

**UNITED NATIONS GLOBAL COMPACT  
COMMUNICATION ON PROGRESS REPORT  
2021-22**

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## **ABOUT REPORTING ORGANIZATION: JUBILANT PHARMOVA LIMITED**

Jubilant Pharmova Limited, is an integrated global Pharmaceuticals Company having three business segments, 'Pharmaceuticals', 'Contract Research and Development Services' and 'Proprietary Novel Drugs'. Jubilant Pharmova Limited has a team of multicultural people across the globe and is committed to delivering value to its customers. The Company is well recognised as a 'Partner of Choice' by leading pharmaceutical companies worldwide.

### **Business Segments-**

**Pharmaceuticals:** The Pharmaceuticals segment is engaged in manufacturing and supply of Radiopharmaceuticals with a network of 48 Radiopharmacies in the US, Allergy Immunotherapy, Active Pharmaceutical Ingredients (APIs), Solid Dosage Formulations and in the Contract Manufacturing of Sterile and Non-Sterile products (CMO) through six manufacturing facilities that cater to all the regulated markets including the US, Europe and other geographies. These facilities are inspected frequently by most of the global regulatory agencies including US FDA.

**Contract Research and Development Services:** Contract Research and Development Services business through Jubilant Biosys Limited provides innovation and collaborative research to global pharmaceutical innovators through two world-class research centers in Bengaluru and Noida in India. The business has doubled its capacity at the Greater Noida facility, which became operational in August 2021.

**Proprietary Novel Drugs:** Proprietary Novel Drugs business through Jubilant Therapeutics Inc. is an innovative patient-centric biopharmaceutical Company developing breakthrough therapies in the area of oncology and auto-immune disorders.

Jubilant Pharmova Limited is regularly engaging with key stakeholders to address their aspirations and expectations. We believe in collaborations and inclusive growth. Our engagement endeavors help us to craft the solutions towards common sustainability goals. Our Promise of Caring, Sharing and Growing is the essence of our activities that are directed towards sustainable growth. Jubilant's approach to sustainable development focuses on the triple bottom line of Economic, Environment and Social performance along with strong focus on corporate governance.

Jubilant Pharmova Limited has been publishing its Sustainability Report since 2003 following the GRI reporting framework and its principles. The latest Sustainability Report for FY 2022 has been prepared in accordance with the 'GRI Standards: Comprehensive option' and externally assured by Ernst & Young (EY).

This sustainability report reflects our commitment towards sustainable development and continued efforts directed towards protecting the environment & human rights and maintaining sound labour practice wherever we operate.

### **Contact:**

**Mr. Naresh Kapoor, Company Secretary**

**Phone No.: 0120-4361141, E-mail: [naresh.kapoor@jubl.com](mailto:naresh.kapoor@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

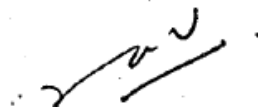
### STATEMENT OF SUPPORT AND COMMITMENT OF THE CHAIRMAN & CO-CHAIRMAN

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. Naresh Kapoor, Company Secretary

Phone No.: 0120-4361141, E-mail: [naresh.kapoor@jubl.com](mailto:naresh.kapoor@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 Pharmova 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:

<b>Principle</b>	<b>Statement</b>
<b>Principle 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights
<b>Principle 2</b>	Businesses should make sure that they are not complicit in human rights abuses
<b>Principle 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
<b>Principle 4</b>	Businesses should uphold the elimination of all forms of forced and compulsory labor
<b>Principle 5</b>	Businesses should uphold the effective abolition of child labor
<b>Principle 6</b>	Businesses should uphold the elimination of discrimination in respect of employment and occupation
<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges
<b>Principle 8</b>	Businesses should undertake initiatives to promote greater environmental responsibility
<b>Principle 9</b>	Businesses should encourage the development and diffusion of environmentally friendly technologies
<b>Principle 10</b>	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
<b>HUMAN RIGHTS</b>		
<b>PRINCIPLE 1</b>	<b>Businesses should support and respect the protection of internationally proclaimed human rights</b>	<ul style="list-style-type: none"> <li>Jubilant respects and follows universal declaration of human rights and fundamental freedom. The Company also complies with all human rights related regulatory requirements of the land of incorporation of its businesses across the world.</li> <li>These fundamental principles of human rights are embedded in the Company's Code of Conduct and all employees are required to respect and follow these principles strictly.</li> <li>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 &amp; Compulsory Labor, Non Discrimination, and Bribery &amp; 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 2022, 288 hours of training on the 'Code of Conduct' was imparted by our HR team across all offices and operations of Jubilant Biosys.</li> </ul>
<b>PRINCIPLE 2</b>	<b>Businesses should make sure that they are not complicit in human rights abuses</b>	<ul style="list-style-type: none"> <li>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</li> </ul>

