



GOOD PEOPLE  
*for* GOOD HEALTH

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July 26, 2024

BSE Ltd.  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai 400 001

**BSE Scrip Code : 506943**

**Stock Symbol: JBCHEPHARM**

Dear Sir,

**Sub: Business Responsibility and Sustainability Report for the year 2023-24**

In compliance with Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed please find the Business Responsibility and Sustainability Report for the financial year 2023-24.

We request you to take the above on record.

Thanking you,

Yours faithfully,

**For J.B. Chemicals & Pharmaceuticals Limited**

**Sandeep Phadnis**  
**Vice President – Secretarial**  
**& Company Secretary**

**Registered Office:**

J.B. Chemicals & Pharmaceuticals Limited,  
CIN: L24390MH1976PLC019380  
Neelam Centre, 'B' Wing, 4<sup>th</sup> Floor, Hind Cycle Road,  
Worli, Mumbai – 400030, T:+91 22 24822222

**Corporate Office:**

J.B. Chemicals & Pharmaceuticals Limited,  
CIN: L24390MH1976PLC019380  
Energy IT Park, Unit A, 8<sup>th</sup> Floor, Appa Saheb Marathe Marg,  
Prabhadevi, Mumbai – 400025, T:+91 22 24395200/5500  
secretarial@jbpharma.com

[www.jbpharma.com](http://www.jbpharma.com)

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L24390MH1976PLC019380
2.	Name of the Company	J .B. Chemicals & Pharmaceuticals Ltd.
3.	Year of Incorporation	1976
4.	Registered office address	Neelam Centre, 'B' Wing, 4th Floor, Hind Cycle Road, Worli, Mumbai - 400 030.
5.	Corporate office address	Cnergy IT Park, Unit A2, 3rd floor, Appa Saheb Marathe Marg, Prabhadevi, Mumbai 400 025.
6.	E-mail	<a href="mailto:investorelations@jbpharma.com">investorelations@jbpharma.com</a> , <a href="mailto:secretarial@jbpharma.com">secretarial@jbpharma.com</a>
7.	Telephone	022 2439 5200/5500
8.	Website	<a href="http://www.jbpharma.com">www.jbpharma.com</a>
9.	Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	As of March 31, 2024, is ₹ 155,194,800 divided into 155194800 equity shares of face value ₹ 1 each
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Sandeep Phadnis (022) 2439 5200 / 5500 <a href="mailto:secretarial@jbpharma.com">secretarial@jbpharma.com</a>
13.	Reporting boundary	Manufacturing sites and offices of JB Chemicals and Pharmaceuticals Limited, India. (Standalone Basis)

## PRODUCTS/ SERVICES

### 14. Details of business activities: (accounting for 90% of the turnover)

Sr. no.	Description of the main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Chemical & Chemical Products, pharmaceuticals, medicinal chemical & botanical products	79.90%
2.	Trade	Whole Sale trading	19.50%

### 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.	Oral Solids (tabs + capsules)	2100	62%
2.	Injectables	2100	17%
3.	Liquids	2100	9%
4.	Lozenges	2100	3%



## OPERATIONS

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	8	1 corporate office, 1 registered office, 5 regional offices, 26 C&F locations, 5 warehouses, 1 R&D Centre	47
2.	International	0	2 (Russia and South Africa)	2

### 17. Markets served by the entity

#### a. Number of locations:

S. No.	Locations	Number
1.	National (No. of States)	Pan India
2.	International (No. of Countries)	40+

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

Our international business contributes 46% of our total revenue. At JB Pharma, we take pride in our global footprint, with exports reaching over 40 countries worldwide. Our commitment to the global healthcare ecosystem remains steadfast. Operating from India, we serve as a beacon of quality and reliability, exporting pharmaceutical products that meet international standards. Beyond our commercial endeavors, we recognize our responsibility towards sustainable production practices and their broader societal impact. We understand that sustainable operations not only benefit the environment, but also uplift local communities and economies. In line with this ethos, we remain dedicated to enhancing the well-being of the communities in which we operate. By prioritizing sustainable practices, we aim to minimize our ecological footprint while maximizing positive social outcomes. Our commitment extends beyond mere compliance; it's a fundamental aspect of our corporate identity. We firmly believe that responsible business practices are essential for long-term success and stakeholder value creation.

#### c. A brief on types of customers

JB Pharma is one of the fastest-growing pharmaceutical companies in India and a leading player in the cardiology segment. In India alone, JB pharma caters to the needs of over 150 million patients annually. Besides its strong India presence, which accounts for majority of its revenue, its other two home markets are Russia and South Africa. In India, the company has five brands among the top 150 IPM brands in the country. The company exports its finished formulations to over 40 countries including the USA. Besides supplying branded generic formulations to several countries, it is also leader in the manufacturing of medicated and herbal lozenges. The company ranks among the top 5 manufacturers globally in medicated and herbal lozenges. It has eight state-of-the-art manufacturing facilities in India including a dedicated manufacturing facility for lozenges. The manufacturing facilities are certified by leading regulators across the world.

## EMPLOYEES

### 18. Details as at the end of Financial Year:

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

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employee</b>						
1	Permanent (D)	4908	4420	90.06%	488	9.94%
2	Other than Permanent (E)	123	100	81.30%	23	18.70%
3	Total employees (D + E)	5031	4520	89.84%	511	10.16%



Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Workers</b>						
4	Permanent (F)	403	312	77.42%	91	22.58%
5	Other than Permanent (G)	1952	1464	75.00%	488	25.00%
6	<b>Total Workers (F + G)</b>	<b>2355</b>	<b>1776</b>	<b>75.41%</b>	<b>579</b>	<b>24.59%</b>

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

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	4	4	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total employees (D + E)</b>	<b>4</b>	<b>4</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>Workers</b>						
4	Permanent (F)	6	5	83.33%	1	16.67%
5	Other than Permanent (G)	10	6	60.00%	4	40.00%
6	<b>Total Workers (F + G)</b>	<b>16</b>	<b>11</b>	<b>68.75%</b>	<b>5</b>	<b>31.25%</b>

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

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel (KMP)	3	0	0

**20. 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	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.43%	17.12%	<b>28.25%</b>	32.3%	21.1%	<b>31.3%</b>	33.59%	18.73%	<b>32.23%</b>
Permanent Workers	4.58%	3.24%	<b>4.27%</b>	3.32%	1.06%	<b>2.78%</b>	1.63%	3.33%	<b>2.02%</b>

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)****21. 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	Tau Investment Holdings Pte. Ltd.	Holding company	53.78%	No
2	Unique Pharmaceutical Laboratories FZE	Subsidiary	100.00%	No
3	OOO Unique Pharmaceutical Laboratories	Subsidiary	100.00%	No
4	Biotech Laboratories (Pty.) Ltd	Subsidiary	100.00%	No

**VI. CSR DETAILS**

22 i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. If yes, Turnover – (in ₹) 3298.64 Crs in FY 23-24 (Standalone)

iii. Net worth - (in ₹) 2886.26 Crs in FY 23-24 (Standalone)

**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 (NGBRC):

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 2024			FY 2023		
		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
Communities	Yes	0	0	-	0	0	-
Investors	Yes	0	0	-	0	0	-
Shareholders	Yes	2	0	-	5	0	-
Employee & Workers	Yes	0	0	-	0	0	-
Customers	Yes	156	0	-	191	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others (Please specify)	-	-	-	-	-	-	-

