



**UNITED NATIONS GLOBAL COMPACT
COMMUNICATION ON PROGRESS REPORT
2020-21**

ABOUT REPORTING ORGANIZATION: JUBILANT INGREVIA LIMITED

Jubilant Ingrevia Limited is a global integrated Life Science products and Innovative Solutions provider serving Pharmaceutical, Nutrition, Agrochemical, Consumer and Industrial customers with customized products and solutions that are innovative, cost-effective and conforming to excellent quality standards. The Company offers a broad portfolio of high quality ingredients that find application in a wide range of industries.

The Company serves more than 1,400 customers in more than 50 countries across the world. The Company's portfolio also extends to custom research and manufacturing for pharmaceutical and agrochemical customers on an exclusive basis. Majority of our manufacturing sites are Responsible Care certified and the Company is driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products that the Company manufactures, it takes pride in being a partner of choice for its valued customers

Our Business Segment includes (Speciality Chemicals, Nutrition and Health Solutions and Life Science Chemicals)

Speciality Chemicals

Speciality Ingredients

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

Fine Chemicals

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

Crop Protection Chemicals

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

Custom Development and Manufacturing (CDMO)

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

Nutrition and Health Solutions

Nutrition and Health Ingredients

In Nutrition and Health Ingredients, we offer products like Vitamin B3 and Picolines (Chromium and Zinc) which are fully backward integrated. We also offer other ingredients like Herbal Choline, Riboflavin Phosphate Sodium and so on. Our ingredients find application in animal feed, human food, cosmetics, pharma and other industrial uses

Human Nutrition and Health Solutions

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

Animal Nutrition and Health Solutions

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

Life Science Chemicals

Life Science Ingredients

In Life Science Ingredients, we offer building block ingredients based on Acetyls and Ketene Chemistry platform, having life essential applications such as pharmaceuticals, food and nutrition, agrochemicals, health and hygiene, flexible packaging, paints and coatings, adhesives, aromatics, dyes intermediate and industrial solvent. We produce various organic intermediates including Acetic Anhydride, Acetic Acid, Ethyl Acetate, Propionic Anhydride Formaldehyde, Acetaldehyde which are typically used in the manufacture of downstream products in applications such as pharmaceuticals, agrochemicals and solvents.

Speciality Ethanol

In Speciality Ethanol, we offer various speciality grades of Ethanol from renewable source (sugarcane molasses), for applications in pharmaceuticals, agrochemicals, personal care, and fuel blending. We also offer CO2 for beverage and industrial applications.

Contact:

Ms. Deepanjali Gulati, Company Secretary

Phone No.: 0120-4361141, E-mail: deepanjali.gulati@jubl.com

VISION VALUES PROMISE

Jubilant symbolizes positivity, dynamism, triumph and joy, all of which guide and shape the Group's collective experiences and efforts.

OUR VISION

- To acquire and maintain global leadership position in chosen areas of businesses
- To continuously create new opportunities for growth in our strategic businesses
- To be among the top 10 most admired companies to work for
- To continuously achieve a return on invested capital of at least 10 points higher than the cost of capital

OUR VALUES



OUR PROMISE

Caring, Sharing, Growing

We will, with utmost care for the environment and society, continue to enhance value for our customers by providing innovative products and economically efficient solutions; and for our stakeholders through growth, cost effectiveness and wise investment of resources

STATEMENT OF SUPPORT AND COMMITMENT SIGNED WITH UNGC



May 17, 2021

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that *Jubilant Ingrevia Limited* supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. *Jubilant Ingrevia Limited* will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

Shyam S Bhartia
Chairman

Contact:

Ms. Deepanjali Gulati, Company Secretary

Phone No.: 0120-4361141, E-mail deepanjali.gulati@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 Sustainable Development Goals (earlier Millennium Development Goals).

While **Chapter One** offers a general overview of what the ten principles are and how Jubilant Ingrevia Limited 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 Sustainable Development Goals (SDGs).

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, labor standards, the environment and anti-corruption:

Principle	Statement
Principle 1	Businesses should support and respect the 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 labor
Principle 5	Businesses should uphold the effective abolition of child labor
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 areas including human rights (1-2), labor (3-6), environment (7-9), and anti-corruption (10). This section delineates examples of how Jubilant has imbibed each principle in its true spirit:

UNGC PRINCIPLE NO.	UNGC PRINCIPLE	JUBILANT'S ENDEAVOURS
HUMAN RIGHTS		
PRINCIPLE 1	Businesses should support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> Jubilant Ingrevia Limited upholds UNGC principles on Human Rights with the right spirit and due commitments which is reflected in the Company's promise statement. These fundamental principles of human rights are embedded in Jubilant's Code of Conduct and all employees are required to respect and follow these principles strictly. The Company has formulated policies and implemented systems to ensure protection of Human Rights of all concerned and these are defined in its Code of Conduct. These policies cover issues like Child Labor, Forced & Compulsory Labor, Non Discrimination, and Bribery & Corruption. The Company has made the Code of Conduct available to all employees through intranet and conducted training to improve awareness and implementation on ground. To oversee the implementation of code of conduct, along with other regular responsibilities, the Company has implemented a well-structured Human Resource department both at corporate offices and all manufacturing sites. During FY 2020-21 around 1680 hours of training on 'Code of Conduct' was provided to 95% of the employees, by our HR team across all offices and operations.
PRINCIPLE 2	Businesses should make sure that they are not complicit in human rights abuses	<ul style="list-style-type: none"> At Jubilant, implementation and monitoring of the aforesaid Human Rights policies and Code of Conduct lies on the Human Resource (HR) Head at each manufacturing location, reporting to the Corporate HR Head. HR Head oversees implementation of the human rights policies and

