



August 08, 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: **543271**

Trading Symbol: **JUBLINGREA**

Dear Sirs,

**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 Ingrevia Limited

Deepanjali Gulati  
Company Secretary

Encl: as a/a

**A Jubilant Bhartia Company**

OUR VALUES



**Jubilant Ingrevia Limited**

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

Regd Office:  
Bhartiagram, Gajraula  
Distt. Amroha - 244 223  
Uttar Pradesh, India  
CIN : L24299UP2019PLC122657

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity  
L24299UP2019PLC122657
2. Name of the Listed Entity  
JUBILANT INGREVIA LIMITED
3. Year of incorporation  
23-10-2019
4. Registered office address  
Bhartiagram, Gajraula, District Amroha-244 223, Uttar Pradesh, India
5. Corporate address  
Jubilant Ingrevia Limited, 1A, Sector 16A, Noida - 201 301, Uttar Pradesh, India
6. E-mail  
[Sharad.Kalghatgi@jubl.com](mailto:Sharad.Kalghatgi@jubl.com)
7. Telephone  
91-120-4361502
8. Website  
[www.jubilantingrevia.com](http://www.jubilantingrevia.com)
9. Financial year for which reporting is being done

Financial year for which reporting is being done	Start Date	End Date
Current Financial Year	01-04-2023	31-03-2024
Previous Financial Year	01-04-2022	31-03-2023
Prior to the Previous Financial year	01-04-2021	31-03-2022

10. Name of the Stock Exchange(s) where shares are listed  
National Stock Exchange of India Limited; BSE Limited
11. Paid-up Capital  
₹159.28 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report  
Mr. Sharad Kalghatgi  
Vice President-Health & Safety  
1-A, Sector 16A, Noida -201301  
Uttar Pradesh, India.  
Phone: +91-120-4361502,  
Email: [Sharad.Kalghatgi@jubl.com](mailto:Sharad.Kalghatgi@jubl.com)

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 which form a part of its consolidated financial statements, taken together).

Disclosures are on a consolidated basis including all subsidiaries and excluding Associates.

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	Speciality Chemicals	Pyridine & Picolines, Fine Chemicals, Crop protection chemicals and CDMO	38.34
2	Nutrition & Health Solutions	Nutrition & Health Ingredients, Animal Nutrition & Health solutions and Human Nutrition & Health solution	16.44
3	Chemical Intermediates	Acetyls and Speciality Ethanol	45.22

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

S. No.	Products / Services	NIC Code	% of total Turnover contributed
1	Pyridine & Picolines, Fine Chemicals, Crop protection chemicals and CDMO	2021	38.34
2	Nutrition & Health Ingredients, Animal Nutrition & Health solutions and Human Nutrition & Health solution	2011	16.44
3	Acetyls and Speciality Ethanol	2011	45.22

NIC Code list link: [https://www.ncs.gov.in/Documents/NIC\\_Sector.pdf](https://www.ncs.gov.in/Documents/NIC_Sector.pdf)

## 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	5	8	13
International	0	4	4

19. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	22
International (No. of Countries)	50

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

The contribution of export (consolidated) as a percentage of the total turnover of the entity during FY 2024 was 40.94.

- c. A brief on types of customers

Jubilant Ingrevia Limited is a global integrated Life Science products and Innovative Solutions provider serving Pharmaceutical, Nutrition, Agrochemical, Consumer and Industrial customers with customised products and solutions that are innovative, cost-effective and conforming to excellent quality standards. The Company offers a broad portfolio of high-quality ingredients that find application in a wide range of industries. The Company has 2,100 employees and serves more than 1,500 customers in more than 50 countries across the world. The Company's portfolio also extends to custom research and manufacturing for pharmaceutical and agrochemical customers on an exclusive basis. Jubilant Ingrevia Limited is a Responsible Care certified company, driven by the motive to add value to millions of lives through innovations and cutting-edge technology. As a leader in key products that the Company manufactures, it takes pride in being a partner of choice for its valued customers.

#### IV. Employees

20.. Details as of the end of the Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1.	Permanent (D)	1,959	1,845	94.18	114	5.82	0	0
2.	Other than Permanent (E)	0	0	0.00	0	0.00	0	0
3.	Total employees (D+E)	1,959	1,845	94.18	114	5.82	0	0
WORKERS								
4.	Permanent (F)	324	324	100.00	0	0.00	0	0
5.	Other than Permanent (G)*	1,273	1,237	97.17	36	2.83	0	0
6.	Total workers (F + G)	1,597	1,561	97.75	36	2.25	0	0

\*Contract workers

b. Differently abled Employees and workers:

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

\*Contract workers

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		Total (A)	% (B / A)
Board of Directors	12	2	16.66
Key Management Personnel	4	1	25

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	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	17.0%	23.4 %	0%	17.4 %	17.5%	15.0%	0%	17.3%	14.3%	19.0%	0%	14.5%
Permanent Workers	10.7 %	0%	0%	10.7 %	8.7%	0%	0%	8.7%	5.2%	0%	0%	5.2%

