



COMMUNICATION ON PROGRESS REPORT

2010-11

ABOUT JUBILANT

Jubilant Life Sciences Limited (*formerly Jubilant Organosys Ltd.*) (hereinafter referred to as '**Jubilant**' / '**the Company**') is an integrated pharmaceutical and life sciences company. It is the largest Custom Research and Manufacturing Services (CRAMS) player and a leading Drug Discovery and Development Solution (DDDS) provider out of India.

The Company's strategic focus is to innovate, collaborate and accelerate the process of delivering products to the market for its customers. Today, it is well recognised as a 'Partner of Choice' by leading global pharma and Life Sciences companies. The Company through its presence in India, USA, Canada, Europe and China constantly serves its customers in over 60 countries across the globe.

The business is segmented into:

- Life Science Products
 - Life Science Ingredients
 - Generics
- Life Science Services
 - CMO of sterile & non sterile products
 - Drug Discovery & Development Services
 - Healthcare

Jubilant is at the forefront of pharmaceutical, Life Sciences & healthcare innovation as it pursues its mission to enable affordable healthcare to patients worldwide. Jubilant Life Sciences using advanced science & technology provides products and services that enable the global pharmaceutical and healthcare companies, our collaborators and customers to gain competitive advantage through our environment friendly, innovative and cost effective solutions.

Jubilant's innovation is driven by the commitment and passion of its people to science and technology. Jubilant's commitment to innovation is demonstrated by enabling the innovative abilities of its scientists and managers at all levels something that all collaborators admire in our partnership endeavors.

Jubilant's emphasis towards innovation is demonstrated by its significant investments in this area to create new technologies that will create first in class products and services across the entire pharmaceutical value chain from target identification to custom manufacturing through to affordable Health care delivery.

Over 2000 scientists and technologists across these 3 important components of the pharmaceutical and healthcare value chain enable affordable innovation resulting in high quality products and services for industry and patients worldwide. Jubilant's strategy to leverage the intellectual talent pool within the organization and from its collaborative arrangements with thought leaders from the academia, industry and state run institutions alike continue to drive its vision of enabling affordable care for various unmet needs in therapeutic areas of Oncology, Metabolic Diseases, CNS and Infectious diseases across the world.

Jubilant's Value proposition to big pharma and biotech is:

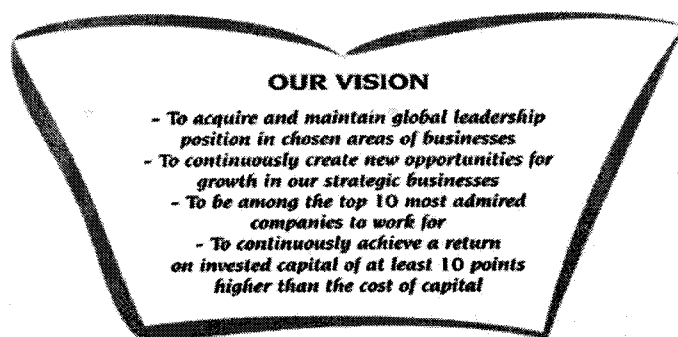
- Providing high quality and low cost drug discovery and development services for expanding pipeline of innovative products;
- Offering products from pre- clinical to clinical, intermediate to finished products at speedier, high quality lower cost;
- Offering contract manufacturing services at substantially lower cost than their internal cost with high quality and on time deliveries;
- Providing complete life cycle management from pre to post patent expiry of innovative products.

Jubilant Life Sciences has geographically diversified manufacturing facilities situated across India and abroad. Jubilant's manufacturing capabilities are one of its key differentiators. The Company has vertically integrated manufacturing facilities for its range of Custom Research and Manufacturing Services, APIs, Dosage Forms, Industrial and Performance Products.

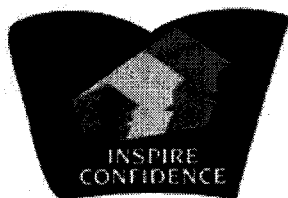
Since 2003, Jubilant has been publishing its Sustainability Report based on the internationally developed Global Reporting Initiative (GRI) guidelines on its Triple Bottom Line (TBL) i.e. Economic, Environmental and Social performance. The Sustainability Report is accredited as A+ by GRI G3 guidelines since 2007.

Jubilant has adopted the Globally Harmonized System (GHS) for providing safety information regarding its products and is committed to address REACH requirements and Responsible Care, the global chemical industry's unique initiative to improve its Health, Safety and Environmental performance.

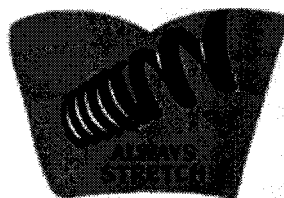
VISION, VALUES AND PROMISE



OUR VALUES



We will carefully select, train and develop our people to be creative and empower them to take decisions, so that they respond to all stakeholders with **agility, confidence and teamwork.**



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

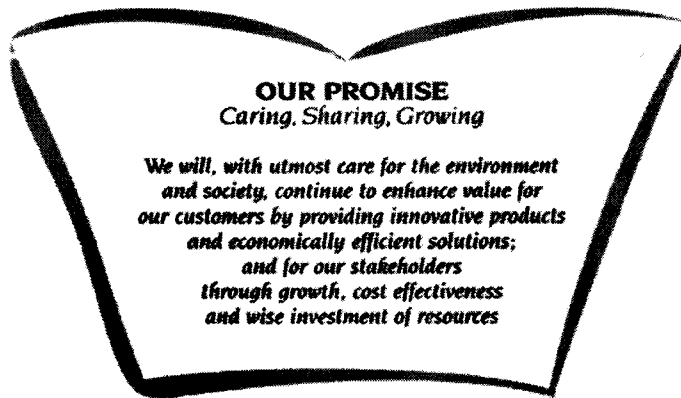


By sharing our knowledge and learning from each other and from the markets we serve, we will continue to surprise our stakeholders with **innovative solutions.**



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

OUR PROMISE



STATEMENT OF SUPPORT AND COMMITMENT OF THE CHAIRMAN & CO-CHAIRMAN

As a responsible corporate citizen, Jubilant believes that long-term Sustainability can be achieved by its performance on triple bottom line parameters. The concept of Sustainability has been built on the foundation of Our Promise i.e. *Caring for Environment, Sharing the Economic value and Growing with all Stakeholders*.