		<p>takes responsibility of resolving any violations arising.</p> <ul style="list-style-type: none"> Jubilant Ingrevia Limited has a Whistle-Blower policy and a dedicated Ombudsperson office for addressing employee grievances in neutral and unbiased manner. A charter of the Ombudsperson has been prepared and made available on the Company intranet. This charter allows stakeholders, including employees, to voice their concerns and guide the Company to resolve challenges efficiently. To maintain the reporting and anonymity of the whistle-blower, the company has a dedicated portal and Ombudsperson email ID Ombudsperson@jubl.com The online portal (www.cwiportal.com) is another way of reporting concerns and maintaining complete anonymity of the whistle-blower. There has been no incidence recorded through formal organizational grievance mechanism pertaining to Human Rights, corruption, labor practices during this reporting period. The Company has operations in various locations across India. Jubilant Ingrevia Limited supports and accepts the local cultures of various geographies it operates. There have been no violations involving rights of indigenous people or those related to Human Rights in Jubilant Ingrevia Limited during the reporting period. The principal goal of Supply Chain Management (SCM) at Jubilant Ingrevia Limited is to provide a substantial and sustainable value contribution for the success of our businesses. The guiding principles for our supply chain have been set under our Green Supply Chain policy. All suppliers of our business have been communicated about Jubilant Ingrevia Limited's suppliers' Code of Conduct which mandates ethical business conduct. The same has been also uploaded on our Company's website.
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LABOR

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"> • The Company never prohibits its employees to form an association in accordance with the local laws. • The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk. • The Company encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Trade Unions / Works Committee exist at three locations with bargaining capabilities. • The entire workforce at Jubilant Ingrevia Limited is represented in formal joint management-worker Health and Safety Committees. Health and Safety topics are also included in the local formal agreements of the manufacturing facilities of the Company with trade unions • In India 288 employees are covered by collective bargaining agreements with trade unions and worker committee. • There have been no incidence recorded through formal organizational grievance mechanism pertaining to labor practices during this reporting period.
PRINCIPLE 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	<ul style="list-style-type: none"> • The Company respects the dignity of labor and denounces all forms of forced and compulsory labor. The Company, therefore, ensures that its terms of employment are transparent and voluntary. • The Company encourages its suppliers and service providers to adhere to a 'no forced and compulsory labor' code.

		<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. • Minimum notice period varies for the staff depending on their position in the organization. The minimum notice period followed for termination of permanent worker is 30 days and the same is mentioned in their appointment letter. In case of significant operational change that could substantially affect employment, the notice period and or Voluntary Retirement Schemes (VRS) are determined as per the local regulation and direction by local regulatory body. • No incident of forced or compulsory labor at the suppliers' end came to the Company's notice during this reporting year.
PRINCIPLE 5	Businesses should uphold the effective abolition of child labor	<ul style="list-style-type: none"> • The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in the Business Code of Conduct. This Business Code of Conduct is available to all employees through intranet. The Company also has dedicated HR teams that monitors any violation of Company policies and Codes involving Human Rights challenges. Last year the 'Code of Conduct' was revisited and around 1610 hours of training on revised content and related topics like Values, POSH, Compliance etc. was provided to 95% of the employees, by our HR team across all offices and operations.. • The Company is committed to work in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company encourages its suppliers also to work towards a no child-labour policy. • There were no cases of child labour reported within the organisation or came to Company's notice involving its suppliers during FY 2021
PRINCIPLE 6	Businesses should uphold the elimination of discrimination in respect of	<ul style="list-style-type: none"> • Jubilant Ingrevia Limited prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Our Code highlights a zero tolerance policy.

	employment and occupation	<ul style="list-style-type: none"> Jubilant Ingrevia Limited has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without fear of retaliation/ victimization / discrimination, which is a sine qua non for an ethical organisation. To further augment the Corporate Governance standards, an Office of the Ombudsperson for the Jubilant Bhartia Group has been established. Any issue or concern may be reported by e-mail to ombudsperson@jubl.com or by logging on to www.cwiportal.com, an external web portal with whom Jubilant Ingrevia Limited has tied up for processing issues/concerns independently and confidentially. Jubilant Ingrevia Limited has applied to become a signatory to the CII Code of Conduct on Affirmative Action that reconfirms the Company's commitment to equal opportunity in employment for all sections of society. Before demerger of the Company from Jubilant Pharmova Limited (earlier Jubilant Life Sciences Limited) was signatory to the CII Code of Conduct on Affirmative Action. Equal remuneration is paid to the male and female members of the workforce for the similar set of work. During FY 2021 no case of discrimination was reported to the Ombudsperson's office. However, 1 incidents involving sexual harassment were recorded and resolved during the reporting period.
ENVIRONMENT		
PRINCIPLE 7	Businesses should support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> For a sustainable world, environmental protection is the need of the hour. Knowing that, Jubilant Ingrevia Limited proactively works towards implementing initiatives to balance environmental and business needs of the Company and community. The management has

