

Harnessing Science. Improving Life.



Sustainability Report 2020-21



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MESSAGE FROM THE CHAIRMEN

GRI 102-14

Dear Stakeholders,

We share with you a moment of great pride as we cross another milestone and celebrate the creation of Jubilant Pharmova Limited. As informed publically, post demerger of Life Science Ingredients business from Jubilant Life Sciences Limited as on February 1, 2021, Jubilant Life Sciences Limited's name has been changed to Jubilant Pharmova Limited, which would focus on Pharmaceuticals business through its subsidiaries Jubilant Pharma Limited, Jubilant Biosys Limited and Jubilant Therapeutics Inc.

The objective of this demerger was to create separate and focused entities for Pharmaceuticals and Life Science Ingredients businesses. This would ensure the required depth and focus on the adoption of strategies necessary for the growth of the respective companies, to unlock value for shareholders.

Shyam S Bhartia
Chairman



Hari S Bhartia
Co-Chairman and
Managing Director



MESSAGE FROM THE CHAIRMEN (Contd)

GRI 102-12; GRI 102-14



The year witnessed unprecedented circumstances leaving global communities grappling for solutions. Countries and companies redefined their strategies to fight against the catastrophe caused by the pandemic. As a responsible global Pharmaceutical Company we collaborated and stood together to jointly work on delivering solutions.

Being a Pharmaceutical Company, one of our core purposes is to work towards improving quality of life through scientific and medical research. In line with our commitment, we continued to create value and became one of the few companies authorised by Gilead to

manufacture Remdesivir (the only anti-viral authorised for treatment of COVID-19 by global regulatory agencies) and the finished injectable formulation (containing Remdesivir) and to market it in 127 countries including India.

To extend help to our employees, their family members and our business partners across the globe during the pandemic, the Company management created a Task Force under which dedicated teams were formed to address the challenges related to hospitalisation, medicine arrangement, isolation, vaccination and others. The Task Force also formed a 24x7 (round the clock) emergency team with a doctor-on-call facility for all our employees and their family members. The Company also extended its support to communities and local administration around its operating facilities. Some of the key initiatives undertaken included the distribution of masks, gloves, sanitisers, pulse oximeters, medicine kits and arranging COVID-19 isolation centres, COVID-19 care centres with oxygen facility, vaccination awareness centres and others.

We take this opportunity to thank all our employees who have worked tirelessly across all our plants and offices to ensure continuity in the Company’s operations, while continuing to serve our global customers.

We present the Sustainability Report FY 2021 for Jubilant Pharmova Limited. The report has been crafted to apprise our stakeholders on various sustainability challenges and opportunities that succeeded during FY 2021.



We continued our participation in various Environment, Social and Governance (ESG) forums and received B- rating (Management Band) for Carbon Disclosure Project (CDP) Water Security and C rating (Awareness Band) for CDP Climate Change. We are aligned to United Nations Sustainable Development Goals (SDGs) and signatory to United Nations Global Compact (UNGC). Our Sustainability Report is in accordance with the ‘GRI Standards: Comprehensive option’

We have received communication from Dow Jones Sustainability Index (DJSI) for participation in Corporate Sustainability Assessment (CSA). We are excited to benchmark our ESG performance with leading Pharmaceutical companies across the globe through DJSI.



MESSAGE FROM THE CHAIRMEN (Contd)

Cont. GRI 102-14

We have undertaken several energy savings and GHG reduction initiatives across all our sites that have directly contributed in reduction of 11.24 TJ of energy equivalent to 1662 tCO₂. This has resulted in achieving yearly targets of reduction in specific energy (132.4 GJ/Revenue in Cr. ₹ against 140 GJ/ Revenue in Cr. ₹) & water consumption (91.1 m³/ Revenue in Cr. ₹ against 116.9 m³/ Revenue in Cr. ₹) and GHG emission (16.9 tCO₂e/ Revenue in Cr. ₹ against 18.6 tCO₂e/ Revenue in Cr. ₹).

Our progress towards the sustainability goals was encouraging as we reduced 10.1% of specific energy, 24.8% of specific water consumption and 13.6% of GHG emissions with respect to the FY 2019 baselines.

Some of the new ESG initiatives that we have undertaken this year include:

- + **Conformity:** Jubilant globally implemented a cloud-based compliance management and reporting system across key entities at North America and India locations. The purpose of this robust system is to further strengthen governance towards compliance management in line with the Company's business objectives
- + **Safety Management Systems:** The Company engaged with an external expert agency for strengthening the safety management system as part of the OHS Strategy. The two years project includes implementation of global OHS Standards, competency building of the people, development of safety KPIs and driving safety governance across India locations, at all levels of the organisation.

- + **Gensuite:** Jubilant Pharma implemented a new Environment, Health and Safety (EHS) solution – GenSuite. A cloud based EHS management system that provides integrated EHS applications into suite of tools specific for each business
- + **JubiCare:** A telemedicine app extending immediate support and delivery of healthcare services to the community in the project area to fight the COVID-19 pandemic
- + **E-Muskaan:** Jubilant partnered with the iDream Social Edtech Foundation engaged in facilitating digital education in local languages, so as to provide e-content at absolutely no cost to the students

Details on the above endeavours and more such initiatives are covered in the various sections of the report.

We aim to further strengthen the stakeholders' confidence by sharing as much as possible on the ESG performance through participation in global forums of sustainability.

Our sustainability culture is driven through Our Values – delivering **Excellent Quality** with utmost care for the environment and safety; **Nurture Innovation** by sharing our knowledge and learning with each other and from markets we serve; **Inspire Confidence** by carefully selecting, training and developing our people to be more creative and empower them to take decisions; **Always Stretch** ourselves to be cost-effective and efficient in all aspects of our operations

We look forward to continue working to create long-term value for our stakeholders.

Happy Reading!

Shyam S Bhartia
Chairman

Hari S Bhartia
Co-Chairman and
Managing Director





ABOUT OUR ORGANISATION

GRI 102-1, 102-2, 102-5, 102-6, 102-7

OUR BUSINESSES

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

Business Segments

Pharmaceuticals

Pharmaceuticals business through Jubilant Pharma Limited is engaged in manufacturing and supply of Radiopharmaceuticals with a network of 48 Radiopharmacies in the US, Allergy Immunotherapy Products, Contract Manufacturing of Sterile Injectables and Non-sterile products, Active Pharmaceutical Ingredients (APIs) and Solid Dosage Formulations through six manufacturing facilities in the US, Canada and India, inspected frequently by most of the global regulatory agencies including US FDA



Contract Research and Development Services

Contract Research and Development Services business through Jubilant Biosys Limited provides innovation and collaborative research to global pharmaceutical innovators through two world-class research centers in Bengaluru and Noida in India.



Proprietary Novel Drugs

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





ABOUT OUR ORGANISATION (Contd)

Cont. GRI 102-2, 102-5, 102-6, 102-7

Highlights

Radiopharmaceuticals

- + Third largest Radiopharmaceutical manufacturer in the nuclear medicine industry in the United States based on revenue
- + Second largest centralised commercial Radiopharmacy network in the United States with a national footprint of 48 Radiopharmacies across 22 states



Active Pharmaceutical Ingredients (APIs)

Leading global suppliers for several Key APIs.



Solid Dosage Formulations

Market leader in the United States in several product categories in the US



Allergy Immunotherapy Products

- + One of the top three players with a market share of approximately 27% in the allergenic extracts market in the United States and are currently the sole producer and supplier of venom extracts for the treatment of allergies in the United States



SHAREHOLDING PATTERN FOR JUBILANT PHARMOVA LIMITED as on March 31, 2021

Promoter and Promoter Group

50.68%

Public

49.26%

Non Promoter – Non-Public

0.07%





ABOUT OUR ORGANISATION (Contd)

GRI 102-16

OUR VALUES

We started our journey more than 40 years ago and our values have been the foundation of our success. Backed by the belief of each employee, every step at Jubilant Pharmova Limited is driven by these set of values.

Our values are deeply inculcated in our employees at all levels through regular training and other initiatives.



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



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



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



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





ABOUT OUR ORGANISATION (Contd)

GRI 102-4, 102-6, 102-45, 102-46

OUR GLOBAL PRESENCE

India • USA • Canada • Belgium • China • Singapore • South Africa • United Kingdom • Australia



● Manufacturing Facility
 ● R&D Facility
 ● Company Office
 ● Corporate Office



ABOUT OUR ORGANISATION (Contd)

Cont. GRI 102-4, 102-6, 102-45, 102-46

OUR GLOBAL PRESENCE

Scope of this report: All sites and subsidiaries of the Company as shown in the above map. Further, information from Company offices only accounts for headcount numbers.

Location of Headquarters: GRI 102-3

Jubilant Pharmova Limited
Plot 1A, Sector 16A, Noida-201301,
Uttar Pradesh, India

Pharmaceuticals

Kirkland, Montreal, Canada

US FDA approved facility for Contract Manufacturing of Sterile Injectables.

Kirkland, Montreal, Canada

US FDA approved facility for Radiopharmaceuticals.

Nanjangud, Karnataka, India

US FDA approved Active Pharmaceutical Ingredients (APIs) facility

Roorkee, Uttarakhand, India

Solid Dosage Formulations (Tablets & Capsules) facility

Spokane, Washington, USA

US FDA approved facility for Contract Manufacturing of Sterile Injectable and Allergy Immunotherapy Products.

Salisbury, Maryland, USA

US FDA approved facility for Solid Dosage Formulations (Tablets and Capsules)

Noida, Uttar Pradesh, India

3 Research Facilities

Contract Research and Development Services

Noida, Uttar Pradesh, India

Research Facility

Bengaluru, Karnataka, India

Research Facility

Key Subsidiary Companies

Jubilant Pharma Limited

- Jubilant HollisterStier LLC, Spokane, USA
- Jubilant DraxImage Inc., Montreal, Canada
- Jubilant Cadista Pharmaceuticals Inc., Salisbury, USA
- Jubilant DraxImage Radiopharmacies Inc. (JDRI), USA
- Jubilant Pharma Holdings Inc. (JPHI)
- Jubilant Generics Limited, India

Jubilant Biosys Limited, India

Jubilant Therapeutics Inc

Partnerships

Jubilant HollisterStier GP, Montreal, Canada**

** It is a Canada based partnership managed by two subsidiaries of the Company - Jubilant HollisterStier Inc. and Draxis Pharma LLC.

Please refer to the Company's Annual Report for more information:



Annual Report

<https://www.jubilantpharmova.com/investors/financials/annual-reports>



REPORT PROFILE

GRI 102-31, 102-32, 102-46, 102-50, 102-51, 102-54, 102-52

TOPIC BOUNDARIES

Jubilant Pharmova Limited (name of Jubilant Life Sciences Limited changed to Jubilant Pharmova Limited effective from February 1, 2021) has been publishing its Sustainability Report since 2003 following the GRI reporting framework and its principles.

Life Science Ingredients business of Jubilant Life Sciences Limited was demerged to a new legal entity, Jubilant Ingrevia Limited, with effect from February 1, 2021. All other entities of the erstwhile Jubilant Life Sciences Limited, namely, Jubilant Pharma and its subsidiaries in India, South Africa, China, Belgium, UK, Australia, Europe and North America, Jubilant Biosys, Jubilant Therapeutics and Jubilant Business Services will continue to be a part of Jubilant Pharmova Limited.

This report has been prepared in accordance with the 'GRI Standards: Comprehensive option' and is published every year. The reporting period for this Sustainability Report is from April 1, 2020 to March 31, 2021.

The comparative numbers for all previous years and the first 10 months of the current

reporting period (i.e. April 1, 2020 – January 31, 2021) are provided for continuing operations (includes Pharmaceuticals, Contract Research and Development Services and Proprietary Novel Drugs)

Our FY 2020 Sustainability Report was prepared following the comprehensive option, of the GRI Standards and was published on August 19, 2020. Key sustainability data and information published in this report have been compiled using the sustainability software 'SoFi', GENSUITE for safety data, Enterprise Resource Planning (ERP) software (SAP) for financial accounting and PeopleSoft Human Resource Information System (HRIS) for Human Resource data accounting. The Board and the CEOs, review the sustainability performance on a half-yearly basis and our Chief Sustainability Officer reviews the organisation's sustainability report and ensures that our organisation is committed to cover all the material topics. The data presented in the report is verified through systematic internal and external audits.



REPORT PROFILE (Contd)



For queries, clarification or feedback related to the report, write to:

Mr. KVS Satish Kumar
Chief Sustainability Officer

1-A, Sector 16A, Noida -201301
Uttar Pradesh, India.
Phone: +91-120-4361000
Email: satish.kanagala@jubl.com

REPORTING PRINCIPLES GRI 102-46

Defining Report Quality

Company focuses on data accuracy, balance, clarity, comparability, reliability and timelines in order to ensure the completeness of the report as per GRI standard.

Defining Report Content

Company adopts an inclusive approach involving identification of key stakeholders and the material issues and concerns of key stakeholders. In addition, the Company also focuses on issues of global context which have direct and or indirect impact on Jubilant’s sustainability. Details on stakeholder engagement and materiality assessment procedure has been further delineated in their respective sections in this report.

RESTATEMENT OF INFORMATION GRI 102-48

No restatement in this reporting year

CHANGES IN REPORTING REQUIREMENT GRI 102-10, 102-49

This year, our Life Science Ingredients business of Jubilant Life Sciences Limited has been demerged to a new legal entity, Jubilant Ingrevia Limited, with effect from February 1, 2021. Post demerger, Jubilant Life Sciences Limited's name has been changed to Jubilant Pharmova Limited, which would focus on Pharmaceuticals business through its subsidiaries Jubilant Pharma Limited, Jubilant Biosys Limited and Jubilant Therapeutics Inc. Since the demerger activity took place just near the closing of the FY 2021 therefore the material topics covered in this report are followed up from last year’s report and will be revisited in our next year’s report.

INDEPENDENT ASSURANCE OF REPORT GRI 102-56, 102-53

M/s Ernst & Young Associates LLP has conducted independent assurance for this report and their Assurance Statement is a part of this report.



CORPORATE GOVERNANCE

GRI 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26, 102-27, 405-1

GOVERNANCE STRUCTURE



The Board of Directors ('Board') is the apex and highest governing body in Jubilant Pharmova Limited. The Board along with its Committees provides leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities thereby ensuring that the management adheres to high standards of ethics, transparency and disclosures. The Board's objective is to create sustainable value for all stakeholders, provide vision to the Company and oversee implementation of the Board's decisions.