**24. Overview of the entity's material responsible business conduct issues**

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water management	Risk	Scarcity or contamination of water sources can disrupt operations and lead to regulatory non-compliance, impacting production and increasing costs.	Implementing efficient water usage practices such as ZLD, investing in water recycling and treatment systems, installed ETP plant capacity.	Negative
2.	Waste management	Risk	Improper waste disposal practices can result in environmental pollution, legal penalties, and reputational damage, while effective waste management can reduce costs and enhance sustainability.	Adoption of waste management strategies, implement proper waste segregation and disposal methods, promote recycling initiatives, and ensure compliance with waste management regulations.	Negative
3.	Energy and emissions management	Risk	Inefficient energy use and high emissions contribute to environmental impact and regulatory compliance risks.	Conducting energy audits, investing in energy-efficient technologies and promoting renewable energy sources;	Negative
4.	Climate change impact	Risk	Climate change can pose risks such as extreme weather events and supply chain disruptions.	Developing climate adaptation plans, reducing greenhouse gas emissions, and supporting initiatives addressing climate change and sustainability.	Negative
5.	Employee welfare	Opportunity	Prioritizing employee welfare enhances job satisfaction, productivity and reduce turnover. It can also attract top talent and improve the company's reputation.	NA	Positive
6.	Occupational health and safety	Risk	Inadequate safety measures can lead to accidents, injuries, legal liabilities, and reputational damage.	Establishing a comprehensive safety protocol, providing training and resources for employees, conducting regular safety inspections, and fostering a culture of safety and employee well-being.	Negative



Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Patient health and safety	Opportunity	Ensuring patient safety is a core value for the pharmaceutical industry. Emphasizing patient health and safety improves outcomes and strengthens trust and reputation.	NA	Positive
8.	Accessibility and affordability to healthcare	Opportunity	Expanding access to affordable healthcare improves patient outcomes, increases market reach, and aligns with social responsibility, creating opportunities for growth and positive impact.	NA	Positive
9.	Community development	Opportunity	Investing in community development initiatives fosters positive relationships, enhances brand reputation, and contributes to the social and economic well-being of communities.	NA	Negative
10.	Business ethics and governance	Risk	Poor governance can result in legal and financial consequences, reputational damage, and loss of stakeholder trust.	Implementing a comprehensive code of ethics, establish clear policies, and provide regular ethics training to employees.	Negative
11.	Product stewardship	Opportunity	Effective product stewardship can improve sustainability, customer trust, and market opportunities.	NA	Positive
12.	Regulatory compliance	Risk	Non-compliance with regulations can lead to legal penalties, reputational damage, and disruptions to operations.	Establishing robust compliance procedures and implementing corrective actions to ensure adherence to applicable laws and guidelines.	Negative

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13.	Data security and privacy	Risk	Data breaches and privacy violations can result in legal and financial consequences, as well as damage to the company's reputation.	Implementing strong data encryption and security measures, conducting regular security audits, training employees on data privacy best practices, and complying with data protection regulations.	Negative

## 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

S. No.	Principle Description	Reference of Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Board Diversity Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Suppliers Code of Conduct
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Human Rights Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	Human Rights Policy
P5	Businesses should respect and promote human rights	Human Rights Policy Suppliers Code of Conduct
P6	Businesses should respect and make efforts to protect and restore the environment	Environment, Health & Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Business Responsibility policy
P8	Businesses should promote inclusive growth and equitable development	CSR Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Business Responsibility Policy, Information Security Policy





## POLICY AND MANAGEMENT PROCESSES

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://jbpharma.com/governance/">https://jbpharma.com/governance/</a> JB Pharma's all policies are available in above link								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1; National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC), USFDA, P2; Extended Producer Responsibility (EPR) regulations, NGRBC P3; NGRBC, UNGC P4; NGRBC P5; United Nations Guiding Principles on Business and Human Rights (UNGP), NGRBC, UNGC P6;NGRBC, UNGC P7; NGRBC P8; NGRBC P9; Product Quality – ISO 9001: 2015, NGRBC								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	a) Carbon neutral in direct operations (Scope 1 and 2 emissions) by FY 2032-33. b) To meet 50% of energy demand from renewable energy by FY 2026-27 and 100% by FY 2032-33. c) To continue Zero Fatality at all plants and locations. d) To continuously produce quality and affordable products for patients globally.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	a) Reduced carbon emissions (Scope 1 and 2) by 16.67% in FY 23-24 as compared to baseline year FY22-23. b) Substituted 12.97 % of total energy consumption by Renewable Energy in FY 23-24.								

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## GOVERNANCE, LEADERSHIP AND OVERSIGHT

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7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

We present our Third Business Responsibility & Sustainability Report, showcasing our performance throughout the financial year 2023-24. This report stands as a testament to our unwavering commitment to making a positive impact across various dimensions of Environment, Social, and Governance (ESG). With a rich heritage spanning 48 years in the pharmaceutical sector, JB Pharma remains steadfastly dedicated to enhancing the lives of patients and contributing to global healthcare through the provision of top-tier products.

Firmly rooted in a foundation of ethics, teamwork, and patient-centricity, JB Pharma stands as the fastest-growing Indian pharmaceutical company in the domestic market. In addition to a robust governance framework, we have implemented a comprehensive pharmacovigilance system and process. Our pharmacovigilance team, in conjunction with our well-established Quality Management System, ensures that patient safety remains at the forefront of all our business endeavors.

We have conducted materiality assessment with our key senior leadership team and finalized our materiality topics. Goals and targets have been set around key ESG KPIs, and we have conducted our first human rights assessment for all internal stakeholders. We are proud to report that our electricity consumption from renewable sources stands at 13,139,644 kWh. This investment in renewable energy reflects our steadfast commitment to environmental sustainability and reducing our carbon footprint. In addition to our renewable energy efforts, we have purchased 9,334,850 kg of steam from a third party. This decision not only ensures operational efficiency, but also aligns with our sustainability goals by reducing reliance on non-renewable energy sources.

At the heart of our organization lies our corporate culture and our dedicated employees, who play an instrumental role in our pursuit of success. Guided by a "People First" approach, we prioritize the development and well-being of our workforce, based on four fundamental pillars: growth & development, health & safety, work-life balance, and family welfare. Aligned with our motto of "Good People for Good Health," we have been at the forefront of serving communities in the realms of education, healthcare, empowerment of children, alleviation of hunger, and poverty eradication.

We will continue to fortify our organization with a growth-oriented approach, unwaveringly guided by the principles of integrity, trust, and reliability. We look forward to a future marked by continued success and positive contributions to the healthcare industry and society.

**Nikhil Chopra**  
Chief Executive Officer & Whole-Time Director



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8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Nikhil Chopra Chief Executive Officer & Whole-Time Director DIN Number: 07220097
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.	JB Pharma's Board of Directors has established five committees that are crucial in shaping the company's strategy, vision, and governance practices. These committees ensure the implementation of robust mechanisms and policies across various areas, including risk management, compliance, sustainability, and reporting. The CSR (Corporate Social Responsibility) committee focuses explicitly on responsibly operating socially, environmentally, and ethically. It sets guidelines for the company to contribute to social welfare, support environmental initiatives, and extend assistance to needy people, embodying JB Pharma's commitment to positively impacting society and promoting responsible business practices.

#### 10. Details of Review of NGRBCs by the Company:

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1. Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All policies are reviewed yearly by the Board. We prioritize compliance with all applicable laws and regulations. Adhering to legal requirements is an integral part of our business operations, and we proactively work to ensure compliance across all aspects of our operations. By maintaining high ethical standards, promoting fair competition, and adhering to legal obligations, JB Pharma demonstrates its commitment to responsible and compliant business practices.									