		<p>adopted and implemented international management systems and technologies to mitigate environmental challenges arising due to daily operations</p> <ul style="list-style-type: none"> • The top management is committed towards environmental sustainability, considering which various policies have been adopted such as Environment, Occupational Health & Safety (EHS) Policy, Responsible Care Policy, Energy Policy, Climate Change Mitigation Policy Sustainability Policy and Green Supply Chain Policy • The Company sets environmental targets to monitor its environmental performance on an ongoing basis. The performance against these targets are reported to the Board of Directors and presented in the Corporate Sustainability Report. Environmental goals of key manufacturing sites are set and tracked under ISO 14001, RC 14001 based certified Environment Management Systems. All our employees are provided with induction training, covering Sustainability aspects and technical training to support their work. EHS and Sustainability related Key Result Areas (KRAs) are also set for Company CEO and down the line, to ensure sustained focus on environmental challenges. • In order to track timely closure of environmental issues 'Jagriti'- an in-house developed software has been deployed for tracking environmental related observations. This helps us to identify and implement preventive measures. • Every year the Company spend on different environmental projects to improve overall environmental performance of the Company. During reporting period there was total environmental capex of `87.3 million out of which `13.3 million spent against environment projects approved during FY 2021 and remaining spent against projects approved prior to FY 2021 • The Company has compliance reporting system 'Conformity Tool' with a state-of-the art
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		<p>software for managing compliances as a part of the precautionary approach to prevent any non-compliance. This system is web-based and is hosted on the Company's intranet. The status of statutory compliances is reviewed on a quarterly basis by the Board, at the quarterly meetings.</p>
PRINCIPLE 8	Businesses should undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> • Jubilant Ingrevia Limited understands the damage potential climate change can bring to our businesses with respect to natural resources like water and agro-based raw materials like molasses. We believe that global emission of Greenhouse Gases (GHG) is the major contributor for climate change • The Company is monitoring and reporting its GHG emission regularly. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world. • Aligning to India's commitment on reduction of Greenhouse Gases (GHG) emission as communicated in its INDC (Intended Nationally Determined Contribution) during COP21 (21st Conference of the Parties), the Company has set its own targets for GHG emission reduction. • From FY 2017 we have started to capture Scope 3 GHG emission, in absolute term, arising out of our raw material and finished goods transportation. To start with, we have calculated total GHG from complete domestic logistics (Inbound and Outbound) of Jubilant Ingrevia Limited business • We have achieved specific GHG emission reduction target (1.50 tCO₂e/MT against 1.58 tCO₂e/MT) • The Company conducted life cycle based carbon footprint studies by a reputed external agency during FY 2012. The study was conducted on 15 key products of the Company using the cradle to gate approach. To impose further focus on climate change mitigation, this year the Company

		<p>engaged third party for PCF (Product Carbon Footprint) assurance of 26 products.</p> <ul style="list-style-type: none"> The Company is also monitoring any changes in global, regional and national level policies and regulations on climate change and its mitigation, which may result in financial implication with respect to energy and other resources relevant to the Company's business.
PRINCIPLE 9	Businesses should encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> At Jubilant Ingrevia Limited, the non-hazardous wastes are either recycled or reused by the third parties. Fly ash, metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste. Further, the Company is highly committed about minimising plastic waste and avoiding littering. Hence, the products are packaged in bulk quantity and in tankers, which considerably reduces the Company's consumption of packaging materials. The Company believes in supporting circular consumption patterns of re-using, restoring and re-pairing rather than buying new products; e.g. Some products are sent in drums and carboys, which are reused wherever feasible For hazardous waste generated at its facilities, the Company follows the following methods for its proper disposal depending on the nature of waste and local regulation: <ul style="list-style-type: none"> Recycle and reuse through authorised third party Co-processing at cement kiln Secured land fill Incineration (both solid and liquid) The Company focuses on improving process energy efficiency, find alternate sources of uninterrupted low cost energy and increasing the percentage of renewable energy in its overall energy portfolio. Jubilant Ingrevia Limited is dedicated towards finding alternate sources of affordable, renewable and clean energy as well. Solar, Biogas and Biomass are the direct renewable

		<p>energy sources used in the overall energy mix of the Company. It has invested significantly to generate energy from its distillery effluent in the form of Bio-gas, fired in the process furnaces</p> <ul style="list-style-type: none"> Jubilant Ingrevia Limited is focused on improving energy efficiency. The Company implemented 42 energy saving projects in the reporting year that has directly contributed towards reduction of around 665 TJ of energy consumption (Coal – 16,823 MT, electricity 6,375,580 kWh, heating-60,351 MT steam equivalent, FO – 144 MT, Raffinate – 4,464 KL, NG – 139,143 m3, Biomass - 411 MT). This is equivalent to 63,472 MT of CO2e and incurring total savings of ₹ 242.5 million
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ANTI-CORRUPTION AND PREVENTION OF BRIBERY

PRINCIPLE 10	Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> Jubilant became a member of the UN Global Compact (UNGC) in 2010 with the aim of internalizing the 10 Global Compact Principles in the areas of human rights, labor, environment and anti-corruption within its strategies, policies and operations Jubilant Ingrevia Limited is committed to avoiding any form of corruption in any of its business dealings. Jubilant Ingrevia Limited has a policy on 'Bribery and Corruption' which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. Around 95% of total number of management employees have received anticorruption training till end of FY 2021 The Company has framed the Code of Conduct for its Directors and senior management. The Code of Conduct has been communicated to our Directors and senior management and they annually affirm compliance with Code of Conduct. All our Directors in the Company Board are citizens of India. Apart from ensuring honest and ethical conduct, the Code of Conduct of the Company also covers issues related to integrity, confidentiality, insider
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		<p>trading, dealings with outsiders, gifts & donations and action on violation of the Code. The Company has made the Code of Conduct available to all employees through the intranet.</p> <ul style="list-style-type: none"> • In terms of the Code of Conduct for Directors and Senior Management, the Directors and Senior Management must promptly disclose to the Board of Directors, if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Senior Management are also required to confirm to the Board of Directors on an annual basis that they have not entered into material financial or commercial transaction, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board. • The Company has implemented a 'Code of Conduct for Prevention of Insider Trading' with regard to the securities of the Company for observance and compliance by its Directors and Designated Persons. The said Code, inter alia, prohibits trading of securities of the Company by Directors and Designated Persons while in possession of the unpublished price sensitive information in relation to the Company or its securities. • In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Ernst & Young LLP across all operations. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. • There has been no incidence recorded through formal organizational grievance mechanism pertaining to corruption during this reporting period.
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SUSTAINABILITY POLICY

Jubilant Ingrevia Limited and its subsidiaries are committed to Sustainability and consider accountability, transparency, ethical behavior and respect for stakeholder interests & regulatory compliance as the facets to sustainable development.