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

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

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 Infrastructure Limited	Subsidiary	100	Yes
2	Jubilant Agro Sciences Limited(formerly Jubilant Crop Protection Limited)	Subsidiary	100	Yes
3	Jubilant Life Sciences NV, Belgium	Subsidiary	100	Yes
4	Jubilant Life Sciences International Pte Ltd, Singapore,	Subsidiary	100	Yes
5	Jubilant Life Sciences (Shanghai) Limited	Subsidiary	100	Yes
6	Jubilant Life Sciences (USA) Inc.	Subsidiary	100	Yes
7	Mister Veg Foods Private Limited	Associate	37.98	Yes
8	AMP Energy Green Fifteen Private Limited	Associate	26	Yes

## VI. CSR Details

The company believes in inclusive growth and considers the community around its manufacturing location as it's key stakeholder. The community around the Company's operations at all locations are key stakeholders for the Company and the organisation believes in having inclusive growth along with them. Through its community engagement programs, the Company understands the community's expectations of having better health and hygiene facilities, more local employment opportunities, better educational and infrastructural amenities etc. Corporate Social Responsibility (CSR) is an integral part of the sustainability framework of the Company. CSR activities at the Company are established in accordance with the provisions of Section 135 read with Schedule VII to the Act. The Corporate Social Responsibility initiatives are conceptualized and executed through Jubilant Bhartia Foundation (JBF), the not for profit arm of Jubilant Bhartia Group. At Jubilant, the CSR projects are weaved in to empower the select communities and enhance their quality of life. The CSR projects are designed in a way to empower the communities around the area of operations of the Company and add value to their life. The projects work on the 4P model (Public-Private-People- Partnership). JBF's detailed activities are available on its website [www.jubilantbhartiafoundation.com](http://www.jubilantbhartiafoundation.com)

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹): 41,357.96 million

(iii) Net worth (in ₹): 27,374.74 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 (Turnover rate in current FY)			FY 2023 (Turnover rate in previous FY)		
		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	<a href="https://www.jubilant-ingrevia.com/Uploads/image/769imguf_GrievanceRedressalpolicy.pdf">https://www.jubilant-ingrevia.com/Uploads/image/769imguf_GrievanceRedressalpolicy.pdf</a>	0	0	NA	0	0	<a href="https://jubilantingrevia.com/investor.aspx?mp-gid=101&amp;pgid1=109&amp;pgid2=114&amp;pgidtrail=216">https://jubilantingrevia.com/investor.aspx?mp-gid=101&amp;pgid1=109&amp;pgid2=114&amp;pgidtrail=216</a>
Investors (other than shareholders)	<a href="https://www.jubilant-ingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilant-ingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a>	0	0	NA	0	0	<a href="https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a>

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 (Turnover rate in current FY)			FY 2023 (Turnover rate in previous FY)		
		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
Shareholders	<a href="https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a>	0	0	NA	5	0	NA
Employees and Workers	<a href="https://www.jubilantingrevia.com/about-us/group-ombudsperson">https://www.jubilantingrevia.com/about-us/group-ombudsperson</a>	0	0	NA	9	4	NA
Customers	<a href="https://www.jubilantingrevia.com/about-us/group-ombudsperson">https://www.jubilantingrevia.com/about-us/group-ombudsperson</a>	18	0	NA	27	4	NA
Value Chain Partners	Yes <a href="https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy">https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy</a>	0	0	NA	1	1	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

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, 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 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 in a year.	Positive Implications

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)
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.	Positive Implications
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.	Negative Implications

## 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		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	All employee-related policies are uploaded on the intranet portal of the Company for communication and implementation. Other policies are uploaded on the Company's website in the following links: <a href="https://jubilantingrevia.com/sustainability/policies/ehs-policy">https://jubilantingrevia.com/sustainability/policies/ehs-policy</a> <a href="https://jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts">https://jubilantingrevia.com/investors/corporate-governance/policies-and-codes/policy-on-rpts</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) 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 and international standards such as ISO 14001, ISO 9001, ISO 50001, RC 14001, ISO 27001, ISO 45001 and others. In addition to aforesaid certifications, some of our plants are also certified under FSSC 22000, GMP, HALAL, KOSHER etc. All of our manufacturing sites have received RC logo from ICC (Indian Chemical Council)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	Y	N	N	Y	N	Y	Y

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 Goals					UOM	FY 2024 Target	FY 2024 Achievement	
	Reduce Lost Time Injuries Frequency Rate (LTIFR)					No.	0.31<	0.44	
	Fatalities					No.	0	1*	
	% of renewable energy in the overall energy mix					No.	7	5.49*	
	Reduce the specific energy consumption					GJ/MT	15.33	17.36*	
	Reduce the specific GHG emission					tCO2e/MT	1.43	1.54*	
	Reduce specific water consumption					m³/MT	6.65	7.26*	
	Improve skill and knowledge of employees by imparting training					Training man-days / employee / yr	5	3.19	
	*Could not meet the goal due to change in product mix, except the fatal incidents & LTIFR (1 no. & 5 LTI)								

#### 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,

It is with great pleasure that we present to you the BRSR report of Jubilant Ingrevia Limited for the fiscal year 2023-24. In the face of complex global challenges, we remain steadfast in our commitment to a sustainable future and are proud of the progress we have made as a company.