		<p>implementation of the human rights policies and takes responsibility of resolving any violations arising.</p> <ul style="list-style-type: none"> <li>• Jubilant has a Whistle-Blower policy and Ombudsperson addressing 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.</li> <li>• Under this policy, the employees can report any information which they believe reflects serious malpractice, impropriety, abuse or violation of Code of Conduct in relation to the Company's functioning. To maintain the reporting and anonymity of the whistle-blower, the company has a dedicated portal and Ombudsperson email ID: Ombudsperson@jubl.com</li> <li>• The online portal (<a href="http://www.cwiportal.com">www.cwiportal.com</a>) is another way of reporting concerns and maintaining complete anonymity of the whistle-blower. No case of Human Rights violation or corruption was reported to the Ombudsperson's office during the reporting period.</li> <li>• The Company has operations at various locations across India and North America. Jubilant supports &amp; accepts the local cultures of various geographies it operates in. There have been no violations involving rights of indigenous people or those related to human rights in Jubilant during this reporting period.</li> <li>• The principal goal of supply chain management (SCM) at Jubilant 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 Sustainability Policy. All suppliers have been communicated about Jubilant supplier's code of conduct which mandates ethical business conduct. The same has been also uploaded on our company's website. Annual supplier Audits</li> </ul>
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		are conducted internally to cover critical vendors at least once in three years. Supplier sustainability assessment includes performance assessment against parameters such as environment, labor practice, human rights and social impact.
<b>LABOR</b>		
<b>PRINCIPLE 3</b>	<b>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</b>	<ul style="list-style-type: none"> <li>The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities.</li> <li>In Nanjangud Unit, India, 203 employees are covered by collective bargaining agreements with trade unions and worker committee. At the Montreal Unit, Canada, 158 employees were covered by Trade Unions/ Collective Bargaining Agreements as of March 31, 2022. There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.</li> </ul>
<b>PRINCIPLE 4</b>	<b>Businesses should uphold the elimination of all forms of forced and compulsory labor</b>	<ul style="list-style-type: none"> <li>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.</li> <li>The Company encourages its suppliers and service providers to adhere to a 'no forced and compulsory labor' code.</li> <li>The employees are free to quit work at any time after serving the requisite notice period as stipulated in the terms of appointment.</li> <li>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.</li> </ul>

		<ul style="list-style-type: none"> <li>No incident of forced or compulsory labor at the suppliers' end came to the Company's notice during this reporting year.</li> </ul>
<b>PRINCIPLE 5</b>	<b>Businesses should uphold the effective abolition of child labor</b>	<ul style="list-style-type: none"> <li>The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in the Code of Conduct. This Code of Conduct is available to all employees through intranet. It is Code not to employ children as labor. In order to ensure this, in certain jurisdictions, every applicant is required to submit a proof of age.</li> <li>The Company is committed to work in a pro-active manner to eradicate child labor 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-labor' Code.</li> <li>There were no cases of child labor reported within the organization or came to the Company's notice involving its suppliers during FY 2022.</li> </ul>
<b>PRINCIPLE 6</b>	<b>Businesses should uphold the elimination of discrimination in respect of employment and occupation</b>	<ul style="list-style-type: none"> <li>Jubilant 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.</li> <li>The Company has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without the fear of retaliation / victimization / discrimination which is a sine qua non for an ethical organization. No discrimination is practiced during the Human Resource processes of recruitment, employee development and rewarding performance.</li> <li>Members of the highest governing body, being the Board of Directors, are also selected on merits.</li> <li>Jubilant is a signatory to the policy on <b>CII Code of Conduct for Affirmative Action</b> that reconfirms our commitment that equal opportunity in employment for all sections of society is a component of our growth and competitiveness. Equal remuneration is</li> </ul>

		<p>provided to the male and female members of the workforce for the similar set of work. The prevailing law in North American manufacturing locations is very stringent and any form of gender discrimination is prohibited.</p> <ul style="list-style-type: none"> <li>During FY 2022 no case of discrimination nor sexual harassment was reported to the Ombudsperson's office.</li> </ul>
<b>ENVIRONMENT</b>		
<b>PRINCIPLE 7</b>	<b>Businesses should support a precautionary approach to environmental challenges</b>	<ul style="list-style-type: none"> <li>For a sustainable world, environmental protection is the need of the hour. Knowing that, Jubilant proactively works towards implementing initiatives to balance environmental and business needs of the company and community. The management has adopted and implemented international management systems and technologies to mitigate environmental challenges arising due to daily operations.</li> <li>Environment, Health &amp; Safety (EHS) Policy, Climate Change Mitigation and Energy Conservation Policy and Sustainability Policy set overall direction of the Company's commitment towards achieving environment performance excellence. In addition, the Company has also adopted and communicated Supplier Code of Conduct to its suppliers, expecting them to be sensitive towards the environment.</li> <li>The Company sets environmental targets to monitor its environmental performance in an ongoing basis. The performance against these targets are reported to the Board of Directors and presented in the Sustainability Report. Environmental goals of key manufacturing sites are set and tracked under sustainability goals. Dedicated EHS teams at the Corporate Office and manufacturing facilities effectively manage the environmental aspects of the organization. Environmental performance is reviewed regularly through internal and external audits. New projects are assessed for identifying any potential hazards related to environment,</li> </ul>