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
	No	No	No	No	No	No	No	No	No

#### 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)									
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**

**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 FY 2024**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	All 9 topics	100%
Key Managerial Personnel	1	All 9 topics	100%
Employees other than BoD and KMPs	1	All 9 topics	100%
Workers	1	All 9 topics	100%

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2024**

Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	For FY23-24, there were no cases pending pertaining to unfair trade practices, irresponsible advertising, and/or anti-competitive behavior. There were no fines/penalties/punishment/award/ compounding fees/ settlement amounts paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in FY 2023-24.				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	None				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

JB Pharma has a standalone Anti-Corruption and Bribery policy which lays down guidelines for transparent and fair interactions. The same can be accessed here [Anti-Bribery and Anti-Corruption Policy](#).

Web-link of ABAC policy: <https://jbpharma.com/wp-content/uploads/2024/04/ABAC-Signed-Policy.pdf>

The policy is applicable to all employees, Board of Directors, subsidiaries, and Business Associates (suppliers, contractors, and other key business partners) of the Company and states zero tolerance toward any form of bribery and corruption. As per the policy, employees, Directors, and Company representatives are not permitted to offer or receive bribes in the form of gifts, cash, facilities, or any other manner, either directly or indirectly.



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Monitoring and Redressal of Corruption cases the Company has provided a whistleblowing mechanism to all employees and third parties to report any genuine concerns associated with unethical business practices, including corruption and bribery.

**5. Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption**

Segmen Segment	FY 2024	FY 2023
1 Directors	0	0
2 Key Managerial Personnel	0	0
3 Employees	0	0
4 Workers	0	0

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

Segment	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
1. Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
2. Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

**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.**

NA

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

	FY 2024	FY 2023
Number of days of accounts payables	82	69

**9. Open-ness of business**

**Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	5630	5623
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10% (161.58 cr)	10% (141.95 cr)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales* (Sales to related parties / Total Sales)	4%	5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments* (Investments in related parties / Total Investments made)	7%	-

## LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	0	0

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. The Company has framed a Code of Conduct for the Board of Directors and Senior Management Personnel (SMPs), which lays down the process for avoidance of conflict of interest by any Board member or SMPs. A disclosure of interest is obtained from the SMPs on quarterly basis and is placed before the Board of Directors for noting. Further, an annual affirmation of compliance of the said code is also obtained from such persons.

Weblink: <https://jbpharma.com/wp-content/uploads/2024/04/Code-of-conduct.pdf>

## 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.

	FY 2023-24	FY 2023-22	Details of improvements in environmental and social impacts
R&D	356.72 (Mn)	355.83 (Mn)	R&D investments pertain to spending on various projects focused on improving the environmental and/or social impacts of our products and processes.  Capex invested projects pertain to improving environment footprint, i.e., energy conservation, water conservation, increasing renewable energy adoption, etc.
Capex	47.12 (Mn)	131.86 (Mn)	

\*Represents revenue expenditure.

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

We are in the business of manufacturing, distributing, and selling pharmaceutical & related products, which are meant for human consumption, & the needs of our patients. We lay great emphasis on quality & ensure the sourcing of all raw & packaged materials is of exemplary standards.

JB PHARMA is committed to partnering with suppliers who share our commitment to environmental sustainability. Suppliers must comply with applicable environmental laws and regulations and actively work towards minimizing their environmental impact.

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

Sustainability parameters are integrated into our overall supply chain having a Sustainable Supply Chain Policy and Supplier Code of Conduct. The Company also carries out assessment of suppliers based on ESG parameters and organizes capacity building workshops for critical suppliers, who are selected based on value, volume and dependency.



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**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**

As a pharmaceutical company, we do not reclaim or recycle products at the end of their life. However, we have waste management systems in place at all of our manufacturing facilities and warehouses. Products sold in the market and reaching to end of life unused, because of any reason, we have stated procedures and protocols to bring back the product to a central warehouse and destroyed the same through government approved "Destructive agency".

incineration route.

**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. EPR is applicable to JB Pharma. At JB Pharma, we prioritize responsible waste management practices in alignment with the norms and regulations set forth by the Pollution Control Board. We adhere to the applicable guidelines and work diligently to ensure compliance with waste management requirements. By implementing robust waste management protocols, we aim to minimize environmental impact, prevent pollution, and promote sustainable practices. Our commitment to meeting regulatory standards reflects our dedication to environmental stewardship and our responsibility to create a cleaner and healthier environment.

## LEADERSHIP INDICATORS

**1. 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.
-	-	-	-	-	-

**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.**

JB Pharma has identified the list of products for which detail life cycle assessments will be conducted in future.

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-
-	-	-

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
-	-	-

4. 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:

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

1. Measures undertaken for Employee Wellbeing –

- 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)	Number (C)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	4420	4420	100%	4420	100%	0	0%	4420	100%	4420	100%
Female	488	488	100%	488	100%	488	100%	0	0%	488	100%
<b>Total</b>	<b>4908</b>	<b>4908</b>	<b>100%</b>	<b>4908</b>	<b>100%</b>	<b>488</b>	<b>100%</b>	<b>4420</b>	<b>100%</b>	<b>4908</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	100	71	71%	71	71%	0	0%	0	0%	0	0%
Female	23	11	48%	11	48%	11	48%	0	0%	0	0%
<b>Total</b>	<b>123</b>	<b>82</b>	<b>67%</b>	<b>82</b>	<b>67%</b>	<b>11</b>	<b>48%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>





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

Category	Total (A)	% Of Workers covered by									
		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	312	312	100%	312	100%	0	0%	312	100%	312	100%
Female	91	91	100%	91	100%	91	100%	0	0%	91	100%
<b>Total</b>	<b>403</b>	<b>403</b>	<b>100%</b>	<b>403</b>	<b>100%</b>	<b>91</b>	<b>100%</b>	<b>312</b>	<b>100%</b>	<b>403</b>	<b>100%</b>
<b>Other than Permanent Workers</b>											
Male	1464	121	8%	1420	97%	0	0%	0	0%	1420	97%
Female	488	88	18%	483	99%	0	0%	0	0%	483	99%
<b>Total</b>	<b>1952</b>	<b>209</b>	<b>11%</b>	<b>1903</b>	<b>97%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>1903</b>	<b>97%</b>

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

	FY 2024	FY 2023
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.38%	0.24%

\*Following costs are considered: Medical insurance premium and staff welfare expenses relating to well-being.

**2. Details of retirement benefits, for FY 2023-24 and FY 2022-23**

Benefits	FY 2023-24			FY 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	12%	0%	Y	19	5	Y

**Note:** ESI is applicable to employees whose gross salary is below INR 21,000/- per month.

**3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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 has made provisions for the differently abled employees in the organization including all manufacturing sites.

**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.**

We are dedicated to cultivating a workplace that embraces inclusivity and diversity, where every individual is treated with respect and provided with equal opportunities for personal and professional growth. We firmly believe in offering equal employment and advancement prospects to all employees and applicants, regardless of their race, gender, ethnicity, religion, sexual orientation, caste, creed, color, or disability. Our commitment to equal opportunity governs our practices related to recruitment, hiring, training, promotion, and compensation, ensuring a fair and equitable environment for all. We are resolute in fostering a workplace that celebrates diversity and nurtures a culture of inclusion, where each person's unique talents and perspectives are valued and nurtured. Our aim is to create an environment that embraces and promotes the richness of diversity.