The past year has been eventful for Jubilant Ingrevia Limited, marking the third year since our demerger from Jubilant Pharmova Limited. Despite the global turmoil caused by ongoing conflicts, climate change, and the post-pandemic scenario affecting individuals worldwide, we have achieved several significant milestones.

Our success is rooted in the dedication and values of our people. With more than 2,300 employees across the Company, we emphasise respect, integrity, and agility in all that we do. We continue to foster an inclusive culture and strive to improve our representation goals, knowing that a diverse and balanced workforce allows us to better engage with our customers.

Sustainability is deeply ingrained in our culture and actions. We are committed to delivering on our promise of caring, sharing, and growing. Before the demerger, our sustainability reporting journey began in 2013, following the guidelines of the Global Reporting Initiative (GRI). In parallel, we have implemented various policies and international standards to enhance the maturity and resilience of our management and governance systems, addressing ever-changing business risks, including environmental, social, climate change, and conflict-related risks.

We attained an outstanding 93 percentile globally (CHM Chemicals) with a 57/100 score in the S&P Global ESG Indices CSA 2023 (DJSI). We take pride in attaining a GOLD Sustainability rating (score 73) in EcoVadis, placing us among the top 5% 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 a 'C' score band for 'Water Security'. Additionally, we are fulfilling the reporting requirements of the Business Responsibility and Sustainability Reporting (BRSR) mandated by SEBI.

In line with our commitment to climate mitigation and stakeholder demands, we have conducted a detailed Product Carbon Footprint (PCF) study of 28 products based on Life Cycle Assessment (LCA) following the ISO 14067:2018 standard. We have also engaged a third party assurance the Cradle to Gate LCA-based PCF of these 28 products. We are committed to further greening our power across all our facilities and have engaged a third-party consultant to help us achieve this goal. Through various energy-saving measures, we have successfully reduced our overall energy consumption by 20% and our specific energy consumption decreased by 10% during this reporting period.



We are committed to diversity and inclusion in the workplace. In FY 2024, we achieved our target of increasing the percentage of women in our workforce to 5.8%. We will continue to work towards creating a more inclusive workplace for all employees.

Overall, we maintain an optimistic outlook for the years ahead as we continue to invest in long-term projects that drive growth and sustainability. We have put considerable effort into this sustainability disclosure and value your feedback on how we can further improve.

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	Committee of the Board									Half Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									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
		Yes HY: Half yearly by the CSR & Sustainability Committee at the Board. Q: Quarterly by the Board								

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 programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	12	Principle 1, Principle 3, Principle 6, Principle 8, Nature of the Industry, Business model, Governance structure, Updates on the Company's statutory policies, Updates on Corporate Laws	100%

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Key Managerial Personnel	13	Principle 1, Principle 3, Principle 6, Principle 8, The Global Landscape-Growth & Volatility, The Global Landscape-Strategy in an Age of Disruption, Disruption-Business Model Innovation, Disruption-Phoenix Encounter, Leadership-Leading high impact teams, Leadership thinking, ESG-Value proposition behind ESG	100%
Employees other than BoD and KMPs	4,926	COC, POSH, Responsible care Management, IT Security, Behavioural pieces of training like Mind Management, Structuring work & emotions in Unstructured environment, Brand N You etc, Functional trainings Finance for Non Finance, Excel for everyone, Behaviour based safety, Awareness about RC & its 7 Codes, Being safety aware and surrounding, Awareness on GDP (JVL/QAD/SOP/028-06)BE, OHS, EHS, Safety etc	95%
Workers	1,195	TPM, BE, Safety, 6S & It's importance, RC awareness training for Workers, training on Self-development, Patrolling & Checking, Surge, LOTO (Lockout & Tag out), Onsite Emergency Plan Cardinal Rules, Awareness of ENMS & IMS, Hazard Identification (Near miss, Unsafe Act and Unsafe condition)	95%

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): There is no such recorded case in this financial year.

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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding Fee	NA	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)
Penalty / Fine	NA	NA	NA	NA	NA
Settlement	NA	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 developed and communicated its Anti-bribery & Anti-corruption policy as part of the employee Code of Conduct (CoC). Please refer to page 13 & 14 of our Code of Conduct, available on the Company's website at the following link:

[https://jubilantingrevia.com/Uploads/image/514imguf\\_code-of-conduct-August2021.pdf](https://jubilantingrevia.com/Uploads/image/514imguf_code-of-conduct-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:

	FY 2024 (Current Financial Year)		FY 2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

Not Applicable as mentioned above

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	89	73

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	38.15%	38.57%
	b. Number of trading houses where purchases are made from	28	30
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92.54%	88.81%

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Concentration of Sales	a. Purchases from top 10 trading houses as % of total purchases from trading houses	6.55%	8.29%
	b. Number of dealers / distributors to whom sales are made	86	62
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	74.35%	84.41%

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	1.79%	0.94%
	b. Sales (Sales to related parties as % of Total Sales)	0.44%	0.42%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00	0.00
	d. Investments in related parties as % of Total Investments made	0.00	100%

#### Leadership Indicators

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

S.No.	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 programs
1	1	Sustainability, Safety, Carbon Foot prints	33%

- 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 takes disclosures from directors from time to time with respect to changes of interest or concern from the Board members which are placed before the Board meeting.