In year 2010, Jubilant became a member of the UN Global Compact ('UNGC') with the aim of internalizing the ten Global Compact Principles in the areas of human rights, labour, environment and anti corruption within the Company's strategies, policies and operations. Through our support to the UNGC, we also aim to undertake projects to advance the broader development goals of the United Nations particularly the Millennium Development Goals. Hence we have summarized the progress we have made against these principles and we will continue to follow them up in future as well.



Shyam S. Bhartia
Chairman & Managing Director



Hari S. Bhartia
Co-Chairman & Managing Director

Date: 18.08.2011

Contact:

Mr. Lalit Jain, Company Secretary
Ph: 0120 4361141, Email: lalit_jain@jubl.com



United Nations Global Compact

UNGC and Jubilant

The twin goals of signing the UN Global Compact are:

- (i) Internalizing its Ten Principles within the Company's Strategies, Policies and Operations;
and
- (ii) Undertaking Projects to advance the Broader Development Goals of the UN, particularly the Millennium Development Goals (MDGs).

while **Chapter One** offers a general overview of what the ten principles are and how Jubilant as a responsible corporate citizen with its best practices has tried to comply with them, **Chapter Two** deals with Jubilant's efforts towards achievement of UN's Millennium Development Goals (MDGs).

CHAPTER ONE

UNGC 'The Ten Principles'

The Global Compact asks its signatories to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption:

Principle 1	Businesses should Support and respect for Protection of Internationally Proclaimed Human Rights
Principle 2	Businesses should make sure that they are not complicit in Human Rights Abuses
Principle 3	Businesses should uphold the Freedom of Association and the effective recognition of the Right to Collective Bargaining
Principle 4	Businesses should uphold the Elimination of all forms of Forced and Compulsory Labour
Principle 5	Businesses should uphold the effective abolition of Child Labour
Principle 6	Businesses should uphold the elimination of discrimination in respect of Employment and Occupation
Principle 7	Businesses should support a precautionary approach to Environmental Challenges
Principle 8	Businesses should undertake initiatives to promote greater Environmental Responsibility
Principle 9	Businesses should encourage the Development and Diffusion of Environmentally Friendly Technologies
Principle 10	Businesses should work against Corruption in all its forms, including Extortion and Bribery

IMPLEMENTING THE PRINCIPLES OF THE UN GLOBAL COMPACT

The ten principles of the Global Compact are clustered around four issue areas including human rights (1-2), labour standards (3-6), the environment (7-9), and anti corruption (10). This section presents examples of how Jubilant has implemented each principle in its true spirit:

UNGC Principle No.	UNGC Principle	Jubilant's Endeavors against Principles
PRINCIPLE 1	Business Should Support and Respect the Protection of Internationally Proclaimed Human Rights	<ul style="list-style-type: none"> Jubilant has always respected and subscribed to the protection of internationally proclaimed human rights. Jubilant's HR policies are of a high standard. Jubilant supports and respects the protection of human rights. The Company has set policies covering human rights and these policies have been uploaded on common intranet portal (MYJUBILANT) for easy access to employees thereby raising awareness on these issues. Jubilant's focus is on people and emphasis is on transparency, fairness and good governance. Jubilant has demonstrated concern for the socio-economic development and improvement of communities in the vicinity of the Units. Jubilant strengthens employee relations by ensuring healthy and safe work environment; involvement and commitment of all employees; incentives for employee motivation; and effective communication system in the Company. Excellent social security package, performance-linked economic incentives, profit sharing scheme, various exciting learning & development opportunities at work, challenging assignments, pride of being part of a globally comparable institution and strong bonding akin to being members of a large family are some of the factors enhancing employee commitment in the Company. The recruitment at the Company is based on policy of fairness and non discrimination through job portal, consultant, direct contact, employee referral etc. The criteria for the selection of the candidate

		<p>are based on qualification and job description/requirement. The process ensures the compliance with prevailing employment laws and regulations of the various countries, in which the Company operates.</p> <ul style="list-style-type: none"> • There are several policies in relation to human rights issues management within the Company. Some of the significant policies are: <ul style="list-style-type: none"> - Prevention of Sexual Harassment - Equal Opportunity Employer
PRINCIPLE 2	Make sure that they not Complicit in Human Rights Abuses	<ul style="list-style-type: none"> • Jubilant ensures that there are no human rights abuses. The Company does not provide goods and services to any entity that uses them for human right abuse. • Jubilant is committed to ensure an inclusive growth of the society. The area and magnitude of operations of the Company does not hamper the interest of any kinds of indigenous people. • The Human Rights are reviewed to promote awareness, knowledge, and discussion on matters of human rights law and policy as per prevailing law of the country. At all the Company's units the internal audits are conducted to review human rights and its impacts regularly. • There is well defined Human Resource (HR) policy covering succession planning, recognizing and rewarding talent, and leadership development. HR management identifies skill gaps within the organization and also looks to address those gaps ensuring right people are in the right jobs. • Jubilant in its quest to nurture talent and provide the best amenities has evolved a gamut of employee centric policies. These policies have been formulated keeping in mind the employee needs and its promise of Growing with the Stakeholders. Some of these are listed below: <ul style="list-style-type: none"> ✓ Recruitment Policy ✓ Employment Policy ✓ Compensation & Benefits Policy <ul style="list-style-type: none"> i. Group Term life (Natural death)