Web-link of the policy: <https://jbpharma.com/wp-content/uploads/2024/03/Human-Rights-policy.pdf>

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%	92%	100%	0%
Female	100%	72%	0%	0%
<b>Total</b>	<b>100%</b>	<b>89%</b>	<b>100%</b>	<b>0%</b>

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

		Yes/No (If yes, then give details of the mechanism in brief)
1.	Permanent employees and workers	JB Pharma encourages an amicable and fair resolution of grievances. Employees are encouraged to first discuss the grievance with their immediate reporting authority and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism.
2.	Other than permanent employees and workers	

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

Category	FY 2024			FY 2023		
	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	4908	0	0%	4705	0	0
Male	4420	0	0%	4270	0	0%
Female	488	0	0%	435	0	0%
Total Permanent Workers	403	0	0%	390	0	0%
Male	312	0	0%	296	0	0%
Female	91	0	0%	94	0	0%

8. Details of training given to employees and workers

Category	FY 2024					FY 2023				
	Total (A)	On Health Safety		On Skill Upgradation		Total (D)	On Health Safety		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	4420	4420	100%	2270	51.36%	4276	1606	37.6%	416	9.7%
Female	488	488	100%	278	56.97%	434	434	100%	80	18.4%
<b>Total</b>	<b>4908</b>	<b>4908</b>	<b>100%</b>	<b>2548</b>	<b>51.92%</b>	<b>4710</b>	<b>2040</b>	<b>43.3%</b>	<b>496</b>	<b>10.5%</b>
<b>Workers</b>										
Male	312	312	100%	3	0.96%	291	291	100%	291	100%
Female	91	91	100%	0	0.00%	94	94	100%	94	100%
<b>Total</b>	<b>403</b>	<b>403</b>	<b>100%</b>	<b>3</b>	<b>0.74%</b>	<b>385</b>	<b>385</b>	<b>100%</b>	<b>385</b>	<b>100%</b>



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

Category	FY 2024			FY 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
<b>Employee</b>						
Male	4420	4420	100%	4,270	4,270	100%
Female	488	488	100%	435	435	100%
Total*	4908	4908	100%	4,705	4,705	100%
<b>Workers</b>						
Male	312	312	100%	296	296	100%
Female	91	91	100%	94	94	100%
Total*	403	403	100%	390	390	100%

## 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, JB Pharma has an occupational health and safety management system covering 100% of the operations. Each plant is guided by an Environment, Health and Safety (EHS) Policy, which propels momentum towards a safe and secure work environment by articulating our EHS standards and practices. The Health and Safety Management system ensures adoption of best-in-class health and safety practices in line with global standards through continuous risk identification, assessment and mitigation with active participation of the workforce.

JB Pharma is dedicated to maintaining the highest safety standards across its facilities. To achieve this, the company conducts job safety analyses following a work permit system that guides routine and non-routine activities. The work permit system governs non-routine control processes, while standard operating procedures (SOPs) ensure safe operations for routine activities.

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

In the quest to uphold the highest standard of safety across all facilities, the Company conducts a job safety analysis in line with the work permit system, which guides routine and non-routine activities. Additionally, JB Pharma conducts an annual workplace risk assessment for identifying potential chemical, biological, or physical hazards that can prove detrimental to human health and lead to the risk of exposure. Risk assessments are conducted to identify potential hazards, and a hierarchy of control measures, including substitution, engineering, and administrative controls, is implemented to enhance safety practices. JB Pharma's committees are responsible for maintaining and improving the Health and Safety Management system. SOPs facilitate incident reporting, investigations, and the implementation of corrective measures. The company values an open and transparent culture, encouraging employees to report unsafe conditions, acts, and near-miss incidents, which the safety department and management address. Regular discussions with the safety department and supervisors help drive continual improvement and prevent illness or injuries among the workforce. There is safety infrastructure and electrical audits being conducted at the plants every six months.

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

Yes, The Company has formalised robust Standard Operating Procedures (SOPs) for timely identification and mitigation of work-related hazards and risks. The Company provides occupational health and safety training to all workers. The training modules cover methodologies to identify workplace hazards, evaluate the risks involved, as well as take appropriate action to reduce them. Employees receive training on how to use emergency equipment like fire hydrants, fire-fighting systems, leak and spill control methods, safety alarms, and more during the safety and emergency evacuation drills. Additionally, the ability of the staff to handle emergencies is assessed on a regular basis. The practical training and online safety modules educate employees about reporting and responding to work-related hazards.

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

Yes, the Company provides its employees and workers with non-occupational medical and healthcare services. Moreover, the Company ensures that all of its employees and workers have access to medical insurance. The Company designs holistic health programmes that promote healthy lifestyle practices in order to enhance physical and mental well-being for all employees and workers.

Examples of health programmes and services provided to employees include:

- Nutrition awareness camp
- Eye, dental, and heart screenings
- Stress management session
- Lifestyle counselling session
- Monthly sessions on Health topics with renowned Doctors
- Counselling sessions on mental health

**11. Details of Safety related incidents**

S.No.	Safety Incident/Number	Category	2023-24	2022-23
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

- Conduct HAZOP (Hazard and Operability Study) during the project implementation stage to identify potential hazards early, ensuring safer design and operation, and reducing the risk of accidents and operational disruptions.
- Carry out HIRA (Hazard Identification and Risk Assessment) for each activity to systematically assess risks, enhance safety measures, and minimize workplace hazards.
- Report unsafe acts, unsafe conditions, and near misses to proactively address potential safety issues, fostering a safer work environment and preventing accidents.
- Ensure compliance with legal licenses and regulatory requirements for plant operation to avoid legal penalties, ensure smooth operation, and maintain corporate reputation and community trust.
- Maintain procedures for incident investigation and corrective and preventive actions to enable quick response to incidents, prevent recurrence, and continuously improve safety protocols.
- Hold regular meetings with employees to promote open communication, increase employee engagement, and promptly address safety and operational issues.
- Maintain an On-Site Emergency Plan to handle emergencies, available 24/7, to ensure readiness to respond effectively, minimizing potential harm to personnel and property.
- Ensure the presence of a full-time firefighting team and a comprehensive fire-fighting system, including fire extinguishers throughout the plant, to provide immediate response capabilities and reduce fire-related risks and damage.
- Conduct regular mock drills to assess the preparedness of the On-Site Emergency Plan to enhance emergency response skills, identify areas for improvement, and ensure the plan's effectiveness.



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	FY 2024			FY 2023		
	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	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**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 adverse findings from the assessments undertaken for the reporting year and hence no corrective action undertaken.

**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

Yes, as a responsible organization, we provide life insurance / compensatory package in the event of death of employees and workers.

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

The Company requires its value chain partners to abide by the principles of the Company's Supplier Code of Conduct and implement responsible business conduct principles in its operating practices and in line with contractual obligations.

**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 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 2024	FY 2023	FY 2024	FY 2023
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**4. 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, Throughout their employment, all employees receive skill-upgradation training from the Company on a regular basis. The training programmes address the specific needs of the cadre and key function areas, allowing employees to continue working after retirement or termination based on the acquired expertise.

**5. 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	100% of critical vendors
Working Conditions	100% of critical vendors

**6. 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.**

There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

**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.**

J.B. Chemicals & Pharmaceuticals actively engages with stakeholders, carefully identifying critical material issues, and is committed to effectively addressing stakeholder expectations. As a responsible company, we are steadfast in our commitment to cultivating strong and meaningful relationships with stakeholders. The stakeholder engagement process, which is based on inclusivity, accountability, and responsibility, helps us to identify the stakeholder groups. The Company defined important stakeholder groups based on those who are impacted as well as those who have a significant impact on the business as part of the stakeholder engagement and materiality assessment exercise conducted in FY 2021-22. Investors/shareholders, regulators, suppliers/vendors/third-party manufacturers, non-governmental organisations (NGO), community, customer B2B, employees, and senior management are the primary internal and external stakeholder groups defined by the Company as part of the engagement process.