We are committed to uphold human rights, decent labor practices and protection of environment while doing business.

As a responsible corporate citizen the company is constantly engaged in delivering value to its stakeholders through its promise of Caring, Sharing & Growing.

The nature of our activities defines resources efficiency, occupational health and safety, transportation safety as significant components for long term sustainability of our business and we stand committed to these.

We are a part of the society and acknowledge our responsibility as a good corporate citizen. We endeavor to have an open dialogue with all our stakeholders and adopt structured plans to bring progressive social change through strategic multi-stakeholder partnerships.

We intend to be a note-worthy force in integrating Sustainability across our value chain.

Version No: JVL/POL/SP/00 – March 15, 2021

Hari S Bhartia
Co-Chairman



RESPONSIBLE CARE POLICY

Jubilant Ingrevia Limited and its subsidiaries are committed to excellence and continual improvement in Environment, Health, Safety and Security [EHSS] performance at its manufacturing units, research & development centres and offices; by leveraging our promise of Caring, Sharing, Growing.

The leadership is committed to implement Responsible Care Management System [RCMS] to promote sustainability across value chain. We shall endeavour to comply with all applicable national and international EHSS regulations and other requirements pertaining to EHSS as identified from time to time.

Jubilant shall design and develop, manufacture, handle, store and distribute its products in a manner that minimizes the risk to human beings and environment, while satisfying the stakeholders' needs.

At Jubilant, every employee has an important role in implementing RCMS through establishment, periodic review and achieving its objectives and targets.

We shall timely engage with stakeholders to communicate our Responsible Care performance and inspire them to adopt Responsible Care guiding principles.

We intend to be a noteworthy force in helping to create a more sustainable world.

Version No.: JVL/POL/RCP/00 – March 15, 2021

Hari S Bhartia
Co-Chairman



GREEN SUPPLY CHAIN POLICY

Jubilant Ingrevia Limited and its subsidiaries are committed to establish & maintain sustainable business practices across its value chain in collaboration with our stakeholders for long term sustainability.

To achieve this Jubilant is committed to maintain and expand its sustainable supply chain and will work with partners to:

- Protect the environment by creating awareness
- Adhere to local laws and regulation
- Provide safe and healthy working condition and follow decent labor practices
- Prevent bribery and corruption in doing business
- Reduce, reuse, and recycle resources,
- Train and educate to say no to child labor, forced or compulsory labor and discrimination at workplace
- Encourage conserving resources like water and energy
- Reduce greenhouse gas emissions
- Strive for sustainable partnership

Version No: JVL/POL/GSCP/00 – March 15, 2021

Hari S Bhartia
Co-Chairman



ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY POLICY

Jubilant Ingrevia Limited and its subsidiaries are committed to proactively maintain and achieve excellence in Environment, Occupational Health and Safety (EHS) Practices.

We shall achieve this by:

- Complying and going beyond the all applicable country specific statutory, legal and other requirements in respect of 'Environment, Occupational Health & Safety'.
- Initiating efforts and building the EHS Culture where everyone is accountable to prevent or minimize the impact on Environment, Occupational health and Safety to all personnel working directly or indirectly with us or community around by establishing Environmental, Process Safety and Work place safety Systems
- Optimizing resource utilization for protection of environment including pollution prevention, energy & water conservation and reduction of wastes & emissions.
- Providing safe and healthy working conditions for the prevention of work related injuries and ill health by eliminating hazards and reduction of Risks by involving and empowering all personnel.
- Establishing adequate processes and controls in consultation and participation for assigning the responsibilities of employees, Workers, contractors, subcontractors, transporters, and other agencies entering the premises towards EHS management systems.
- Establishing, measuring and Continually Improving EHS performance by setting objectives, targets and key performance indicators at individual level and sharing companywide performance as a part of sustainability report.
- Ensuring regular audits, hazard and risk assessment of the processes and services by internal and external experts to continually enhance EHS performance.
- Integrating EHS aspects in all decisions dealing with purchase of equipment, machinery, material as well as in the process of selection and placement of personnel and service providers to promote inherent safe design.
- Making continual efforts to create a pro-active and learning organization to enhance EHS awareness and competence among employees and EHS performance as a part of their career advancement. Engaging business associates and community through effective stakeholder engagement, communication and training.

The Company shall design, develop, manufacture, handle, store and distribute its products in a manner that minimizes the risk to human beings and environment to go beyond compliance in all aspects of EHS.

Jubilant Ingrevia Limited and each of its subsidiaries shall sign up to this policy or develop an equivalent Policy that shall be implemented throughout the company. This policy shall be reviewed periodically for its continuing suitability and updated as necessary.



Hari S Bhartia
Co-Chairman

Version No: JVL/POL/EHSP/00 – March 15, 2021



CLIMATE CHANGE MITIGATION POLICY

Jubilant Ingrevia Limited and its subsidiaries recognize the risk of climate change and are committed to mitigate its impact. Our initiatives to reduce greenhouse gas (GHG) emission are, to:

- Join hands with the employees, families & community to create awareness
- Undertake energy conservation measures
- Benchmark our activities for optimum use of resources
- Involve suppliers to reduce emissions through sustainable practices in our supply chain
- Limit greenhouse gas emission by process optimization and pollution prevention
- Adopt advance information technology to reduce travel related emission
- Nourish the mass plantation in the units and the vicinity for carbon sequestration
- Monitoring and disclosing our GHG emission performance transparently
- Transform above initiatives into actions

We shall endeavor to implement this policy to mitigate the risk of climate change at Jubilant.