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

##### Essential Indicators

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

S.No.	Current Financial Year 2024	Previous Financial Year 2023	Details of improvements in environmental and social impacts
R&D	100%	100%	Jubilant spends on R&D to develop products following 12 principles of Green Chemistry keeping environment, safety & sustainability as major aspects in a glance.
Capex	0.45%	1.7%	The CAPEX contribution is planned to generate safety data which helps to develop safe and hazardous-free processes for the prod-ucts.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes.
  - If yes, what percentage of inputs were sourced sustainably?  
95%

- 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.

NA, since the Company is a B2B Chemical business.

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

Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

### Leadership Indicators

- 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?

No.

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

- 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.

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
	NA	NA	NA

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

S.No.	Indicate input material	Recycled or re-used input material to total material	
		FY 2024 Current Financial Year	PY 2023 Previous Financial Year
1	NA	NA	NA

NA, since we are in B2B Chemical manufacturing business.

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

	FY 2024 Current Financial Year			FY 2023 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste Other waste	0	0	0	0	0	0

NA, since we are in the B2B Chemical manufacturing business, the Company doesn't reclaim any product or packaging item at the end of the life of the product.

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective
1	NA Since we are a B2B Chemical manufacturing business, the Company doesn't reclaim any product or packaging item at the end of the life of the product.	0.00%

### 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: (\*other than workers)

% of Employees Covered by											
Category	Total (A)	Health Insurance		Accident Assurance		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	1,845	1,845	100	1,845	100	NA	NA	0	0	NA	NA
Female	114	114	100	114	100	114	100	NA	NA	42	36.84
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1,959	1,959	100	1,959	100	114	5.82	0	0	42	2.14
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

- b. Details of measures for the well-being of workers: (\*permanent workers only)

% of Employees Covered by											
Category	Total (A)	Health Insurance		Accident Assurance		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	324	324	100	324	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	324	324	100	324	100	0	0	0	0	0	0
Other than Permanent employees											
Male	1,237	1,237	100	1,237	100	0	0	0	0	0	0
Female	36	36	100	36	100	36	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	1,273	1,273	100	1,273	100	36	2.83	0	0	0	0

- 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	0.02%	0.03%

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	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	2	3	Y	2	3	Y
Others – please specify	NA	NA	NA	NA	NA	NA

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.

Yes

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

[https://jubilantingrevia.com/Uploads/image/514imguf\\_code-of-conduct-August2021.pdf](https://jubilantingrevia.com/Uploads/image/514imguf_code-of-conduct-August2021.pdf)

<https://jubilantingrevia.com/careers/diversity-and-inclusion>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	0	0
Other	0	0	0	0
Total	100%	100%	0	0

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

If yes, give details of the mechanism in brief.	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	Yes	Yes, workmen can directly approach to his HOD or HR for any grievance. Further, There is CoC policy under which complaint can be filed with ombudsperson.
Other than Permanent Workers	Yes	Yes, workmen can directly approach to his HOD or HR for any grievance. Further, There is CoC policy under which complaint can be filed with ombudsperson.
Permanent Employees	Yes	Yes, workmen can directly approach to his HOD or HR for any grievance. Further, There is CoC policy under which complaint can be filed with ombudsperson.
Other than Permanent Employees	Yes	Yes, workmen can directly approach to his HOD or HR for any grievance. Further, There is CoC policy under which complaint can be filed with ombudsperson.

7. Membership of employees and worker 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	1,959	0	0	1,872	0	0
- Male	1,845	0	0	1,765	0	0
- Female	114	0	0	107	0	0
- Other	0	0	0	0	0	0
Total Permanent Employees	324	262	80.86	423	276	65.25
- Male	324	262	80.86	423	276	65.25
- Female	0	0	0	0	0	0
- Other	0	0	0	0	0	0

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 (D)	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	1,845	2,640	143.09	1,724	93.44	1,765	1,834	104	1,001	56.7
Female	114	51	44.74	111	97.37	107	42	39	66	61.7
Other	0	0	0	0	0	0	0	0	0	0
Total	1,959	2,691	137.37	1,835	93.67	1,872	1,876	100	1,067	57
Workers										
Male	324	324	100	138	42.59	423	423	100	631	149.17
Female	0	0	0	0	0	0	0	0	28	100
Other	0	0	0	0	0	0	0	0	0	0
Total	324	324	100	138	42.59	423	423	100	724	149.17

\*Previous financial year (FY 2023) workers numbers have been updated considering only permanent workers.

9. Details of performance and career development reviews of employees and worker:

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	1,845	1,845	100	1,765	1,765	100
Female	114	114	100	107	107	100
Other	0	0	0	0	0	0
Total	1,959	1,959	100	1,872	1,872	100
<b>Workers</b>						
Male	324	324	100	423	423	100
Female	0	0	NA	0	0	NA
Other	0	0	0	0	0	0
Total	324	324	100	423	423	100



10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
Yes. 100% coverage
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
QRA, HAZOP, IHRA, What-if Analysis, HIRA, JSA, Safety Audit, Safety Inspections, etc.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N): Yes.
- 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 hours worked)	Employees	0.24	0
	Workers	0.53	0.15
Total recordable work-related injuries	Employees	1	0
	Workers	5	8
No. of fatalities	Employees	0	0
	Workers	1	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Following are the summary of key measures taken by the entity to ensure safe and healthy work place:

- To Identify the Unsafe Act / Unsafe Condition & Near Miss Reporting & take corrective preventive action
- Health & Safety Awareness training program by external & internal.
- Work Permit system implemented
- Investigate Accidents
- Regular work place Inspection / audit by internal team.
- External health & safety audit by third party.
- Third party hired (Chola MS Risk Service Management) for Implementation of PSM & SMS.
- Employee Engagement
- Reward & Recognition
- Safety Committee meeting
- Contractor safety committee meeting
- Town halls
- Monthly Safety Theme Program
- Legal compliances
- Safety Improvement Plan
- Process Safety Management Implementation

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

	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

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

Following are the site specific 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 at Savli & Gajraula sites:

Nira Incident CAPA :

- For all the cleaning SOPs / work instructions /BPR to be made with doer and checker mechanism.
- Training to be given All department HODs, shift in charges, plant operators and contract employees:
  - Related to cleaning work instructions / decontamination processes.
  - For identifying process risks, Permit to work. Evaluation process to be established.
- Concerned Contract workmen to be involved while making JSA and Specific JSA tool box to be done for specific contractor workmen.
- All the checklists to be reviewed and signed by site production head.
- To have water jet cleaning / CIP (Continuous in Process Cleaning) or usage of non-metallic cleaning tools.

### Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 

(A) Employees (Y/N): Yes

(B) Workers (Y/N): Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 

Every month we take proof of previous month's PF and ESI Challan from the contractor(s). It is ensured that dues are getting deducted and deposited by them. In case any observation is noted, action is taken immediately.
- 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:

	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	0	0	0	0
Workers*	0	0	0	0

\*Permanent workers only

- 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): No

5. Details on assessment of value chain partners:

Indicate product category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	73
Working Conditions	73

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.

Jubilant Ingrevia Limited believes that its workforce is a key asset contributing to the Company's success. The Company ensures that Health and Safety (OHS) standards at all its locations are benchmarked with the global best practices and standards. Its approach towards best-in-class occupational health and safety standards is articulated in its OHS policy. The Company has deployed a knowledgeable and experienced occupational health and safety management team across all its locations to continuously monitor, manage, and respond to emergencies, if any. The majority of its manufacturing sites are ISO 45001 certified. All employees of these locations, who have access to operating sites, are also covered under these OHS management system which is audited periodically. All visitors coming to the sites are also briefed about basic safety, before entering the premises. The Company is implementing a comprehensive safety management system under the guidance of well renowned safety consulting organisation. Any OHS (Occupational Health & Safety) risks arising from assessments of health and safety practices and working conditions are immediately addressed by the site OHS management team through necessary corrective & preventive measures. The same is reviewed by both site management and corporate management from time to time. For our suppliers (including contract manufacturers), the Company has established and communicated a 'Green Supply Chain' policy expecting our suppliers to provide safe & healthy working conditions and decent labour practices while doing business. The Company also conduct critical suppliers ((including contract manufacturers) EHS/ Sustainability audits from time to time and provides their observations/recommendations to suppliers' management.

**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.

The Company continually works towards making its Stakeholder Engagement framework more focused and structured, year-on-year. From FY 2015, the Company started stakeholder prioritisation and materiality assessment involving the top management that continuously engages with different stakeholders at different intervals. The list of key stakeholders, mode of engagement and a list of key topics raised through these engagements are given below.

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

S. No.	Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication	Details of Other Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly/ thers – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	Other	<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>	Others – please specify	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>
2	Investors and Shareholders	No	Other	<ul style="list-style-type: none"> <li>Investors meet &amp; calls, quarterly Investors conference calls with investors attended by Chairman, CCMD, Group CFO, CFO &amp; CEO.</li> <li>Shareholders/Investors Grievance forums (Dedicated team who takes care of investor relation)</li> <li>Investors are provided with Annual Report, Quarterly Earnings Release and Sustainability Report</li> <li>Company website is updated regularly with relevant information</li> <li>AGM</li> </ul>	Others – please specify	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>

S. No.	Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication	Details of Other Channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly/ thers – please specify)	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	Employees	No	Other	<ul style="list-style-type: none"> <li>Reward &amp; recognition</li> <li>Chairmen's Award</li> <li>New Joiners' meet</li> <li>Long Service Awards</li> <li>Employee wellness programs</li> <li>festival/special days celebrations</li> <li>Exit Interviews</li> </ul>	Others – please specify	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Faster decision making</li> <li>Talent pool</li> <li>Collaboration</li> <li>Job enrichment</li> <li>Career growth</li> <li>No discrimination</li> </ul>
4	Partners (Suppliers and Service Providers)	No	Other	<ul style="list-style-type: none"> <li>One-on-one meeting with the suppliers.</li> <li>Virtual meetings/audits with the suppliers and contract manufacturers</li> <li>Mailers</li> </ul>	Others – please specify	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Transparency with respect to RFQ</li> <li>Ethical behaviour</li> <li>Timely payments</li> </ul>
5	Regulatory Bodies	No	Other	<ul style="list-style-type: none"> <li>One to one meetings</li> <li>Industry bodies and other related platform</li> </ul>	Others – please specify	Regularly all throughout the year	<ul style="list-style-type: none"> <li>Compliance related to EHS, TAX, labour practice</li> </ul>
6	Community	No	Other	<ul style="list-style-type: none"> <li>Meetings during formal community engagements</li> <li>Public hearings</li> <li>Community interface meet</li> <li>Suggestion box at gate</li> </ul>	Others – please specify	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