**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	No	<ul style="list-style-type: none"> <li>Employee focused web portal</li> <li>E-mail</li> <li>Employee engagement surveys</li> <li>Town-halls</li> </ul>	Ongoing	<p>Employee well-being and satisfaction is an integral part of the Company's growth strategy. Employee engagement through various means of communication provides an insight into the key action areas for employee well-being and growth. The key areas of interest for employees are:</p> <ul style="list-style-type: none"> <li>Learning and Development</li> <li>Professional Growth</li> <li>Well-being initiatives</li> <li>Employee recognition</li> <li>Fair remuneration</li> <li>Work-life balance</li> </ul>



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
Senior Management	No	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>Virtual modes such as e-mail, telephonically</li> </ul>	Ongoing	<p>Senior leadership are the key drivers of the Company's sustainable value creation strategy. Senior leadership engagement facilitates the interlinkage of business and sustainable value creation. The key areas of interest for senior leadership are:</p> <ul style="list-style-type: none"> <li>Sustainable and resilient business operations</li> <li>R&amp;D and innovation</li> <li>Overall company performance</li> </ul>
Government and Regulators	No	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>E-mail</li> </ul>	Need – based	<p>Transparent communication with the regulators is critical from the compliance perspective. The key areas of interests for the regulators are:</p> <ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Community engagement</li> <li>Rural market penetration</li> <li>Supply chain continuity</li> <li>Product responsibility</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>In-person meetings</li> <li>Engagement through NGO partners</li> </ul>	Ongoing	<p>Community development programs initiated by the Company helps in driving a positive impact on the community members. The key areas of interest for community are:</p> <ul style="list-style-type: none"> <li>Community development programs with a focus on health, education, sanitation and infrastructure development</li> </ul>
Investors & Shareholders	No	<ul style="list-style-type: none"> <li>Annual/ quarterly reports and earning calls</li> <li>Attending investor conferences</li> <li>Issuing specific event based press releases.</li> <li>Investor presentations</li> </ul>	Quarterly/ need based	<p>Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are:</p> <ul style="list-style-type: none"> <li>Corporate governance</li> <li>ESG</li> <li>Regulatory compliance</li> <li>Responsible supply chain management</li> <li>Product responsibility</li> <li>Cost competitiveness</li> <li>Overall company performance</li> </ul>



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
Customers B2B	No	<ul style="list-style-type: none"> <li>• In-person meetings</li> <li>• E-mail</li> <li>• Customer Feedback Sessions</li> </ul>	Ongoing	Customers form a vital part of the Company’s stakeholder engagement group. The key areas of interest for Customer B2B are: <ul style="list-style-type: none"> <li>• Product quality, timely supply and pricing</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>• Safety Week</li> <li>• Safety meeting and trainings</li> <li>• Team Meetings</li> <li>• Governance with measured KPIs</li> </ul>	<ul style="list-style-type: none"> <li>• Weekly</li> <li>• Monthly</li> <li>• Quarterly</li> </ul>	<ul style="list-style-type: none"> <li>• Enhancing supplier engagement across ESG parameters</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.**

At JB Pharma, we strongly acknowledge the importance of focused stakeholder engagement for timely identification of environment, social and governance issues material to the Company. Emerging from the extensive stakeholder engagement exercise undertaken in FY 2021-22, material issues were identified and presented to the highest governing member and the Board for their consideration towards guiding strategy and decision making. The stakeholder engagement exercise is periodically reviewed as part of the Company’s efforts to continuously interact with internal and external stakeholder groups for identification of the important material issues influencing them.

- 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. Basis the stakeholder engagement and materiality assessment, the company has arrived at the key social and environmental aspects that are material to the operations and other stakeholders. JB Pharma recognizes the importance of stakeholder engagement and materiality assessment to identify key social and environmental aspects that are material to our operations and stakeholders. Inputs from stakeholders in these processes are integrated into our policies and activities. Here are some examples of how stakeholder inputs have been incorporated:

- A. Materiality Assessment:** Stakeholder input is sought to identify the most significant social and environmental issues relevant to our business. Feedback and perspectives from stakeholders, including employees, customers, investors, NGOs, and local communities, are carefully analyzed. The identified material aspects are then prioritized and incorporated into our sustainability strategy, reporting, and decision-making processes.
- B. Policy Development:** Inputs from stakeholders help shape existing ESG policies content, objectives, and implementation. This ensures that our policies are aligned with stakeholder expectations and address the most relevant issues.
- C. Stakeholder Collaboration:** Stakeholders input is considered when designing and implementing initiatives to address social and environmental challenges. Collaboration with stakeholders helps co-create solutions, ensuring that our activities are responsive to their needs and concerns. This collaborative approach strengthens the effectiveness and credibility of our initiatives.





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**D. Reporting and Transparency:** Stakeholder feedback is taken into account when disclosing social and environmental performance through our sustainability report or other communication channels. Inputs received help improve the quality and relevance of the information provided, making it more meaningful and valuable to stakeholders. By actively engaging with stakeholders and incorporating their inputs into our policies, activities, and reporting, JB Pharma ensures a more inclusive and informed approach to sustainable business practices, promoting stakeholder satisfaction and long-term value creation.

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

The Company has designated community members as a vulnerable/marginalised stakeholder group. The Company conducts a community needs assessment as part of the Corporate Social Responsibility (CSR) programs to determine and prioritise the focus areas for community development. The Company has implemented a number of such CSR projects in six priority areas, including disaster assistance, rural development, sanitation, and drinking water projects.

Refer to the Annual Report and the Company's Annual CSR report for more information.

**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.**

Category	FY 2024			FY 2023		
	Total (A)	No. employees' workers covered (B)	% (B / A)	Total (C)	No. employees' workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	4908	3680	75%	4710	4710	100%
Other than permanent	123	0	0%	49	49	100%
<b>Total Employees</b>	<b>5031</b>	<b>3680</b>	<b>73%</b>	<b>4759</b>	<b>4759</b>	<b>100%</b>
<b>Workers</b>						
Permanent	403	403	100%	385	385	100%
Other than permanent	1952	111	6%	2066	2066	100%
<b>Total Workers</b>	<b>2355</b>	<b>514</b>	<b>22%</b>	<b>2451</b>	<b>2451</b>	<b>100%</b>

**2. Details of minimum wages paid to employees and workers**

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wages		More than Minimum wages		Total (D)	Equal to Minimum Wages		More than Minimum wages	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
Permanent										
Male	4420	-	-	4420	100%	4276	31	0.7	4245	99.30%
Female	488	-	-	488	100%	434	1	0.2	433	99.80%
Other than permanent										
Male	100	-	-	100	100%	48	-	-	48	100%
Female	23	-	-	23	100%	1	-	-	1	100%

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wages		More than Minimum wages		Total (D)	Equal to Minimum Wages		More than Minimum wages	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Worker</b>										
<b>Permanent</b>										
Male	312	-	-	312	100%	291	-	-	291	100%
Female	91	-	-	91	100%	94	-	-	94	100%
<b>Other than permanent</b>										
Male	1464	962	65.71%	502	34.29%	1559	1004	64.40%	555	35.60%
Female	488	300	61.48%	188	38.52%	507	335	66.10%	172	33.90%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	5	7750000	1	7500000
Key Managerial Personnel (KMP)	3	26500004	0	0
Employees other than BOD and KMP*	4417	478848	488	498624
Workers	312	335928	91	393288

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages	9.71%	9.26%

### 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 Company's Head of Human Resources is responsible for monitoring and addressing human rights impacts and issues. As part of its Human Rights Policy, the Company expects all key stakeholders to respect and comply with the policy principles, as well as all applicable laws and regulations, in all of its operating regions.

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

At J. B. Pharma, we recognize the significance of robust grievance redressal mechanisms to nurture our stakeholder relationships, foster trust, and facilitate productive business activities. These mechanisms uphold our commitment to a secure, responsible, and sustainable approach. We have implemented a gender-agnostic policy on the Prevention of Sexual Harassment (POSH), enabling individuals to report instances of unethical business conduct. Our Internal Complaints Committee (ICC) ensures the protection of employees from any form of sexual harassment. Our Whistleblower Policy also empowers directors, employees, and stakeholders to report concerns or evidence of wrongful conduct to our redressal committee. Working with the audit committee, the redressal committee escalates matters for further investigation and takes appropriate actions. These mechanisms demonstrate our commitment to addressing grievances effectively, maintaining a positive work environment, and upholding ethical standards within our organization.