Jubilant Pharmova Limited is led by a team of eminent individuals who inspire, lead and contribute to the growth of this Company. The Board of Directors of Jubilant has a judicial mix of executive, non-executive, independent and non-independent Directors. As on March 31, 2021, the Board comprised of one Executive Director and 10 Non-Executive Directors. The Board had six Independent Directors including one woman Director. All members of the Board are well experienced and bring expertise in the fields of Life Sciences, Pharmaceuticals, Chemical Engineering, Banking, Accounts, Taxation, Administration, etc. to the table. (Please refer to Annual Report for further information):

<https://www.jubilantpharmova.com/investors/financials/annual-reports>

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

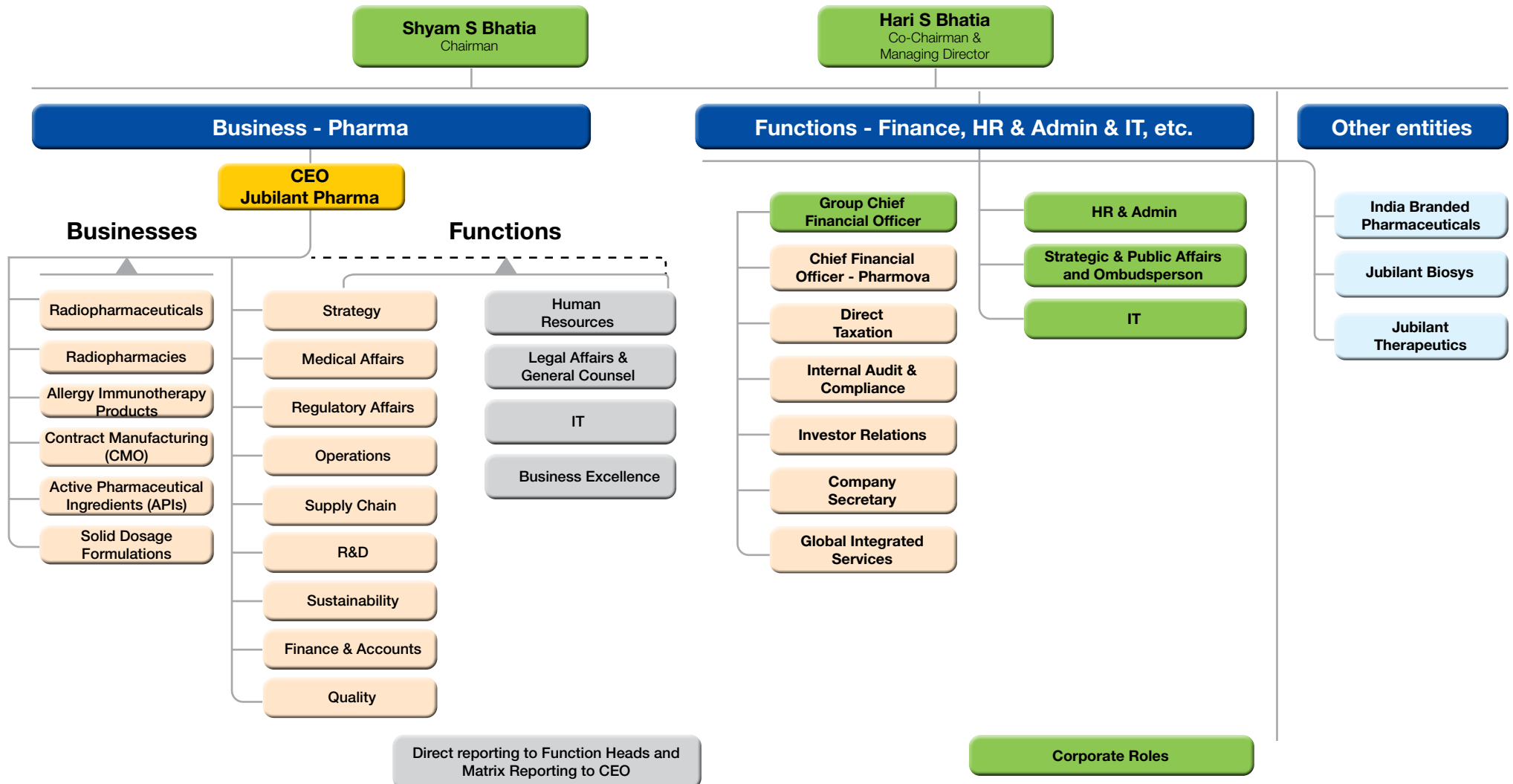
Co-Chairman and Managing Director (CCMD) is the highest Executive Officer of the Company. He belongs to the promoter group and along with the Chairman has led the Company to its present growth and success. The Chief Executive Officers (CEOs) of various businesses are responsible for the smooth functioning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



CORPORATE GOVERNANCE (Contd)

Cont. GRI 102-20, 102-22, 102-23

THE GLOBAL MANAGEMENT TEAM OF JUBILANT



Chief Sustainability Officer is responsible for the sustainability aspects of the organisation and directly reports to the CEO



CORPORATE GOVERNANCE (Contd)

GRI 102-35, 102-36, 102-37, 102-28, 102-26

MECHANISM FOR GOVERNANCE

Compensation for the Members of the Highest Governance Body

The Appointment and Remuneration Policy of the Company aims at encouraging and rewarding good performance/contribution to its objectives. Non-Executive Directors are entitled to the following remuneration:

Sitting Fees

For attending meetings of the Board of Directors and its committees

Commission

As decided by the Board and approved by the members, subject to aggregate commission to Non-Executive Directors not exceeding 1% of net profits computed pursuant to the provisions of the Companies Act, 2013.

The remuneration of Executive Directors is paid as recommended by the 'Nomination, Remuneration and Compensation Committee' ('NRC Committee') and approved by the Board and Shareholders of the Company. Remuneration of Executive Directors consists of a fixed component (salary, allowances, perquisites, other benefits) and a variable component (commission as approved by the shareholders. NRC Committee ensures that the levels of remuneration are sufficient to attract, retain and motivate the Directors to run the Company successfully.



APPOINTMENT AND REMUNERATION

GRI 102-24

Jubilant Pharmova Limited has a policy on appointment and remuneration of Directors, Key Managerial Personnel ('KMP') and senior management/other employees ('Employees') of the Company. The 'Appointment and Remuneration Policy' (the 'Policy') aims to ensure that the persons appointed as Directors, KMP and employees possess requisite qualifications, experience, expertise, attributes, commensurate to their positions and level. The composition of remuneration to such persons is fair, reasonable and sufficient to attract, retain and motivate the personnel, to manage the Company successfully. The policy contains, inter alia, provisions pertaining to qualification, attributes and process of their appointment and removal as well as components of remuneration. The policy is displayed on the Company's website and the web-link for the same is:

www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/appointment-and-remuneration-policy

Board Committees for Effective Governance

To focus effectively on the issues and to ensure expedient resolution of diverse matters, the Board has constituted several Committees with clearly defined terms of reference and scope. The Committee members are appointed by the Board with the consent of the Individual Directors.

Key Committees of the Board are:

- + Audit Committee
- + Nomination, Remuneration and Compensation Committee
- + Stakeholders Relationship Committee
- + Sustainability and CSR Committee
- + Risk Management Committee
- + Restructuring Committee
- + Finance Committee
- + Capital Issue Committee
- + Fund Raising Committee

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



CORPORATE GOVERNANCE (Contd)

GRI 102-16, 102-17, 102-28, 205-2

CODE OF CONDUCT (COC) AND POLICIES

There are several codes and policies framed by the Board in compliance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the 'Listing Regulations').

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

- + Code of Conduct for Directors and Senior Management
- + Code of Conduct for Prevention of Insider Trading
- + Corporate Social Responsibility Policy
- + Policy on Materiality of Related Party Transactions and Dealing with Related Party Transactions
- + Policy on Board Diversity
- + Succession Plan for Board Members and Senior Management
- + Whistle Blower Policy
- + Policy for Determination of Materiality of Events and Information
- + Risk Management Policy
- + Performance Evaluation Policy
- + Appointment and Remuneration Policy
- + Policy for Determining Material Subsidiaries
- + Dividend Distribution Policy
- + Policy for Preservation of Documents
- + Archival Policy

- + Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information
- + Policy and Procedure for Inquiry in case of Leak or Suspected Leak of Unpublished Price Sensitive Information

In addition to the above mentioned policies framed by the Board, there are several internally developed policies and Codes adopted by the Company ensuring effective governance in regular operations. The information is also available on Company's website.

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

However, the List is Stated Below:

- + Sustainability Policy*
- + Climate Change Mitigation and Energy Conservation Policy*

- + Environment, Health and Safety (EHS) Policy*
- + Prevention of Sexual Harassment Policy

*The Company revised and issued the policies on June 7, 2021, and they are available at:

<https://www.jubilantpharmova.com/sustainability/policies/sustainability-policy>

Code of Conduct Covering the Following:

- + Prohibition of Child Labour
- + Prohibition on Forced and Compulsory Labour
- + Prohibition on Bribery and Corruption
- + Non-Discrimination

Information about these policies is available on the Company's website:

www.jubilantpharmova.com/careers/code-of-conduct

The Company's Corporate Governance Philosophy is Led by Core Principles of:



Caring for the environment which includes caring for the society around us



Transparency, promptness and fairness in disclosures to and communication with all stakeholders including shareholders, Government authorities, customers, suppliers, lenders, employees and the community at large



Enhancement of stakeholders' value through pursuit of the excellence, efficiency of operations, quest for growth and continuous innovation



Complying with laws in the letter as well as in spirit



CORPORATE GOVERNANCE (Contd)

Cont. GRI 102-17, 102-28, 205-2

The Company has adapted a 'Code of Conduct for Prevention of Insider Trading' with regard to the securities of the Company for observance and compliance by its Directors and Designated Persons. The said Code, inter alia, prohibits the trading of securities of the Company by Directors and Designated Persons while in possession of the unpublished price sensitive information with the Company or its securities.

AVOIDANCE OF CONFLICT OF INTEREST GRI 102-25

In terms of the Code of Conduct for the Directors and Senior Management, the Directors and Senior Management must promptly disclose (to the Board of Directors in case of Directors and to the CCMD in case of Senior Management) if their personal interest interferes with the interest of the Company. Further, in terms of Regulation 26 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, the Directors and Senior Management are also required to confirm to CCMD on an annual basis, that they have not entered into material financial or commercial transaction, which could have potential conflict with the interests of the Company at large. These affirmations are placed before the Board.

GRIEVANCE REDRESSAL GRI 102-33

Jubilant Pharmova 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 or by logging on to www.cwiportal.com, an external web portal with whom Jubilant has tied up for processing issues/ concerns independently and confidentially.

Code of Conduct
 Click here to read the complete policy:
www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-of-conduct

Whistle Blower Policy
 Click here to read the complete policy:
www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy

Code for Independent Directors
 Click here to read the complete policy:
www.jubilantpharmova.com/investors/corporate-governance/policies-and-codes/code-for-independent-directors

#IamJubilant

At Jubilant, ethical conduct is always the first and only choice. Report in confidence about any malpractice or misconduct immediately. Speak up for what is right.

Our Code of Conduct empowers us to voice our opinions and concerns without fear or prejudice.

REPORT ABOUT ANY MALPRACTICE OR MISCONDUCT THROUGH:

Talking to your HR or Business Head	Log on to www.cwiportal.com with access code 'jubilant'	Toll Free Ombudsperson Hotline: 18801234525 Availability: Monday to Friday 9:30 AM – 5:30 PM
Email to ombudsperson@jubl.com	Write to Post Box No. 4374 Group Ombudsperson	

To refer to the Code of Conduct and Whistle Blower policy in detail, please visit myJubilant



CORPORATE GOVERNANCE (Contd)

Cont. GRI 102-17

ANTI-CORRUPTION GRI 205-1, 205-2

Jubilant Pharmova is committed to avoiding any form of corruption in any of its business dealings. Jubilant has a policy on 'Bribery and Corruption' which is stated in the Code of Conduct. The policy prohibits any personal payment or bribes by employees of the Company. We provide the Code of Conduct to all our new hires on their first day. All governance body members have been communicated on the organisation's anti-corruption policies and procedures.

Starting this Fiscal Year, our legal department purchased an e-learning specifically for anti-corruption on top of the Code of Conduct, its assignments are part of the communication; however, its training completion will be reflected in next year report.

In order to prevent and detect frauds and errors, perpetual internal audit activity is carried out by Ernst & Young LLP across all operations. Subsequently, follow-up audits are also carried out by in-house internal audit team to ensure implementation of the suggestions. In addition, special audits are performed in areas that may be vulnerable to fraud and corruption. In addition to this risk, other significant risks are specified under 'Risks and Opportunities' section of this report.

The Company has framed the Code of Conduct for its Directors and senior management. This CoC clearly prohibits any form of corruption in any business dealings. The CoC has been communicated to our Directors and they annually affirm compliance with CoC.

PRECAUTIONARY APPROACH

GRI 102-11

India is party to international protocols/ forums on precautionary approach basis and Indian laws and regulations are also based on these aspects. The Company has compliance reporting system with a state of the art software for managing compliances as a part of the precautionary approach to prevent any

non-compliance. This system is web-based and is hosted on the Company's intranet.

The status of statutory compliances is reviewed on a quarterly basis by the CEO of the Company and is reported to the Audit Committee at the quarterly meetings.

Did You Know?
As a policy,
**BOTH RECEIVING AS WELL AS
GIVING OF GIFTS IS PROHIBITED**
at Jubilant.*

#IAMJubilant
Together, let's make the ethical choice our first choice.

