



August 8, 2024

**BSE Limited**  
Floor 25, P. J. Towers  
Dalal Street, Fort  
**Mumbai - 400 001**

**National Stock Exchange of India Limited**  
Exchange Plaza  
Bandra Kurla Complex  
Bandra (E)  
**Mumbai - 400 051**

Scrip Code: **530019**

Symbol: **JUBLPHARMA**

**Sub.: Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2023-24**

Dear Madam/Sirs,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations'), we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and record.

Thanking you,

Yours faithfully,  
For Jubilant Pharmova Limited

Naresh Kapoor  
Company Secretary

Encl.: As above

**A Jubilant Bhartia Company**

OUR VALUES



**Jubilant Pharmova Limited**

1-A, Sector 16-A,  
Noida-201 301, UP, India  
Tel: +91 120 4361000  
Fax: +91 120 4234895-96  
[www.jubilantpharmova.com](http://www.jubilantpharmova.com)

Regd Office:  
Bhartiagram, Gajraula  
Distt. Amroha - 244 223  
UP, India  
CIN : L24116UP1978PLC004624

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24116UP1978PLC004624
2.	Name of the Listed Entity:	Jubilant Pharmova Limited
3.	Year of incorporation	1978
4.	Registered office address	Bhartiagram, Gajraula, District Amroha-244 223, Uttar Pradesh, India
5.	Corporate address:	1A, Sector 16A, Noida - 201 301, Uttar Pradesh
6.	E-mail	<a href="mailto:Naresh.Kapoor@jubl.com">Naresh.Kapoor@jubl.com</a>
7.	Telephone	91-120-4361000
8.	Website	<a href="http://www.jubilantpharmova.com">www.jubilantpharmova.com</a>
9.	Financial year for which reporting is being done:	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>National Stock Exchange of India Limited</li> <li>BSE Limited</li> </ul>
11.	Paid-up Capital	₹ 159281139
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Naresh Kapoor [VP & Head – Secretarial (CS&VP)] Jubilant Pharmova Limited Plot 1A, Sector 16A, Noida, Uttar Pradesh - 201301
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities that form a part of its consolidated financial statements, taken together)	Disclosures are made on a consolidated basis (Report boundary covers Jubilant Pharmova Limited and its subsidiaries which forms part of the consolidated basis unless otherwise stated)
14.	Name of assurance provider:	Not Applicable
15.	Type of assurance obtained:	Not Applicable

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Radiopharma	Radiopharma	44.78
2	Allergy Immunotherapy	Allergy Immunotherapy	10.12
3	Contract Development and Manufacturing Organisation - Sterile Injectables	Contract Development and Manufacturing Organisation - Sterile Injectables	16.67
4	Generics	Generics	11.56
5	Contract Research, Development and Manufacturing Organisation	Contract Research, Development and Manufacturing Organisation	16.30
6	Proprietary Novel Drugs	Proprietary Novel Drugs	0
7	Management Services	Management Services	0.57


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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Radiopharmaceuticals	21002	44.8
2	Contract manufacturing operations	21002	16.7
3	Allergy therapy products	21002	10.1
4	Solid dosage formulations	21002	10.8
5	Active pharmaceutical ingredients	21001	9.6
6	Contract Research and Development Services	72100	6.7
7	India branded pharmaceuticals	46497	0.7
8	Management Services	70200	0.6
9	Proprietary Noval Drugs	72100	0.0

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

Location	Number of plants	Number of offices	Total
National	2	2*	4
International	4	8	12

\*includes registered office & corporate office

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

Locations	Number
National (No. of States)	21
International (No. of Countries)	75

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

82.06% (standalone)

**c. A brief on types of customers:**

The Company serves leading Pharmaceutical companies, Biotech companies, Group Purchasing Organisations ('GPOs'), allergists and hospitals in various markets by offering API, Solid Dosage Form, Allergy Immunotherapy Products, Radio Pharmaceuticals Products, Contract Manufacturing of sterile and non-sterile injectables, Compounding and dispensing of Radiopharmaceuticals products, Contract Research and Development Services. Through India Branded Pharmaceuticals business, the Company sells branded pharmaceuticals in the India market.

**IV. Employees**
**20. Details as at the end of Financial Year: 2024**
**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1	Permanent (D)	3618	2759	76	859	24
2	Other than Permanent (E)	129	107	83	22	17
3	Total employees (D + E)	3747	2866	76	881	24
	WORKERS					
4	Permanent (F)	1781	1379	77	402	23
5	Other than Permanent (G)	222	216	97	6	3
6	Total workers (F+G)	2003	1595	80	408	20

## b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	3	0	0	3	100
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	3	0	0	3	100
	DIFFERENTLY ABLED WORKERS					
4	Permanent (F)	26	20	77	6	23
5	Other than permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	26	20	77	6	23

## 21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69
Key Management Personnel	5	0	0

## 22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024 (Turnover rate in current FY)			FY 2023 (Turnover rate in previous FY)			FY 2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	27%	25%	26%	32%	52%	37%	24.10%	23.70%	24.00%
<b>Permanent Workers</b>	15%	15%	15%	21%	44%	24%	Not Monitored		

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

## 23. (a) Names of holding / subsidiary / associate companies / joint ventures

Most company level policies & practices essential for the Company are also extended to the subsidiaries and associates. Our subsidiaries and stepdown subsidiaries participate in the sustainability and business responsibility initiatives of the Company.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jubilant Pharma Limited	subsidiary	100	Yes
2	Jubilant Generics Limited	subsidiary	100	Yes
3	Jubilant Cadista Pharmaceuticals Inc.	subsidiary	100	Yes
4	Jubilant HollisterStier LLC	subsidiary	100	Yes
5	Jubilant Pharma NV	subsidiary	100	Yes
6	Jubilant Pharmaceuticals NV	subsidiary	100	Yes
7	PSI Supply NV	subsidiary	100	Yes
8	Jubilant Therapeutics Inc.	subsidiary	96.37	Yes
9	Jubilant Pharma Holdings Inc.	subsidiary	100	Yes