The employees are encouraged to meet the HR representative to discuss any grievances related to human rights at the manufacturing facilities and also at other offices.



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

	FY 2024			FY 2023		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	Nil	0.18%
Complaints on POSH upheld	Nil	Nil

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

We are committed to creating a work environment free from discrimination and harassment, upholding a zero-tolerance policy against such behavior. We actively encourage employees to report any harassment concerns and are dedicated to addressing complaints swiftly and effectively. To enforce our policy, we have set up committees at various locations to thoroughly investigate sexual harassment complaints and recommend necessary actions.

We have established an Anti-Discrimination and Harassment Policy, a Prevention of Sexual Harassment (POSH) Policy, and a Human Rights Policy. JB Pharma has also formed an Internal Complaints Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, providing employees with a platform to seek redressal for any human rights violations.

Our goal is to ensure a safe and respectful workplace for everyone, where every individual is treated with dignity and respect.

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

Yes, JB Pharma's 'Code of Conduct for Suppliers' mandates that suppliers adhere to all relevant laws, labor standards, environmental regulations, and uphold human rights and ethical principles.

**10. Assessments for the year:**

Section	% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

No significant risks / concerns were identified.

## LEADERSHIP INDICATORS

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

There were no human rights grievances or complaints currently impacting our business processes. Consequently, there are no modifications or introductions of new processes related to addressing human rights concerns. We remain committed to upholding human rights standards and will continue to monitor and address any issues should they arise in the future.

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

We have implemented a due diligence process specifically for conducting human rights assessments to identify any potential issues within our business operations involving internal stakeholders. This assessment addresses several key themes, including child labor, forced labor, discrimination, harassment, fair wages, health and safety, and freedom of association spanning across Panoli, Ankleshwar, Daman and Head office.

### 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?

The Company's premises and offices, including the registered and corporate offices, are equipped with ramps, elevators, and other necessary infrastructure to accommodate differently abled individuals. Additionally, wheelchair-accessible restrooms are available at certain locations.

### 4. Details on assessment of value chain partners:

Section	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%
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.

Not applicable.

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### ESSENTIAL INDICATORS

#### 1. Details of total energy consumption (in GJ) and energy intensity

Parameter	FY 2024	FY 2023
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	48108.06	8464.89
Total fuel consumption (B) (GJ)	0	0
Energy consumption through other sources (C) (GJ)	0	0
<b>Total energy consumed from renewable sources (A+B+C) (GJ)</b>	<b>48108.06</b>	<b>8464.89</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	187947.84	229598.64
Total fuel consumption (E)	133161.31	169547.91
Energy consumption through other sources (F)	1661.44	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>322770.59</b>	<b>399146.56</b>



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Parameter	FY 2024	FY 2023
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>370878.66</b>	<b>407611.45</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed/ Revenue from operations)	<b>1.06452×10<sup>-05</sup></b>	<b>1.29442×10<sup>-05</sup></b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
<b>Energy intensity in terms of physical output</b>	<b>NA</b>	<b>NA</b>
Energy intensity (optional) – the relevant metric may be selected by the entity	<b>106</b>	<b>129</b>
<b>Energy intensity per crore rupee of turnover</b>		

\*Above table represent data of all manufacturing plants (8 nos) and offices (3 nos) only.

**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

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. The company is not identified as a designated consumers under the performance, Achieve and Trade (PAT) scheme of the government of India.

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

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kiloliters)</b>	<b>0</b>	<b>0</b>
(i) Surface water	0	0
(ii) Groundwater	27954.42	34459.00
(iii) Third party water	281112.2	273889.00
(iv) Seawater / desalinated water	0	0
(v) Others*	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>309066.63</b>	<b>308348.00</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>309066.6</b>	<b>308348.00</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	<b>8.87×10<sup>-06</sup></b>	<b>9.79×10<sup>-06</sup></b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical output</b>	<b>NA</b>	<b>NA</b>
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	<b>88.7</b>	<b>98</b>
<b>Water intensity per crore rupee of turnover</b>		

\*Above table represent data of all manufacturing plants (8 nos) and offices (3 nos) only.

**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. Provide the following details related to water discharged.

Parameter	FY 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	0	0
<b>(i) To Surface water</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iv) Sent to third-parties</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(v) Others</b>	0	0
- No treatment	0	0
- With treatment – Primary Treatment	5829.21	0
<b>Total water discharged (in kilolitres)</b>	<b>5829.21</b>	<b>98</b>

\*All manufacturing plants (8 nos) are Zero Liquid Discharge (ZLD). Offices (3nos) discharge values are reported.

**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

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

At JB Pharma, we have implemented a Zero Liquid Discharge (ZLD) system at all our sites. The ZLD system ensures that no liquid waste is discharged from our facilities. Instead, all liquid waste generated during manufacturing is treated and recycled on-site. This approach helps minimize our environmental impact by conserving water resources and preventing water body contamination. Our goal is to reduce freshwater consumption by utilizing the "Reduce, Recover, and Recycle" technology. Treated effluent is reused in utilities and for irrigation purposes through advanced treatment technologies such as RO, MEE, and Scaleaban. By Implementing ZLD we demonstrate our commitment to sustainable practices and responsible water management.

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Unit	FY 2024	FY 2023
Nox	tonne	5.64	7.90
Sox	tonne	2.15	3.24
Particulate matter (PM)	tonne	4.61	5.59
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

**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.**

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## 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2024	FY 2023
<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)	Metric tonnes of CO <sub>2</sub> equivalent	8608.58	10096.64
<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)	Metric tonnes of CO <sub>2</sub> equivalent	37544.06	45281.95
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		1.32×10 <sup>-06</sup>	1.76×10 <sup>-06</sup>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		-	-
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional) –Emission intensity per crore rupee of turnover</b>		13.24	17.59

\*Above table represent data of all manufacturing plants (8 nos) and offices (3 nos) only.

**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

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

- We use only natural gas in boilers and high-speed diesel in our generators to reduce sulfur dioxide and particulate matter emissions.
- We implement a two-step scrubbing process using water and caustic lye, ensuring emissions meet pollution standards to control hydrogen chloride gas emissions. The scrubbed hydrogen chloride is reused in our processes.
- We handle volatile organic compounds (VOCs) with caution, following strict safety procedures.
- JB Pharma undertakes greening projects, including annual tree plantation drives with employees, developing and maintaining the J.B. Mody Garden in Bharuch, and converting rocky hills into forested areas. These efforts help decarbonize and purify the air near our facilities, benefiting local residents' health and wellbeing.
- We use renewable energy, specifically solar rooftop, at our Daman plant.
- Steam is utilized in the manufacturing process at the Gujarat plant.
- Energy efficient chiller installed at Panoli plant.
- Energy efficient blower for HVAC.
- We use alternative fuel, such as PNG, instead of LDO for IBR boiler operation.
- High-efficiency heat pumps are used to reduce boiler operation for water heating.
- DG set operation is minimized by providing an express feeder line and reducing electrical breakdowns.
- All CFC refrigerants have been replaced with non-CFC types.