*For exceptions please refer to the Code of Conduct policy document at myjubilant



KEY HIGHLIGHTS FY 2021

ENVIRONMENT

Sustainability Goal Achievement for FY 2021



Reduction in specific GHG emission

13.6% reduction in specific GHG emissions with respect to baselines FY 2019

Target FY21

₹ 18.6 tCO₂e/
Revenue in Cr. ₹

Achieved

₹ 16.9 tCO₂e/
Revenue in Cr. ₹

Reduction in specific water consumption

24.8% reduction in specific water consumption with respect to baselines FY 2019

Target FY21

₹ 116.9 m³/
Revenue in Cr. ₹

Achieved

₹ 91.1 m³/
Revenue in Cr. ₹

Reduction in specific energy consumption

10.1% reduction in specific energy consumption with respect to baselines FY 2019

Target FY21

₹ 140 GJ/
Revenue in Cr. ₹

Achieved

₹ 132.4 GJ/
Revenue in Cr. ₹

Implemented 23 energy saving projects with reduction of around 11.24 TJ of energy equivalent to 1662 tCO₂e



KEY HIGHLIGHTS FY 2021 (Contd)

SOCIAL

Strengthening safety management

Implementation of global OHS Standards, competency building of the people, development of safety KPIs and driving safety governance across all the levels of the organisation

14,7,500 plantations involving **1315** farmers

Incubation of Neem enterprise to support local livelihood for women: 200 women get sustained income

11th Social Entrepreneur of the Year (SEOY) Award India 2020 celebrated in a grand virtual ceremony on November 26, 2020

Over 1 Lakh downloads of the **iDream Free Education** app by students for continuity of education

JubiCare: Telemedicine app extending immediate support and delivery of healthcare services to the society in the project area to fight with the situation emerged due to COVID-19

Around 18000 man-hours spent on safety training



KEY HIGHLIGHTS FY 2021 (Contd)

GOVERNANCE

Revenue from continuing operations – ₹ **60,985 million**

EBITDA from continuing operation – ₹ **14,141 million**

₹ **38.8 million** saved through resource saving projects by Business Excellence team

Conformity: A cloud-based compliance management and reporting system implemented across key entities in North America and India

Gensuite: A cloud-based EHS management system with integrated EHS applications into suite of tools specific for each business, implemented by Jubilant Pharma





RISKS AND OPPORTUNITIES

Risk-taking is an inherent trait of any enterprise. It is essential for the growth or creation of value in a company. At the same time, it is important that these risks are properly managed and controlled, so that the Company can achieve its objectives effectively and efficiently.

INTERNAL FINANCIAL CONTROL FRAMEWORK GRI 102-15, 102-29, 102-30

Section 134(5)(e) of the Companies Act, 2013 requires a company to lay down Internal Financial Controls (IFC) system and to ensure that these are adequate and operating effectively.

Internal Financial Controls has the following elements:

1. Orderly and efficient conduct of business
2. Safeguarding of its assets
3. Adherence to Company's policies
4. Prevention and detection of frauds and errors
5. Accuracy and completeness of the accounting records and timely preparation of reliable financial information

At Jubilant Pharmova Limited, the Internal Financial Controls system has been established and incorporates all the five elements as mentioned above. More detailed explanation of these elements can be found in our Annual Report:

www.jubilantpharmova.com/investors/financials/annual-reports

In addition, the Company has a transparent framework for periodic evaluation of the Internal Financial Controls in the form of internal audit exercise carried out through the year and online controls self-assessment through Controls Manager software, thereby reinforcing the commitment to adopt best corporate governance practices.

Risk management vision

To establish and maintain enterprise wide risk management capabilities for active monitoring and mitigation of organisational risks on a continuous and sustainable basis.

Risk management strategy

We have a strong risk management framework that enables regular and active monitoring of business activities for identification, assessment and mitigation of potential internal or external risks. We have established processes and guidelines, along with a strong overview and monitoring system at the Board and senior management levels.

Our senior management team sets the overall tone for risk minimisation culture through defined and communicated corporate values, clearly assigned risk mitigation responsibilities and appropriately delegated authority. We have laid down procedures to inform Board members about the risk assessment and risk minimisation procedures. As an organisation, we promote strong ethical values and high levels of integrity in all our activities, which by itself significantly mitigates risk.





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

Risk Management Structure

Our risk management structure comprises the Board of Directors, Risk Management Committee and Audit Committee at the apex level, supported by CEOs, CFOs, Functional Heads, Business Heads and Head of Management Assurance function. As risk owners, the Heads are entrusted with the responsibility of identification and monitoring of risks. These are then discussed and deliberated at various review forums chaired by the CEOs and actions are drawn upon. Progress against the risk management plan is periodically monitored.

The Risk Management Committee, Audit Committee, CEOs, CFOs and Head of Management Assurance act as a governing body to monitor the effectiveness of the Risk Management and Internal Financial Controls framework.



Risk mitigation methodology

We have a comprehensive internal audit plan and a robust Enterprise Risk Management (ERM) exercise which helps to identify risks at an early stage and take appropriate steps to mitigate the same.

Each Business head updates the risk register and identifies top risks for the business. CEO/CFO then consolidates top risks and reports the same on a periodic basis to the Board of Directors along with mitigation plan.

We have a quarterly certification process wherein, the concerned control/ process owners certify the correctness of entity level and process level controls. The certification process has been in operation for more than eight years and covers over 1,500 controls. The process level controls cover a wide variety of key operating, financial and compliance related areas while entity level controls cover integrity and ethical values, adequacy of audit and control mechanism and effectiveness of internal and external communication, thereby, strengthening the internal financial control systems and processes with clear documentation on key control points. This has made our internal controls and processes stronger and serves as the basis for compliance with the provisions of the 'Listing Regulations'.

Risk Assessment

The Company identifies and evaluates several risk factors and draws out appropriate mitigation plans associated with the same as highlighted in our Annual Report:

www.jubilantpharmova.com/investors/financials/annual-reports





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

Some of the key risks are briefly described below: Please refer the Company's Annual Report for further details: www.jubilantpharmova.com/investors/financials/annual-reports

PANDEMIC RISK - UNCERTAINTY DUE TO COVID-19

Brief Description

Since FY 2021, the world has been adversely affected by COVID-19. Besides the staggering humanitarian crisis across nations including India, the pandemic has had a significant impact on the economy and businesses. It has disrupted the supply, demand and logistics front.

Mitigation Plan

Jubilant Pharmova Limited, being part of the essential pharmaceutical value chain, with our effective business continuity plans and safety measures, our focus in FY 2021 was squarely on securing the well-being, health and safety of our people; developing and maintaining business continuity plans.

- + Right at the onset of the pandemic, we mobilised efforts and established strict COVID-19 protocols at our all locations, including, at our research and manufacturing sites
- + A work from home policy was announced for all the employees except for those functions where physical presence was must to carry out operations like in Manufacturing and R&D facilities. We continue to monitor the situation, adapting our response to minimise the impact on employees, customers and suppliers
- + One of the key measures undertaken during the year was the formation of a COVID-19 task force, which is tasked with maintaining business continuity to augment the existing risk management activities. The task force also tied up with hospitals and ensured timely availability of care and treatment in India
- + During the reporting period, the Company strengthened its cybersecurity controls and focused on enabling swift action on risks emerging across the businesses

MANUFACTURING OPERATIONS RISK

Brief Description

As a pharmaceutical manufacturer, our manufacturing facilities are required to comply with extensive US FDA and comparable foreign regulatory authority requirements, including ensuring that quality and manufacturing processes conform to current Good Manufacturing Practices (cGMP).

Mitigation Plan

- + We are committed to business process improvement by means of automation and providing timely training to workers, establishing clear Standard Operating Procedures (SOPs) and process guidelines, which will lead to reduction in cycle time and improvement in productivity
- + We continue to improve and harmonise our quality systems to ensure compliance with ever evolving regulations
- + We have formed a dedicated team to address the GMP issues identified by the regulatory authorities including US FDA during their inspection. This team includes highly specialised consultants, who have wide experience in resolving such issues. This team will not only remediate the gaps identified by US FDA and other regulatory authorities but will also take a holistic approach towards further improvising our cGMP quality systems, in addition to implementing a comprehensive program to improve our processes, this team will also proactively address all the gaps identified
- + We are working very closely with the Agency and are providing them with the regular updates and progress on the highlighted findings during inspection
- + We continue to deliver safe and effective products to our clients in a timely manner. In the true spirit of continuous improvement and to be in line with the latest industry standards and trends, we will continue to make significant investments in our people, strengthen our processes, bring state-of-the-art technologies, and further develop in-house expertise like computer system validation



RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

INFORMATION TECHNOLOGY (IT) RISK

Brief Description

Today, Information Technology has become the backbone of any business. Robust IT strategy that includes adequate IT infrastructure, integrity, data confidentiality and data availability at all times is key to achieving our business objectives. Occurrence of any unforeseen threats to information technology systems could have adverse impact on data availability and continuity of business operations.

Mitigation Plan

- + Our Information security framework is certified for ISO/IEC 27001 Standards, which ensures that all the information assets are adequately safeguarded.
- + New DR (Disaster Recovery) site has been setup on cloud for India side
- + There is an information security steering committee at the apex level, which gives directions and resources to manage information security of the Company
- + All the IT security events affecting critical IT infrastructure are being logged and monitored round the clock by our Cyber Defence Centre (CDC)
- + Most of the IT assets are hosted in the ISO certified data centres, which are subject to appropriate physical and logical access controls
- + Requisite redundancies have been built within the IT infrastructure to ensure availability of information at all times
- + We also publish a monthly information security newsletter to create end user awareness about information security risks and mitigation strategies

DEPENDENCE ON CERTAIN KEY PRODUCTS AND CUSTOMERS RISK

Brief Description

The Company depends on certain key products and key long-term contracts with customers for a significant portion of its total revenue and any events that adversely affects the markets for key products or key contracts may adversely affect its financial condition, results of operations and profitability.

Mitigation Plan

- + While we are not dependent on any single product or customer and have a broad and diversified product and customer base across businesses, we continue to launch new products with the help of R&D teams, which help in developing new cost effective processes/ products to meet customer demand and build market share. We are not dependent on certain key products is demonstrated by the fact that our top 10 highest revenue generating products contributes approximately 30% of total revenue of the Company for the year ending March 31, 2021





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

DEPENDENCE ON SINGLE MANUFACTURING FACILITY RISK

Brief Description

Some of our products are produced by a single manufacturing facility. For instance, Allergy Immunotherapy Products within our business of Specialty Pharmaceuticals are solely produced by our manufacturing facility in Jubilant HollisterStier LLC Spokane, US and our Radiopharmaceutical products, which currently are solely produced by our Jubilant DraxImage Inc. - Montreal facility, Canada. Similarly, the manufacturing facility in Nanjangud, India of our subsidiary, Jubilant Generics Limited, is the sole manufacturing facility for APIs. On account of this facility being located in India, it may be subject to risks such as changes in regulatory, economic, fiscal and taxation policies, natural calamities, terrorist attacks, pandemics etc. which may affect the operations or profitability of our APIs manufacturing facility and other manufacturing facilities located in India.

The spread of COVID-19 and the related quarantines & travel advisories had for few weeks disrupted production at Nanjangud manufacturing facility.

Mitigation Plan

- + Jubilant Pharma business is very diversified and hence overall business is not depending upon one site. We also started process of adding external CMO sites as alternate sites for products. We are constantly working towards dual sourcing of some of our critical APIs for Dosage business

SUPPLY INTERRUPTIONS DUE TO FEW SUPPLIERS RISK

Brief Description

In our Pharmaceuticals segment, which includes Solid Dosage Formulations, APIs, Radiopharmaceuticals and commercial Radiopharmacy businesses, for some of our key raw materials, we have only a single or a few external sources of supply and alternative sources of supply may not be readily available

Mitigation Plan

- + We have an effective strategy to mitigate these risks by developing alternative suppliers on a continuous basis that minimises any order cancellations and decrease in revenues. Our top 25 suppliers contribute approximately 50% of total external purchases of the Company for the year ending March 31, 2021
- + We identified common suppliers and initiatives were taken to consolidate spending between various businesses to leverage procurement from common suppliers
- + We have established long-term supply arrangements with suppliers to ensure uninterrupted material availability





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

HUMAN RESOURCES - ACQUIRE AND RETAIN TALENT RISK

Brief Description

Given the nature and complexity of the regulatory regime of the pharmaceutical industry and our dependence on R&D activity, it is imperative that we recruit and retain high quality R&D specialists and Quality Control personnel. Lack of credible, talented successors or effective knowledge transition mechanism may adversely affect operations.

Mitigation Plan

- + As a part of our strategic talent and succession management process, the leadership invests valuable time in identifying high potential candidates and planning their development for succession to critical positions.
- + We conduct the leadership development program and the 360-degree feedback mechanism for these employees based on the leadership competency framework.
- + Management employees at critical positions enrol in customised general management programs at premier institutes to prepare for larger roles and build cross-functional capability in the organisation.
- + We have launched a Learning Management System (LMS), which comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal.
- + We conduct regular communication forums in the form of town halls, skip-level meetings and new joiner assimilation program to understand employee concerns and a structured mitigation process is developed for effective redressal.
- + We ensure that there is full adherence to the code of conduct and fair business practices are followed.

COMPLIANCE AND REGULATORY RISK

Brief Description

Our business operates within a highly regulated environment and regulatory affairs play a vital role in the development of all businesses. Due to constantly increasing regulatory obligations, new requirements as well as globalisation of market, the demands and responsibilities of business in terms of regulatory readiness are becoming stringent. We deal with various international regulatory agencies like US FDA, EU agencies, Australian agency, Canadian agency, WHO, CDSCO India and various other international regulatory agencies in different parts of the world pertaining to drug substances and drug products.

Mitigation Plan

- + We have adopted measures to address these stringent regulations by increasing the efficiency of our R&D process, reducing the impact of extended testing, timely submission of dossiers and ensuring timely product availability.
- + We are proactively following-up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly.
- + We have also put in place a compliance management system to ensure compliance with all applicable laws and regulations.
- + We have a dedicated team of experts whose knowledge ensures that the global regulatory compliances are met and we can build competitive advantage.
- + We also undertake training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

COMPETITION, COST COMPETITIVENESS AND PRICING RISK

Brief Description

Being a global manufacturer Jubilant Pharmova is exposed to pricing risk both as a buyer and seller. Concentration of raw material procurement to a few suppliers may lead to unfavorable and unethical price setting by suppliers, thereby eroding financial margins and affecting competitiveness.

Mitigation Plan

Specialty Pharmaceuticals:

- + We aim to differentiate through improvement in our service quality, provision of added services such as product development, targeted formulation, laboratory analytical services as well as superior technical expertise

Contract Development and Manufacturing (CDMO):

- + New products continue to be launched by experienced and talented R&D teams. The in-house R&D team further develops cost effective products by redefining the production process.
- + For some of our generic formulations, we have captive manufacturing of APIs to ensure timely material availability and effective cost control to focus on improving profit margins.

