. Overall, the ICC ensures that Principle of Natural Justice is followed in the entire process. Whistle blower policy provides for the following protection: Whistle blower complaint is a protected disclosure and the Complainant can choose to remain anonymous. The investigating officer has to protect the identity of the whistle blower. The whistle blower is protected against any adverse action not limited to harassment, unfair termination of employment, demotion, suspension and biased behavior on account of whistle blower

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the Company has relevant clauses on human rights compliance and instructions in all its external contracts. In addition, internal control mechanisms exist to ensure human rights due diligence. All contracts are monitored constantly for compliance to guidelines.

9. 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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please Specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. None

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. Not Applicable

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

The Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness, creating a harassment-free, safe environment and respecting fundamental rights are some of the ways in which we ensure the same. As an equal opportunity employer, we do not discriminate on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability status. Human Rights due diligence will be addressed appropriately.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The premises/office locations of the value chain partners have not been assessed. The Company has started the evaluation of this process, however, detailed assessment and reporting system is under progress
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- Please Specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

As assessments have not been initiated, hence no corrective actions currently been taken.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption and energy intensity:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Energy consumption (GJ)	11,43,639	9,87,180

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2. 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

3. Provide details of the following disclosures related to water:

Parameter	FY 2021-22
Water withdrawal by source (in kilolitres)	
(i) Surface water	2,05,111
(ii) Groundwater	1,34,441
(iii) Third party water	0
(iv) Seawater / desalinated water	0
(v) Others	17,818
Total volume of water withdrawal (in Liters) (i + ii + iii + iv + v)	3,57,370

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation No. However, the company has adopted mechanism to ensure prudent water utilisation and discharging through authorised and secured channel after its treatment as per norms

5. Please provide details of air emissions by the entity:

Parameter	Please specify unit	FY 21-22
NOx	Kg/ day	174.233
Sox	Kg./ day	518.15
Particulate matter (PM)	PPM	87.28
Volatile organic compounds (VOC)	ppm	8.5
Hazardous air pollutants (HAP)		0
Others – please specify		0

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

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: Nil
The emissions have not been computed for FY 2021-22. Same will be computed and published in next Financial Year.
7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. No
8. Provide details related to waste management by the entity, in the following format: Nil
Considering the first year of reporting, the quantity of waste has not been calculated. However, same will be measured and published in next financial year.
9. 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.
JAOL facilities has efficient production processes and systems in place, that prevents or minimize wastage. From the main raw material i.e. castor seeds, residue is generated. The Company, processes this wastage and forms fertilizers and pellets for energy generation. It also exports the same. The solid waste generated through office operations is disposed to authorized vendors. JAOL believes in creating value from waste, thereby significantly reducing waste from going to landfill. Reduce, Reuse and Recycle plays a very important role in its waste management practices.
10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, 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: Not applicable
11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: Not applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

12. 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: Not applicable

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. Eight (08)

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)
1	Confederation of Indian Industry (CII)	National
2	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (CHEMEXIL)	National
3	The Solvent Extractor's Association of India (SEA)	National
4	Indian Chemical Council (ICC)	National
5	Indian Speciality Chemical Manufacturer's Association (ISCOMA)	National
6	Federation of Indian Export Organizations (FIEO)	National
7	International Castor Oil Association (ICOA)	International
8	Sustainable Castor Association (SCA)	International

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. Not Applicable

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity: 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. None

Not Applicable. Currently the organization has not undertaken Social Impact Assessment projects.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: Not Applicable

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

In plants, there is complaint register. The Company also follow formal channel and informal channels through CSR teams, external stakeholder groups and many more to report grievances. Under Project Pragati, the Implementing Body SREC has processes in place to receive and address grievances of the Community / stakeholders of the Project

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs/ small producers	~95%	~95%
Sourced directly from within the district and neighbouring districts	~95%	~95%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above): Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies: Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) Yes
 (b) From which marginalized /vulnerable groups do you procure? Farmers
 (c) What percentage of total procurement (by value) does it constitute? 95%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1		Yes	Yes	Increase of Yield of Crop and upliftment in Social and Economical standard of Farmers
2		Yes	Yes	

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Not applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Project Pragati	More than 5800 farmers	Data not available in percentage. However data of beneficiaries are maintained in company records

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.
 The Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. The Company ensures to keep the customer informed throughout the entire process of complaint resolution and focus on resolving customer complaints which includes calling the customer, connecting with the customer, and providing the final resolution to the customer. The Company also maintains multiple points of communication with the customer, that is through SMS/Email/WhatsApp, to keep the customer informed of all actions taken on the complaint. Unique situations give rise to unique solutions. During the pandemic, the Company accepted the challenge of managing an unprecedented set of circumstances and explored the possibility of managing customer complaints remotely, if any.

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: Not applicable
4. Details of instances of product recalls on account of safety issues: Not applicable
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. The same is available internally within the company.

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.

Since there are no complaints, there was no need for any corrective action. However, Company always strive to ensure the best quality products are delivered to the customers and ensure all feedback from stakeholders in considered in the business processes.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). <https://www.jayantagro.com>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
The Company's Products primarily acts as Raw Material for Other Industry Users. The Usage and Safety Instructions are mentioned on the Product Packaging as per the prevailing Laws/ Guideline issued by the Government
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
The Company has a functional webiste which is regularly updated. The webiste with News/ Information having impact on the Business Operations. Additionally, being a Public Listed Company, such news/ information are also hosted on the website of the Stock Exchanges
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Yes as majority of Company products are exported the display product information are in line with requirement of respective laws of land. Further, as the Products are mainly caters to Industrial Consumers, most of Company's products undergo an exhaustive tests/ verification/ audits/ certifications. Upon Satisfaction of Consumer, the Products are approved for Manufacturing. Additionally, the Company's products also undergo quality & process change to meet specific requirement of its customers (Pre/Post Order). The Company also conducts customer survey on an ongoing basis. The company does regular customer satisfaction survey.
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact: - None
 - b. Percentage of data breaches involving personally identifiable information of customers: -None