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

Parameter	FY 2024	FY 2023
	Total Waste generated (in metric tonnes)	
Plastic waste (A)	4.96	1.94
E-waste (B)	3.89	0.94
Bio-medical waste (C)	8.65	8.6
Construction and demolition waste (D)	0.00	0
Battery waste (E)	19.98	0
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G)	2153.62	2232.12
Other Non-hazardous waste generated (H). Please specify, if any.	539.38	118.81
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>2730.48</b>	<b>2362.41</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	7.837x10 <sup>-08</sup>	7.50x10 <sup>-08</sup>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	-	-
<b>Waste intensity in terms of physical output</b>	NA	NA
<b>Waste intensity (optional) – Waste intensity per crore rupee of turnover</b>	0.78	0.75

## For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Recycled	1764.70	1605.54
(ii) Re-used	4.00	6.82
(iii) Other recovery operations	331.67	0.22
<b>Total</b>	<b>2100.37</b>	<b>1612.58</b>

## For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024	FY 2023
	Total Waste generated (in MT)	
(i) Incineration <sup>^</sup>	5.24	496.92
(ii) Landfilling	585.92	405.97
(iii) Other disposal operations*	0.00	0
<b>Total</b>	<b>591.15</b>	<b>902.89</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.

No





**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.**

Our waste management approach focuses on waste reduction planning, utilizing cost-effective and environmentally friendly processes, and efficient resource utilization. We emphasize eliminating waste and pollutants at the source through waste reduction measures that include pollution prevention.

Our practices to mitigate waste and promote resource recovery include:

- Our waste management practice includes disposing of waste to authorized Treatment, Storage, and Disposal Facilities (TSDF), co-processing/pre-processing, incineration, and recycling waste as per the Hazardous Waste Management Rules, 2016 through the online GPCB manifest system.
- Recovering and selling solvent waste and by-products to authorized end-users for reuse.
- Using hazardous waste with high calorific value as Refuse Derived Fuel (RDF) in cement industries, reducing the need for conventional fuels like coal.
- Conserving natural resources like coal by sending them for co-processing and optimizing their use in production processes.
- Implementing measures to prevent leaks, spills, and emissions to reduce raw material and product loss.
- Allowing for reprocessing of off-spec materials and providing adequate intermediate storage for efficient material utilization.
- Consolidating equipment and chemicals, and segregating waste by type to facilitate resource recovery and proper disposal.
- Participating in waste exchange programs to promote resource recovery and minimize waste generation.
- Installing closed-loop systems to facilitate in-process recycling and promote resource efficiency.
- Developing processes for reclaiming and processing waste materials to extract valuable resources.

**11. 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.**

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 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
Not applicable					

**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:**

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
Yes. The Company is in adherence with all the applicable environmental laws, regulations and guidelines.				

## LEADERSHIP INDICATORS

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

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

- (i) Name of the area: Daman, Panoli and Ankleshwar.
- (ii) Nature of operations: Manufacturing unit
- (iii) Water withdrawal, consumption, and discharge: 303237 KL

Parameter	FY 2024	FY 2023
<b>Water withdrawal by source (in kiloliters)</b>		
(i) To Surface water	0	0
(ii) Groundwater	27954.42	34459
(iii) Third party water	275283	273889
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	303237	308348
Total volume of water consumption (in kiloliters)	303237	308348
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	8.7* $10^{-06}$	9.79* $10^{-06}$
<b>Water intensity (optional) – the relevant metric may be selected by the entity Water intensity per crore rupee of turnover</b>	87	97.9
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>	-	-

All J B Chemicals & Pharmaceuticals manufacturing plants have implemented Zero Liquid Discharge system.

**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.**

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2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
<b>Total Scope 3 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)	Metric tonnes of CO <sub>2</sub> equivalent	1,88,603	136837.63
<b>Total Scope 3 emissions per rupee of turnover</b>		5.41*×10 <sup>-06</sup>	4.34*×10 <sup>-06</sup>
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity		54.13	43.45

**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

3. With respect to the ecologically sensitive areas reported at Question 11 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. JB Pharma's operations are not located in or around any ecologically sensitive areas.

4. 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:

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Energy initiative	A major decarbonization project of 200KW rooftop solar energy project at Daman	This facility generated over 220MWh of electricity, leading to substantial energy, financial and emissions savings at our facility.
2	Renewable energy purchase	Purchased 13,139,644 kWh of renewable electricity from a third party in Panoli	This initiative reduced our carbon footprint with increased reliance on renewable energy sources
3	Steam Purchase	Purchased 9,334,850 kg of steam from a third party	This initiative has helped in reduction in carbon emissions as well as enhanced overall production efficiency.
4	Boiler modification	Natural gas in boilers and High-Speed Diesel in our diesel generators	Reduction in Sulphur Dioxide and particulate matter emissions

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

Yes, JB Pharma has a business continuity plan and on-site emergency plan for all its locations. This business continuity plan enables us to adapt and respond to situations arising from any natural calamity or an unprecedented event that may disrupt business operations. The Company continuously enhances its existing plan by incorporating inferences and observations from disruptions faced in unprecedented situations. Further, the Company's risk management plan enables the minimization of disaster-linked losses by assessing the potential for major disruption with its consequent risks to the business and by providing appropriate mitigation action plans.

Web link for Risk management policy: <https://jbpharma.com/wp-content/uploads/2024/06/Risk-management-policy-Dec2021.pdf>

**6. 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?**

Our Code of Conduct for Suppliers embodies the Company's steadfast commitment to fair treatment, human rights, good labor practices, environmental conservation, and health and safety. This code is shared with, and accepted by, all our supply chain partners and service providers.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

It is 15.23% by value.

**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. Public Policy Advocacy**

**a. Number of affiliations with trade and industry chambers / associations:**

JB Pharma is a member of seven associations. Details are mentioned in the question below.

**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.	Indian Drugs Manufacturers Association	National
2.	Pharmaceuticals Export Promotion Council	National
3.	Ayurvedic Drug Manufacturers Association	National
4.	Federation of Indian Chambers of Commerce and Industry	National
5.	Federation of Indian Export Organisation (FIEO)	National
6.	Ayush Export Promotion Council (AYUSHEXCIL)	National
7.	Shellac & Forest Product Export Promotion Council (SHEFEXCIL)	National

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

We are committed to upholding ethical practices and adhering to the highest standards of integrity. We take a proactive approach to ensure compliance with all relevant laws and regulations, and there are zero instances of anti-competitive conduct for the current financial year.

**LEADERSHIP INDICATORS**

**1. Details of public policy positions advocated by the entity:**

JB Pharma is committed to sustainability and actively engages in various initiatives and programs, working towards the advancement of the chemical industry as a whole, while promoting policies that prioritize inclusive development and benefit the environment.



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## 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 FY 24

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No formal social impact assessment was undertaken.					

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

S.No	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 24 (in INR)
Not Applicable						

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

At JB Pharma, we understand the importance of having strong grievance redressal mechanisms. These mechanisms help nurture relationships with our stakeholders, build trust and support our business activities. They reflect our commitment to a secure, responsible and sustainable approach.

The redressal committee, working with the audit committee, investigates and takes appropriate action on escalated matters. These mechanisms demonstrate our dedication to effectively addressing grievances, maintaining a positive work environment, and upholding ethical standards within our organization.

The CSR head and HR heads at our plant are also well-positioned to address grievances from the local community.

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

	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	15%	21%
Directly from within India	85%	79%

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 following locations, as % of total wage cost

Location	FY 2024	FY 2023
Rural	32.24%	34.34%
Semi-urban	15.53%	12.41%
Urban	13.66%	13.06%
Metropolitan	38.56%	40.20%

### 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):

Details of negative social impact identified	Corrective action taken
Not Applicable	

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

Sr. No.	State	Aspirational District	Amount Spent (In ₹)
1	Uttar Pradesh	Bahraich	64,964.67
2	Uttar Pradesh	Balrampur	33,508.09
3	Uttar Pradesh	Chanduauli	20,515.16
4	Uttar Pradesh	Chitrakoot	17,095.97
5	Uttar Pradesh	Fatehpur	25,302.03
6	Uttar Pradesh	Shrawasti	13,676.77
7	Uttar Pradesh	Siddharthnagar	48,552.54
8	Uttar Pradesh	Sonbhadra	25,302.03
9	Madhya Pradesh	Vidisha	10,257.58
10	Madhya Pradesh	Barwani	23,934.35
11	Madhya Pradesh	Rajgarh	9,573.74
12	Tripura	Dhalai	5,470.71
13	Haryana	Mewat	35,559.61
14	Rajasthan	Sirohi	4,720,000.00

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

**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	Owned	Yes	Yes	No

**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.**

Name of authority	Brief of the Case	Corrective action taken
For the reporting year, no disputes were reported with respect to intellectual property.		