		<p>i. Group Term life (Natural death)</p> <p>ii. Group Medclaim Insurance</p> <p>iii. Provident fund</p> <p>iv. Gratuity</p> <p>v. Superannuation</p> <p>✓ Employee Assistance Policy</p> <p>i. Loans</p> <p>ii. Reward & Recognition</p> <p>iii. Education Expense</p> <p>iv. Marriage Gift</p> <p>✓ Separation Policy</p> <p>With effective implementation of the above mentioned policies, Jubilant ensures that it is not complicit in human rights abuses.</p> <ul style="list-style-type: none"> • Jubilant is committed to treat individuals in all aspects of employment on the basis of ability irrespective of nationality, race, caste, creed, religion or gender. The Company neither initiates nor tolerates racial, sexual or any other kind of discrimination or harassment. • There is no disparity in basic salary between women and men employees in the Company. Regarding the salary of the Company employees, the Company follows the principle of 'Equal Pay for Equal Work'; hence, there is no disparity in the salary based on gender. The Company also values the principles set in ILO Convention 1958, which passed the resolution to eliminate 'Discrimination in Respect of Employment and Occupation'. • Under 'Policy on Prevention of Sexual Harassment (POSH)' all written or oral complaints are addressed to a member of the POSH Committee which comprises of 6 senior management personnel of the Company. This is also informed to new employees at the time of joining and it is a part of the Employee Handbook. This policy gives behavior guidelines for all the employees to prevent unwanted conduct of sexual nature and protects individual dignity. • The health and safety of the workers and customers is of prior importance to the Company and since the Company is involved in handling, transportation
--	--	---

		<p>and use of certain chemicals that can cause danger to the human health, it follows 'Globally Harmonized System of Classification and Labelling of Chemicals' while performing various operations with such chemicals like handling, transportation etc. Each chemical has its Material Safety Data Sheet (MSDS) both in hard copy and electronic version. MSDS of the chemical is provided to its user also.</p>
PRINCIPLE 3	Businesses should uphold the Freedom of Association and the effective Recognition of the Right to Collective Bargaining	<ul style="list-style-type: none"> Jubilant recognizes and respects the right of all its employees to form associations in accordance with the local laws, as applicable. At locations, the Company engages these associations in regular dialogue. All workers have the right to join associations of their own choice or to refrain from joining one, unless otherwise prohibited/necessitated by law. The labour practices at the Company are based on the principles of fairness and are as per various statutory requirements. Interactive fora for collective bargaining at various levels exist and are utilized by employees. Constitution of India and relevant Acts including Industrial Disputes Act and Trade Unions Act empower the workforce to have collective bargaining and freedom of association. Jubilant ensures that the union members are not discriminated against for lawful union activities and are not subjected to any sort of discrimination, harassment, intimidation, or retaliation.
PRINCIPLE 4	Elimination of all forms of Forced and Compulsory Labour	<ul style="list-style-type: none"> Jubilant respects the dignity of labour and denounces all forms of forced and compulsory labour. It is ensured that its terms of employment are transparent and voluntary. The employees are statutorily protected from imposition of any kinds of forced/ compulsory labour. 8 hours, six days a week duty system is being followed at the Units with leave facilities applicable as per rules of the Company. Before release of payment against the work, the concerned official has to certify that minimum

		<p>wages are being paid to the workforce.</p> <ul style="list-style-type: none"> • The employees are free to quit work at any time after serving the requisite notice period as stipulated in the terms of appointment.
PRINCIPLE 5	Effective Abolition of Child Labour	<ul style="list-style-type: none"> • Jubilant believes in protection of the young and the vulnerable and is committed not to employ child labour. It is Company's policy to ensure that nobody is recruited without a proof of age as per the employment norms of the region. • The Company is committed to work in a pro-active manner to eradicate child labour by actively contributing to the improvement of children's social situation. The Company also suggests its suppliers (Partners in Progress) to Say No to Child Labour and it is well defined in Company's Green Supply Chain Policy. • The Company is at the forefront of abolition of child labour in any forms in all of its activities, and it is statutorily informed and ensured that no person under the age of 18 is entering the plant premises. Minimum age for recruitment for all levels of employees is 18 years. • In case of labour engaged by the contractor, the Company insists that he procures and submits photo and age proof of the worker. • Jubilant ensures 'Dignity of Employees' and treats all its personnel with dignity and respect. Jubilant also ensures to not to be engaged in or tolerate the use of corporal punishment, mental or physical coercion, verbal abuse, or harsh or inhuman treatment of any of its personnel.
PRINCIPLE 6	Elimination of Discrimination in respect of Employment and Occupation	<ul style="list-style-type: none"> • Jubilant is committed to ensuring that workplaces are free from all forms of discrimination or harassment on the basis of age, caste, sex, religion or on any other ground. In fact, at the work place, discrimination in any form viz. gender, caste, creed, age, community etc. is declared as an offence against the integrity of the victim. • The discrimination is well covered in Business Code