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
10	Jubilant Biosys Limited	subsidiary	100	Yes
11	Jubilant Pharma Australia Pty. Limited	subsidiary	100	Yes
12	Jubilant Innovation (USA) Inc.	subsidiary	100	Yes
13	Jubilant HollisterStier Inc.	subsidiary	100	Yes
14	Jubilant First Trust Healthcare Limited	subsidiary	100	Yes
15	Jubilant Draximage Limited	subsidiary	100	Yes
16	Jubilant Draximage (USA) Inc.	subsidiary	100	Yes
17	Jubilant Discovery Services LLC	subsidiary	100	Yes
18	Jubilant Clinsys Inc.	subsidiary	100	Yes
19	Jubilant Clinsys Limited	subsidiary	100	Yes
20	Jubilant Therapeutics India Limited	subsidiary	100	Yes
21	Jubilant Pharma SA Pty. Limited	subsidiary	100	Yes
22	Jubilant Pharma UK Limited	subsidiary	100	Yes
23	Jubilant Episcrite LLC	subsidiary	96.37	Yes
24	Jubilant Epicore LLC	subsidiary	96.37	Yes
25	Jubilant Prodel LLC	subsidiary	96.37	Yes
26	Jubilant Epipad LLC	subsidiary	96.37	Yes
27	Drug Discovery and Development Solutions Limited	subsidiary	100	Yes
28	Draxis Pharma LLC	subsidiary	100	Yes
29	Draximage (UK) Limited	subsidiary	100	Yes
30	TrialStat Solutions Inc.	subsidiary	100	Yes
31	Jubilant Pharma ME FZ-LLC	subsidiary	100	Yes
32	Jubilant Draximage Radiopharmacies Inc.	subsidiary	100	Yes
33	Jubilant Biosys Innovative Research Services Pte. Limited	subsidiary	100	Yes
34	Jubilant Draximage Inc	subsidiary	100	Yes
35	1359773 B.C. Unlimited Liability Company	subsidiary	100	Yes
36	Jubilant Business Services Limited	subsidiary	100	Yes
37	SOFIE Biosciences Inc., USA.	Associate	25.81	Yes
38	SPV Laboratories Private Limited	Associate	25.21	Yes

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: (Yes)

- (ii) Turnover (in ₹): 67029 million
- (iii) Net worth (in ₹): 54339 million

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, <a href="https://www.jubilantpharmova.com/Uploads/image/2274imguf_GrievanceRedressalPolicy.pdf">https://www.jubilantpharmova.com/Uploads/image/2274imguf_GrievanceRedressalPolicy.pdf</a>	0	0	-	0	0	The Company conducts Community Interface meet every year where representatives of community and government are invited to the manufacturing unit to create a dialogue between all the stakeholders.
Investors (other than shareholders)	Yes	0	0		0	0	NA
Shareholders	Yes	5	0		8	1	NA
Employees and workers	Yes <a href="https://www.jubilantgenerics.com/investors/whistle-blower-policy">https://www.jubilantgenerics.com/investors/whistle-blower-policy</a>	2	0		1	0	NA
Customers	Yes <a href="https://www.jubilantgenerics.com/investors/whistle-blower-policy">https://www.jubilantgenerics.com/investors/whistle-blower-policy</a>	1	1	Complain received in Mar 2024. Resolution ongoing.	0	0	NA
Value Chain Partners	Yes <a href="https://www.jubilantgenerics.com/investors/whistle-blower-policy">https://www.jubilantgenerics.com/investors/whistle-blower-policy</a>	0	0		0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The link is: <https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts>. In addition, there are internal policies placed on the intranet platform of the Company.



## 26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environment: <ul style="list-style-type: none"> <li>Climate Change</li> <li>Water</li> <li>Waste Management</li> </ul>	Both Risk & Opportunity as well.	Any issue which may lead to non-compliance and or resource loss is a Risk and any issue leading to resource optimisation or improving company performance & image is an opportunity.	The Board of Directors constituted a Risk Management Committee (RMC) to formulate a detailed Risk Management Policy and oversee risk management process and systems. The Risk Management Committee acts as a governing body to monitor the effectiveness of the risk management framework twice a year.	Quantitative estimation not done.
2	Social: <ul style="list-style-type: none"> <li>Human Rights</li> <li>Community</li> <li>Occupational Health and Safety</li> <li>Training and development</li> <li>Employee attrition</li> </ul>	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.
3	Governance: <ul style="list-style-type: none"> <li>Direct Economic Value Generated</li> <li>Compliance</li> <li>Customer Satisfaction</li> <li>Responsible Supply Chain</li> </ul>	Both Risk & Opportunity as well.	As mentioned above.	As mentioned above.	Quantitative estimation not done.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(*)b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.jubilantpharmova.com/sustainability/policies">https://www.jubilantpharmova.com/sustainability/policies</a> <a href="https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf">https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-rpts</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/corporate-social-responsibility-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/corporate-social-responsibility-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determination-of-materiality-of-events-and-information">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determination-of-materiality-of-events-and-information</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-board-diversity">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-on-board-diversity</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determining-material-subsidaries">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/policy-for-determining-material-subsidaries</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/archival-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/archival-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/dividend-distribution-policy">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/dividend-distribution-policy</a> <a href="https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-fair-disclosures">https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-fair-disclosures</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All applicable national and international laws as well as international conventions are captured in the policies articulated by the Company. In addition, they reflect the purpose and intent of the United Nations Global Compact (UNGC) principles and Sustainable Development Goals (SDGs), GRI standards, Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI) and international standards such as ISO 14001, ISO 9001, ISO 27001, ISO 45001 and others.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set sustainability targets covering environmental and social performances (covering principle 3, 6, 8 & 9 primarily). Sustainability specific goals & targets are monitored regularly and reported publicly in annual sustainability report of the Company.								