Version No: JVL/POL/CCMP/00 – March 15, 2021



Hari S Bhartia
Co-Chairman



ENERGY POLICY

Jubilant Ingrevia Limited and its subsidiaries are committed to Procure, Generate and Use Energy in most cost effective, efficient and environmentally responsible manner and accord highest priority for energy conservation (ENCON) in all our activities processes and services.

We would strive to make ENCON a way of life and our aim is to drive towards best energy performance for respective product in the industry, we operate. We are committed to comprehensive energy management within our facilities, processes and across our value chain.

We shall achieve this by:

- Establishing an effective Energy Management System and implementing ENCON objectives
- Monitoring our operational Energy efficiency at all levels and making all efforts for continual improvement in energy performance
- Involving all the employees by training and motivation for the energy efficient operations of processes and equipment
- Controlling our energy consumption by adopting energy efficient technologies, processes and purchasing energy efficient products, equipment and services
- Considering Energy performance improvement opportunities and operational control in the design of new, modified and renovated facilities equipment, systems and processes
- Conserving fossil fuels through enhanced use of cleaner energy sources and energy recovery (eg. Renewables, Waste Heat Recovery)
- Considering environmental criteria such as energy intensity and associated emissions when purchasing raw, packaging and auxiliary materials or when transporting finished products
- Strive for continuous improvement by setting annual energy efficiency targets and planning actions to achieve the same
- Ensuring all compliance obligations and following best practices for energy sourcing, usage and consumption
- Making information and resources available to all Employees for energy conservation initiatives.
- Engage with stakeholders across the value chain to propagate energy efficiency
- Incorporate forward-looking energy considerations into our business decision making processes, particularly our capital process

This policy is communicated to all the Employees of our organization for information, implementation and review.

Hari S Bhartia
Co-Chairman

Version No: JVL/POL/EP/00 – March 15, 2021



Sustainable Development Goals

CHAPTER TWO

On 1 January 2016, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development officially came into force. Over the next fifteen years, with these new Goals that universally apply to all, countries will mobilize efforts to end all forms of poverty, fight inequalities and tackle climate change, while ensuring that no one is left behind.

The SDGs, also known as Global Goals, build on the success of the Millennium Development Goals (MDGs) and aim to go further to end all forms of poverty. The new Goals are unique in that they call for action by all countries, poor, rich and middle-income to promote prosperity while protecting the planet. They recognize that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

Jubilant very well understand this vision of the UN and wish to join hands with other corporate houses and local government agencies to contribute its own pie and want to be a partner of the great change UN wants to bring in to address basic needs of a major part of global population who are still left behind.

We are co-relating our sustainability initiatives including community programs with Sustainable Development Goals (SDGs) set by UN and find another meaningful and visible purpose of doing business, purpose of becoming a partner in contributing to achieve global common goals, the SDGs. These SDGs will act as an impetus for our existing business and reinstate the foundation of our inclusive business model integrating the sustainability principles. Moving ahead, we have now set new and higher goals in the form of ‘Sustainability Goals 2024’. These goals are inspired from United Nations Sustainable Development Goals (SDGs), India’s Intended Nationally Determined Contributions (UN Paris Agreement), NITI Aayog etc. Jubilant is partnering with its surrounding communities and has been working with them for a long time to bring progressive social change through its community development programs. Majority of its community programs are already aligned with some of the SDGs like alleviation of poverty & hunger, encourage good health & improve quality of education and others. Jubilant embeds sustainability in its business strategy to deliver substantial stakeholder value through innovative social development models that focus on four key pillars – Education & digital literacy in rural areas, accessible & affordable basic health care, enhancing sustainable livelihood and promoting social enterprises in India. We put people and communities at the heart of our CSR initiatives. All our initiatives are in line with the United Nation’s SDGs.

The Company through Jubilant Bhartia Foundation, which is a Section 8 Company, implements its CSR activities (in line of the provision of the Act) for the community around its manufacturing location. It follows the approach of 4P model (Public-Private- People-Partnership) for empowering communities. Jubilant Bhartia Foundation (JBF) is a “not for profit” organization established in 2007 by Jubilant Bhartia Group to implement its Corporate Social Responsibility programs. Education & digital literacy in rural areas, basic healthcare service and livelihood generation programs focused on improving the employability of women and local youth are the areas where the Company is focused and taking up well-structured long term community development programs through JBF.

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

Alignment of our sustainability initiatives including Community programs with the SDGs has been provided in this chapter.

The Sustainable Development Goals are:



No Poverty



Zero Hunger



Good Health and Well-Being



Quality Education



Gender Equality



Clean Water and Sanitation



Affordable and Clean Energy



Decent Work and Economic Growth



Industry Innovation and Infrastructure



Reduced inequalities



Sustainable Cities and Communities



Responsible Consumption and Production



Climate Action



Life below Water



Life on Land



Peace, Justice and Strong Institutions



Partnerships for the Goals

JUBILANT'S SUSTAINABILITY INITIATIVES ALIGNING WITH THE SDGs

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

Given below is the summary of initiatives taken by Jubilant towards each SDG during the year 2020-21:

Goal 1: No Poverty

The first goal of SDGs mention that poverty is more than lack of income or resources- it includes lack of basic services, such as education, hunger, social discrimination and exclusion, and lack of participation in decision making.