		<p>of Conduct as equality and Prevention of Sexual Harassment Policy (POSH).</p> <ul style="list-style-type: none"> Under 'Policy on Prevention of Sexual Harassment (POSH)' all written or oral complaints are addressed to a member of the POSH Committee which comprises of 6 senior management personnel of the Company. This is also informed to new employees at the time of joining and it is a part of the Employee Handbook. This policy gives behavior guidelines for all the employees to prevent unwanted conduct of sexual nature and protect individual dignity. It is the belief of Company that the employees are solely employed, trained, promoted and remunerated on the basis of performance and competence irrespective of race, caste, natural origin, religion, disability, gender, age, sexual orientation or political affiliation. The Company is an Equal Opportunity Employer (EoE) and this is also mentioned on the Company's website. Both men and women are paid Equal Remuneration for the same category of work. The employees are paid equal remuneration for the same category of work. This is in line with the Equal Remuneration Act, 1976. Employees are treated in a decent manner and are free from verbal, physical and sexual harassment and other discriminatory practices. Breach of the policies related to human rights can result in actions leading to and including risk of employment termination.
PRINCIPLE 7	Businesses should support a Precautionary Approach to Environmental Challenges	<ul style="list-style-type: none"> The Company adopted a Sustainability Mission signed by the top Management and Jubilant's Sustainability Journey is based on this mission. Jubilant has effective policies on: <ol style="list-style-type: none"> 1. Climate Change Mitigation Policy 2. Environment, Health and Safety Policy 3. Green Supply Chain Policy 4. Quality Policy The Company has a robust system for monitoring

		<p>the environmental performance. The environmental performance is reviewed on regular basis by the Executive Director and Chief of EHS & Sustainability. The compliance is also reviewed by the Board on a quarterly basis. Apart from this, the environmental performance is reviewed on a monthly basis at the unit level along with Chief of Manufacturing and Chief of EHS & Sustainability.</p> <ul style="list-style-type: none"> • The Company has been regularly communicating and inviting employees and other key stakeholders to participate in environment protection initiatives like The Earth Hour, celebrating The Earth Day, The World Environment Day etc. • Jubilant has been continuously supporting institutions and industry associations for disseminating awareness about Sustainability and Environmental Protection. • Responsible Care is the global chemical industry's unique initiative to improve its Health, Safety and Environmental performance. The Company is a signatory to the <i>Responsible Care Program of Indian Chemical Council (ICC)</i>. • The Company's major units are having ISO 14001 & OSHAS 18001 certification which is a testimony of continual improvement in EHS performance. • Company's North American Units are also reviewed and included in Corporate Sustainability Reporting. • To further integrate Sustainability into businesses, a Sustainability Committee with members from Business, Finance, HR & Admin., Corporate Communication, Secretarial department as well as EHS and CSR is formed at Corporate Office. The members of this Committee as well as others involved in Sustainability Reporting are also trained through e-learning tutorial <i>Chronos</i> on Sustainable Development.
PRINCIPLE 8	Undertake Initiatives to Promote Greater Environmental Responsibility	<ul style="list-style-type: none"> • Jubilant is committed to Sustainability. The Company has been publishing Corporate Sustainability Report since 2003 based on Global Reporting Initiatives (GRI) guidelines. The last four

		<p>Corporate Sustainability Reports are as per G3 Guidelines of GRI with Application Level A+ (Highest Application Level). The report for current financial year 2010-11 has been published and sent to all the shareholders in July 2011 through E-mail. However, where E-mail ID was not available, the same was sent in CD form (rather than a printed book). This is Jubilant's effort to conserve paper.</p> <ul style="list-style-type: none"> • The Company has been regularly communicating its progress on triple bottom line to all the shareholders and key stakeholders through Corporate Sustainability Report. • Disposal of e-wastes and batteries to authorized agencies for recycling and ultimate disposal. • Jubilant participated in a global initiative of 'Carbon Disclosure Project (CDP)' an independent not-for-profit organization based in UK, holding the largest database of primary corporate climate change information in the world. The Company voluntarily disclosed its carbon footprint, risks & opportunities and strategies for Climate Change. Jubilant was ranked 2nd in the Carbon Disclosure Leadership Index in India. • After the release of Climate Change Mitigation Policy, the Company increased the use of natural light at Corporate Office and R&D facilities at Noida. All the employees were requested to be environmentally conscious and to use natural light. The vertical blinds are kept open at common places such as canteen, stairs, recreation area etc. as well as in rooms at Corporate Office and R&D. Incandescent bulbs were changed to CFL and numbers of CFL bulbs were reduced in the area where illumination was sufficient. • Reduction of paper consumption through various voluntary initiatives like: <ul style="list-style-type: none"> ✓ Implementation of eJ-buy system in supply chain, an on-line system to collect quotation was implemented in the supply chain department; ✓ EHS Software for MIS and Sustainability
--	--	---

		<p>data management;</p> <ul style="list-style-type: none"> ✓ An Intranet facility-MYJUBILANT (a user friendly site) which forms the one stop solution to all Company information. Some of the areas covered in MYJUBILANT include Corporate Information, Divisions, Manufacturing Units, Communication, R&D Centers, Support Functions like administration, purchase, human resources, sales, library etc.; ✓ A centralized HR Information System (HRIS) on internet explorer based on PeopleSoft HCM. This is an environment friendly system for reimbursement of various benefits and entitlements of employees. This not only helped in conservation of paper but electricity also due to photocopying. <ul style="list-style-type: none"> • Jubilant started energy conservation and awareness on mitigation of Climate Change across the Company. Following activities were adopted at Corporate Office: <ul style="list-style-type: none"> ✓ Changing all the lights of B & C wings (of corporate office building) from warm yellow to cold white lights which enabled increase in lux intensity and decrease in HVAC requirement; ✓ Pasting of Green stickers on each and every light switches and on each floor of all the buildings at Corporate Office. The message is "Switch off when Not in Use" as well as "Jubilant's Initiative on Climate Change". This is to inculcate the habit of Energy Conservation as well as to create awareness of the subject; ✓ Sending regular e-mails to everyone in Corporate Office for optimum use of electricity, water, papers etc. as an effort to raise awareness on Environment and related issues which has helped the Company to save more than Rs. 45.00 per
--	--	---