Generics:

- + Increasing penetration in other geographical regions and strengthening our supply position with our existing strategic customers through competitive offering to achieve a higher share of customers' business.
- + Building long-term relationships with key customers by offering improved quality and service experience.
- + Building economies of scale in manufacturing, distribution channels and procurement to maintain cost advantage and sustained entry barrier.
- + Introducing cost improvement initiatives and manufacturing efficiency improvement plans at plants by undertaking projects under Business Excellence program.
- + Significant R&D has been done to improve raw material and utilities consumption and increase manufacturing efficiency.
- + Developing external manufacturing facilities to make the products expeditiously and at lower cost

Contract Research & Development Services:

- + To mitigate this risk, we are constantly reviewing our internal processes and organisational structure to ensure higher efficiency, increased scientific output and cost effectiveness.

Proprietary Novel Drugs:

- + Significant number of product are currently under development, and may become commercially available in future, for the treatment of diseases and other conditions for which we may try to develop new products.
- + Our precision medicine target and biomarker discovery platform and our scientific and technical know-how give us a competitive advantage in this space, though competition from many sources remains.





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

CAPACITY PLANNING AND OPTIMISATION RISK

Brief Description

Our production capacity may not be aligned with market demand. Insufficient capacity threatens our ability to meet demand and be competitive and excess capacity threatens the organisation's ability to generate competitive profit margins

Mitigation Plan

- + The Company continues to invest in the optimisation of our manufacturing capacity utilisation. Such optimisation is driven by continuous debottlenecking of our manufacturing plants and by value engineering through the application of Six Sigma, Lean Sigma and other value-added tools for productivity enhancement.
- + The business teams regularly track the trends for each product to ensure that there is sufficient capacity to meet demand.
- + We periodically undertake other initiatives to improve efficiency in terms of throughput, cost reduction and to build additional capacities without committing significant capital outlay thereby generating better return on investment.
- + We have developed a dedicated external manufacturing team, which can help to outsource some capacities and capabilities in order to ensure quicker response to unforeseen market demand.

RESEARCH AND DEVELOPMENT (R&D) EFFECTIVENESS RISK

Brief Description

As a pharmaceutical manufacturer, our business growth is dependent on successful execution of R&D strategy. Our R&D is focused to develop commercially viable and sustainable new products, effectively improve and enhance our existing products, along with process improvements that can improve time, quality and cost efficiency.

Mitigation Plan

- + We have an effective strategy to mitigate potential risks and ensure R&D effectiveness with earmarked budgets and investments in R&D commensurate with the business plans. We routinely evaluate and prioritise our R&D programs based on market dynamics and commercial viability.
- + We are continuously engaged in the development of new products for pipeline of products that can be introduced in future.
- + The focus is on development of processes within the deadlines at optimum cost with effective and efficient scalability.





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

ENVIRONMENT, HEALTH AND SAFETY (EHS) RISK

Brief Description

Company's operations are spread across different geographical regions and are subject to a wide range of EHS laws and regulations. In North America, various environmental agencies, authorities including the United States Environmental Protection Agency (US EPA), Environment, and Climate Change Canada regulate us. In India, various environmental agencies and authorities including the Central Pollution Control Board (CPCB) and State Pollution Control Boards regulate us

Mitigation Plan

- + We implemented a new EH&S solution, GenSuite, which is a cloud based EHS management system that provides integrated EHS applications into suite of tools specific for each business.
- + Performance reviews across the business regularly look at EH&S key performance indicators to reinforce leadership commitment towards employee safety, wellbeing and environmental sustainability.
- + Requisite capital expenditure is being incurred on process improvements as well as up-gradation of environmental management facilities using the latest technologies that have helped to reduce environmental footprint. While end-of-the pipe solutions are implemented, we are also making progress on initiatives for reduction of waste at source.
- + We engaged an external expert agency for strengthening our safety management system as part of our Occupational Health and Safety Strategy

PROTECTING INTELLECTUAL PROPERTY RIGHTS (IPR) RISK

Brief Description

There has been substantial patent related litigation in the pharmaceutical and medical device industries concerning the manufacture, use and sales of various products. We take all reasonable steps to ensure that our products do not infringe valid third-party IPRs. Any material litigation or other communication alleging such infringements could delay the sale of or prevent us from selling our products.

Mitigation Plan

- + We protect our products with patents in major markets. Depending on the jurisdiction, patent protection may be available for individual active ingredients; specific compounds, formulations and combinations containing active ingredients; manufacturing processes; intermediates useful in the manufacture of products; and new uses for existing products.
- + The Company has filed intellectual property applications in various countries for innovations. The Company has trademarks primarily in India, US, Canada, Europe, Nigeria, South Africa, Mexico, Columbia, China and Australia.
- + Besides patents, the Company relies on trade secrets, knowhow and other proprietary information and, hence, our employees, vendors and suppliers sign confidentiality agreements.
- + We have a dedicated team of scientists whose primary task is to ensure that the products are manufactured using only non-infringing processes and compliance requirements are met by reviewing and monitoring IPR issues continuously





RISKS AND OPPORTUNITIES (Contd)

Cont. GRI 102-15, 102-29, 102-30

FAILURE TO SUPPLY TO CUSTOMERS RISK

Brief Description

In the Pharmaceuticals segment, if we are unable to supply our products to customers as per the agreed timelines or specifications or other conditions, we may face penalties from our customers as per the terms of the agreement

Mitigation Plan

We ensure that such risks are monitored and mitigated on a continuous basis to avoid customer dissatisfaction, order cancellations and decreased revenues

LIQUIDITY, SOLVENCY, DEBT REPAYMENT/BOND HOLDER PAYMENT RISK

Brief Description

There may be risk that Company may not be able to raise funding from financial institutions in case of need or Company is unable to meet its short-term and long term obligations in a timely manner.

Mitigation Plan

- + Liquidity risk is managed by regular monitoring through cash flow statements and financial ratio analysis.
- + There is a dedicated treasury team supported by finance team which ensures liquidity risk is managed and ensure working capital is optimised.
- + Capital expenditure is reviewed and approved by Senior Management to avoid any unplanned capital expenditure.
- + A thorough assessment of available funding and strength of the relationships with lenders, shareholders and investors is carried out to ensure liquidity and solvent risk is addressed.
- + Due to our significant operating cash flows, financial assets, access to capital markets and available lines of credit and revolving credit agreements, we continue to believe that we have, and will maintain, the ability to meet our liquidity needs for the foreseeable future

CHANGES IN TAX LEGISLATION RISK

Brief Description

The Company's activities are subject to tax at various rates around the world computed in accordance with local legislation and practice. Actions by governments to increase tax rates or to impose additional taxes may reduce our profitability. Revisions to tax legislation or to its interpretation (whether with prospective or retrospective effect) may also affect our results and significant judgment is required in determining our provision for income taxes. Likewise, we are subject to audit by tax authorities in many jurisdictions. In such audits, our interpretation of tax legislation might be challenged and tax authorities in various jurisdictions may disagree with, and subsequently challenge, the amount of profits taxed in such jurisdictions

Mitigation Plan

We have a dedicated team of tax professionals whose primary task is to ensure that the tax liabilities are correctly computed and any revision in the tax legislation is monitored continuously.





STAKEHOLDER ENGAGEMENT

Jubilant Pharmova Limited regularly engages with its key stakeholders to address their aspirations and expectations. We believe in collaborations and inclusive growth. Our engagement endeavours help us to craft solutions towards common sustainability goals.

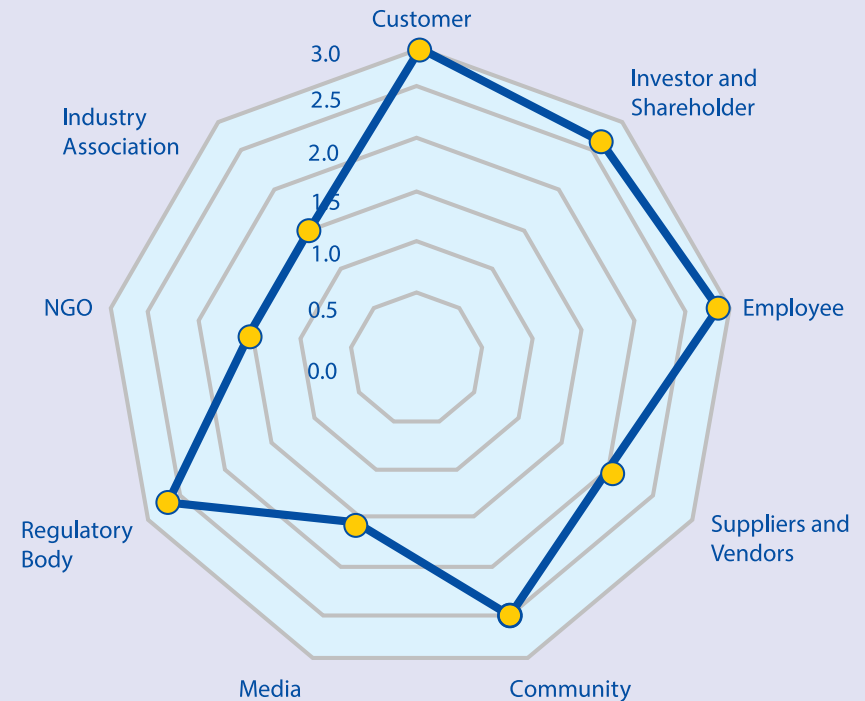


STAKEHOLDER ENGAGEMENT AND PRIORITISATION

GRI 102-42, 102-21, 102-29, 102-40, 102-43

The Company is continually working towards making stakeholder engagements framework more focused and structured year on year to identify challenges material for long term sustainable business of the Company. The stakeholder engagement framework is based upon established long-term relationships with key stakeholders such as investors, shareholders, customers, suppliers, vendors, employees, local communities and regulatory bodies.







The material challenges are identified, prioritised and integrated within the overall business strategy to make business sustainable in the longer run. From FY 2015 we started stakeholder prioritisation and materiality assessment involving top management, who continuously engages with different stakeholders at different intervals. List of key stakeholders, mode of engagement and a list of key topics raised through these engagements are given below.





STAKEHOLDER ENGAGEMENT (Contd)

GRI 102-40, 102-44, 102-43, 102-21, 102-29, 102-34

Stakeholder	Modes of engagement (frequency)	Needs/ Expectations of stakeholders
 Customers	<ul style="list-style-type: none"> + Customer meets & Exhibitions + Direct visits + Feedback calls + Online platform – Customer Relation Management (CRM) 	<ul style="list-style-type: none"> + Quality + Packaging and Labelling + Climate Change + Timely Delivery
 Investors and Shareholders	<ul style="list-style-type: none"> + Investors meet & calls, quarterly Investors conference calls with investors attended by Chairman, CCMD, Group CFO, CFO & CEO – Over 100 participants in each call. + Shareholders/Investors Grievance forums, There is a dedicated team who takes care of Investor Relation + Investors are provided with Annual Report, Quarterly Earnings Release and Sustainability Report + Company website is updated regularly with relevant information + AGM with investors held in September 2020 	<ul style="list-style-type: none"> + Sustainable business growth to create long term value + Timely receipt of dividends and shares + Timely receipt of financial reports (e.g. Annual Report)
 Employees	<ul style="list-style-type: none"> + Town Hall meets + Skip level meets + Chairmen’s Award + New Joiners’ meet + Online forum + Six month Stay interview + CEO Videos + Exit Interviews 	<ul style="list-style-type: none"> + Faster decision making + Larger Talent pool + Collaboration + Job enrichment + Career growth + No discrimination + Work Life Balance
 Suppliers and Vendors	<ul style="list-style-type: none"> + Time to time Suppliers meeting + Vendor council, vendor meetings + Online forums, supply chain and contract manufacturer’s site audits 	<ul style="list-style-type: none"> + Timely payment
 Regulatory bodies	<ul style="list-style-type: none"> + One to one meetings + Industry bodies and other related platforms general statement 	<ul style="list-style-type: none"> + Compliance related to EHS, TAX, labour practice
 Community	<ul style="list-style-type: none"> + Meetings during formal community engagements + Community interface meet + Suggestion box at gate 	<ul style="list-style-type: none"> + Road safety + Local employability + Environmental pollution + Health and hygiene + Vocational training + Water



MATERIALITY ASSESSMENT

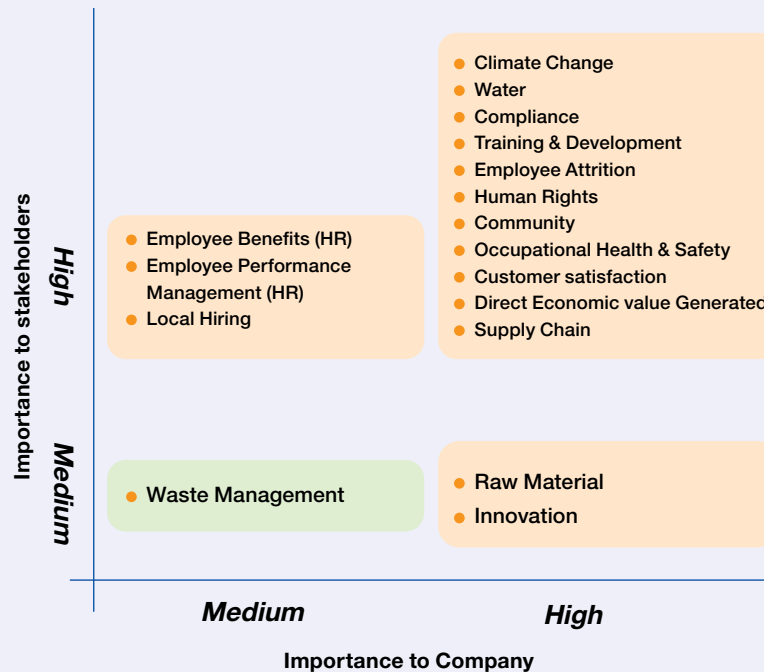
GRI 102-47, 102-34, 102-29

MATERIAL TOPICS IDENTIFICATION

Relevant topics are reasonably considered important to both stakeholders and the Company. During the reporting period, the 'Life Science Ingredients' business demerged from Jubilant Life Sciences Limited, and the Company's name was changed to Jubilant Pharmova Limited, which would focus on the Pharmaceuticals business.