		<p>health and safety. The CEOs and the Sustainability &amp; CSR Committee review the EHS performance on a half yearly basis along with sustainability performance. 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 CEOs and down the line, to ensure sustained focus on environmental challenges.</p> <ul style="list-style-type: none"> <li>• Conformity: Jubilant have a cloud based compliance management and reporting system across key entities at North America and India locations. The purpose of this robust system is to further strengthen governance towards compliance management in line with the Company's business objectives.</li> <li>• Gensuite: Jubilant Pharma has an EHS solution, GenSuite, which is a cloud based management system that provides integrated EHS applications into a suite of tools specific for each business. The applications are related to management of corrective actions, incidents recording, incident investigation, data mining, auto notifications and compliance calendar among others.</li> </ul>
<b>PRINCIPLE 8</b>	<b>Businesses should undertake initiatives to promote greater environmental responsibility</b>	<ul style="list-style-type: none"> <li>• Jubilant Pharmova limited aims to operate through a low carbon footprint and actively supports in mitigating the risk of climate change. The commitment from the top management is visible in the form of climate change mitigation and energy conservation policy which aims to mitigate the risk of climate change through participatory and collaborative efforts. The Company also monitors changes in regulation which may result in financial implication with respect to energy and other resources relevant to the Company's business. In FY 2021-22, the Business Excellence team of the Company implemented 11 energy saving projects in the reporting year that has directly contributed towards reduction of around 6.5 TJ of energy consumption (Electricity -648,533 kwh, Steam - 1509 MT, FO - 51 MT).). This is equivalent to 898</li> </ul>

		<p>tCO<sub>2</sub>, resulting in total savings of INR 24.8 million.</p> <ul style="list-style-type: none"> <li>• The Company is also 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.</li> <li>• 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.</li> <li>• The Company achieved 48.4% reduction in specific GHG emissions with respect to baselines FY 2019. Against the target to reduce specific GHG emissions to 18.1 tCO<sub>2</sub>/Revenue in Crore INR in FY 2022, the Company achieved 10.12 tCO<sub>2</sub>/Revenue in Crore INR.</li> <li>• The Company achieved 18.3% reduction in specific water consumption with respect to baselines FY 2019. Against the target to reduce specific water consumption to 114.8 m<sup>3</sup>/Revenue in Crore INR in FY 2022, the Company achieved 98.93 m<sup>3</sup>/Revenue in Crore INR.</li> <li>• The Company achieved 37.7% reduction in specific energy consumption with respect to baselines FY 2019. Against the target to reduce specific energy consumption to 136.34 GJ/Revenue in Crore INR in FY 2022, the Company achieved 91.69 GJ/Revenue in Crore INR.</li> </ul>
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<b>PRINCIPLE 9</b>	<b>Businesses should encourage the development and diffusion of environmentally friendly technologies</b>	<ul style="list-style-type: none"> <li>• The Company acknowledges that managing of wastes requires intensive use of environmentally sound technology for its handling and disposal. Waste minimization, waste recovery &amp; reuse and scientific disposal of waste are the three approaches adopted by Jubilant for all type of wastes, whether hazardous or non-hazardous. At Jubilant, the non-hazardous wastes are either recycled or reused by the third parties. 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 in order to protect the environment. The Company believes in supporting circular consumption patterns of re-using, re-storing and repairing 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"> <li>• Recycle and reuse through authorised third party</li> <li>• Co-processing at cement kiln</li> <li>• Secured land fill</li> <li>• Incineration (both solid and liquid)</li> </ul> </li> <li>• 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.</li> <li>• Renewable electricity (Solar/wind) and biodiesel are the direct renewable energy sources used by the Company at present.</li> </ul>
<b>ANTI-CORRUPTION AND PREVENTION OF BRIBERY</b>		
<b>PRINCIPLE 10</b>	<b>Businesses should work against corruption in all its forms, including extortion and bribery</b>	<ul style="list-style-type: none"> <li>• Jubilant Pharmova Limited is committed to avoiding any form of corruption in any of its business dealings. Jubilant 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.</li> </ul>