		<p>employee per month;</p> <ul style="list-style-type: none"> ✓ Changing the wiring at switch to control cross lights in each cabin and workstation for optimum use of electricity; ✓ Starting of shuttle service between Corporate office and Gajraula (125 km from Corporate Office) to avoid use of individual car/taxi for official visits and conserve petroleum products; ✓ Used C fold towels and news papers are segregated, collected and given to scarp dealer for recycling. <p>• Jubilant's vision on Sustainability is recognized by various industry associations & institutions. Some of the awards and recognitions achieved by the Company during this financial year include:</p> <ul style="list-style-type: none"> ✓ CII- Southern Region - EHS Award 2010 - First Place for Excellence in EH&S systems, Nanjangud Unit, among Medium scale industries; ✓ The Institution of Engineers (India) – Delhi State Chapter Safety Innovation Award 2010 for implementing Innovative Safety Management Systems for Nanjangud Unit; ✓ CII-Sohrabji Godrej Green Business Centre National Award 2010 for Excellence in Water Management for Nanjangud Unit; ✓ The Economic Times - Frost & Sullivan India Manufacturing Excellence Award 2010 'Gold Certificate of Merit' for EOU facility Gajraula Unit; ✓ CII-ITC Sustainability Awards 2010, Certification of Commendation for Strong Commitment to Excel on the Journey towards Sustainable Development; ✓ Gold ABCI Awards 2010 for Communication efforts for e-newsletter; ✓ Frost & Sullivan Award 2010 - Indian Contract Research Organization of the Year to Jubilant Biosys Ltd.; ✓ Bronze ABCI Awards 2010 for CSR
--	--	---

		<p>Communication;</p> <ul style="list-style-type: none"> ✓ World Environment Foundation Golden Peacock Environment Management Award 2010 for Nanjangud Unit; ✓ FICCI Annual Award 2009-10 for Outstanding Corporate Vision: Triple Impact - Business Performance, Social & Environmental Action and Globalization; ✓ Ernst & Young Entrepreneur of the Year 2010 for Life Sciences & Consumer Products to Mr Shyam S Bhartia, CMD and Mr Hari S Bhartia, CCMD; ✓ CII-Sohrabji Godrej Green Business Centre Environmental Best Practices Award 2011 under Most Innovative Environmental Project for the Co-processing of Hazardous waste for Nanjangud Unit; ✓ CII-Sohrabji Godrej Green Business Centre Environmental Best Practices Award 2011 under Most Useful Environmental Project for the Co-processing of Hazardous waste for Nanjangud Unit; ✓ Golden Peacock Innovation Award 2011 for Research & Development Centre, Noida; ✓ Manufacturing Excellence Award 2010, from Association of Washington Business, to Jubilant Hollister-Stier, Spokane Unit; ✓ Syngenta Supplier Award 2010 for Health, Safety and Environment.
PRINCIPLE 9	Encourage the Development and Diffusion of Environmentally Friendly Technologies	<ul style="list-style-type: none"> • Jubilant has installed adequate pollution control equipment at all the manufacturing locations for instance Multi Effect Evaporator (MEE), Slop Fired Boiler, Reverse Osmosis, Scrubbers, Bag filters, Cyclones, Electro Static Precipitators etc. • Waste heat recovery from the Incinerator flue gases and Thermal Oxidizers are utilized for steam generation and evaporation of high TDS streams in spray dryer. • Wastes with high calorific content are sent for co-processing to cement industry which is an

		<p>environmentally friendly technology and also saves equivalent fossil fuel thereby mitigating climate change.</p> <ul style="list-style-type: none"> • Installed Solvent Recovery plants for recycling of solvents to reduce waste generation at Gajraula & Nanjangud plants. • Bio-mass like corn cob grit, briquette are being used as fuel for furnace thereby reducing dependency on non-renewable fuels and significantly reducing the GHG emissions. • CO2 gas is being captured during the fermentation process in the distillery and treated sold to beverage companies to be used in soft drinks. • VOC free surface coatings eliminating use of solvents. • Utilization of biogas generated from treatment of distillery effluent at Gajraula & Nira is the renewable energy resource. • The Environment issues are discussed in detail not only in Annual strategy meet but also form a part of the evaluation process for all capital expenditure proposals of the Company and all necessary environmental control equipments are also included. • Efforts through R&D include: <ul style="list-style-type: none"> ✓ use of only eco-friendly solvents as per ICH guidelines; ✓ due compliance with all relevant laws regulations and other applicable requirements for laboratory; ✓ conduct of activities in a sustainable manner by developing products and processes that eliminate / minimize adverse impact on environment, health and safety.
PRINCIPLE 10	Businesses should Work Against Corruption in all its forms, including	<ul style="list-style-type: none"> • Adhering to the strong set of values and guiding principles that drive working at Jubilant, dealings are conducted in a professional and ethical manner.

	Extortion and Bribery	<p>HR Policy of the Company states that any personal payments or bribes to individuals employed by Jubilant's customers or suppliers, or receipt of bribes or personal payments by employees of Jubilant Life Sciences is strictly prohibited. This includes buying equipment from suppliers for personal use at high discounts.</p> <ul style="list-style-type: none"> • Any meals, entertainment, gifts or favours the Company offers to its customers or prospective customers will be moderate, in good taste, and in keeping with the principle of avoiding even the appearance of inducing the customers to place their personal interests above those of their employer. • The Company has a 'Code of Conduct for Directors and Senior Management'. The Directors and senior management personnel are required to give an annual affirmation statement to the CMD and CCMD that they have been following the code of conduct of senior management. Based on these, a declaration is made by the CMD to the Board that all Directors and senior management personnel have affirmed compliance with the Code of Conduct of the Company. Apart from ensuring honest and ethical conduct, the said code also covers issues related to integrity, confidentiality, insider trading, dealings with outsiders, gifts & entertainment and penalty for breach/corruption. The details of the Code of Conduct can be accessed from the HR Policy manual and it is well covered in Employee handbook prepared for Senior and Middle Management and handed over to new joiners. • In compliance with the SEBI's Prohibition of Insider Trading Regulations, a 'Code of Conduct for Prevention of Insider Trading' has been established with an objective to prevent possible circumstances of trading in securities of the Company by its officials based on possession of unpublished price sensitive information. Under the said Code, annual disclosures regarding securities held and other disclosures in respect of trading in securities of the Company are taken from the Directors and the Designated Persons (defined in the Code itself) from time to time.
--	------------------------------	--







Millennium Development Goals





CHAPTER TWO

The Millennium Development Goals (MDGs) are eight international development goals that 192 United Nations member states and at least 23 international organizations have agreed to achieve by the year 2015.