## 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Primary education of girls (traditionally not having access to schooling) from economically and socially disadvantaged communities of Uttar Pradesh and West Bengal.	757	100%
2	Education and removal of malnourishment of economically backward tribal children from Chhindwara district of Madhya Pradesh.	500	100%
3	Hands-on practical science education for children studying in class 6 to 10 at 40 Government run schools in Bharuch District (Gujarat) through Mobile Science Labs, with the aim to transform thinking of underprivileged children and teachers.	4650	100%
4	Hands-on practical science education for children studying in class 6 to 10 at 20 Government run schools in Daman (UT) through Mobile Science Labs, with the aim to transform thinking of underprivileged children and teachers.	3102	100%
5	Contribution for supporting the education of disadvantaged children living in remote villages in islands of Sunderbans.	104	100%
6	Education of underprivileged children at Saibaba Path Mumbai Public School at Lalbaug, Mumbai.	100	100%
7	Educational support to socially and economically disadvantaged tribal girls studying at Vanchetna Kanya Chhtralaya at Dabkhal village in Valsad district (Gujarat).	31	100%
8	Citizenship and life skills education to students of public schools in Mumbai.	4290	100%
9	Contribution towards procurement and distribution of bars and shoe plate kits for the treatment of children born with clubfoot.	6102	100%
10	Medical treatment of critically ill under-privileged children suffering from congenital heart defects.	26	100%
11	Contribution towards purchase of PET CT scan System for efficient and cost-effective cancer treatment of economically backward people of Bharuch District at Jayaben Mody Hospital.	506	100%
12	Vision Restoration Programme in tribal and rural areas of Madhya Pradesh.	2105	100%
13	Provision of medicines and supplementary nutrition for children in crèches run for Daman Administration.	100	100%

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
14	Health improvement of residents of Daman suffering from anaemia, tuberculosis, leprosy, HIV and malnutrition through distribution of nutrition kit under public health initiative of the Department of Health & Family Welfare, Dadra & Nagar Haveli and Daman & Diu.	908	100%
15	Support to medically critical individuals suffering from critical ailments.	1	100%
16	Reducing child malnutrition in 50 villages of Sirohi district (Redodar block) of Rajasthan through improved access to quality health and nutrition among women and children through a community-based intervention.	6573	100%
17	Protecting and improving health of the community and patients from harmful effects of air pollution.	3862	100%
18	Provision of Mid-day meals to students in public schools in Silvassa and Ahmedabad.	3183	100%
19	Provision of mid-day meals to students in non-aided schools in Palghar and Wada districts of Maharashtra.	526	100%
20	Animal rescue and relief.	2637	100%

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER**

**ESSENTIAL INDICATORS**

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

Market Complaints are handled as per CQA-SOP-011 (current version). All received complaints are forwarded to respective manufacturing site for investigation. An investigation is done in order to find out root cause and formulate Corrective and Preventive Actions if any to avoid recurrence. Based on the investigation outcome response sent to the complainer in a timely manner.

Anyone can report any adverse event, or any complaint related to safety of product through Adverse event reporting form available on website using email id [pharmavigil@jbpharma.com](mailto:pharmavigil@jbpharma.com). We have dedicated Drug safety mailbox for receiving safety related communications and feedback. We have a Pharmacovigilance contact number made available on our website that encourages reporting of product related concern.

**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	100%
Recycling and/or safe disposal	100%





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	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others (complaints related to quality of the products)	156	0	-	191	0	-

**4. Details of instances of product recalls on accounts of safety issues**

	Number	Reason for Recall
Voluntary Recall	1	The safety and well-being of our customers is our top priority. We had a voluntary recall of the product Amcardia 5mg, batch no. PAF23006, sold in the Singapore market. This decision has been made as a precautionary measure, due to a discrepancy in the expiration dates found on the packaging. The outer cartons of Amcardia 5mg display an expiration date of April 25, while the inner blisters show an expiration date of April 26.
Forced Recall	0	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.**

JB Pharma values information as a vital asset and is committed to protecting its confidentiality, integrity, and availability. Our Information Security Policy sets the standard for safeguarding sensitive information and maintaining data privacy. We take measures to prevent unauthorized access and data breaches, ensuring the trustworthiness of our data.

Web-link: [https://jbpharma.com/wp-content/uploads/2024/03/Information-Security-System-Cyber-Security\\_compressed.pdf](https://jbpharma.com/wp-content/uploads/2024/03/Information-Security-System-Cyber-Security_compressed.pdf)

**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**

To prevent product recalls, JB Pharma has taken the following corrective and preventive actions:

- Implemented a color-coding system to easily identify different types of FOS generated through SAP.
- Revised the standard operating procedure (SOP) for line clearance on the packaging line to include clear instructions for verifying packaging material specimens.
- Conducted alertness training for all personnel involved in approving and verifying packaging material specimens, emphasizing the importance of specimen approval, precautions to be taken, and the need to carefully verify every character. The training also highlighted the seriousness of the issue and the importance of remaining vigilant during routine activities and quality checks.

**7. Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches**  
Nil
- b. **Percentage of data breaches involving personally identifiable information of customers**  
Nil
- c. **Impact, if any, of the data breaches**  
Not Applicable

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

The company's website (<https://jbpharma.com/our-therapies/>) is a comprehensive resource where information on all their products and services can be found. Additionally, the company leverages social media and digital platforms to share information with patients on various health topics, keeping them informed and engaged.

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

Information to consumers on safe and usage of product is available on packaging and labelling and in the form of Package Inserts/PIL/SmPC and it has been updated as and when warning or risk identified from regulatory agencies of respective country. JB Pharma provides important information through various channels to ensure consumers use products and services safely and responsibly. This includes:

- Packaging Instructions: Packaging and labelling with clear instructions, package inserts, patient information leaflets, and summary of product characteristics (SPC)
- Dosage Instructions: The company clearly indicates the dosage for all solid forms of medication, except for prescriptions, in units to help users understand the correct amount to take for safe and effective use.
- Usage Directions: Users are provided with clear instructions on how to administer the medication, including dosage frequency, timing, and any specific instructions like taking with or without food.
- Cautionary Warning: For large-volume injections, a warning statement is included to advise users not to use the injection if the drug is unclear or if there is damage or leakage in the bottle. This precaution is in place to ensure the safety of the medication.

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

We diligently monitor the risk-benefit profile of all our products and take prompt corrective actions and communication measures to ensure patient safety. To make our patients feel secure and at ease when using our products, we have established various tools for them to reach out to our pharmacovigilance team in case of an adverse event, ensuring they have easy access to remedial care. Adverse events related to our products can be reported via email id [pharmavigil@jbpharma.com](mailto:pharmavigil@jbpharma.com) or through a form on our website.

**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)**

JB Pharma display product information on the product over and above as per the local laws. Which includes the following:

- The dosage amount for all solid dosage forms, excluding prescription drugs, measured in the relevant units.
- Instructions on how to use the drug.
- A cautionary note for large-volume injections, warning against using the injection if it is not clear or if the container is damaged or leaking.