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

*Following are the key sustainability goals & targets and their achievements during FY 2024:*

Sustainability Goal	UOM	FY 2024	FY 2024
		Target	Achievement
Reduce Lost Time Injuries Frequency Rate (LTIFR)	No.	< 0.63	0.42
Reduce Lost Time Injuries Severity Rate (LTISR)	No.	< 19.04	17.65
Fatalities	No.	0*	0*
Reduce the specific energy consumption	GJ/Cr. ₹	129	110.50
Reduce the specific GHG emission	tCO2e/Cr. ₹	17	11.45
Reduce specific water consumption	m3/Cr. ₹	111	92.82
Improve the skill and knowledge of employees by imparting training	Training man-days/ employee/yr.	5.05	7.8

*\*one fatal accident happened from a vehicle in the USA (beyond the set baseline & target boundary)*

#### Governance, leadership and oversight

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

Dear Stakeholders,

I am pleased to present Jubilant Pharmova Limited's BRSR Report for the fiscal year 2024 (FY 2024). As a pharmaceutical company, our core purpose is to improve lives through scientific and medical advancements. Our commitment to harnessing the power of science and technology has been instrumental in our holistic growth.

We are committed to delivering products with improved productivity and protecting the environment for future generations. To reflect this commitment, we established sustainability goals to challenge ourselves and ensure that we are helping to create a better world. We recognise that sustainability goes beyond reducing emissions, it also encompasses human rights, the importance of nature and how we utilise scarce resources such as water.

Within this report, we emphasise the sustainability challenges and opportunities encountered during FY 2024. Despite the obstacles faced, our Company achieved stable revenues due to the diversification of our businesses. We have expedited capacity expansions to bolster our capabilities and meet evolving demands. This year, we are also fulfilling the reporting requirements of the Business Responsibility and Sustainability Reporting (BRSR) as mandated by SEBI. Our commitment to sustainability is evidenced by our achievements in ESG ratings. We attained an outstanding percentile of 93% in the S&P Global ESG Indices CSA 2023 (DJSI). In the EcoVadis assessment, we scored 65 out of 100 placing us among the top 15% of global pharmaceutical companies. This achievement underscores our dedication to environmental, social, and governance factors. Additionally, we have received an impressive 'B' score band from CDP for 'Climate Change' and 'Water Security', known as the 'Management' band.

Our progress towards sustainability goals has been truly remarkable. We have surpassed expectations by achieving a 14% reduction in specific energy consumption, a 16% decrease in specific water consumption, and an impressive 33% reduction in specific greenhouse gas (GHG) emissions compared to our FY 2024 target. Our continuous focus on our employee performance has led to an increase in our employee training during FY 2024 to 7.8 training man-days/ employee/ year, a decent increase of 54% against the set FY 2024 target. At present, we are revisiting and working on FY 2029 ESG targets and will communicate with you soon.

This report provides detailed insights into our initiatives, progress, and future plans. We acknowledge the evolving business landscape and the growing demands from stakeholders regarding ESG issues. Our strong ESG position instils confidence among stakeholders and allows us to explore new markets.

Transparency is a core value for us, and we consistently share our ESG performance and goals with stakeholders. Our sustainability culture is fueled by our strong value system, and we continue to innovate and learn from the markets we serve. We aim to inspire the right talent and foster a supportive team that embraces change and supports our organisation's cause.

As we move forward, we are committed to giving back more than we take. We look forward to continued sustainable growth in collaboration with our stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Board of Directors
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes, CSR & Sustainability Committee

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action					Yes									Half Yearly				
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes									Quarterly				

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.
- |  |     |     |     |     |     |     |     |     |
|--|-----|-----|-----|-----|-----|-----|-----|-----|
| P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| No, the Company internally reviews the working of the above-mentioned policies. However, the Company publishes its sustainability report every year following GRI Standards post independent verification/ assurance. Last published one was for FY 2023 post assurance by Ernst & Young Associates LLP. |     |     |     |     |     |     |     |     |

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Not Applicable

(\*) The policies are approved by the Board/ competent authority to which requisite authority has been delegated by the Board.

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held*	Topics / principles covered corrective action under the training and its impact	%age of persons in respective category covered by the awareness programs*	
Board of Directors	1	i) Risk Management and Enterprise Resilience ii) Labour codes	53.8	
Key Managerial Personnel	1	i) Risk Management and Enterprise Resilience ii) Labour codes	75	
Employees other than BoD and KMPs	20881	i) Skill Development ii) OHS iii) POSH iv) CoCs v) Others	i) 60% ii) 50% iii) 37%	iv) 33% v) 38%
Workers			i) 81% ii) 90% iii) 64%	iv) 47% v) 68%



2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA

  

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	NA	NA	NA	NA
Punishment	Nil	NA	NA	NA	NA

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

Not Applicable

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

Yes. The Company has adopted a Code of Conduct which is applicable to the Company and all its subsidiary/associate / joint venture companies. This Code is applicable to all employees, employees who are Directors, Officers or workers of the Company on full-time or part-time employment with the Company. The Code of Conduct contains anti-corruption and anti-bribery policy and can be accessed at the web link: [https://www.jubilantpharmova.com/Uploads/image/1930imguf\\_CodeofConduct\\_JPM-August2021.pdf](https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Details of complaints with regard to conflict of interest	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