		<ul style="list-style-type: none"> <li>• We provide the Code of Conduct to all our new hires on their first day. All governance body members have been communicated on the organisation's anti-corruption policies and procedures.</li> <li>• Starting this Fiscal Year, our legal department purchased an e-learning specifically for anti-corruption on top of the Code of Conduct, its assignments are part of the communication; however, its training completion will be reflected in next year report.</li> <li>• In order to prevent and detect frauds and errors, perpetual audit activity is carried out by internal Ernst &amp; Young LLP auditors across all operations. Subsequently, follow up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions.</li> <li>• In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. In addition to this risk, other significant risks are specified under 'Risks and Opportunities' section of the sustainability report.</li> <li>• The Company has framed the Code of Conduct for its Directors and senior management. This CoC clearly prohibits any form of corruption in any business dealings. The CoC has been communicated to our Directors and they annually affirm compliance with CoC. 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 in case of Directors and to the Co-Chairman and Managing Director ('CCMD') in case of Senior Management) if their personal interest interferes with the interest of the Company.</li> <li>• Apart from ensuring honest and ethical conduct, the Code of Conduct of the Company also covers issues related to integrity, confidentiality, insider trading, dealings with outsiders, gifts &amp; donations and action on violation of the Code.</li> </ul>
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		<p>The Company has made the Code of Conduct available to all employees through the intranet.</p> <ul style="list-style-type: none"> <li>• The Company has adapted 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 the trading of securities of the Company by Directors and Designated Persons while in possession of the unpublished price sensitive information with the Company or its securities.</li> <li>• Last year, the Code has been revised by the Board, pursuant to the SEBI (Prohibition of Insider Trading) Regulations, 2015 (the 'SEBI Insider Trading Regulations'), as amended. Salient changes in the revised Code include amendment of Structure Digital Database, changes in the operative provisions and reporting of violations in the Code to the Stock Exchanges.</li> <li>• Dealing in the shares of the Company by the Designated Persons is effectively monitored for ensuring compliance with the Code. Report on dealing in shares of the Company by the Designated Persons is placed before the Chairman of the Audit Committee and the Board. Pursuant to the SEBI Insider Trading Regulations, the Company has established a Structured Digital Database with adequate internal controls and checks such as time stamp and audit trails. The Company has also established effective internal controls to ensure compliance with the SEBI Insider Trading Regulations. These internal controls are reviewed annually by the Audit committee and the Board of Directors to ensure effectiveness of such controls.</li> <li>• There has been no incidence recorded through formal organizational grievance mechanism pertaining to corruption during this reporting period.</li> </ul>
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Issue Date: June 7<sup>th</sup>, 2021

### Climate Change Mitigation and Energy Conservation Policy

Jubilant Pharmova Limited and its subsidiaries recognize the impact of greenhouse gas emissions, risk of climate change and are committed to mitigate its impact by following the below initiatives:

- Join hands with the employees, families & community to create awareness on greenhouse gases emission and its impact on climate change.
- Involve all the employees by making information resources available, training and motivation for the energy efficient operations, processes and equipment.
- Engage with stakeholders across the value chain to reduce emissions through adopting sustainable practices and propagate energy efficiency.
- Establish an effective energy management system and implementing energy conservation initiatives.
- Ensure all compliance obligations and strive for continuous improvement by benchmarking, setting annual energy efficiency/ greenhouse gas emissions reduction targets, and planning actions to achieve the same.
- Shall strive for responsible policy advocacy on sustainability practices through industry representations at national and international forums to support policy decisions beneficial for society at large.
- Monitor our operational energy efficiency/ greenhouse gas emissions at all levels and making all efforts for continual improvement in energy performance and greenhouse gas emission reduction.
- Limit greenhouse gas emission by process optimization and controlling our energy consumption by adopting energy efficient technologies and processes.
- Purchase energy efficient products, equipment and services for all new, modified and renovated facilities equipment, systems and processes.
- Conserve fossil fuels through enhanced use of cleaner energy sources and energy recovery systems (e.g. Renewables, waste heat recovery).
- Shall strive to increase the percentage of renewable energy in the overall energy mix.
- Adopt advanced technologies to reduce logistics and employee travel related emission.
- Shall focus on greenbelt development in and around the facilities for carbon sequestration.
- Monitor, audit and disclose our greenhouse gas emissions performance transparently.

We shall endeavour to implement this policy to reduce our greenhouse gas emissions and thereby mitigate the risk of climate change at Jubilant Pharmova Limited.