Since the demerger took place close to the end of the FY 2021 therefore for the reporting year we continue to report on the material issues identified earlier. We reviewed and prioritised the stakeholder expectations based on gravity and frequency of the topics raised by them, while the Company's risks and opportunities were prioritised through internal assessments. The degree of relevance of the identified sustainability aspects were same as reported in FY 2019.

Further we also tried to align the stakeholder expectations against the Company's risks in order to identify material challenges based on the below materiality matrix. Following is the list of key material challenges identified for the Company, detailed out across the report: All the identified important material topics (High-High in the matrix) were communicated to the highest governance body, through the Risk Management and Sustainability committees:



These material topics have been discussed in detail throughout the report with respect to the Company's performance and response in the reporting period. In the report they've been indicated with a symbol Material Topic.

In this report, the Company has also addressed some additional sustainability topics, which are not, identified as material topics as per the materiality assessment done by the Company. These topics have been clearly shown in the GRI content index from page: 107. The Company continues to report on the non-material topics, as some of our stakeholders require this information from time to time and the Company would like to continue addressing additional sustainability/non-material topics for consistent reporting to its stakeholders.



ECONOMIC IMPACT

DIRECT ECONOMIC VALUE GENERATED



GRI 102-7, 201-1, 103-1, 103-2, 103-3, 102-45

Why it matters?

A steady economic growth is of prime importance to both the Company and its key stakeholders. The industry is highly competitive therefore the Company's economic performance determines its competitive edge against other entities. The economic value generated gives a holistic output metric for all business excellence, innovation, manufacturing and marketing initiatives of the company. Our stakeholders are concerned about the Company's performance since it directly affects their involvement with the Company in terms of creating long-term value for them.

For FY 2021 the Company continued its operations, despite COVID-19 challenges. Its revenues were stable due to a diverse range of businesses. CDMO and Generics grew though we saw impact on Radiopharma and had production impact at the Nanjangud API plant.

Specialty Pharma segment especially Radiopharma was impacted due to COVID-19 and competition in Radiopharma. We continue to maintain majority market share in our products and have long term contracts in place. In Radiopharmaceuticals, we are

expanding our product pipeline with strategic partnerships and have begun to execute a detailed turnaround plan of Radiopharmacy business. CMO and Generics delivered strong growth and we plan to expand capacity in CMO and enhance number and complexity of products under development in Generics.

Contract Research and Development Services business witnessed strong year-on-year growth in revenues led by healthy demand from customers.

Despite COVID-19 related lockdowns, we have been able to ensure continuity in most of our manufacturing operations across all business segments while at the same time ensuring safety of our employees.

Revenue from continuing operations for the year FY 2021 was at ₹ 60,985 million. In FY 2021, the Company reported sustained improvement even in challenging times, in revenues. The EBITDA from continuing operation were at ₹ 14,141 million in FY 2021. Profit After Tax was at ₹ 5,739 million.

The Company charged taxes of ₹ 2,699.09 million (the amount, does not include deferred taxes) from the P&L.





ECONOMIC IMPACT (Contd)

This year the Company received a grant of ₹ 1,059.78 million from the Government. The paid up capital was ₹ 159 million and Net debt was at ₹ 19,126.56 million

During the year the production from Indian operations were 538 MT of API and 1,172 million capsules and tablets. Production from North American plants this year were 1,214 million units of tablets, vials and other products, which excludes production from Radio-pharmaceuticals business. The Company has total assets of ₹ 89,181 million.

The Audit Committee at Board level continuously monitors and reviews the economic performance of the Company. The Board has also deputed external internal auditor who monitors the performance and identifies gaps. In addition to external auditors, there is an in-house team of internal auditors who internally review the implementation and efficiency of financial controls.

For details about Company’s annual financial performance, please refer to our Annual Report FY 2021 available on the Company website:

www.jubilantpharmova.com/investors/financials/annual-reportsEconomic

Cont. GRI 102-7, 103-1, 103-2, 103-3, 102-45, 201-1, 201-4





ECONOMIC IMPACT (Contd)

Cont. GRI 102-7, 102-45, 201-3, 201-1

ECONOMIC PERFORMANCE

Economic Performance	Units	FY 2020	FY 2021
Direct Economic Value generated			
REVENUE	₹ million	59,757.88	60,985.35
EBITDA	₹ million	15,853.63	14,140.99
PAT	₹ million	6,777.72	5,738.58
Economic Value Distributed			
Expense			
Cost of material consumed	₹ million	14,380.20	13,487.50
Purchases of stock-in-trade	₹ million	1,546.23	1,676.29
Changes in inventories of finished goods, stock-in-trade and work-in-progress	₹ million	(1,374.62)	196.34
Employee benefit expense	₹ million	18,432.16	19,228.77
Finance costs	₹ million	1,997.11	1,840.97
Depreciation, amortisation and impairment expense	₹ million	3,398.43	3,489.47
Other expenses	₹ million	11,294.39	12,431.84
Payments to providers of capital	₹ million	1,528.38	-
CSR Investment around Indian Operations	₹ million	83.4	56.8
Retained Earnings	₹ million	38,448.17	43,177.11
Overall Social Investment (including donations)	₹ million	109.26	103.25
Company Contribution in Long term employee benefits	₹ million	1,423.13	1,543.59

 Material Topic ends



ECONOMIC IMPACT (Contd)

Taxation GRI 207-1

Our approach to manage tax risk is integrated with our broader business risk management and compliance framework. Our approach is to manage tax risks and tax costs in a manner consistent with applicable regulatory requirements and with shareholders' best long-term interests, taking into account operational and economic factors.

Businesses are increasingly being challenged to ensure they contribute through the tax system to the societies in which they operate, and to provide information on their tax management principles and policies. We understand our responsibility to pay an appropriate amount of tax.

Jubilant's tax approach is to pursue a competitive tax strategy in a responsible manner. This means paying tax in jurisdictions where business activity generates profits. As a general rule, Jubilant's subsidiaries pay corporate taxes in the countries in which they operate. Competitive tax strategy implies achieving a tax level around the peer-group average. It means having a balanced tax risk profile and not engaging in tax-avoidance activities.

We have a substantial business and employment presence in many countries around the globe and we pay a significant amount of tax, including corporation and other business taxes, as well as tax associated with our employees. Significant judgement and estimates are required in determining the worldwide accrual for income taxes, deferred income tax assets and liabilities and provision for uncertain tax positions.

At the same time we have a responsibility to our shareholders to be financially efficient and deliver a sustainable tax rate. As part of this approach, we look to align our investment strategies to those countries where we already have substantial economic activity, and where government policies promote tax regimes which are attractive to business investment.

Tax governance, control and risk management GRI 207-2

We have robust internal policies, processes, training and compliance programmes to ensure we have alignment across our business and meet our tax obligations. We understand the importance of tax in the wider context of business decisions and have processes in place to ensure that tax is considered as part of the decision-making process.

We are conscious of the negative publicity that can arise from an inappropriate tax policy and perceive strong internal controls and good relationship with professional advisors and regulators as the best way to manage reputational risk.

As a responsible global corporate tax citizen, we are committed not to engage in any tax planning that would be considered contrary to the intentions of the regulators.

We engage advisors and legal counsels to review tax legislation and the implications for our business. Where relevant we are active in providing relevant business input to tax policy makers.

We maintain and operate our tax affairs within a strong Tax Governance, Reporting & Control Framework, Policies and Guidelines reviewed and approved by the Group Chief Financial Officer and the Board.

Our thrust on transparency drives us to make all the reporting and disclosures relating to tax matters before appropriate forums in a timely manner. The complexity of tax laws and the periodic amendments in global tax arena requires us to keep our knowledge updated in the relevant areas of taxation.

We support the implementation of OECD's Country-by-Country Reporting (CbCR) as being key to the success of the Base Erosion and Profit Shifting (BEPS) project, and aligned with our core values of transparency and integrity. As part of this implementation, we support the exchange of CbCR data between tax authorities.

In addition to international tax law and regulatory changes such as the OECD BEPS initiatives, changes in tax frameworks, tax reforms and other changes to the way existing tax laws are applied in jurisdictions and major countries where Jubilant and its subsidiaries and affiliates operate could affect our income, our effective tax rate, and consequently our future net income. These changes may cover matters such as taxable income, tax rates, indirect taxation, transfer pricing, dividend taxation, or a restriction in certain forms of tax relief. Any of these changes could have a material adverse effect on our business and future results. Additionally, due to the complexity of the fiscal environment, the ultimate resolution of any tax matter may result in payments higher or lower than amounts accrued.



ECONOMIC IMPACT (Contd)

Stakeholder engagement and management of concerns related to tax GRI 207-3, 207-4

Jubilant engages with tax authorities with honesty, integrity, respect and fairness and in a spirit of cooperative compliance. We are committed to prompt disclosure and transparency in all tax matters with respective tax authorities.

Our business is conducted in various countries throughout the world and is subject to tax in numerous jurisdictions. We pay the taxes as applicable on the income earned in the respective country in a timely manner by filing relevant returns and documents.

A significant number of tax returns that are filed are subject to examination by various Federal, state and local tax authorities. We seek to maintain open, positive relationships with governments and tax authorities worldwide and we welcome constructive debate on taxation policy.

In compliance with the OECD BEPS Actions, Jubilant prepares the Country-by-Country report (CbCR) for its entire Group and provides it to the Indian tax authorities. Indian tax authorities may share the Jubilant CbCR with countries that have signed agreements allowing for that exchange.

The Jubilant CbCR is therefore available to all the countries where tax authorities have agreed to the standards developed by the OECD.

As we operate throughout the world, there are many transactions between Jubilant Pharmova Group companies. In line with internationally recognized standards for cross border transactions and OECD guidelines, we base our transfer pricing policy on the arm's length principle and support our transfer prices with economic analysis and reports.

The pricing is driven by the activities undertaken and the value created. This approach is consistently followed in all countries where we operate. The worldwide nature of our operations means that our intellectual property, R&D and manufacturing operations are centred in a number of key locations.

Information related to country-by-country reporting is available in the annual financial report of the Company.





ECONOMIC IMPACT (Contd)

INNOVATION

Innovation, speed-to-market and a robust product pipeline are critical factors in ensuring success for an integrated global Pharmaceutical Company. An ongoing effort is projected as case study below.

GRI: 203-2



CASE STUDY

ADDRESSING MEDICAL CHALLENGES THROUGH INNOVATION!



Challenge

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



Actions

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



Future Plans

Typically administered by trained Nuclear Medicine Specialists in institutions equipped to provide this special treatment, 131I-mIBG is actually the combination of two drugs; radioactive iodine and meta-iodobenzylguanidine. The mIBG drug concentrates in neuroblastoma cells. The beta emitting isotope 131I-[Iodine] that is tagged to the mIBG delivers targeted radiation to the neuroblastoma cells. This type of radiation is designed to destroy the tumors cells while sparing normal, healthy tissue. Based on the positive outcomes of these initial programs, Jubilant Radiopharma in

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



ENVIRONMENTAL IMPACT

Our Approach

GRI 102-32, 102-31, 103-1, 103-2, 103-3

For a sustainable world, environmental protection is the need of the hour. Jubilant proactively works towards implementing various initiatives to balance environmental and business needs of the Company and community. The management has adopted and implemented international management systems and technologies to mitigate environmental challenges arising due to daily operations.

The Company's top management is committed towards environmental sustainability, considering which various policies have been adopted:

- + Sustainability Policy
- + Climate Change Mitigation and Energy Conservation Policy
- + Environment, Health & Safety (EHS) Policy

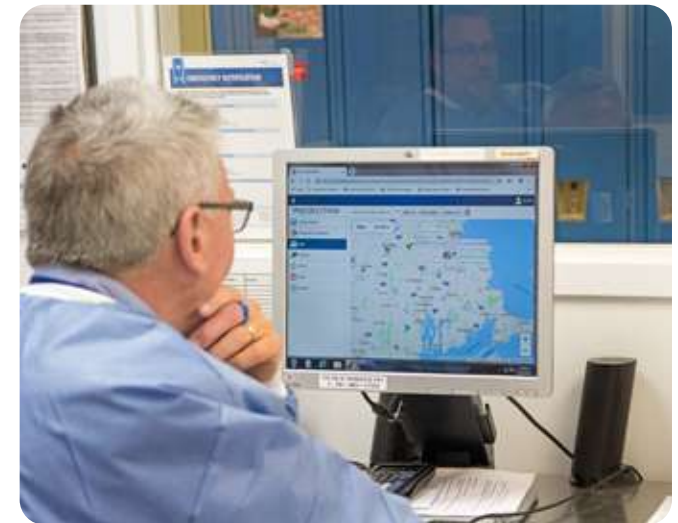
The Company sets environmental targets to monitor its environmental performance in an ongoing basis. The performance against these targets are reported to the Board of Directors and presented in the Corporate Sustainability Report.

All our employees are provided with induction training, covering Sustainability aspects and technical training to support their work. Some of the EHS and Sustainability related Key Result Areas (KRAs) are also set for Company employees, to ensure sustained focus on environmental challenges.

DIGITAL MONITORING AND TRACKING OF EHS CHALLENGES

GRI 403-2

The Company implemented a new Environment, Health and Safety (EHS) solution – GenSuite. A cloud-based EHS management system that provides integrated EHS applications into suite of tools specific for each business. The EHS applications are related to management of corrective actions, incidents recording, incident investigation, data mining, auto notifications, compliance calendar etc.





ENVIRONMENTAL IMPACT (Contd)

CLIMATE CHANGE Material Topic

GRI 201-2, 103-1, 103-2, 103-3

Why it matters?

Today climate change and its impact is unmistakably evident. Our Company is no exception to this global phenomenon. Jubilant understands the damage potential climate change can bring to our businesses with respect to natural resources. We believe that global emission of Greenhouse Gases (GHG) is the major contributor for climate change. Our customers also inquire about the GHG emissions for the products that they purchase.

GREENHOUSE GASES GRI 102-12, 305-1, 305-2

The Company is monitoring and reporting its GHG emission regularly. It is one of the few companies in India disclosing its GHG emissions and taking voluntary reduction initiatives by participating in the Carbon Disclosure Project (CDP), which holds the largest database of primary corporate climate change information in the world.