No such cases reported during reporting year FY 2024

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Number of days of accounts payables	96.6	97.0

*\*Standalone figure*

**9. Open-ness of business**

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

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
*Concentration of Purchases	a. Purchases from trading houses as % of total purchases	29.85	32.00
	b. Number of trading houses where purchases are made from	35	41
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.69	78.59
*Concentration of Sales	a. Sales to dealers / distributors as % of total sales	15	20
	b. Number of dealers / distributors to whom sales are made	1	1
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15	20
Share of RPTs in million ₹	a. Purchases (Purchases with related parties/Total Purchases)	0.002	0.002
	b. Sales (Sales to related parties/Total Sales)	0.007	0.004
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.250	0.056
	d. Investments (Investments in related parties/ Total Investments made)	0.880	0.872

*\*All above figures are standalone basis*

**Leadership Indicators**

**1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
None	None	Nil

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes. The Company has formulated a Code of Conduct for Directors and Senior Management. Apart from this, the Directors keep the Board informed about disclosure of interest in particular transaction/entity wherever they are director or member. The Code can be accessed at the web link: <https://www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct>



## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	Environmental innovation, resource efficiency, social impact, and sustainable supply chains, driving positive environmental and social outcomes
Capex	100%	100%	Environmental innovation, resource efficiency, social impact, and sustainable supply chains, driving positive environmental and social outcomes

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

Yes

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

Around 3% of total inputs were sourced from suppliers who went through a sustainability assessment this year.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Since we are in the Pharma business we don't reclaim our products to recycle & reuse. However, we do have a policy and system in place to manage different types of waste generated in our plant premises. In brief following approaches followed while handling and disposing of our wastes:

#### Waste Management approach:

The Company adopted the 3R approach for waste minimisation: Reduce, Reuse, Recycle

#### a) Hazardous waste

The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulations:

- Recycle and Reuse through authorised third-party
- Co-processing at cement kiln
- Secured land fill
- Incineration (both solid and liquid)

#### b) Non-hazardous waste

At the Company, the non-hazardous wastes are either recycled or reused by third parties. Metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Since the operations in India do not sell branded products (with plastic packaging) to consumers directly and also do not import any plastic packaging items, EPR is not applicable

### Leadership Indicators

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

Not yet.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
NA	NA	NA	NA	NA	NA

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

Not applicable, since not conducted any product LCA yet. However, the Company is careful about and complies with all social & environmental concerns, if any, arising from its production and disposal of products as briefed below:

Name of Product / Service	Description of the risk / concern	Action Taken
Pharmaceutical products like API, dosage, Radiopharma, etc.	Process wastes mostly come under the hazardous category. The Company takes care of all such hazardous waste and disposes them in line with local regulations.	There is a dedicated EHS Team both at the corporate and site level that takes care of all environmental issues/impacts in line with local regulations and beyond.

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

Since the Company is engaged in the Pharmaceuticals sector, we do not recycle or reuse input materials.

4. Of the products and packaging reclaimed at the end of life of products, the amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Since the Company is engaged in the Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing of them at the end of their life.

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

Since the Company is engaged in Pharmaceuticals sector, we do not reclaim products for reusing recycling and disposing them at the end of their life.

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

### PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2759	2759	100%	2759	100%	NA	NA	2759	NA	2759	100
Female	859	859	100%	859	100%	859	100	NA	NA	859	100
Total	3618	3618	100%	3618	100%	859	100	2759	NA	3618	100
Other than Permanent employees											
Male	107	107	100%	107	100%	NA	NA	107	NA	107	100%
Female	22	22	100%	22	100%	22	100%	0	NA	22	100%
Total	129	129	100%	129	100%	22	100%	107	NA	129	100%


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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1379	1379	100%	1379	100%	NA	NA	1379	NA	1379	100
Female	402	402	100%	402	100%	402	100	NA	NA	402	100
Total	1781	1781	100%	1781	100%	402	100	1379	NA	1781	100
Other than Permanent workers											
Male	216	216	100%	216	100%	NA	NA	216	NA	216	100
Female	6	6	100%	6	100%	6	100	NA	NA	6	100
Total	222	222	100%	222	100%	6	100	216	NA	222	100

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

	*FY 2024 Current Financial Year	*FY 2023 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.45	0.42

\*Figures provided are standalone basis

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

Benefits	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
*PF	100	100	Yes	100	100	Yes
*Gratuity	100	100	Yes	100	100	Yes
**ESI	100	100	Yes	100	100	Yes
Others – please specify	NA	NA	NA	NA	NA	NA

\* 100% covered for all permanent employees as applicable under local regulation

\*\*100% covered for all employees/ workers (contract workers) as applicable under local regulation

**3. Accessibility of workplaces**

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

*Our Offices in India have accessibility for differently-abled employees & workers. However, our manufacturing site premises are not completely accessible for differently abled employees and workers.*

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes, please refer to the link for our Code of Conduct policy and our approach to diversity and inclusion -

[https://www.jubilantpharmova.com/Uploads/image/1930imguf\\_CodeofConduct\\_JPM-August2021.pdf](https://www.jubilantpharmova.com/Uploads/image/1930imguf_CodeofConduct_JPM-August2021.pdf)

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	57%	53%	50%	NA
Total	57%	53%	50%	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a Whistle-Blower policy and a dedicated Ombudsperson office for addressing employee grievances in a neutral and unbiased manner. The policy is available in the company website. This policy 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 address. Portal: <a href="https://www.cwportal.com">https://www.cwportal.com</a> Email: <a href="mailto:Ombudsperson@jubl.com">Ombudsperson@jubl.com</a>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3618	0	0	3321	0	0
- Male	2759	0	0	2467	0	0
- Female	859	0	0	854	0	0
Total Permanent Workers	1781	334	19	1685	347	21
- Male	1379	297	22	1518	302	20
- Female	402	37	9	167	45	27