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

**Shyam S Bhartia**  
Chairman

**Hari S Bhartia**  
Co-Chairman and Managing Director



Issue Date: June 7<sup>th</sup>, 2021

### Environmental, Health and Safety Policy

Jubilant Pharmova Limited and its subsidiaries are committed to proactively maintain and achieve performance greater than what the applicable compliance requirements and standards demand of our operations for Environment, Occupational Health and Safety (EH&S).

Jubilant Pharmova Limited leadership will ensure this by providing necessary resources and by setting aggressive EH&S objectives and improvement targets in the areas of injury and illness prevention, health and wellbeing promotion, pollution prevention and natural resources conservation.

As part of our commitment, we will continue to -

- Implement and maintain EH&S programs that will always comply and exceed all the applicable specific statutory, legal and other requirements.
- Build and sustain an EH&S Culture where every Jubilant Pharmova Limited employee feels empowered and is responsible for their safety and the safety of others.
- Systematically assess operations that have the potential to harm people or negatively impact the environment and aggressively work towards a reduction of such risk.
- Educate, train and develop capability in our employees thereby enabling them to work in a safe, healthy and environmentally responsible way.
- Optimize resource utilization for protection of environment including pollution prevention, energy & water conservation and reduction of wastes & emissions.
- Continuously evaluate machinery, equipment, products, processes and services to ensure safe and healthy working conditions are provided to our employees, contractors, visitors and others entering our premises and improve the environment in communities we operate.
- Integrate EH&S into all our decisions related to design and development of products, facilities, purchase of machinery, material as well as in the process of selection and placement of personnel and service providers with the intent to promote inherent safe design.
- Regularly audit our plants, processes, systems and services by utilizing internal and external subject matter experts in an effort to proactively identify and address improvement opportunities.
- Be transparent in our efforts to improve EH&S by periodically reviewing our performance, communicating outcomes with our stakeholders and reporting details to the public as part of our sustainability reporting.

This EH&S Policy applies to all Jubilant Pharmova Limited and affiliated operations globally. All employees, on-site contractors and visitors are expected to comply with this policy. This policy will be reviewed and updated as necessary, and will be communicated to all those who work for or on behalf of the company.

**Shyam S Bhartia**  
Chairman

**Hari S Bhartia**  
Co-Chairman and Managing Director



Issue Date: June 7<sup>th</sup>, 2021

### Sustainability Policy

Jubilant Pharmova Limited is committed to align environmental, social and governance values into our business conduct at highest level with the key stakeholders, including our value chain partners.

By this policy we recognize our responsibility and commitment towards the planet and its sustainability.

Our commitments:

- Shall conduct and govern business with Ethics, Transparency and Accountability and encourage our value chain partners to follow the same.
- Shall respect and promote diversity, inclusion and other human rights principles across our businesses, stakeholders and value chain partners.
- Shall engage with employees, customers, consumers, public, and other stakeholders in a responsible manner to identify their needs and priorities for sustainable development
- Shall commit to contribute in sustainable economic development through inclusive growth and equitable development.
- Shall provide goods and services that are safe and contribute to sustainability throughout their life cycle.
- Shall monitor and review sustainability performance on regular basis.
- Shall strive to continual improvement in reducing water and carbon footprint for all of our operations along with its value chain.
- Shall adopt reduce recover reuse recycle and replenish (5R) principles to minimize waste and promote circular economy.
- Shall improve our production efficiency to reduce our environmental impact and enhance product safety by investing into sustainable technologies.
- Shall focus on imparting Sustainability Knowledge and Competence to our employees and awareness to our value chain partners by supporting them in creating systems to integrate sustainability into their business decisions

We look forward in building enhanced sustainable value by contributing to our planet.

**Shyam S Bhartia**  
Chairman

**Hari S Bhartia**  
Co-Chairman and Managing Director





## 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.

From 2016-17, 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.

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 engagement and bring about a 'social change' involving knowledge generation and sharing, experiential learning and entrepreneurial ecosystem" through Jubilant Bhartia Foundation. While the Life Sciences Ingredients business of the Company demerged, Jubilant Pharmova Limited continued its CSR activities around its Indian operations as per the plan.

Given below is the summary of initiatives taken by Jubilant towards each SDG during the year 2021-22

### 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-** It is a sustainable and multi-stakeholder initiative that is conceived to enhance farming activities in the community around manufacturing locations of Jubilant. The project focuses on to enhance the scope of horticulture as peripheral areas of agriculture for the farmers in the community of Nanjangud. This year JBF reached out to around 500 farmers.
2. **Paryavaran Sakhi** (Neem Plantation): It is a unique effort to engage rural women for Neem based social agro forestry. The project involves plantation of neem saplings in the waste land followed by selection of Paryavaran Sakhis & formation of SHG. These women are responsible for the maintenance of neem tree. JBF will ensure end to end market linkage of harvest obtained from Neem plantation after 3 years. A total of 20 Paryavaran Sakhis are registered by JBF this year in the community around manufacturing unit of Nanjangud.
3. **Samridhhi:** It is the Self Help Group support initiative of the Company. Jubilant continued its project of all women stitching centre creating livelihood opportunity for 17 women, driving the stitching centre with sustainable market linkages in Nanjangud.
4. **Nayee Disha:** The vocational trainings/Skill development program where training is imparted to youths & women in Nanjangud on various vocational trades. A total of 916 candidates have been trained this year.