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

Yes, continuous feedback of stakeholders is provided through presentations made before the CSR & Sustainability Committee

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

Yes, continuous feedback of stakeholders is provided through presentations made before the CSR & Sustainability Committee

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

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. For further details on our engagements and CSR actions please refer the following link in our Company website: <https://jubilantingreva.com/about-us/sustainability/corporate-social-responsibility>

**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)

**Employees**

Permanent	1,959	1,396	71.26	1,872	1,055	56
Other permanent	0	0	0	0	0	0
Total Employees	1,959	1,396	71.26	1,872	1,055	56

**Workers**

Permanent	324	324	100	423	407	96
Other permanent than	1,273	0	0	0	0	0
Total Workers*	1,597	324	100	423	407	96

\*Only permanent workers considered in above table.

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**

Permanent	1,959	0	0	1,959	100	1,872	0	0	1,872	100
Male	1,845	0	0	1,845	100	1,765	0	0	1,765	100
Female	114	0	0	114	100	107	0	0	107	100
Others	0	0	0	0	0	0	0	0	0	0
Other Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0

**Workers**

Permanent	324	0	0	324	100	423	0	0	423	100
Male	324	0	0	324	100	423	0	0	423	100
Female	0	0	0	0	0	0	0	0	0	0
Others	0	0	0	0	0	0	0	0	0	0
Other Permanent	1,273	0	0	1,273	100	1,234	0	0	1,234	100
Male	1,237	0	0	1,237	100	1,206	0	0	1,206	100
Female	36	0	0	36	100	28	0	0	28	100
Others	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female		Others	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	26,35,000	2	26,35,000	0	
Key Managerial Personnel	1*	2,15,22,601	1	46,18,824	0	
Employees other than BoD and KMP	1,842	16,38,158.00	114	16,57,611.00	0	0
Workers	324	7,47,198.00	0	NA	0	0

\*Excludes the remuneration of directors who resigned/ superannuated during FY 2023-24.

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	5.33%	5.38%

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

Jubilant Ingrevia Limited 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 whom Jubilant has tied up for processing issues/ concerns independently and confidentially.

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

	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	3	0	NA	2	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	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)
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	03	02
ii) Female employees / workers	114	107
iii) Complaints on POSH as a % of female employees / workers	2.63%	1.87%
iv) Complaints on POSH upheld	02	02

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

We have a no Retaliation Policy. Jubilant Ingrevia Limited 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.cwiportal.com](http://www.cwiportal.com), an external web portal with whom Jubilant has tied up for processing issues/ concerns independently and confidentially.

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

Yes

10. Assessments for the year:

Indicate product category	% 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	0
Discrimination at workplace	0
Wages	16

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

NIL

#### Leadership Indicators

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

NIL

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

NIL

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

4. Details on assessment of value chain partners:

Indicate product category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	73
Discrimination at workplace	73
Child Labour	73
Forced/involuntary labour	73
Wages	73

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

Nil

## 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:

**Whether total energy consumption and energy intensity is applicable to the company? (Y/N)**

Yes

		FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Revenue from operations (in ₹)		41357,960,000.00	47,726,890,000.00

  

Parameter	UOM	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	77,371	65,776
Total fuel consumption (B)	GJ	197,862	692,920
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	275,233	758,696
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	287,998	265,365
Total fuel consumption (E)	GJ	7,816,468	8,508,422
Energy consumption through other sources (F)	GJ	359,518.00	482,422.00
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	GJ	8,463,984	9,253,209
<b>Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)</b>	GJ/₹	0.000211307	0.000209775
<b>"Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)"</b>	GJ/₹	0.000211307	0.000209775
<b>Energy intensity in terms of physical Output</b>	GJ/MT	17.36	19.28
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	GJ/MT	17.36	19.28
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		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.	
If yes, name of the external agency.			



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	16,32,359.00	16,86,923
(ii) Groundwater	20,39,826	24,26,817
(iii) Third party water	25,923	22,196
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36,98,108	41,35,936
Total volume of water consumption (in kilolitres)	36,98,108	41,35,936
Water intensity per rupee of turnover (Water consumed / turnover) [in KL/million ₹]	89	87
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	89	87
<b>Water intensity in terms of physical Output</b>	7.24	7.69
<b>Water intensity (optional) – the relevant metric may be selected by the Entity</b>	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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.
If yes, name of the external agency.		

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	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
(iv) Sent to third-parties	1,48,007	1,58,896
- No treatment	0	0
- With treatment – please specify level of Treatment	1,48,007	1,58,896
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	.0	0
Total water discharged (in kilolitres)	1,48,007	1,58,896
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		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.
If yes, name of the external agency.		

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

Yes.

The Company strives to recycle usable water from the effluents after treatment in order to reduce fresh water consumption. Most of its facilities (3 out of 5) are zero liquid discharge.