## 8. Details of training given to employees and workers:

Category	FY 2024 (Current Financial Year)					FY 2023 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. ( C)	% (C / A)		No. ( E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2759	1500	54	1698	62	2003	855	43	296	15
Female	859	362	42	522	61	502	214	43	502	100
Total	3618	1862	51	2220	61	2505	1069	43	798	39
Workers										
Male	1379	1379	100	1234	89	501	501	100	501	100
Female	402	393	98	377	94	0	0	NA	0	NA
Total	1781	1772	99	1611	90	501	501	100	501	100





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

\*All permanent employees and workers in Indian operations covered other than unionised employees who are covered under long-term agreements.

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2759	2759	100	2003	2003	100
Female	859	859	100	502	502	100
<b>Total</b>	<b>3618</b>	<b>3618</b>	<b>100</b>	<b>2505</b>	<b>2505</b>	<b>100</b>
<b>Workers</b>						
Male	1379	1379	100	501	302	60
Female	402	402	100	0	NA	NA
<b>Total</b>	<b>1781</b>	<b>1781</b>	<b>100</b>	<b>501</b>	<b>302</b>	<b>60</b>

\*All permanent employees and workers in Indian operation covered other than unionised employees who are covered under long term agreement.

## 10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, the coverage is 100%

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

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India is ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically.

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

Yes

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

Yes

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

Safety Incident/Number	Category*	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person	Employees	1.3**	0.66
	Workers		
Total recordable work-related injuries	Employees	17***	5
	Workers		
No. of fatalities	Employees	1	0
	Workers		
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	16****	0
	Workers		

\*Including in the contract workforce

\*\* Reported figure presents Lost Time (>=24 Hrs.) Injury Frequency Rate per one million-person hours worked

\*\*\* Reported figure presents total number of lost time (>=24 Hrs.) injuries including fatality

\*\*\*\* Reported figure presents total number of lost time (>=24 Hrs.) injuries excluding fatality

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

The Company ensures Occupational Health and Safety (OHS) standards are bench-marked with global best practices and standards at all locations. A knowledgeable and experienced Environmental, Health, and Safety (EHS) management team has been deployed across all locations to continuously monitor and manage the systems and respond to emergencies whenever needed. The Company's one out of two manufacturing sites in India is ISO 45001 certified. All employees who have access to operating sites are covered under these Occupational Health and Safety management systems which are audited periodically. All visitors and contractors are briefed on safety requirements before entering the premises. A comprehensive EHS management software solution has been implemented with the majority of sites in the network and arrangements made to add the remaining sites. Leadership is actively involved in improving Jubilant's health and safety performance. The Board level Sustainability and CSR committee reviews Jubilant's health and safety performance bi-annually.

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

Benefits	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

*\*Response provided for Indian operation*

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100*
Working Conditions	100*

*There is a dedicated personnel who continuously reviews and reports to the senior management on different OHS- (Occupational health & safety) performance parameters (OHS practices, working conditions) of all manufacturing sites, R&D facilities and corporate offices.*

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.**

All OHS-related incidents are investigated and where applicable (e.g. lost time incidents) are reported to respective regulatory bodies. No significant risks/concerns in relation to OHS practices & working conditions came to our notice during FY 2024.

**Leadership Indicators****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, for all permanent Employees and Workers

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

The Company expects its value chain partners to conduct & govern business with ethics, transparency and accountability.

The Company collects necessary certificates and proofs from its contractors with respect to payment of statutory dues like PF, ESIC, etc. relating to contractual employees and workers. Our agreement with our suppliers clearly mentions about compliance to all applicable regulations in their country of origin as a minimum.

**3. Provide the number of employees/workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Benefits	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Employees	9	0	8	0
Workers		0		0



4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

None at this moment.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	3
Working Conditions	3

\*In Indian operation

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risk came to our notice from above mentioned supplier's health safety assessment during reporting period.

#### PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

##### Essential Indicators

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

We consider individuals, groups, institutions or entities that contribute to shaping our business, which add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. We began stakeholder prioritisation in FY15, involving top management, who engages with various stakeholders at regular intervals. Stakeholder groups are identified as mentioned below in point no. 2.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> <li>Customer meets &amp; Exhibitions</li> <li>Direct visits</li> <li>Feedback calls</li> <li>Online platform – Customer Relation Management (CRM)</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Quality</li> <li>Packaging and Labelling</li> <li>Climate Change</li> <li>Timely Delivery</li> </ul>
Investors and Shareholders	No	<ul style="list-style-type: none"> <li>Investors meet &amp; calls, quarterly</li> <li>Investors conference calls with investors attended by the Chairman, CCMD, Group CFO, CFO &amp; CEO.</li> <li>Shareholders/Investors Grievance forums (Dedicated team who takes care of investor relations)</li> <li>Investors are provided with an Annual Report, Quarterly Earnings Release and Sustainability Report</li> <li>The Company's website is updated regularly with relevant information</li> <li>AGM</li> </ul>	Quarterly Annual	<ul style="list-style-type: none"> <li>Sustainable business growth to create long-term value</li> <li>Timely receipt of dividends and shares</li> <li>Timely receipt of financial reports (e.g. Annual Report)</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others– please specify)	Purpose and scope of engagement including key topics and Concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Town Hall meets</li> <li>Skip level meets</li> <li>Chairmen's Award</li> <li>New Joiners' meet</li> <li>Online forum</li> <li>Six-month Stay interview</li> <li>CEO Videos</li> <li>Exit Interviews</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Faster decision making</li> <li>Larger Talent pool</li> <li>Collaboration</li> <li>Job enrichment</li> <li>Career growth</li> <li>No discrimination</li> <li>Work-Life Balance</li> </ul>
Suppliers and Vendors	No	<ul style="list-style-type: none"> <li>Time to time Suppliers meeting</li> <li>Vendor council, vendor meetings</li> <li>Online forums, supply chain and contract manufacturer's site audits</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Timely payment</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>One to one meetings</li> <li>Industry bodies and other related platforms</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Compliance related to EHS, TAX, labour practice</li> </ul>
Community	No	<ul style="list-style-type: none"> <li>Meetings during formal community engagements</li> <li>Community interface meet</li> <li>Suggestion box at the gate</li> </ul>	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Road safety</li> <li>Local employability</li> <li>Environmental pollution</li> <li>Health and hygiene</li> <li>Vocational training</li> <li>Water</li> </ul>

#### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

Respective business/ functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable.

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

Yes, our material issues are identified based on our engagement with our stakeholders. Based on the identified material topics, we have formulated policies and have set stretched yearly sustainability goals till 2024. Annually we publish our performance against these targets in our sustainability report.

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

For our Indian operation, every year CSR team engage with surrounding community members (including vulnerable/ marginalised groups, if any) and prioritises the stakeholder needs and makes an action plan accordingly. Post approval CSR team implement different projects covering these community members.


**PRINCIPLE 5: Businesses should respect and promote human rights**
**Essential Indicators**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3618	3618	100	2505	986	40
Other than Permanent	129	3	2	NA	NA	NA
<b>Total Employees</b>	<b>3747</b>	<b>3621</b>	<b>97</b>	<b>2505</b>	<b>986</b>	<b>40</b>
<b>Workers</b>						
Permanent	1781	1781	100	501	501	100
Other than Permanent	222	95	43	594	594	100
<b>Total Workers</b>	<b>2003</b>	<b>1876</b>	<b>94</b>	<b>1095</b>	<b>1095</b>	<b>100</b>

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

Category	FY 2024 Current Financial Year					FY 2023 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. ( C)	% (C / A)		No. ( E)	% (E / D)	No. (F)	% (F / D)
Employees										
<b>Permanent</b>	3618	0	0	3618	100	2505	0	0	2505	100
Male	2759	0	0	2759	100	2003	0	0	2003	100
Female	859	0	0	859	100	502	0	0	502	100
<b>Other than Permanent</b>	129	0	0	129	100	NA	NA	NA	NA	NA
Male	107	0	0	107	100	NA	NA	NA	NA	NA
Female	22	0	0	22	100	NA	NA	NA	NA	NA
Workers										
<b>Permanent</b>	1781	0	0	1781	100	501	0	0	501	100
Male	1379	0	0	1379	100	501	0	0	501	100
Female	402	0	0	402	100	0	0	0	0	0
<b>Other than Permanent</b>	222	222	100	0	0	594	594	100	0	0
Male	216	216	100	0	0	570	570	100	0	0
Female	6	6	100	0	0	24	24	100	0	0

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	2055000	1	2135000
Key Managerial Personnel	5	44775399	0	Nil
*Employees other than BoD and KMP	715	7,79,524	78	12,71,474
*Workers	197	8,69,264	0	NA

\*Numbers are on a standalone basis as on 31st March 2024

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	9	11

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. Any issue or concern may be reported by e-mail to [ombudsperson@jubl.com](mailto:ombudsperson@jubl.com)

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

The Company has formulated a 'Whistle Blower Policy' to enable the employees and Directors to voice their concerns anonymously without the fear of retaliation /victimisation/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](mailto:ombudsperson@jubl.com) or by logging on to [www.cwportal.com](http://www.cwportal.com), an external web portal with the Group tied up for processing issues/ concerns independently and confidentially.

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

Benefits	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0		1	0	
Discrimination at workplace	0	NA		0	NA	
Child Labour	0	NA		0	NA	
Forced Labour/ Involuntary Labour	0	NA		0	NA	
Wages	0	NA		0	NA	
Other human rights related issues	NA	NA		NA	NA	NA

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

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	1
Complaints on POSH as a % of female employees / workers	0.2	0.1
Complaints on POSH upheld	2	1

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

The Company has a robust Whistle Blower Policy and Ombudsman Process which make the workplace at Jubilant Pharmova Limited conducive to open communication regarding business practices. It enables the Directors and full-time employees to voice their concerns or disclose or report fraud, unethical behaviour, violation of the Code of Conduct, questionable accounting practices, grave misconduct, etc. without fear of retaliation/ unlawful victimisation/ discrimination which is a sine qua non for an ethical organisation. To maintain the reporting and anonymity of the whistle-blower, the Company has a dedicated portal and Ombudsperson email address.

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

Yes



#### 10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

Not applicable

#### Leadership Indicators

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

NA

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

NA

##### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

YES, our office premises in India have accessibility for differently-abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

	% of value chain partners (by value of business done with such partners) that were assessed*
Sexual harassment	3
Discrimination at workplace	3
Child labour	3
Forced/involuntary labour	3
Wages	3
Others – please specify	NA

\*Response provided for Indian operation

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

None during the reporting period.

#### PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

##### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>From renewable sources (in PJ)</b>		
Total electricity consumption (A)	0.00677	0.11378
Total fuel consumption (B)	0.00830	0.01373
Energy consumption through other sources	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0.01507</b>	<b>0.12751</b>

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>From non-renewable sources (in PJ)</b>		
Total electricity consumption (D)	0.39255	0.30050
Total fuel consumption (E)	0.16005	0.13420
Energy consumption through other sources F (purchased steam)	0.17298	0.19176
<b>Total energy consumed from non-renewable sources (D+E+F) (in PJ)</b>	<b>0.72559</b>	<b>0.62646</b>
<b>Total energy consumed (A+B+C+D+E+F) (in PJ)</b>	<b>0.74066</b>	<b>0.75397</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) [in Kilo Joule/ ₹]	11.05	12.00
<b>**Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) in KJ/US\$	<b>921</b>	<b>1000</b>
<b>*Energy intensity in terms of physical output (in GJ/million units)</b>	185	168
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

\* Considering production and energy from 4 formulation units (Roorkee, Salisbury, Spokane & Montreal)

\*\* Considering 1 ₹ equals to 0.012 US\$ as on 18.4.2024

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

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

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	79504	97881
(iii) Third-party water	542633	504592
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>622136</b>	<b>602473</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>622136</b>	<b>602473</b>
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (m3/₹)	0.00001	0.00001
<b>**Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (m3/US\$)	0.0008	0.0008
<b>*Water intensity in terms of physical Output</b> (in m3/million unit)	252	231
<b>Water intensity</b> – the relevant metric may be selected by the Entity	NA	NA

\* Considering production and water consumption from 4 formulation units (Roorkee, Salisbury, Spokane & Montreal)

\*\* Considering 1 ₹ equals to 0.012 US\$ as on 18.4.2024

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.





4. Provide the following details related to water discharged:

Parameter	FY 2024 (Current Financial Year)*	FY 2023 (Previous Financial Year)*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties**		
- No treatment	239226	240543
- With treatment – please specify level of Treatment (through Treatment in ETP)		
(v) Others		
- No treatment	5747	5376
- With treatment – [Treated in-house in compliance to consent conditions]		
<b>Total water discharged (in kilolitres)</b>	<b>244972</b>	<b>245919</b>

\*Both the Indian manufacturing facilities are ZLD (Zero liquid discharge) plants

\*\*Effluent sent to third parties for treatment and discharge in compliance to local regulation

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

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

All our Indian manufacturing sites are Zero Liquid Discharge (ZLD). This is in line with local regulatory requirements.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
NOx	MT	0.95	4.1
Sox	MT	0.28	0.7
Particulate matter (PM)	MT	0.57	1.9
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

## 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity, in the following format:

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8,620	8492
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	68,152	54703
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	gmCO <sub>2</sub> e/₹	1.14	1.01
<b>**Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/US\$	95	84
<b>*Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	tCO <sub>2</sub> e/ million Unit	10	12.4
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the entity	NA	NA	NA

\* Considering production and GHG from 4 formulation units (Roorkee, Salisbury, Spokane & Montreal)

\*\* Considering 1 ₹ equals to 0.012 US\$ as on 18.4.2024

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

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

The Company has a dedicated business excellence team that every year identifies different resource efficiency projects across manufacturing sites. These include energy-saving projects also. This year the Company has implemented 10 no. of new energy saving projects. New projects and last year carry forward projects, combined together a total of 17 projects led to a reduction of 1785 tCO<sub>2</sub> (GHG) emissions during this reporting period.

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

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Total Waste generated (in metric tons)</b>		
Plastic waste (A)	41.090	34.000
E-waste (B)	1.096	0.400
Bio-medical waste (C)	97.319	105.600
Construction and demolition waste (D)	0.000	0.000
Battery waste (E)	4.782	0.400
Radioactive waste (F)	0.000	0.000
Other Hazardous waste. Please specify, if any. (G)	9840.243	12008.500
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1046.732	1194.100
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>11031.263</b>	<b>13343.000</b>



Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (in gm/ ₹ revenue)	0.16	0.22
<b>**Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (in gm/US\$)	13.71	18.06
<b>*Waste intensity in terms of physical output Waste intensity (optional) – the relevant metric may be selected by the entity</b> (in MT/ million units)	0.422	0.677
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6727.94	7456.1
(ii) Re-used	0	0
(iii) Other recovery operations (Co-processing)	1570.11	2078.30
<b>Total</b>	<b>8298.00</b>	<b>9534.40</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	281.38	502.88
(ii) Landfilling	2354.53	3305.70
(iii) Other disposal operations	97.32	0
<b>Total</b>	<b>2733.22</b>	<b>3808.58</b>

\* Considering production and waste generation from 4 formulation units (Roorkee, Salisbury, Spokane & Montreal)

\*\* Considering 1 ₹ equals to 0.012 US\$ as on 18.4.2024

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulations:

- Recycle and Reuse through authorised third-party
- Co-processing at cement kiln
- Secured land fill
- Incineration (both solid and liquid)

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons there of and corrective action taken, if any.
	NA	NA	NA

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	NA	NA	NA	NA	NA

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act & rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	*Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NA	Nil	NA	NA

\*Response provided for Indian operation

Leadership Indicators

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

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

- (i) Name of the area: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	NA
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	NA	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA



Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. However, the Company publish sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

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

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	737234	662,296
<b>Total Scope 3 emissions per rupee of turnover</b>	kgCO <sub>2</sub> /₹	0.01100	0.01054
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency.

No. However, the Company publish a sustainability report following GRI Standards every year where all our sustainability performances are assured by Ernst & Young Associates & LLP.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

NA as mentioned above against question no. 11.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	GHG emission reduction.	This year (FY 2024) the Company has implemented 10 no. of new energy-saving projects. New projects and last year carry forward projects, combined together a total of 17 projects led to a reduction of 1785 tCO <sub>2</sub> emissions during this reporting period.  Refer to page no. 44 of third-party assured sustainability reports available in the below link to find GHG emission reduction incurred during last year (FY 2023): <a href="https://www.jubilantpharmova.com/pdf/jubilant_pharmova-sustainability_report_2022-23.pdf">https://www.jubilantpharmova.com/pdf/jubilant_pharmova-sustainability_report_2022-23.pdf</a>	Reduction of 1785 tCO <sub>2</sub> emissions during this reporting period.