Total GHG Emissions

(1,000 tCO₂e)

FY 2021 103.98

FY 2020 115.04

Total Scope-1 GHG Emissions

(1,000 tCO₂e)

FY 2021 18.14

FY 2020 18.65

Total Scope-2 GHG Emissions

(1,000 tCO₂e)

FY 2021 85.84

FY 2020 96.38



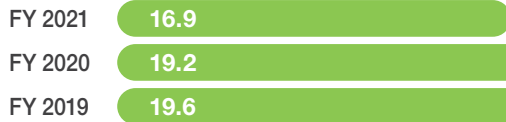
ENVIRONMENTAL IMPACT (Contd)

Cont. GRI 305-4, 305-5, 103-2, 103-3

GHG SUSTAINABILITY GOAL

Specific Greenhouse Gas Emissions

(tCO₂e/Revenue in Cr. ₹)



Reduction Target FY 2021

18.6 tCO₂e/ Revenue in Cr. ₹
(5.2% reduction from baseline FY 2019)

Actual Status FY 2021

16.9 tCO₂e/ Revenue in Cr. ₹
(13.6% reduction from baseline FY 2019)

What we are doing?

The Company is continuously improving its operational excellence from various energy savings initiatives done by the business excellence team.

The Company is also monitoring any changes in global regional and national level policies and regulations on climate change and its mitigation, which may result in financial implications with respect to energy and other resources relevant to the Company's business.

To be a partner to this global drive for climate action, the Company is striving to reduce its carbon footprint in all possible means by focusing on:

- + Improving process energy efficiency
- + Finding alternate sources of uninterrupted low cost clean and renewable energy





ENVIRONMENTAL IMPACT (contd)

IMPROVING ENERGY EFFICIENCY

GRI 302-4, 302-3, 305-5, 103-1, 103-2, 103-3

Jubilant is focused on improving its energy efficiency. The Company implemented 23 energy saving projects in the reporting year that have directly contributed towards reduction of around 11.24 TJ of energy consumption (Electricity-14,90,596 kWh, Steam-366 MT, FO-121 MT). This is equivalent to 1,662 tCO₂e and incurring total savings of ₹ 38.8 million.



Sustainability Goal - Reduce specific energy consumption

Reduction Target FY 2021

140 GJ/ Revenue in Cr. ₹
(4.9% reduction from baseline FY 2019)

Actual Status FY 2021

132.4 GJ/ Revenue in Cr. ₹
(10.1% reduction from baseline FY 2019)

ENERGY EFFICIENCY SUSTAINABILITY GOAL

Specific Energy Consumption

(GJ/ Revenue in Cr. ₹)



11.24 TJ

of reduction in energy consumption through energy saving projects





ENVIRONMENTAL IMPACT (contd)

ENERGY KEY PERFORMANCE INDICATORS GRI 302-2

GRI Disclosure	Environmental Performance	Units	FY 2020	FY 2021
	Total Energy consumption*	Peta Joules	0.85	0.81
GRI 302-1	Direct Energy Consumption			
	Non-renewable energy sources			
	HSD	KL	876	781
	Energy from HSD	Peta Joules	0.03	0.03
	FO/LSHS	MT	1218	1342
	Energy from FO/LSHS	Peta Joules	0.05	0.05
	Natural gas	sm ³ (million)	5.37	5.36
	Energy from Natural gas	Peta Joules	0.20	0.20
	Total direct energy consumption from Non renewable energy sources	Peta Joules	0.27	0.28

*Total direct energy also includes Gasoline of 0.0000103 PJ





ENVIRONMENTAL IMPACT (contd)

Cont. GRI 302-1

ENERGY KEY PERFORMANCE INDICATORS

GRI Disclosure	Environmental Performance	Units	FY 2020	FY 2021
	Bio-diesel	m ³	633	350
	Energy from Bio-diesel	Peta Joules	0.02	0.01
	Solar Energy	Peta Joules	0.0001	0.00037
	Total direct energy consumption from Renewable energy sources other than biomass	Peta Joules	0.02	0.012
	Total Direct Energy	Peta Joules	0.303	0.291
GRI 302-2				
	Electricity purchased	MWH	100070	98005
	Steam purchased	MT	72605	60185
	Total Indirect Energy consumption	Peta Joules	0.56	0.52



 Material Topic ends



ENVIRONMENTAL IMPACT (contd)

WATER



Why it matters?

GRI 103-1

Being a Pharmaceutical Company, our manufacturing processes are dependent on water. At the same time, we also deeply understand how critical this natural resource is to human life and ecosystems. As per country specific regulations, none of our manufacturing sites fall under water stressed or related category.



What we are doing?

GRI 303-1, 303-2, 306-1, 103-2, 103-3, 306-5

Jubilant is continuously monitoring, reviewing and optimising its water consumption through process modifications and adoption of new technologies.

At its Nanjangud site, usable water from the effluents after treatment is recycled back in order to reduce fresh water consumption. Our North American manufacturing facilities sends its treated effluent to Common Effluent Treatment Plant (CETP) outside for further treatment. Final discharge is in line with the quality and quantity prescribed as per the authorisations granted by respective local regulatory authorities.



ENVIRONMENTAL IMPACT (contd)

GRI 303-5, 306-3

WATER SUSTAINABILITY GOAL

Specific Fresh Water Consumption

(m³/ Revenue in Cr. ₹)



Sustainability Goal - Reduce specific water consumption

Reduction Target FY 2021

116.9 m³/ Revenue in Cr. ₹
(3.5% reduction from baseline FY 2019)

Actual Status FY 2021

91.1 m³/ Revenue in Cr. ₹
(24.8% reduction from baseline FY 2019)

GRI Disclosure	Water	Units	FY 2020	FY 2021
GRI 303-1	Water Withdrawal			
	Ground Water	million m ³	0.15	0.15
	Surface Water	million m ³	0	0
	Municipal Water	million m ³	0.49	0.41
	Total*	million m³	0.63	0.56
GRI 303-3	Water Recycled and Re-used			
	Water Recycled and Re-used	million m ³	0.11	0.09
GRI 306-1, GRI 303-4	Treated Effluent Discharge**	million m ³	0.32	0.32

Other Initiatives taken towards environmental management are listed below

- + Installation of secondary clarifier in Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) for improving treated water quality at Roorkee site
- + Installation of new gas burner for the boiler to improve operational efficiency at Montreal site
- + Upgradation of STP to meet the CPCB standards at Nanjangud site
- + Converting open portion of Secured Land Fill (SLF) into rainwater harvesting pond and eliminated effluent/reduced leachate generation at Nanjangud site

** During the reporting period, no significant spills were observed.

*Water withdrawal includes Corporate Office 0.009 million m³





ENVIRONMENTAL IMPACT (contd)

COMPLIANCE



Material Topic

GRI 307-1, 419-1, 103-1, 103-2, 103-3

Why it matters?

Our business operates within a highly regulated environment. If we fail to comply with regulatory requirements, or if allegations are made that we fail to comply, our financial condition and results of operations could be adversely affected. Any change in the regulations, enforcement procedures or regulatory policies set by regulatory agencies could increase the costs or time of development of our products and delay or prevent sales of our products.



What we are doing?

We have put in place a Compliance Management System to ensure compliance with all applicable laws and regulations. During the year, the Company has upgraded its compliance reporting system with a state-of-the-art software for managing compliances. We have a dedicated team of experts whose knowledge ensures that the global regulatory compliances are met and we can build competitive advantage. We also undertake training and orientation programs to keep the relevant process owners updated on new regulations and changes in the existing laws. We are also proactively following-up with regulatory authorities regarding pending approvals and queries raised by authorities are addressed promptly. Further, estimation of risks on account of failure/ delay in obtaining approvals is duly considered while designing business plans.

The Company has a well-defined system to track non-compliance in all departments. The approach to this can be found highlighted in the 'Precautionary Approach' section of this report. This year there was no environment related non-compliance at any of our manufacturing sites.



Material Topic ends





OTHER ENVIRONMENTAL FACTORS

WASTE MANAGEMENT GRI 306-2

Our Approach

We adopted the 3R approach for waste minimisation:



Hazardous Waste Disposal

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)



Hazardous waste collecting area



OTHER ENVIRONMENTAL FACTORS (contd)

HAZARDOUS WASTE DISPOSED

GRI Disclosure	Hazardous waste*	Units	FY 2020	FY 2021
GRI 306-2	Hazardous waste disposal**	MT	14,457	12,557
	Solid waste incineration + Liquid waste incineration= total waste incinerated	MT	130	122
	Co-processing in cement kiln	MT	1,742	1,548
	To authorised agency	MT	10,108	8,670
	Secure landfill	MT	2,477	2,217

*In addition to above during the reporting year the company also disposed 29.5 MT of Biomedical waste to authorised agency.

*4.74 MT of used batteries were sold to authorised agency in the reporting year

**Addition to above, there were around 1231 empty drums sent to authorised vendor as hazardous waste

NON-HAZARDOUS WASTE GRI 301-3

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

Further, the Company is highly committed about minimising plastic waste in order to protect the environment. The Company believes in supporting circular consumption patterns of re-using, re-storing and re-pairing wherever feasible .

The Company sold 524.5 MT of waste material and 4566 units of bottles as non-hazardous waste during the reporting year.



OTHER ENVIRONMENTAL FACTORS (contd)

Raw Materials GRI 301-1, 301-2, 301-3

Being a Pharmaceutical Company, there are very few opportunities to use recycled material in our production processes.



Air Emissions GRI 305-7

Jubilant recognises that air pollution has a direct impact on the environment and the surrounding community. Curbing air pollution is one of the key priorities and several necessary mitigation measures have been adopted:

- + Engineering controls like filters, scrubbers and cyclones are used for air pollution control
- + Installing auto controls for maintaining critical process parameters
- + Preventive maintenance schedules for all environmental critical equipment like the above
- + Online monitoring system to check performance against local regulations
- + Periodic regulatory approved third-party monitoring and analysis
- + Frequent trainings





OTHER ENVIRONMENTAL FACTORS (contd)

GRI Disclosure	Air Emissions*	Units	FY 2020	FY 2021
GRI 305-7	Particulate Matter	MT	3.4	2.7
	SO ₂	MT	1.5	1.4
	NOx	MT	4.1	4.3

*For India manufacturing locations

OZONE DEPLETING SUBSTANCES GRI 305-6

The Company does not manufacture products containing Ozone Depleting Substances (ODS). All banned ODS is being phased out as per applicable regulations of the land. The emissions of Ozone Depleting Substances are primarily from ODS based refrigerants in air-conditioners and chiller plants. This year the recharge quantity of CFC 11 equivalent ODS was 0.02 MT.



BIODIVERSITY GRI 304-1, 304-2, 304-3, 304-4, 306-5

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





SOCIAL IMPACT

We believe that our people and community strengthen us and make us exceptional in driving world-class performance, nurturing our employees and benefitting the society around us. We not only focus on hiring the best candidates and retain our talented employees around the world, but also ensure appropriate economic growth and environmental protection measures within the communities of our Company.





SOCIAL IMPACT (contd)

GRI 103-1, 103-2, 103-3

HUMAN RESOURCE PERFORMANCE

Our Approach

At Jubilant, we aim to empower and motivate our employees with global opportunities and regular performance reviews. This creates a rewarding culture within the Company and to maintain this, we have implemented a well-structured Human Resource department both at Corporate Offices and at all manufacturing sites. In addition, the Company also has HR policies and a 'Code of Conduct' to retain talent and lower attrition rates.



The following are key topics covered in our approach:



Employee Benefits



Employee Performance Management



Training and Development



Employee Attrition



Local Hiring



Human Rights



Security Practices



Labour Management



Corruption and Bribery



Anti-competitive Behaviours



SOCIAL IMPACT (contd)

HUMAN RESOURCE PERFORMANCE



EMPLOYEE BENEFITS

GRI 401-2, 401-3, 201-3

Employee benefits are applicable for all Jubilant Pharmova Limited employees globally and at levels. Due to local law and regulations, some benefits vary by location.



Long term employee benefits include Pension, Provident Fund, Superannuation and Gratuity for India operations. These constitute the key elements of employee's post-retirement benefits in India. All permanent employees across Indian sites, are covered under retirement plans and schemes according to the local regulations. International subsidiaries of the Company make contribution to various social security plans and insurance schemes as per local requirements and generally accepted practices in their respective country of incorporation.

Our benefits schemes include disability and invalidity coverage as per the Industrial Dispute and Workers Compensation Act, Group Mediclaim insurance for employees and their dependents and parental leaves. In all our North American operations, parental leaves are a voluntary action under FMLA (Family and Medical Leave act) and all employees are entitled to this. Whereas, according to the Maternity Act in India, all female employees are eligible to avail maternity leaves during and post pregnancy.

The statistics for the same are specified:

1,206

Total number of employees that were entitled to maternity leave

10

Total number of employees that took maternity leave during FY 2021*

6

Total number of employees that returned to work in the reporting period after parental leave ended during FY 2021*

2

Total number of employees that returned to work after maternity leave ended that were still employed 12 months after their return to work (starting from FY 2020)*

100%

Return to work rates of employees that took parental leave*

50%

Retention rate of employees that took parental leave (starting from FY 2020)*

*Information related to Jubilant Generics Ltd and Jubilant Pharmova Limited Corporate Office



SOCIAL IMPACT (contd)

HUMAN RESOURCE PERFORMANCE



EMPLOYEE PERFORMANCE MANAGEMENT

GRI 404-3

The Company rewards good performance, encourages talent and ensures motivation among the employees. A Performance Management System (PMS) is formulated on a balanced scorecard providing a clear linkage between organisational and individual objectives. A performance linked incentive system is in place to monitor the performance of all employees. The Company also has wage agreement at manufacturing locations with trade unions existing at two locations.





SOCIAL IMPACT (contd)

HUMAN RESOURCE PERFORMANCE



TRAINING AND DEVELOPMENT

GRI 404-2, 103-1, 103-2, 103-3

Material Topic



Why it matters?

Talent development is imperative for the success of businesses and therefore having the right people with the right will, skill and knowledge is essential. Employees are key stakeholders for Jubilant and through regular engagement with them we have realised their aspiration of taking up new assignments within the organisation through self-development

What we are doing?

Our training and development initiatives offer training to employees around the globe. It helps our people develop personal skills, to think strategically, support managers in team development, assist those in charge of key operations and to improve procedures and processes. Training needs are rigorously identified and delivered through internal and external workshops as well as web based modules. This is included in the Company's training calendar and courses are designed to help employees perform their roles at their highest potential. This also helps us systematically improve the quality of our workforce.