As a responsible corporate citizen, the Company is actively involved with the community in proximity with its locations through various programs. Jubilant believes in maximizing the efforts for the inclusive growth of the society at large. The company is also engaged with the community for infrastructure improvement as and when required. With this mandate Jubilant collaborated with the Schwab Foundation for Social Entrepreneurship, sister organization of the World Economic Forum. This Foundation provides unique regional and global platforms to promote social entrepreneurship, a key element in meeting the social concerns innovatively and effectively. The social entrepreneurs are innovators who implement practical and sustainable solutions to address challenges in numerous areas including health, education, and environment, access to technology and job creation. While the approach is towards addressing the concerns of the stakeholders yet all efforts are attuned to the MDGs.

The matrix below exhibits Jubilant's initiatives towards fulfillment of each MDG:

Millennium Development Goals	Jubilant Initiatives as given in the Case Studies Nos.
 Eradicate Extreme Hunger and Poverty	I and II
 Achieve Universal Primary Education and Corporate Giving	III , IV, X and XI
 Promote Gender Equality and Empower Women	V
 Reduce Child Mortality	VI, VII and VIII

	VI, VII and VIII
Improve Maternal Health	
	VI, VII and VIII
Combat HIV AIDS, Malaria & other Diseases	
	VIII
Ensure Environment Sustainability	
	X
Develop a Global Partnership for Development	

JUBILANT INITIATIVES TOWARDS COMMUNITY EMPOWERMENT

JBF program coordinators are regularly in touch with a vital stakeholder i.e. the community for bringing a change in socio-economic environment. The JBF activities are conceptualised and implemented for various community development work, health care, cultural & sports, environmental awareness and related initiatives, vocational training, women empowerment and educational activities. Jubilant understands that the communities around the manufacturing locations are important stakeholders and currently is working at 8 manufacturing locations out of 10.

Though there are many areas which may demand the attention, the activities for long term sustainable social interventions are in these main areas:

- **Education** - Supporting Government Rural Primary Education System – *empowering the children with the gift of education*
- **Health** - Strengthening Basic Health Care Facility - *empowering the community with the means of good health*
- **Livelihood** - Improving Employability of Local Youths through Livelihood Generation – *empowering the youths with the right skills for employment*

Case Study I - Vocational Training to Community Youth

The Company has set up regular Vocational Training Centres at Gajraula in Uttar Pradesh, Nanjangud in Karnataka while at other locations like Samlaya and Bharuch in Gujarat training program are organised as and when required. The objective is to act as a catalyst of social change to improve employability of the youths working proactively to minimize the skill gap existing between the employers and available manpower by providing essential training. Jubilant Bhartia Foundation ('JBF'), a not for profit organization, the social wing of the Jubilant Bhartia Group, established in 2007 as a not for profit company under section 25 of the Companies Act, 1956 is the nodal agency to carry out the social activities of the Company.

Based on the specific needs of the target stakeholders, a structured approach is followed for the Vocational Training programmes to ensure increased employability:

- Technical Literacy – Address the needs of Adolescents studying in Schools
- Vocational Training – Skill development for direct employment and Skill & Entrepreneur development for Self Employment
- Life Skills Training – Address the needs of youth to improve employability
- Subsistence Living Trainings – IGA for Self Help Group (SHG) members

As a result of these vocational trainings, approximately 50% of the youth trained during the reporting year either got employment in different fields as given or started own micro enterprise. The statistics below show the results more explicitly:

Year	FY 2009-10	FY2010-11
Placed	197	38
Self Employed	222	409
Awaiting placement	87	100
Not Interested	12	34
Studying further	8	353
Under Training		74
Total Trained	526	1008

Livelihood - Vocational Training

S.No.	Vocation	Plant	Total (FY 2010-11)
1	Beauty Culture	Gajraula	47
2	Computer training	Gajraula	23
3	Tailoring Training	Gajraula	231
4	Basic Electronics (Home Appliances)	Gajraula	22
5	Mobile Repairing	Gajraula	48
6	DTP	Gajraula	15
7	Tally	Gajraula	0
8	Carpentry	Gajraula	6
9	USHA 3 months training	Gajraula	65
10	Agarbatti Making	Gajraula	30
11	Newspaper Bag Making	Gajraula	17
Total			504
12	Retail and Hospitality	Nanjangud	84
13	Tailoring training	Nanjangud	120
14	Beauty Culture	Nanjangud	36
	Total		240
15	Tailoring Training	Samlaya	0
16	Two Wheeler	Samlaya	30
17	Iron Fabrication	Samlaya	30
Total			60
18	Two Wheeler	Bharuch	33
19	Beauty Culture	Bharuch	40
20	Tailoring Training	Bharuch	18

21	Retail and Hospitality	Bharuch	30
22	Chemical Safety	Bharuch	26
Total			147
23	Beauty Culture	Nira	30
	Mobile Repairing	Nira	57
	Total		87
GRAND TOTAL			1008

Case Study II - Economic Empowerment - Nanjangud

With the objective of providing skills to women for self reliance and to assist them in quality & timely services as per the requirement of the area Tailoring was identified as the immediate need.