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

Our API (Active Pharmaceutical Ingredient) plant in India has both business continuity plan disaster management in place. Other facilities in India have onsite emergency plans at every site to take care of site-specific emergency situations and site mock drill is conducted at regular intervals. Our Cadista facility in America has a Business continuity plan in place & periodic drills are conducted as necessary.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

No significant adverse impact has come to our notice yet.

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

3% of value chain partners of Indian operations were assessed during FY 2024

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

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

The Company and its subsidiaries have 53 affiliations with trade and industry chambers/ associations in India & abroad.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Initiative undertaken	Outcome of the initiative
1	All India Management Association (AIMA)	National
2	Centre for Social and Economic Progress (Formerly Brookings India)	National
3	Confederation of Indian Industry (CII)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Global Compact Network	National
6	Indo-Canadian Business Chamber (ICBC)	National
7	International Ombudsman Association (IOA)	National
8	International Society of Pharmaceutical Engineering (ISPE)	National
9	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)	State
10	Mysore Chamber of Commerce & Industry	State

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

Name of authority	Brief of the case	Corrective action taken
NA	None	NA

**Leadership Indicators**

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

S. No.	Public advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ NO)	Frequency of policy review by Board (Annually/ Half yearly/ Quarterly / Others (please specify))	Web link if available
1	Uniform Code for Pharmaceuticals Marketing Practices	Representation through stakeholder consultation in industry Associations, connecting with the Ministry	The Government has put in place a Uniform Code for Pharmaceutical Marketing Practices (UCPMP) for Pharmaceutical companies	NA	NA
2	Draft National Pharmaceuticals Policy 2023	Review and submission through stakeholder consultation in industry Associations, connecting with the Ministry	Approach paper on the DoP website	NA	NA

*\*Advocacy is channelised through the Industry Chambers and Associations as well as with the relevant Ministries at the state and centre.*



## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

None of the projects undertaken by Jubilant Pharmova Limited in FY 2023-24 required Social Impact Assessments.

- Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Not Applicable.

- Describe the mechanisms to receive and redress grievances of the community.**

There are multiple mechanisms to receive and address the grievances like regular meetings with the community, community interface meetings, suggestion box at the factory gates, etc. Grievances could also be sent to any of the HR / Admin teams of the plant locations who will handle it appropriately. The grievance could also be sent to [grievance@jubil.com](mailto:grievance@jubil.com) through email.

A policy on grievance receipt & redress is uploaded on the company's website ([https://www.jubilantpharmova.com/Uploads/image/2274imguf\\_GrievanceRedressalPolicy.pdf](https://www.jubilantpharmova.com/Uploads/image/2274imguf_GrievanceRedressalPolicy.pdf))

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Directly sourced from MSMEs/small Producers*	17	2
Directly from within India*	55	1**

\*percentage of input materials (RM + consumables) from Indian operation

\*\* From neighbouring districts

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Parameter	FY 2024 (Current Financial Year*)	FY 2023 (Previous Financial Year*)
Rural	Nil	Nil
Semi-urban	43.72%	46.75%
Urban	56.19%	53.25%
Metropolitan	0.09%	Nil

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban/metropolitan)

\*Standalone value

### Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

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

The community around our operations at all locations are key stakeholders for the Company and we believe in having inclusive growth along with them. None of our operations are in the aspirational districts as identified by the government bodies.

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups?**

No

- From which marginalised /vulnerable groups do you procure?**

None

- What percentage of total procurement (by value) does it constitute?**

NA

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
NA	NA	NA	NA	NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Health	60,930	100
2	Education	55,555	100
3	Livelihood	7585	100

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

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

There are SOPs which define the activities related to the collection, detection, assessment, monitoring, and prevention of complaints associated with released products. As per Customer complaint SOP#QAD-SOP-0007-R16, Complaints are investigated and closed within 30 working days for critical complaints, 45 working days for major complaints & 60 working days for Minor & non-quality complaints

2. Turnover of products and/ services as a percentage of turnover from all products/services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints in respect of the following:

Benefits	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	NA		0	NA	
Advertising	0	NA		0	NA	
Cyber-security	0	NA		0	NA	
Delivery of essential Services	847	86		880	131	
Restrictive Trade Practices	0	NA		0	NA	
Unfair Trade Practices	0	NA		0	NA	
Other	NA	NA		NA	NA	





4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link of the policy.

Yes, Weblink - <https://www.jubilantpharmova.com/privacy-policy>

Our IT processes are ISO 27001 certified and we follow the NIST Cyber Security framework which ensures compliance with international standards and frameworks.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - None
- Percentage of data breaches involving personally identifiable information of customers - None
- Impact, if any, of the data breaches - NA

Leadership Indicators

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

Web link - <https://www.jubilantpharmova.com/#business-segments>

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

The Company displays product information on the product label, over and above what is mandated as per local laws. Our products also carry a detailed information leaflet on the safe use of the products wherever applicable. As a pharmaceutical manufacturer, the Company's manufacturing facilities are required to comply with all applicable Quality and Regulatory authority requirements of the country of origin and country of export, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (cGMP).

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

Our team gives advance intimation to the concerned customers, if there are any disruptions in supplies of our products and likely timelines to restore the supplies so that customers are accordingly prepared.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

No. Our products are regulated by many agencies and do not display information on the product over and above what is mandated per regulations. All product labelling must be approved by the regulatory agencies to ensure compliance with the regulations and laws.