Senior management employees at critical positions are also sent for customised general management programs at premier institutes to prepare them for larger roles and also build cross-functional capability in the organisation. We have robust training management system 'Compliance Wire', which comprises an extensive collection of training and learning resources and can be accessed by all employees through the online portal.





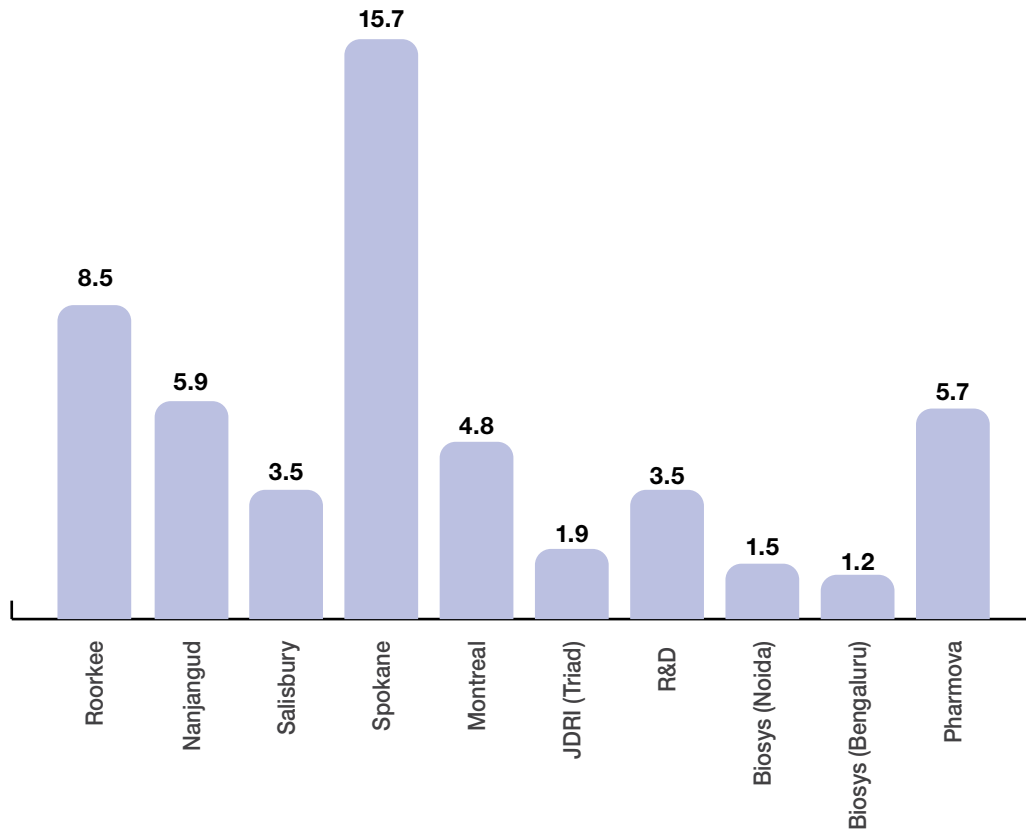
SOCIAL IMPACT (contd)

GRI 404-1, 404-2, 412-2

TRAINING AND DEVELOPMENT

TRAININGS

(Training mandays per employee per year)



Mandatory Programmes

Code of Conduct

106/41%

Associate

100/21%

Lead

2/3%

Management

421 people

Non-rated

1,284

Training Hours

POSH-93%

Employee Participation

516

Training Hours





SOCIAL IMPACT (contd)

Cont. GRI 404-1, 404-2

TRAINING AND DEVELOPMENT

Employee Training hours

Manufacturing Location	Executive	Workmen	TOTAL	T. Hours	Man-days	Avg. man-days per head per annum
R&D	305	0	305	8,465	1,058	3.5
Roorkee	414	367	781	53,089	6,636	8.5
Nanjangud	712	206	918	43,169	5,396	5.9
Salisbury	102	282	384	10,615	1,327	3.5
Spokane	312	431	743	93,211	11,651	15.7
Montreal	279	155	434	16,655	2,082	4.8
JDRI	207	456	663	9,879	1,235	1.9
Biosys Noida	574	0	574	7,054	882	1.5
Biosys Bengaluru	344	0	344	3,190	399	1.2
Grand Total	3249	1897	5146	2,45,327	29,385	5.7

Training Break up: All Indian units, R&Ds & Biosys

(excluding Roorkee unit)

Category	Headcount	Training Man-days	Avg. Training / Employee
Executive	1,935	7,562	3.9
Worker	206	172	0.8
Total	2,141	7,735	3.6

Training Break up: All Indian units, R&Ds & Biosys

(excluding Roorkee unit)

Category	Headcount	Training Man-days	Avg. Training / Employee
Female	319	574	1.8
Male	1,822	7,160	3.9
Total	2,141	7,735	3.6

 Material Topic ends



SOCIAL IMPACT (contd)



EMPLOYEE ATTRITION



GRI 401-1, 103-1, 103-2, 103-3

Why it matters?

At Jubilant, each and every employee, is considered as an asset to the organisation and therefore their retention is of prime importance to the Company. In the reporting period, the overall attrition rate was around 20%.

What we are doing?

The Company has increased talent mobility, learning opportunities and progression planning for employees to cater to their specific needs.

Our Human Resource team, plays a role of strategic significance towards building a prosperous employee platform by nurturing them with strong leadership values and scope for growth. We believe in transparent communication and creating opportunities for enhanced learnings. The Company has a monthly internal newsletter 'Symphony' which is circulated across all locations to communicate about various activities to our employees..

We achieve our shared goals and organisational objectives by focusing on attracting and retaining the correct talent mix with diversity in relation to gender, age and expertise.





SOCIAL IMPACT (contd)

Cont. GRI 401-1

EMPLOYEE ATTRITION

Region- Country	Man-Power as of March 31, 2021	New Joinee		Attrition	
		Total New Joinee	New Joinee %	Total Attrition	Attrition %
India	3,346	734	21.9	608	18.2
North America	2,224	376	16.9	505	22.7
Jubilant Pharmova Limited	5,570	1,110	19.9	1113	20.0

Total new employees hired and attrition during reporting period by age group

Age in yrs.	Attrition		New Joinee	
	Total Attrition	Rate(%)	Total New Joinee	Rate(%)
< 30	356	25.1	590	41.6
30-50	553	17.6	428	13.6
>50	204	20.2	92	9.1
Grand Total	1,113	20.0	1,110	19.9

*Includes India operations, North America Manufacturing, corporate office and R&Ds

Total new employees and attrition during reporting period by gender

Gender	Attrition		New Joinee	
	Total Attrition	Rate (%)	Total New Joinee	Rate (%)
Female	252	20.9	228	18.9
Male	861	19.7	882	20.2
Grand Total	1,113	20.0	1,110	19.9

Material Topic ends





SOCIAL IMPACT (contd)

Cont. GRI 102-7, 405-1



LOCAL HIRING

GRI 202-2, 102-8, 202-1

We recruit employees based on their skills and merit, around 90% of our employees at significant operations are local employees. They are preferred as long as they meet the specific roles set by the Company. Employee salaries are always higher than the minimum wages mandated by the local regulation.



Region wise Employee head count

Region	Number of Permanent Employees (P)			Number of Contractual Employees (C)		Overall (P+C)
	Executives	Workmen	Total (P)	Temp & Labour Supply	Job Contracts/ Projects	
India	2,773	573	3,346	894	903	5,143
North America	936	1,325	2,261	0	54	2315
Singapore	2	0	2	0	0	2
Total*	3,711	1,898	5,609	894	957	7,460

* Includes JPL, JDDS and select marketing office

Age-wise headcount breakup

(All manufacturing units, R&D and Corporate Offices)

Age in yrs.	Headcount			Percentage
	Executive	Workmen	Grand Total	
< 30	1,027	392	1,419	25.5
30-50	2,276	864	3,140	56.4
>50	370	641	1,011	18.2
Grand Total	3,673	1,897	5,570	

Gender-wise headcount breakup

(All manufacturing units, R&D and corporate offices)

Gender	Headcount			Percentage
	Executive	Workmen	Grand Total	
Female	768	438	1,206	21.7
Male	2,905	1,459	4,364	78.3
Grand Total	3,673	1,897	5,570	



SOCIAL IMPACT (contd)



HUMAN RIGHTS



GRI 103-1, 103-2, 103-3, 412-1, 412-2

Why it matters?

We uphold UNGC principles on Human Rights with the right spirit and due commitments which is reflected in our promise statement. Like in any other company, employees expect high standards of professionalism, dignity and respect at workplace.

What we are doing?

The Company has formulated policies and systems to ensure protection of Human Rights at workplace, which are defined in the Code of Conduct. This Code of Conduct is available to all employees through intranet. The Company also has dedicated HR teams that monitor any violation of Company policies and Codes involving Human Rights challenges. Last year the 'Code of Conduct' was revisited and training on revised content and related topics like Values, POSH, Compliance etc. was provided to the employees, by our HR team across all offices and operations.





SOCIAL IMPACT (contd)

Cont. GRI 412-1, 407-1

HUMAN RIGHTS

Highlighted below are a few Human Rights topics specified in our Code of Conduct: **GRI 102-34**

Free of Discrimination & Harassment

GRI 202-1, 406-1, 405-2

Jubilant prohibits any form of discrimination or harassment on the basis of age, caste, sex, religion or any other ground. Our Code highlights a zero tolerance policy. However, three incidents involving sexual harassment were recorded and resolved during the reporting period.

Equal remuneration is provided to the male and female members of the workforce for the similar set of work.

The prevailing law in North American manufacturing locations is very stringent and any form of gender discrimination is prohibited. During FY 2021 there was no case of discrimination reported.

Child Labour **GRI 408-1**

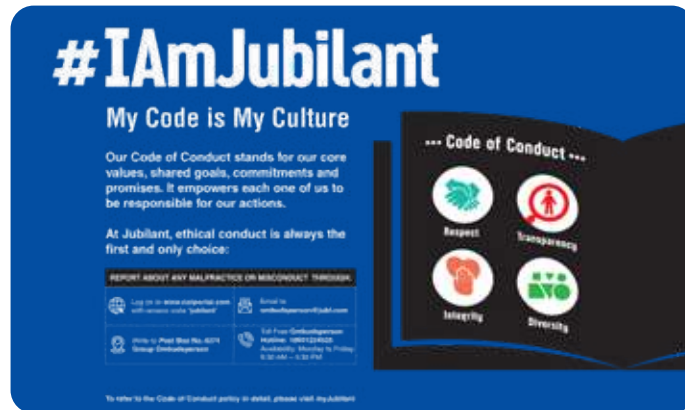
It is Code not to employ children as labour. In order to ensure this, in certain jurisdictions, every applicant is required to submit a proof of age. Further, the Company is committed to work in a proactive manner to eradicate child labour by actively contributing to the improvement of children's social situation. To promote this, the Company encourages its suppliers also to work towards a no child-labour policy.

There were no cases of child labour reported within the organisation or came to Company's notice involving its suppliers during FY 2021.

Forced and Compulsory Labour **GRI 409-1**

The Company respects the dignity of labour and denounces all forms of forced and compulsory labour. The Company therefore, ensures that the terms of employment are transparent and voluntary. The Company encourages its suppliers and service providers to adhere to a no forced and compulsory labour code.

No incident of forced or compulsory labour at the supplier's end came to Company's notice during this reporting period.





SOCIAL IMPACT (contd)

Cont. GRI 102-34, 412-1

HUMAN RIGHTS

Operational Responsibility and Ombudsperson

GRI 205-3

Jubilant has a Whistle-Blower policy and a Ombudsperson addressing grievances in neutral and unbiased manner. A charter of the Ombudsperson has been prepared and made available on the Company intranet. This charter allows stakeholders, including employees, to voice their concerns and guide the Company to resolve challenges efficiently. To maintain the reporting and anonymity of the whistle-blower, the company has a dedicated portal and Ombudsperson email ID.

Email:
Ombudsperson@jubl.com



No cases of Human Rights violation and corruption was reported to the Ombudsperson's office during the reporting period



Freedom of Association and Collective Bargaining

GRI 407-1, 102-41

The Company never prohibits its employees to form an association in accordance with the local laws. The Company engages in open and continuous dialogue with the employee associations at its manufacturing facilities. In India for Nanjangud 206 employees are covered by collective bargaining agreements with trade unions and worker committee. At the Montreal Unit of the Company, as of March 31, 2021, 156 employees were covered by Trade Unions/ Collective Bargaining Agreements.

There are no operations where the right to exercise freedom of association and collective bargaining are at significant risk.



CODE OF CONDUCT



POSH POLICY



WHISTLEBLOWER POLICY

To know details of our code of conduct, POSH policy and Whistleblower policy please visit us @myJubilant

#IAmJubilant



SOCIAL IMPACT (contd)



SECURITY PRACTICES GRI 410-1

For all Indian operations, the Company's security personnel are briefed about relevant policies of the Company which lay the foundation for them to function effectively. They are also trained in first responder and fire security. The security personnel (including third party organisations) are given basic training on citizen rights and Human Rights which is included in our Company's Code of Conduct. Regular grievance and awareness sessions are conducted in a forum called 'Security Darbar'.

Key activities:

Risk-Based Security Vulnerability Assessment:

Security risk assessment is done and all potential risks are identified. Security measures placed to protect property, people and information. Adequate counter measures deployed against identified risks.

Response to security incidents:

Regular trainings are carried out for security personnel in order to be vigilant and ready to attend any untoward issue related to security, First aid and Fire.





SOCIAL IMPACT (contd)

Indigenous Rights GRI 411-1

The Company has operations in various locations across India and North America. We support and accept the local cultures of various geographies we operate in. There have been no violations involving rights of indigenous people or those related to Human Rights in Jubilant during the reporting period.

Anti-Competitive Behaviour GRI 206-1

Our approach on anti-competitive behaviour is anchored in our Code of Conduct. It binds employees to limit any contract or association with competitors including membership of a trade association to legitimate purposes only. Considering the growing global importance of following anti-competitive behaviour, this year the Company revised the Code of Conduct incorporating the code on Anti-Competitive behaviour. During reporting year there have been no legal actions concerning any anti-competitive behaviour, antitrust and monopoly practices by the Company and its subsidiaries by the Company.