Our Initiatives:

1. **JubiFarm** Strengthening livelihood by facilitating access of farmers to modern and sustainable farming methods at Gajraula, Nira, Savli, Bharuch and Nanjangud locations •
2. **Enhancing the livelihood opportunity:**
 - Facilitated stitching of reusable cotton mask through local women of community to enhance the livelihood opportunity at Gajraula, Nira, Samlaya, Bharuch Nanjangud and Roorkee
 - The all women uniform stitching centre project at Nanjangud continued this year as well
3. **Enhancing the life of the local community:** Neem leaves powder is being procured through local Self Help Group of Women and having potential to create livelihood opportunity for 200 women in the surrounding area of Samlaya.
4. **Skill development:**
 - Vocational trainings/Skill development were imparted to youth and women in Bharuch, Nira and Nanjangud on various vocational trades like tailoring, soft skills, embroidery, personality development and baking. •
 - Online Certification course organised for 21 youths from Gajraula, Bharuch, Noida and Samlaya on Skill development focused on "Logistics and Supply chain management" through Safeduate Learning Pvt. Limited, a training, skilling and consulting organisation.

Goal 2: Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture is the objective of this goal. In response to this major social problem, the Company is implementing project Combating Malnutrition.

Combating Malnutrition: The project on combating malnutrition through real time growth monitoring of children of age group 0 – 5 years continued in 32 villages around Gajraula location in Uttar Pradesh. The initiative contributes towards the fulfilment of SDG with respect to Zero Hunger.

The project aims towards improving the nutritional status of children under the age of five years in target villages. The project focuses on behaviour change communication and creating a supporting environment. The growth monitoring of target children is done through mobile based biometric enabled IT platform by the select women health guard (Swasthya Praharis).

This is followed by the grading of the target children as per their weight. The malnourished children are advised on improvement of diet and nutrition. The children in Severe Acute Malnutrition (SAM) category are recommended for Nutrition Rehabilitation Center (NRC), a Government health facility where SAM children are admitted and managed.

Also, the Company sends a pre-recorded voice messages to the expecting/ pregnant mothers which includes information on their well-being and nutritional requirements

Goal 3: Good Health and Well-Being

This SDG aims at ensuring healthy lives and promote well-being for all at all ages. The Company is able to contribute to this objective of ensuring healthy lives and promote well-being for all at all ages through its various health programs delineated below:

JubiCare Tele-clinic:

A telemedicine application, conceptualised and developed by Jubilant Bhartia Foundation. This telemedicine interface provides a real-time Patient - Doctor consultation through text/audio/video.

Swasthya Pahari:

The Swasthya Praharis are the women health guards who are identified from the local community around the manufacturing location to provide consultation to pregnant and new mothers and also implement the initiatives for combating malnutrition in children of 0-5 years of age at Gajraula

Community Health Services:

JBF Medical Centre (JBFMC), the healthcare facility at Gajraula equipped with Out Patient Department (OPD), Day Care, Lab Test and Directly Observed Treatment, Short course (DOTS) for Tuberculosis, Integrated Counselling and Testing Centre (ICTC), X-Ray etc. is operational for providing services to the community in vicinity.

Goal 4: Quality Education

This goal is all about inclusive and equitable quality education and promote lifelong learning opportunities for all.

Quality Education: The Company thrusts on strengthening education and learning environment in rural areas to improve the quality of education for the rural community. This year, following new initiatives were implemented:

E- Muskaan, Supporting Education through Digital Literacy:

Jubilant has partnered with iDream Social Edtech Foundation engaged in facilitating digital education in local languages to provide e-content absolutely for no cost to students at all project 'Muskaan' schools across the locations through iDream Learning App to help in continuity of academic learning.

Youth Development Programme:

Muskaan Fellowship is a unique youth leadership training programme developed by Jubilant Bhartia Foundation, focusing on sensitising and enhancing the capacity of young people on community issues. Muskaan Fellowship Chapter 2, commenced with a virtual assessment and recruitment process. 23 young people were recruited to become part of the Muskaan Fellowship, 2020-2021 cohort. The Muskaan Fellowship alumni played a pivotal role in the mobilisation, assessment and selection of the new batch of Fellows

Goal 5: Gender Equality

Gender Equality: The Company follows its policy of non-discrimination and ensures every one with equal access to health care, quality education, career and vocational guidance, employment, remuneration, occupational health and safety and social security etc.

Stitching Centre projects is operational at Nanjangud and is operated by women SHG with business linkages in the Company itself. The project continued creating positive impact by empowering several women towards economic independence

Neem Pulverisation Project at Savli and Project Swasthya Prahari (Women Health Guards are actively involved in most of the health projects at Gajraula) also contribute towards gender equality in respective communities they work for

Goal 6: Clean Water and Sanitation

This goal deliberates on availability and sustainable management of water and sanitation for all. Jubilant is also working for the same in some of its project locations. The Company understand that with time potable water is becoming one of the scare resource across the globe and India is also vulnerable to this problem. The Company understand that we need to judiciously use our water resources surrounding our manufacturing sites and make this critical resource mutually convenient for both community and business. During FY 2020-21, Water purification unit for community at Gajraula and Nanjangud has helped community to have an access to clean drinking water.

Jubilant Ingrevia Limited is continuously monitoring, reviewing and optimising its water consumption through process modifications and adoption of new technologies. The Company strives to recycle back, usable water from the effluents after treatment in order to reduce fresh water consumption. Most of our Indian manufacturing facilities are zero liquid discharge. The Bharuch site discharges treated effluent through Gujarat Industrial Development Corporation pipeline, while Savli sends their treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities. The quality norms are based on regulatory parameters such as Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), Power of Hydrogen (pH) etc., are monitored internally and externally as per regulatory requirement.