For this purpose, the centre of Kallahalli was improved with more facilities and two more tailoring centres at Kathwadipura and Chamalapura Beedi village around Nanjangud unit were established. The training on tailoring was imparted to 25 members of Self Help Group (SHG) created in the villages. Out of this, 13 members started uniform stitching centre for the employees of industries in Nanjangud industrial area. Jubilant was the first one to provide this gesture to the SHG. The Company improved the tailoring centre at Kallahalli village of approximately 500sq.ft and provided all basic amenities including cupboards, table and chair. The Company also appointed a supervisor for the effectiveness of the centre. Due to the success of the project, this model was replicated in other two villages Kathwadipura and Chamalapura Beedi during this reporting year. All the three SHGs of these villages are now engaged with sustained orders for uniform stitching from Jubilant Life Sciences, TVS Motor and AT & S Contract Employees. In fact, regular orders are in place for readymade dresses and anganwadi school children uniforms stitching.

Due to this activity, the income per household has increased. A Supervisor has been appointed by JBF to monitor SHGs activities regularly.

Other industries of Nanjangud Industrial Area also decided to help women in Kallahalli village for uniform/ dress stitching.

Case Study III – Project ‘Muskaan’ – Supporting Rural Govt. Primary Education

A luminary project with the vision of ‘An effort to universalise elementary education by community – ownership of the social system’ and the Goal of ‘Strengthening Govt. Rural Primary Education System in our Project area’. The Project is in line with the Right to Education Act.

The activities include:

- ✓ Community Involvement: Rapport Building Activities, Village Education Committee (VEC) Restructuring with the inclusion of parent in the committee for better involvement and monitoring, Parent-Teacher association, Competitive events for parents, Invitation during school functions and events, Invitation during Birthday Celebration, Regular home visits & 1 to 1 counseling;
- ✓ Infrastructure Support: Small repair and maintenance work, Plantation in School Premises, Proper sitting arrangements, Proper sanitation and drinking water facilities, Wall paintings, Arrangements for proper waste disposal, Regular school stationary;

- ✓ Measures to improve Attendance: Formation of Bal Sansad, Attractive IEC and Wall paintings, News reading and Writing, Thought for the day, Birthday celebrations, Sports/paintings/debate/essay competitions, Felicitations and Recognition;
- ✓ Knowledge: Formation of School Eco Club, Technical literacy through trainings like sewing, computer etc., developing village resource centre, introduction of area through exposure visits, summer vacation classes for weak students, introduction to banking through 'Aflatoon Bank'.

Following indicators clearly give the success story of Project Muskaan:

- 100% Enrollment (6-14 yrs)
- Decreased absenteeism
- Reduction in drop-outs
- Increased education level
- Strengthening of Infrastructure

As at close of FY 2010-11, the project Muskaan reached 78 schools (11872 students) across the manufacturing locations in contrast with 43 schools (6795 students) in FY 2009-10. And Jubilant targets to reach 100 schools (16822 students) by the close of FY 2011-12.

Case Study IV - Establish Non-formal Education Centre

The objective is to promote quality education among girl students who discontinued their studies due to cultural and non-monetary factors and to provide alternative to primary education at a convenient place and time by establishing a Non formal Education centre which will create a long term development for children and community in the vicinity of plants.

With the help of local community in village and Panchayati Raj Institution members, it was decided to establish a non-formal education centre at Makkhanpur. The activities included:

- Discussion with the various inhabitants for establishment of the facility
- Establishment of education centre and enrolment of girl child

This resulted in encouraging girl children to join schools. Few girls who were 8th class pass, rejoined Govt. School in Bhagwanpur and continued formal education.

Case Study V - Empowering Women through Self Help Groups

The objective was to promote self-sufficiency in women by formation of Self Help Groups (SHGs) for their economic empowerment. This is for a long term benefit to unemployed rural women for self-sufficiency. The main activities included:

- Formation of Self Help Groups ('SHGs')
- Motivate to follow the modus operandi of SHGs
- Entrepreneurial training through local trainer cum entrepreneur
- Support the groups in identification of trades
- Providing forward linkages

Under guidance of JBF, more than 60 SHGs were formed at various locations around the units of the Company. JBF also provided Sustenance Training on income generating activities like envelope making from old newspapers and scent sticks etc.

Case Study VI – Development of Basic Healthcare Services

The aim is to identify the gap in basic healthcare facility and support for long term sustainability of health care. Objectives are:

- ✓ To reach out to the community's poor health services and information
- ✓ To provide preventive and curative health services in the project areas

The mode of action:

- ✓ Preventive
 - Initiated community based pilot project named 'Swasthya Prahari' in Public-Private-People Partnership (4P) model
 - 'Nirog Bachpan' – school health check-up programme
- ✓ Curative
 - Substituting health services through Mobile/Static Health Check-up programme.

The activities taken are:

Location	Activities Taken
Gajraula	<ul style="list-style-type: none"> • Basic diagnostic services • Basic medication and referrals • Day Care facilities • DOTS for TB • Integrated Counseling testing Centre (ICTC) for HIV
Nanjangud	<ul style="list-style-type: none"> • Mobile Health Services • Health check for each family of the villages
Nira	<ul style="list-style-type: none"> • Community health clinics in three villages
Samlaya	<ul style="list-style-type: none"> • Community Health Clinics to start in three villages-Karachiya, Paswa and Juna Samlaya

The Mobile/static health clinics cover approximately 300,000 population based on records maintained by JBF coordinator in the vicinity of the plants and provide curative measures to them.

Case Study VII – 'Swasthya Prahari' – Community Mother and Child Health Programme

A community based health program "Swasthya Prahari" was started during FY 2009-10 with the objective to reach out to the community having poor health services for long term community development around Gajraula unit.