### 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.

The company facilitates Audio Messages and counselling for expecting mothers through a pre-recorded voice messages being sent through Interactive voice response systems (IVRS) platform to the expecting/pregnant mothers, which includes information on their well-being and nutritional requirements at Nanjangud in Mysore & Roorkee.

### 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:

Jubilant **promotes health-seeking behaviour** in the community around manufacturing unit of Nanjangud. It provides effective basic healthcare to the community through OPD clinic, which are operated on regular basis at different villages. The health programmes implemented by Jubilant Bhartia Foundation aims at reaching out to the communities with lack of good health services and basic information of diseases along with providing preventive and curative health service in the project areas.

**JubiCare Tele-clinic-** is a telemedicine application, conceptualized & developed by Jubilant Bhartia Foundation (JBF). This telemedicine interface provides a real-time Patient - Doctor consultation through text/audio/video. JubiCare app uses ICT for the exchange of information for the diagnosis and treatment of diseases by a certified medical professional. The applications aim at addressing the health issues of patients by health workers without unnecessary exposure to infections. The application provides immediate support and delivery of healthcare services to the underserved communities in rural and urban areas without travel.

### Goal 4: Quality Education

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

With an aim to strengthen education and learning environment in rural areas for enhancing the quality of education for the rural community, Jubilant Bhartia Foundation implemented following initiatives:

1. **E- Muskaan**, Supporting Education through Digital Literacy- This programme is launched to digitize the government schools to bring about effective mode of learning by creating and initiating a hybrid model of learning by installing smart TVs across the select government schools in Nanjangud & Roorkee. These smart TVs are uploaded with syllabus and educational content to facilitate the Digi-learning through audio-visuals. The TV cabinets also act as a writing board for the teachers. 60 schools in Nanjangud and 16 schools in Roorkee have been digitized this financial year.
2. **Muskan fellowship Youth Development Programme-** Jubilant continued the Muskaan Fellowship initiative which is a unique youth leadership training program developed by Jubilant Bhartia Foundation, focusing on sensitizing and enhancing the capacity of young people on community issues. The program is an intensive experiential learning journey wherein young people, Muskaan Fellows, find the leader in themselves through engaging in social action in their communities. The third chapter of Muskaan Fellowship comprised of a cohort of 6 youths (female) selected from Nanjangud in Karnataka & Roorkee in Uttarakhand.

These youths facilitated value-based education to the children of their local community. The program concluded with certificate distribution to the fellows who have successfully attended the program. The training partner for the program is Pravah working with young



people and youth organizations to build leadership for social change and nurture active citizens, who play a positive role in society.

3. **Khushiyaon ki Pathshala**- With an aim to help in holistic development of a child and facilitate in creating a value based society along with providing teachers the space to familiarize themselves with new ideas and concept, JBF launched Khushiyaon ki Pathshala initiative all across its project locations, reaching out to around 60 & 100 teachers each at Nanjangud & Roorkee respectively with a pre designed framework.

The framework was designed by Pravah, the knowledge partner for imparting the training to the CSR coordinator who in turn provided the training to the teachers of rural government primary school. The training program was conducted in 3 phases where the value sessions were imparted to the teachers, which in turn will be facilitated to the school students in their routine curriculums. The 12 values around which the sessions are weaved around are Love, Gratitude, Respect, Humility, Kindness, Trust, Integrity and commitment, care, hope, safety and courage.

#### **Goal 5: Gender Equality**

The Company adheres to 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.

The projects oriented towards women empowerment like Paryavaran Sakhi (Neem Plantation for Livelihood), all women uniform stitching centre & Muskaan Fellowship 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 2021-22, Water purification unit for community at Nanjangud are helping community to have an access to clean drinking water..

#### **Goal 7: Affordable and Clean Energy**

To achieve the global goal (SDG) of 'Affordable & Clean Energy' for all, industries can play a major role through judicious selection and use of energy to meet their energy demand. Jubilant is focused on improving energy efficiency and finding alternate sources of uninterrupted low cost energy and increasing the percentage of renewable energy in its overall energy portfolio. Solar and biodiesel are the direct renewable energy sources used by the Company at present. All the North American manufacturing location use natural gas as fuel, which is considered to be cleaner as compared to coal and other fossil fuels. The Company, through its Business Excellence team, implemented 11 energy saving projects in the reporting year that have directly contributed towards reduction of around 6.6 TJ of energy consumption (Electricity- 648,533 kwh, Steam - 1509 MT, FO - 51 MT). This is equivalent to 898 tCO<sub>2</sub> and incurring total savings of INR 24.8 million.