We also conducted hydro-geological studies in the Gajraula region and in a few other major operations to assess the impacts of this Company's processes on the water-security. Following our impact assessment, we adopted 135 ponds in FY 2020, in and around the Gajraula district and further made rain water harvesting structure to harvest rainwater. After this large-scale initiative, Gajraula plant is not only in compliance with CGWA regulations, but also has created a recharge potential.

Goal 7: Affordable and Clean Energy

Jubilant Ingrevia Limited is dedicated towards finding alternate sources of affordable, renewable and clean energy as well. Solar, Biogas and Biomass are the direct renewable energy sources used in the overall energy mix of the Company. It has invested significantly to generate energy from its distillery effluent in the form of Bio-gas, fired in the process furnaces.

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

Goal 8: Decent Work and Economic Growth

The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India 288 employees are covered by collective bargaining agreements with trade unions and worker committee. There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.

Jubilant Ingrevia Limited upholds UNGC principles on Human Rights with the right spirit and due commitments which is reflected in the Company's promise statement. Like in any other company, employees expect high standards of professionalism, dignity and respect at workplace.

The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in the Business Code of Conduct. This Business Code of Conduct is available to all employees through intranet. The Company also has dedicated HR teams that monitors any violation of Company policies and Codes involving Human Rights challenges. Last

year the 'Code of Conduct' was revisited and around 1610 hours of training on revised content and related topics like Values, POSH, Compliance etc. was provided to 95% of the employees, by our HR team across all offices and operations. There has been no incidence recorded through formal organisational grievance mechanism pertaining to Human Rights, corruption, labour practices during this reporting period.

Goal 9: Industry, Innovation and Infrastructure

The Company is operating through multiple locations and thereby contributes to the development of the respective local areas by providing employment, developing basic infrastructure, etc. With increasing unemployment across the globe, there is increasing demand for local employment in the communities surrounding our manufacturing facilities, particularly in India. Even though, Jubilant recruits employees based on their skills and merit, around 90% of employees at significant operations are local employees. They are preferred as long as they meet the specific roles set by the Company. Employee salaries are always higher than the minimum wages mandated by the local regulation. The Company sources its material, machinery, spares, stores, etc. from across the globe without compromising on quality and value. Preference is given to the local suppliers if they satisfy the requisite specifications. In monetary terms, the Company sources 25.62% of its material, machinery, spares store etc. domestically. Whereas, 74.38% was sourced from other countries for Indian operations in 2020-21

In order to gear up with the changing global scenario and stay competitive, our fourth pillar, Technology, has been integrated to every aspect of R&D, which has been revamped with the changing times to Research Development and Technology (RDT). Our technology-enabled RDT is gearing up to adapt to Industry 4.0.

Goal 10: Reduced Inequalities

Jubilant prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground at workplace. Equal remuneration is provided to the male and female members of the workforce for the similar set of work. Jubilant Ingrevia Limited has applied to become a signatory to the **CII Code of Conduct on Affirmative Action** that reconfirms the Company's commitment to equal opportunity in employment for all sections of society. Before demerger of the Company from Jubilant Pharmova Limited (earlier Jubilant Life Sciences Limited) was signatory to the CII Code of Conduct on Affirmative Action.

Goal 11: Sustainable Cities and Communities

The SDGs have talked about making human settlements inclusive and sustainable. The Company through JBF is implementing the projects which are sustainable and inclusive. The company believes in sustainable development, which we interpret as growing our business while meeting the legitimate concerns of our stakeholders. Jubilant takes a proactive role in empowering local communities to improve their quality of life so as to achieve the goal of inclusive growth. The Company's CSR projects/programmes are designed in such a way where the community is involved from the planning to impact assessment level. The community shares human capital as well as various other resources in terms of land and cost of additional infrastructure development.

Since the selected community programs are based near our manufacturing locations, our involvement in the community initiatives will be for a long tenure. However, we have a focused approach of developing the projects in self-sustainable model.

Goal 12: Responsible Consumption and Production

Sustainable consumption and production is about doing more and better with less. It is also about decoupling economic growth from environmental degradation, increasing resource efficiency and promoting sustainable lifestyles. Sustainable consumption and production can also contribute substantially to poverty alleviation and the transition towards low-carbon and green economies.

The Sustainability Policy, Environment Health & Safety (EHS) Policy, and the Climate Change Mitigation Policy set the overall direction of the Company's commitment towards achieving environment performance excellence. In addition, the Company has also adopted and communicated Green Supply Chain Policy to its suppliers, expecting them to be sensitive towards environment.

Goal 13: Climate Action

Climate change and its impact is now very much evident and is a global phenomenon and our Company is no exception to this. Jubilant Ingrevia Limited understands the damage potential climate change can bring to our businesses with respect to natural resources like water and agro-based raw materials like molasses. We believe that global emission of Greenhouse Gases (GHG) is the major contributor for climate change. Our customers also inquire about the GHG emissions for the products that they purchase.

The Company is monitoring and reporting its GHG emission regularly. It is one of the few companies in India disclosing GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP)

The Company conducted life cycle based carbon footprint studies by a reputed external agency during FY 2011-12. The study was conducted on 15 key products of the Company using the cradle to gate approach.

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

In the reporting year (FY 2021) we have reduced our specific GHG emission to 1.50 tCO₂e/MT against the set target of 1.58 tCO₂e/MT.

Goal 14: Life below Water

Global demand for water will exceed supply by 40% by 2030. Business will be subjected to water shortages, water quality decline and water price volatility. Being a Life Sciences company, we are dependent on water for many of our manufacturing processes. At the same time, we also deeply understand how critical this natural resource is to human life and ecosystems.