This project involves:

- Identify one lady from each village to act as *Swasthya Prahari* (Health Guard)
- Train Swasthya Praharies on maternal and child health issues
- Support the Govt. Health Dept. in organizing Immunization camps

- Support pregnant women for institutional delivery
- Monitor children growth between 0 to 5 years for malnourishment

The project has resulted in increased awareness about health issues, birth registration, immunization practices and institutional delivery. The institutional delivery ensures reduction in infant and mother mortality rate. Various meets of girls/ladies were organized to attract them as a part of this Health project. The Swasthya Prahari covered 32 villages with a population base of 1,00,000.

Case Study VIII – Awareness on Health & Environment

To create awareness to the community residing in the vicinity of units on health and environment issues with the help of Eco-club, Swasthya Prahari & Occupational Health Centre for long term benefit of hygiene and environmental issues for community mainly School Children and employees' families.

Many activities to create awareness were organized to commemorate World Environment Day, Earth Day, World Health Day. Also, the Company organized various awareness programs on:

- Tuberculosis (TB)
- HIV/ AIDS
- Communicable Diseases like Swine Flu etc.

Project 'Muskaan' also ensures Health Day Celebrations in schools along with organization of Eco Clubs for sensitizing students about environmental health issues and to increase awareness about communicable and other diseases.

Case Study IX – Employees Engagement

Jubilant encourages employee engagement for making a visible social impact at work place. Various projects undertaken are:

- **Blood Donation Camps:** JBF organized a Blood Donation Camp in association with Rotary Blood Bank in March 2011 at its Corporate Office in Noida for collection of blood. More than 100 employees registered for the camp and more than 50 units of blood were donated during the whole day. Certificate of Appreciation and a souvenir was given to each donor.
- **Response to Leh Disaster:** Many lives were lost and many people became homeless because of the havoc caused by the flash floods in Leh district of Jammu & Kashmir on 6th August 2010. Considering the urgent disaster needs, employees of the Corporate Office supported 5 villages and contributed 48000 litres of bottled water and distributed 300 cooking gas stoves to needy families.
- **Right to Free and Compulsory Education and prohibition of Child Labor:** Employees at Jubilant pledged to strive & ensure contribution towards the Right to Free and Compulsory Education and prohibition of Child Labor in and around community. This drive was initiated through e-sensitization through JBF.

Case Study X – The Social Entrepreneur of the Year Award

With a belief that social entrepreneurship is one of the key enablers of inclusive growth, JBF has collaborated with the SCHWAB FOUNDATION OF SOCIAL ENTREPRENEURSHIP to run the 'Social Entrepreneur of the Year Award' (SEOY) in India.

SEOY aims at identifying and celebrating visionary social entrepreneurs who have demonstrated large-scale, systems-change models and are at the stage of scaling/replication of their ideas across India/ other countries. This award provides unprecedented opportunities to the winner(s) to engage with global decision makers from the public, corporate, media and academic sectors to strengthen and expand their model.

The activities undertaken for the program are:

- Inviting applications for the "The India Social Entrepreneur of the Year Award- 2010"
- Developing selection process
- Selecting the Jury. The judges included: Ms. Shobhana Bhartia, Chairperson, Hindustan Times; Mr. Y. C. Deveshwar, Chairman, ITC Ltd; Ms. Rohini Nilekani, Chairperson, Arghyam Foundation; Ms Sudha Pillai, Member Secretary, Planning Commission; and Ms. Hilde Schwab, Co-Founder and Chairperson of the Schwab Foundation.

The India Social Entrepreneur of the Year Award, 2010 was conferred on Mr. Rajiv Khandelwal and Mr. Krishnavtar Sharma both from Aajeevika Bureau, Udaipur for their contribution towards lifting the employability and developing social security of migrant workers.

Case Study XI - Social Initiatives at Spokane Unit

The Spokane Unit's Community Service Committee, responsible for events and fundraising activities throughout the year for the benefit of select community/ organizations collected over \$11,000 in 2010. The money donated for charity to 'Toys for Tots' and Second Harvest was \$7919 and \$3394 respectively. The details of these programs are given below;

- Toys for Tots – The Toys for Tots program works to provide each needy children in the community with a shiny, new toy at Christmas, with the goal of delivering a message of hope that will motivate him/her them to grow into responsible, productive and patriotic citizens and community leader.
- Second Harvest Food Bank – Since 1971, Second Harvest has been leading the hunger-relief network in the region by distributing more than 1 million pounds of donated food each month, Second Harvest has been able to help people in need in 26 counties in Eastern Washington and North Idaho.

Apart from the above mentioned initiatives, Jubilant with the help of JBF, has been involved with numerous social and welfare activities during the FY 2010-11. Some of them were:

- Assessing the immediate need of water facilities which is quite scarce in Singhpur village of Kapasan, Rajasthan, JBF addressed the need by providing water through tankers for a week.
- 'TOYS for JOYS' Programme – Jubilant partnered with pantaloons for supporting the NGO called GOONJ in collecting old toys donated by Jubilant employees and doling them out to the poor children. 147 toys were donated by the employees at Corporate Office who were rewarded with discount vouchers from Pantaloons.
- Project 'Kiran' –Promoting Sustainable livelihoods through the use of renewable energy:
A Memorandum of Co-operation (MOC) has been signed by JBF with Moser Baer (MB) and initiated a pilot project for solar lamps procurements at subsidized rates. Orders have been placed for 250 solar lamps. For every solar lamp being distributed to the villagers, Rs. 25 will be donated by MB to JBF.
- Cattle Camp at Nira Plant with Govt. Veterinary Department:
A cattle camp was organised in a joint collaboration with Veterinary department of Panchayat Samiti in Baramati. There were overwhelming responses from villagers from the surrounding area and about 450 animals were examined, treated and vaccinated.
- A handicapped rehabilitation camp was organised at Jubilant premises in Gajraula, wherein more than 2000 people made their presence of which 11,000 people got registered for various disabilities.