## **Goal 8: Decent Work and Economic Growth**

Jubilant recognises the role of decent work environment in creating inclusive economic growth. Jubilant not only generates employment through its economic activities but also is sincere in nurturing conducive work environment to realise maximum human resource potential of its employees. Jubilant encourages its employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. Local human resource personnel take care of the employee relations and interact with the employees and contractors about various services, measures and initiatives to assist them in creating and maintaining a sound work environment.

The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India for Nanjangud 203 employees are covered by collective bargaining agreements with trade unions and worker committee. At the Montreal Unit of the Company, 158 employees were covered by Trade Unions/ Collective Bargaining Agreements as on March 31, 2022. There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.

Jubilant respects and follows universal declaration of human rights and fundamental freedom. The Company also complies with all human rights related regulatory requirements of the land of incorporation of its business across the world. These fundamental principles of human rights are embedded in Jubilant's Code of Conduct and all employees are required to respect and follow the same strictly. The Company is committed to its Sustainability and is signatory to the UNGC Principles with human rights commitments. The Company has formulated policies and systems to ensure protection of Human Rights of all concerned and these are defined in the Code of Conduct of Jubilant. These policies cover issues of Child Labor, Forced and Compulsory Labor, Non Discrimination, Bribery and Corruption. The Company has made the Code of Conduct available to all employees through intranet portal of the Company and conducts training to improve awareness and implementation on ground. The Company has also implemented policy on Prevention of Sexual Harassment (POSH) at workplace to further improve the work environment for its employees. During FY 2022, 288 hours of training on the 'Code of Conduct' was imparted by our HR team across all offices and operations of Jubilant Biosys. In addition to this 268 hours of training on POSH was imparted to employee 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.

Research and Development (R&D) in the technologically intensive industry is the lynchpin of innovation and plays a vital role in developing and adopting new technologies. At Jubilant, the basic mission of R&D remains to enhance innovation level, scientific efficiency and effectiveness

in compliance with Jubilant core values. The R&D keeps itself updated with the regulations, upcoming technological changes and trends and proactively aligns with pharmacopeia methods and industry best practice.

Our R&D Centres conform to International Standards and are well equipped with world class infrastructure. A team of diversely - qualified best-in-class R&D scientists is working cohesively in multi-located state-of-the-art R&D Centers spread across India, US and Canada focusing on delivering innovative, quality products and platforms across the value chain of pharmaceutical research. All multi-located dedicated R&Ds are diversified but internally integrated to leverage knowledge and innovation in allied scientific domains. The Company's consistent endeavours to invest in R&D have helped it create a robust product pipeline ensuring sustainable growth. All R&D centres support the execution of business strategies. We protect our inventions by filing patent applications in India, US, Europe, Canada, Australia, China, International Patent Applications (PCT) etc. We pursue them till grant and maintain them in countries of business interest.

## Case Study: Addressing medical challenges through Innovation

**Challenges:** Jubilant Radiopharma, is working closely with the medical community on a treatment for patients with a rare disease called Neuroblastoma. Neuroblastoma is a type of cancer that starts in certain forms of very early-stage nerve cells, most often found in an embryo or fetus (the term 'neuro' refers to nerves, while 'blastoma' refers to a cancer that affects immature or developing cells). This type of cancer occurs most often in infants and young children. It is rare in children older than 10 years (source: American Cancer Society).

**Actions:** As with many rare diseases, there are few treatment options, and left untreated, the prognosis for these young children is poor. In response to the needs of patients, their families and the Neuroblastoma community in its entirety, Jubilant Radiopharma has been consistently and reliably providing therapeutic 131I-mIBG to hundreds of patients, under an Investigational New Drug (IND) program approved by the United States Food and Drug Administration (USFDA) and for other select Investigational Clinical Trials since 2007.

**Future Plans:** Typically administered by trained Nuclear Medicine Specialists in institutions licensed to provide this special treatment, 131I-mIBG is actually the combination of two drugs; radioactive iodine and meta-iodobenzylguanidine. The mIBG drug concentrates in neuroblastoma cells. The beta emitting isotope 131I-[Iodine] that is tagged to the mIBG delivers targeted radiation to the neuroblastoma cells. This type of radiation is designed to destroy the tumors cells while sparing normal, healthy tissue.