Jubilant Ingrevia Limited is continuously monitoring, reviewing and optimising its water consumption through process modifications and adoption of new technologies. The Company strives to recycle back, usable water from the effluents after treatment in order to reduce fresh water consumption. Most of our Indian manufacturing facilities are zero liquid discharge. The Bharuch site discharges treated effluent through Gujarat Industrial Development Corporation

pipeline, while Savli sends their treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities. The quality norms are based on regulatory parameters such as Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), Power of Hydrogen (pH) etc., are monitored internally and externally as per regulatory requirement

Goal 15: Life on Land

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

Goal 16: Peace, Justice and Strong Institutions

The Board of Directors ('Board') is the apex and highest governing body in Jubilant Ingrevia Limited. The Board along with its Committees provides leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities thereby ensuring that the management adheres to high standards of ethics, transparency and disclosures

The Board's objective is to create sustainable value for all stakeholders, provide vision to the Company and oversee implementation of the Board's decisions. Jubilant Ingrevia Limited is led by a team of eminent individuals who inspire, lead and contribute to the growth of the Company. The Board of Directors of Jubilant Ingrevia Limited is a judicial mix of executive, non-executive, independent and non-independent Directors. As on March 31, 2021, the Board comprised two Executive Directors and three Non-Executive Directors. The Board had five Independent Directors including one woman Directors. All members of the Board are well experienced and bring expertise in the fields of Life Sciences, Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, etc. (Please refer Annual Report for further information: [https:// www.jubilantingrevia.com/investors/ financials/annual-reports](https://www.jubilantingrevia.com/investors/financials/annual-reports))

The Independent Directors constitute half of the Board strength, thus ensuring independence and transparency of the Board's decision-making process. The Independent Directors are not associated with the Company in any executive capacity. They do not have any material pecuniary relationship with the Company other than their remuneration. The Independent Directors, by furnishing a Certificate of Independence to the Board, affirm their independence on an annual basis.

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

Key Committees of the Board are:

- Audit Committee
- Nomination, Remuneration and Compensation Committee
- Stakeholders Relationship Committee
- Sustainability & CSR Committee
- Risk Management Committee
- Finance Committee

The role, terms of reference and composition of these committees are available in detail in the Corporate Governance Report forming part of the Annual Report.

There are several codes and policies framed by the Board in compliance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Following are the salient codes and policies which provide broad guidelines for smooth and transparent functioning of the Board and are explained in our Annual Report: www.jubilantingrevia.com/investors/financials/annual-reports

- Code of Conduct for Directors and Senior Management
- Code of Conduct for Prevention of Insider Trading
- Corporate Social Responsibility Policy
- Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions
- Policy on Board Diversity
- Succession Plan for Board Members and Senior Management
- Whistle Blower Policy
- Policy for Determination of Materiality of Events and Information
- Risk Management Policy
- Performance Evaluation Policy
- Appointment and Remuneration Policy
- Policy for Determining Material Subsidiaries
- Dividend Distribution Policy
- Policy for Preservation of Documents
- Archival Policy
- Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
- Policy and Procedure for Inquiry in case of Leak or Suspected Leak of Unpublished Price Sensitive Information

At Jubilant, good governance is a tradition and a way of life and ‘Our Promise’ and ‘Our Vision’ set the overall direction on corporate governance of the Company.

The Vision, Values and Promise statements of the Company are adopted by businesses and all other functions in the Company. There are several internally developed policies and codes adopted by the Company for good corporate governance. In addition to the above mentioned policies framed by the Board, there are several other policies adopted by the Company ensuring effective governance in regular operations. The information is also available on the Company’s website (<https://jubilantingrevia.com/sustainability/policies/ehs-policy>).

Goal 17: Partnerships for the Goals

Partnerships for the Goals: The Company engages and collaborates with several local and global organisation on a continuous basis. Some of the major engagements during this year with different organisations in strengthening our social development projects are:

Schwab Foundation for Social Entrepreneurship: The Social Entrepreneur of the Year Award celebrates the advancement of social innovation worldwide. The award recognises the individuals and organisations who implement innovative, sustainable and large-scale solutions to address poverty, indignity and the lack of basic services and resources in Bottom of the Pyramid and ultra-poor communities. They work in areas as diverse as health, education, job creation, water, clean energy and building identity and entitlements and access to information and technology. Jubilant Bhartia Foundation in partnership with the Schwab Foundation is working towards providing unparalleled platforms to leading social entrepreneurs of India as a key element for inclusive growth.

Pravah: JBF associated with Pravah for training of the youth under the Muskaan Fellowship initiative-A youth development program

Panasonic: JBF continued its partnership with Panasonic in implementing a health project at Jajjhar district of Haryana

I Dream: JBF is implementing Digital Literacy Programme in association with I Dream

HP: JBF partnered with HP for Digital Education Program

Safeduate Learning Pvt. Ltd: Partnered with Safeduate for online training programme of rural youths on supply chain

SADRAG: Associated with SADRAG for employee engagement initiative

The Company also has membership of various associations and the list has been provided at page no 81 of Sustainability Report FY 2021.

Please note that the Company has prepared its sustainability report FY 2021 following GRI Sustainability Reporting Standards in accordance with the 'Comprehensive' option and the report is assured by third party [Ernst and Young Associates LLP (EY)]. The report copy is publicly available in the Company website in following link: <https://jubilantingreva.com/about-us/sustainability/sustainability-report>. For further detail about the Company policies and systems in place and the performance against any of the UNGC ten principles and relevant SDG goals, anybody can refer our latest published sustainability report available in previously mentioned company website link.