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

Safety Incident/Number	Please specify unit	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
NOx	MT/ year	138	411
Sox	MT/ year	133	639
Particulate matter (PM)	MT/ year	320	165
Persistent organic pollutants (POP)	NA	Not Monitored	Not Monitored
Volatile organic compounds (VOC)	NA	Not quantified	Not quantified
Hazardous air pollutants (HAP)	NA	Not Monitored	Not Monitored
Others – please Specify, ODS	Kg CFC11eqv/ year in MT	18.04	28.03
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		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.	
If yes, name of the external agency.			

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

Parameter	Unit	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Total Scope 1 emissions (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)	1000 Metric tonnes of CO <sub>2</sub> equivalent	717.3	787.54
Total Scope 2 emissions (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)	1000 Metric tonnes of CO <sub>2</sub> equivalent	57.76	53.32
"Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	ktCO <sub>2</sub> e / ₹	0.0000000187	0.0000000176
"Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)"	ktCO <sub>2</sub> e / ₹	0.0000000187	0.0000000176
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> equivalent/MT of Product	1.54	1.65
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	MT CO <sub>2</sub> e	1.54	1.65
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		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.	
If yes, name of the external agency.			
8. Does the entity have any project related to reducing Green House Gas emission?		Yes	
If Yes, then provide details.		Yes. During FY 2024, the Company implemented 28 energy saving projects across 4 manufacturing sites incurring savings of 237.5 TJ of energy which led to reduction of 28,386 tCO <sub>2</sub> e	

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 (in metric tonnes) generated</b>		
Plastic waste (A)	51.4	86.5
E-waste (B)	0.62	6.0
Bio-medical waste (C)	0.08	0.1
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	62,243	86,337.1
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,04,943	1,30,290.7
Total (A + B + C + D + E + F + G + H)	1,67,238.1	2,16,720.5
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000040437	0.0000045408
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000040437	0.0000045408
Waste intensity in terms of physical output (MT/MT)	0.33	0.38
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
<b>Category of waste</b>		
(i) Recycled	1,13,115	1,24,443.4
(ii) Re-used	4,781	0.0
(iii) Other recovery operations (Co-Processing in cement plant)	0.01	5,602.1
Total	1,17,896.01	1,30,045.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
<b>Category of waste</b>		
(i) Incineration	42,536	6,30,96.5
(ii) Landfilling	8,668	9,326.2
(iii) Other disposal operations	3,548	0.0
Total	54,752	72,422.7
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		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.
If yes, name of the external agency.		

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.

At Jubilant Ingrevia Limited, the non-hazardous waste is either recycled or reused by the third parties. Fly ash, metal scrap, plastic scrap, paper and wooden material scraps are a few major contributors of non-hazardous waste. Further, the Company is highly committed about minimising plastic waste and avoiding littering. Hence, the products are packaged in bulk quantity and in tankers, which considerably reduces the Company's consumption of packaging materials. The Company believes in supporting circular consumption patterns of re-using, restoring and re-pairing rather than buying new products. Some products are sent in drums and carboys, which

are reused wherever feasible. The Company follows the following methods for proper disposal of the hazardous waste generated at its facilities, depending on their nature and local regulation:

- 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 thereof and corrective action taken, if any.
1	Gajraula, UP	Integrated captive coal based power & chemical manufacturing complex	The operations started in the 1980's expanded in stages over the past 4 decades. The boundary of the Hastinapur Wild Life Sanctuary was notified on 06/02/2023. The Eco Sensitive Zone(ESZ) that was Notified on 18/09/2018 is under revision for exemption of the areas wherein our operations, along with about 80 large and small industries operating in UPSIDC land are also affected by this ESZ notification. To comply with the provisions of the Wild Life Conservation Act, 1972 as applicable to our site is being pursued through state and central government, by seeking the exclusion of our property boundaries from the purview of the Wild Life Sanctuary and its Eco Sensitive Zone.

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

None during this reporting period (FY 2024)

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, Environment protection act and rules thereunder (Y/N/ NA).

Yes the entity is compliant with the applicable environmental law/ regulations/ guidelines in India during the reporting period.

#### 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:

- Name of the area - Gajraula
- Nature of operations - Manufacturing
- 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	0.00	0.00
(ii) Groundwater	1,973,786.00	2,364,575.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
(v) Others	0.00	0.00
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>19,73,786</b>	<b>2,364,575</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,973,786.00</b>	<b>2,364,575.00</b>
Water intensity per rupee of turnover (Water consumed / turnover)	47.72	144.00
Water intensity (optional) – the relevant metric may be selected by the entity	8.75	8.23
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) Into Groundwater	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) Into Seawater	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0	0
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	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.	
If yes, name of the external agency.		

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)
Total Scope 3 emissions (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	8,09,115	8,50,714
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/ million H revenue	19.56	17.19
Total Scope 3 emission intensity – tCO <sub>2</sub> e/ MT of production	tCO <sub>2</sub> e/ MT	1.60	1.43
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)	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.		
If yes, name of the external agency.			
3. With respect to the ecologically sensitive areas reported at Question 10 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.	No independent study has been undertaken for assessment of the Biodiversity and impacts of our operations with respect to the Ecological Sensitive Area reported under Hastinapur Wild Life Sanctuary located near our site.		