Based on the positive outcomes of these initial programs, Jubilant Radiopharma in collaboration with key pediatric Oncologists, the National Institute of Health (NIH), selected Children's hospitals, academic centers and Neuroblastoma research consortiums (COG and NANT), plans to further advance its therapeutic 131I-mIBG program with the USFDA. Jubilant Radiopharma is committed to improving lives through nuclear medicine and making a positive impact on the lives of patients and families faced with this challenging pediatric cancer.

### Goal 10: Reduced Inequalities

Jubilant prohibits any form of discrimination or harassment based on 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 is a signatory to the policy on **CII Code of Conduct for Affirmative Action** that reconfirms our commitment that equal opportunity in employment for all sections of society is a component of our growth and competitiveness

### 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 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 and Energy Conservation Policy set the overall direction of the Company's commitment towards achieving environment performance excellence. In addition, the Company has also adopted and communicated Supplier Code of Conduct 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 understands the damage potential climate change can bring to our businesses with respect to natural resources. We believe that global emission of Greenhouse Gases (GHG) is the major contributor for climate change. Our customers also ask us about the GHG emissions for the products that they purchase.

#### **GREENHOUSE GASES:**

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.

The Company achieved 48.4% reduction in specific GHG emissions with respect to baselines FY 2019. Against the target to reduce specific GHG emissions to 18.1 tCO<sub>2</sub>e/Revenue in Crore INR in FY 2022, the Company achieved 10.12 tCO<sub>2</sub>e/Revenue in Crore INR.

### **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 Pharmaceutical 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. As per country specific regulations, none of our manufacturing sites is falling under water stressed or related category.

Jubilant is continuously monitoring, reviewing and optimising water consumption through process modifications and adoption of new technologies. At Nanjangud site, usable water from the effluents after treatment is recycled back in order to reduce fresh water consumption. Our

North American manufacturing facilities sends its 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.

#### **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. Therefore, there is no such case of habitats significantly affected by discharges of water and runoff from Jubilant.

#### **Goal 16: Peace, Justice and Strong Institutions**

The Board of Directors ('Board') is the apex and highest governing body in Jubilant Pharmova Limited ('Jubilant Pharmova'). 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 Pharmova Limited is led by a team of eminent individuals who inspire, lead and contribute to the growth of this Company. The Board of Directors of Jubilant Pharmova Limited has a judicial mix of executive, non-executive, independent and non-independent Directors. As on March 31, 2022, the Board comprised of 2 Executive Directors and 10 Non-Executive Directors. The Board had six Independent Directors including one woman Director. All members of the Board are well experienced and bring expertise in the fields of Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, etc. to the table.

As on March 31, 2022, 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. Co-Chairman and Managing Director (CCMD) is the highest Executive Officer of the Company. He belongs to the promoter group and along with the Chairman has led the Company to its present growth and success. The Chief Executive Officers (CEOs) of various businesses are responsible for the smooth functioning of their respective businesses. This also includes the development of business strategies as well as due consideration of the interests of all the stakeholders. The business strategies and plans are reviewed during the Annual Strategy Meet by the Chairman, CCMD, Group Chief Financial Officer and Whole-time Director, Chief Financial Officer and CEOs.

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
- Reorganisation Committee
- Finance Committee
- Capital Issue Committee
- Fund Raising 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 (the 'Listing Regulations').

Following are the salient codes and policies which provide broad guidelines for smooth and transparent functioning of the Board:

- 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://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts>)

### **Goal 17: Partnerships for the Goals**

To harness the benefit of synergy generated in working together, Jubilant always emphasizes upon working in partnership with other institutions with similar goals. The Company is partnering with several local and global organizations, to make its CSR activities more impactful and beneficial for its communities. Jubilant Bhartia Foundation (JBF) joined hands with the Schwab Foundation in 2010 for Social Entrepreneurship to launch the Social Entrepreneur of the Year (SEOY) Award in India every year. The Schwab Foundation for Social Entrepreneurship and the Jubilant Bhartia Foundation are dedicated in promoting social innovation in India through recognizing social entrepreneurs who address the needs of under-served communities in both scalable and sustainable ways. SEOY Award provide unique regional and global platform to these social entrepreneurs of the country to promote social entrepreneurship as a key element to advancing societies and addressing social problems innovatively and effectively. It also fosters a close-knit community of social entrepreneurs for idea exchange and replication of best practices.

Following are the key initiatives where Jubilant participated jointly with some of its major partners during this reporting period:

- Jubilant Bhartia Foundation in partnership with the Schwab Foundation is working towards providing unparalleled platforms to leading social entrepreneurs as a key element for inclusive growth.

The Company also has membership of various associations and the list has been provided at page no. 92 of [Sustainability Report](#) FY 2022.