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	Corrective action taken, if any
1	Disposal of Hazardous Waste through Co-Processing in cement plant	Inorganic Raffinate concentrated through multiple-effect evaporators were earlier disposed off by an In-house spray drying system.  A new initiative for the disposal of the Concentrated Inorganic Raffinate is established through Pre-Processing for Co-Processing in cement plant, through CPCB approved Pre-Processing agencies.	Reduction in Air Emissions & avoidance of Odour emissions, in and around the property	NA

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

The Company has an onsite emergency plan at every site to take care of site-specific emergency situations and a site mock drill is conducted for the same. In addition, there is off-site emergency plan rolled out by site-specific district administrative heads and our sites take part on such offsite emergency mock drills whenever conducted by local administrative heads to reduce the impact of any such industrial disaster which may happen in surrounding areas

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 such cases came to our notice during the reporting period.

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

Around 71% of value chain partners (by value of business done with such partners) were assessed for environmental impacts.

**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. 15
- 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.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Basic Chemicals, Cosmetics & Dyes Export Promotiona Council (CHEMEXCIL)	National
2	Confederation of Indian Industry (CII)	National
3	European Petrochemicals Association (EPCA)	International
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Gujarat Employers' Organisation	State
6	Indian Chemical Council	National
7	Lucknow Management Association (LMA)	State
8	Phd Chamber of Commerce and Industry*	National
9	Savli East Waghodia West Association of Industries	State
10	World Economic Forum	International

## Leadership Indicators

Notes

- 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	NA	NA

## Leadership Indicators

- Details of public policy positions advocated by the entity:**

Sr. no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
1	PLI in Chemicals	Representations through industry Associations, connecting with the Ministry and actively participating in stakeholder consultations	No	NA	
2	Anti-dumping Duty	Representations through industry Associations, connecting with the Ministry and actively participating in stakeholder consultations	No	NA	
3	RoDTEP	Representations through industry Associations, state government, central government Ministry	No	NA	
4	SEZ to DTA sale	Representations through industry Associations, state government, central government Ministry	No	NA	
5	BIS and QCO issues	Representations through industry Associations, state government, central government Ministry	No	NA	

*\*Advocacy is channelised through the Industry Chambers and Associations as well 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.

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web Link
NA	NA	NA	NA	NA	NA

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

S. No.	Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web Link
	NA	NA	NA	NA	NA	NA



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

The Company has adopted and communicated policy on grievance receipt and redress in the following Company's website link:  
<https://jubilantingreva.com/investor.aspx?mpgid=101&pgid1=109&pgid2=114&pgidtrail=216>

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

Parameter	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Directly sourced from MSMEs/ small producers	12 %	14 %
Sourced directly from within the district and neighbouring districts	28 %	25 %

- 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

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Rural	57%	57%
Semi-urban	43%	43%
Urban	-	-
Metropolitan	-	-

#### 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):

Details of negative social impact identified	Corrective Action Taken
NA	NA

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

S.No.	State	Aspirational District	Amount Spent (in ₹)
	NA	NA	

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes/No) No
  - From which marginalised /vulnerable groups do you procure? None
  - What percentage of total procurement (by value) does it constitute? NA
- 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	

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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

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	1,08,337	100%
2	Education	73,463	100%
3	Livelihood	39,561	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.

Customer feedback is taken both in formal and informal ways depending upon the type of business and products. A standard customer feedback form has been prepared under the already existing customer feedback system. Feedback forms are sent to all customers and feedback is taken at least once a year. Based on the feedback received, the customer satisfaction index is calculated at the end of the year. This customer satisfaction index paves the way forward for respective businesses and gives direction to the sales and marketing team to improve customer satisfaction.

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

CSR Project	% of beneficiaries from vulnerable and marginalised groups
Environmental and social parameters relevant to the product	Not Applicable Since B2B business
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable Since B2B business

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

	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	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	34	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	22	0	NA	18	0	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. We have a defined Policy for Information security, we are also certified in ISO 27001 Standards for Information Security Management System. Web Link: <https://jubilantingreva.com/privacy-policy>

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.

None

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - None during reporting period.
- b. Percentage of data breaches involving personally identifiable information of customers – None
- c. 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).

<https://www.jubilantingrevia.com/our-businesses>

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

Jubilant Ingrevia Limited provides UN-GHS and European CLP-compliant Safety Data Sheets (SDS). Where required, CLP-compliant SDS in local European languages, annexed with the Identified Uses and Exposure Scenario are provided to the European customers. In addition, SDS in Chinese, Korean and Japanese languages are provided to our Asian customers. The UN GHS SDS are available for download from our website for all our products. These SDS give important information about our products, such as safe handling, storage and disposal. The SDS on jubl.com are generally the latest versions and new SDS are added on an ongoing basis.

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

To provide an effective digital platform for addressing customer queries more efficiently, the Company implemented Salesforce.com, Customer Relationship Management (CRM) software in 2015. Any customer can float a product query and dedicated business personnel respond to those queries online.

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)

Yes. Through Various information ranging from Name, Address, Batch number, Manufacturing Date, Retest Date, Handling protocol, Hazard statements (if applicable).

Yes, the entity carries out surveys with regard to consumer satisfaction.