Public Policy GRI 415-1

The Company engages with a variety of stakeholders like Government, regulatory agencies, NGOs and industry associations. Through its dialogue with various stakeholders, the Company identifies opportunities and participates in framing public policy matters. The Company also uses industry association forums to voice its views.

Human Rights Assessment GRI 412-3

There was no significant greenfield project or new acquisition related investment during the reporting year. Hence there was no dedicated comprehensive third party human rights assessment conducted during this reporting period.





SOCIAL IMPACT (contd)



LABOUR MANAGEMENT AND LABOUR RELATIONS

GRI 402-1

The Company encourages its employees, both permanent and contractual, to maintain good relations and constructive bargaining practices with the management. Trade Unions exist at two locations.

The minimum notice period varies for the staff depending on their position in the organisation. The minimum notice period

followed for termination of permanent worker is 30 days and the same is mentioned in their appointment letter. In case of significant operational change that could substantially affect employment, the notice period and/or Voluntary Retirement Schemes (VRS) are determined as per the local regulation and direction by local regulatory body.





OUR COMMUNITY



GRI 103-1, 103-2, 103-3, 413-1, 413-2

Why it matters?

The community around our operations at all locations are key stakeholders for the Company and we believe in inclusive growth with them. Through our community engagement programs, we understand the community's expectations of having better health and hygiene facilities, more local employment opportunities, better educational and infrastructural amenities etc.



What we are doing?

Corporate Social Responsibility (CSR) is an imperative part of Jubilant's paradigm for sustainability. CSR activities at Jubilant are in line with the provisions of Section 135 read with Schedule VII to The Companies Act, 2013 of India. The CSR initiatives of the Company are implemented through Jubilant Bhatia Foundation (JBF), established in the year 2007, a not-for-profit arm of the Jubilant Bhatia Group.

The CSR interventions of the Company are structured in line with the United Nations Sustainable Development Goals (SDGs), also known as Global Goals. The CSR projects are well crafted to empower the communities around the area of operations of the Company. The projects work on 4P model (Public-Private-People-Partnership). Jubilant's role is to act as a catalyst, facilitating the process and ensuring participation of the community in each program for optimal outcomes. JBF's detailed activities are available on its website www.jubilantbhartiafoundation.com.





OUR COMMUNITY (contd)

Cont. GRI 103-2, 103-3

APPROACH

Jubilant's approach towards sustainability thrusts on triple bottom line of Economic, Environmental and Social performance. Corporate Social Responsibility ('CSR') is imperative part of the Company's framework for sustainability.



The CSR projects primarily lay emphasis on empowering the communities around the area of operations of the Company through 4P model (Public-Private-People-Partnership). The Company acts a catalyst and facilitates towards implementation of the project and participation of community to bring out the optimal outcomes.

During the FY 2021, Jubilant instinctively supported its people and community around its manufacturing locations amidst COVID-19 pandemic.

Jubilant Bhartia Foundation strategised and re-structured its development initiative for the people in marginalised and remote areas, supporting them to continue their life during the pandemic. The projects were designed keeping in mind the safety and vulnerability of the community around the manufacturing locations.





OUR COMMUNITY (contd)

Our CSR Initiatives

GRI 203-1, 203-2, 413-1, 413-2

The Company has a vision to bring progressive social change through strategic multi-stakeholder partnership involving knowledge generation and sharing, experiential learning and entrepreneurial ecosystem through Jubilant Bhartia Foundation. While Life Science Ingredients business of the Company demerged Jubilant Pharmova Limited continued its CSR activities around its Indian operations as per plan.

SDG	Our Initiative
	<ul style="list-style-type: none"> + JubiFarm- An initiative strengthening livelihood by facilitating access of farmers to modern and sustainable farming methods at Gajraula, Nira, Savli, Bharuch and Nanjangud locations + Enhancing the livelihood opportunity: <ul style="list-style-type: none"> + Facilitated stitching of reusable cotton masks through local women from the community to enhance livelihood opportunities at. Gajraula, Nira, Savli, Bharuch, Nanjangud and Roorkee + The all women uniform stitching centre project at Nanjangud continued this year as well + Enhancing the life of the local community: Neem leaves powder is procured through local Self Help Groups of Women. The initiative has potential to create livelihood opportunities for 200 women in the surrounding areas of Savli. + Skill development : + Vocational/Skill development trainings were imparted to youth and women in Bharuch, Nira and Nanjangud locations on various trades like tailoring, soft skills, embroidery, personality development and baking etc. + Online certification course for 21 youth from Gajraula, Bharuch, Noida and Savli on Skill development focused on 'Logistics and Supply Chain management' through Safeducate Learning Pvt Ltd., a training, skilling and consulting organisation

SDG	Our Initiative
	<p>Combating Malnutrition: The project on combating malnutrition through real time growth monitoring of children of age group 0 – 5 years continued in covering 32 villages around Gajraula location in Uttar Pradesh. The initiative contributes towards the fulfilment of SDG with respect to Zero Hunger</p> <p>The project aims towards improving the nutritional status of children under the age of five years in target villages. The project focuses on behaviour change communication and creating a supporting environment. The growth monitoring of target children is done through mobile based biometric enabled IT platform by the select women health guard (Swasthya Praharis).</p> <p>This is followed by the grading of the target children as per their weight. The malnourished children are advised on improvement of diet and nutrition. The children in Severe Acute Malnutrition (SAM) category are recommended for Nutrition Rehabilitation Center (NRC), a Government health facility where SAM children are admitted and managed</p> <p>Also, the Company sends a pre-recorded voice messages to the expecting/ pregnant mothers which includes information on their well-being and nutritional requirements</p>





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2

SDG Our Initiative



Good Health and Well-being –

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

Swasthya Pahari

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

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



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

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

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

SDG Our Initiative



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

- + **Stitching Centre projects** operational at Nanjangud is run by women SHG with business linkages in the Company itself. The project continued creating positive impact by empowering several women towards economic independence
- + **Neem Pulverisation Project** at Savli & Project Swasthya Pahari (Women Health Guards are actively involved in most of the health projects at Gajraula) also contribute towards gender equality in respective communities





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2

SDG Our Initiative



Water purification unit for community at Gajraula & Nanjangud has helped community to have access to clean drinking water



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

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

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

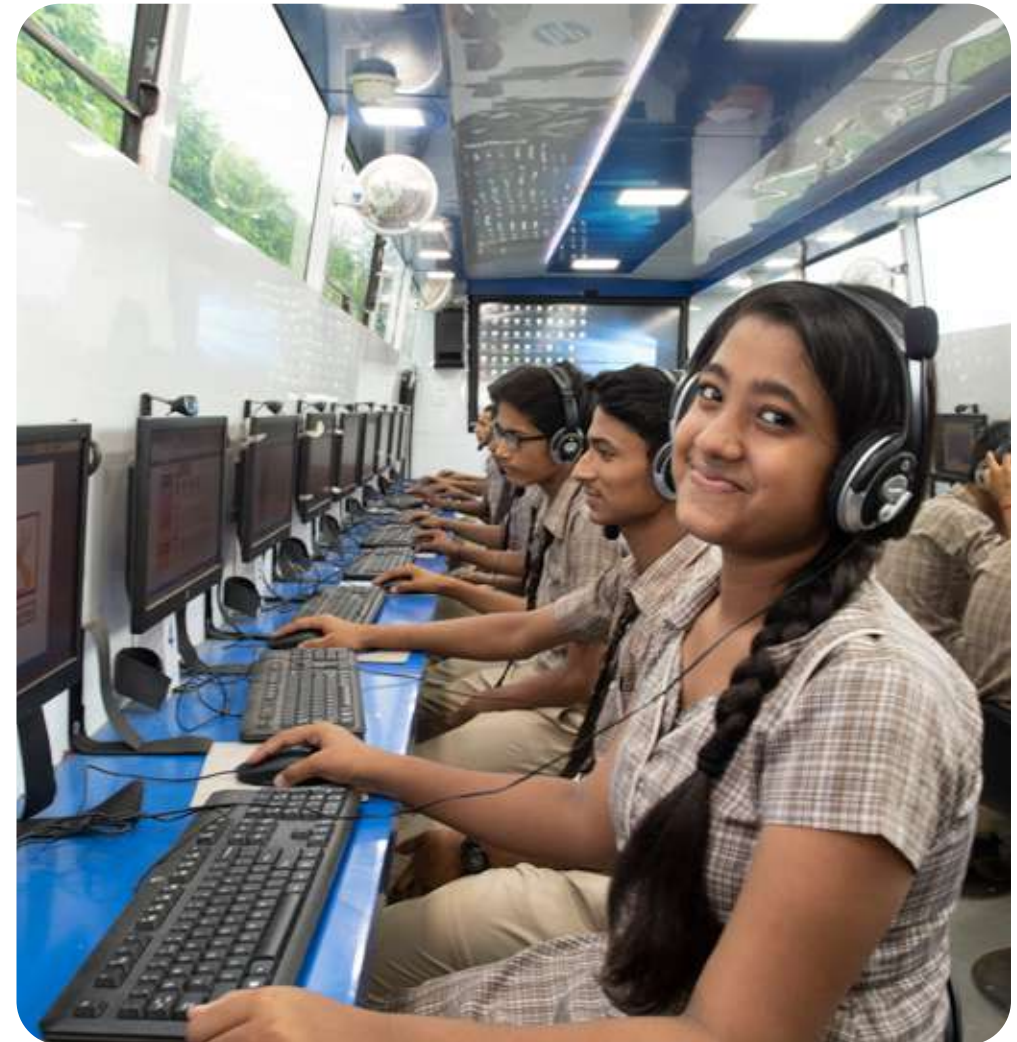
Panasonic - JBF continued its partnership with Panasonic is implementing a health project at Jajihar district of Haryana

I Dream - JBF is implementing Digital Literacy Program in association with I Dream

HP - JBF partnered with HP for Digital Education Program

Safeducate Learning Pvt Ltd - Partnered with Safeducate for online training program of rural youths on supply chain

SADRAG - Associated with SADRAG for employee engagement initiative





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2

CASE STUDY – HEALTH

Rationale

The delivery of health care services, where distance is a critical factor, by all health care professionals using information and communication technologies for the exchange of valid information for diagnosis, treatment and prevention of disease and injuries, research and evaluation, and for the continuing education of health care providers, all in the interests of advancing the health of individuals and their communities. To extend immediate support and delivery of healthcare services to the society in our project area and to fight with the situation emerged due to pandemic COVID-19 and assuring continuity of business at all the manufacturing locations.

Benefits to the Community

- + Saving of cost and effort especially of rural patients
- + Optimal solution for providing timely and faster access
- + Reduces the inconvenience/impact to family and caregivers and social factors
- + Increased legal protection of both the parties with good documentation management
- + Provides patient's safety, as well as health workers safety especially in contagious diseases. Enable the availability of vital parameters using medical devices

Benefits to the Company

Enhancing the existing healthcare project without losing the community during the time of pandemic.

Achievement in FY 2021

Total Appointments – 22,603





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2

CASE STUDY – EDUCATION

Rationale

To ensure continuity in learning of students in rural areas (amidst COVID-19 pandemic) by promoting the digital education inclusion of the last mile learners thereby facilitating cognitive growth of a child, the Foundation partnered with iDream Learning App which is freely available open source digital tool (application) engaged in facilitating digital education to local languages, rural students in government and NGOs. The app provides multiple learning opportunities by 5 methods namely Play-way, animated videos, life skills, books, practice to make learning fun and easy.



Benefits to the Community

- + Freely available and user oriented application
- + Promotes the digital education inclusion of the last mile learners
- + Available to all the learners across all the geographies covering syllabus as per the CBSE and State boards for 1st – 12th class
- + Provide multiple learning opportunities methods namely Play-way, animated videos, life skills and books to make learn fun and easy
- + Provides an opportunity for self-assessment through in-built tools which does not emphasise on marks but learning
- + Provides content in rural areas for IIT-JEE preparation
- + Lastly, it enables parents to view reports of the app usage over the period of time

Benefits to the Company

It'll enhance credibility and community engagement in time of distress

Achievement in FY 2021

All India downloads of app for continuity in education is over 1 lakh in FY 2021





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2

CASE STUDY – LIVELIHOOD

Rationale

JubiFarm is a sustainable and multi-stakeholder initiative that is conceived to enhance the profitability and generate income opportunities in farming for migrants returning back to their native land. The initiative recognises both male and female as equal stakeholders of the farmland. It shall empower farmers by facilitating access to modern and sustainable farming methods

Benefits to the Community

- + Increase the income of farmers through enabling the farmers to acquire knowledge on Good Agriculture practices and develop sustainable farm through agroforestry and horticulture
- + Support the farmers in developing sustainable farm through agroforestry and horticulture as peripheral areas of agriculture
- + Cultivate high value and marketable vegetables with higher productivity
- + Reduce post-harvest losses and improve quality and quantity and marketed to premium markets

Benefits to the Company

The project has a very good potential to engage and build long term relationship with the farmers/villages in the surrounding areas of our manufacturing location, it also will become self-sustainable in the long-term

Achievement in FY 2021

Farmers Engaged-1,315

Plantation-1,47,500

S. No	Location	Farmers engaged	Actual no. of plants
1	Gajraula	260	37,500
2	Nira	170	15,000
3	Bharuch	110	15,000
4	Savli	125	15,000
5	Nanjangud	650	65,000





OUR COMMUNITY (contd)

Cont. GRI 203-1, 203-2, 413-1, 413-2



CASE STUDY – LIVELIHOOD THROUGH SOCIAL INNOVATION, WHICH SUPPORTS BUSINESS

Rationale

Neem powder is an essential ingredient utilised for manufacturing of key commodities at the Animal Nutrition Unit of Jubilant Ingrevia Limited in Savli, Gujarat, India. The neem powder requirement of the facility is completely sourced from a third party vendor. This leads to higher dependency and cost burden on the Company.

In view of this, JBF launched a project on localised neem pulverisation at the Savli location. JBF was already engaged with various Self-Help Groups at Savli. Hence, it facilitated for a competitive cost and low external dependency procurement of neem powder manufactured by women Self-Help Groups following the quality parameters desired by the Company.

Benefits to the Company

Enhancing the employability of local community and also promoting social business which supports Company's business

Achievement in FY 2021

Incubation of Neem enterprise to support local livelihood of women and also meet Company's requirement for raw material (Neem powder). 200 women are getting sustained income at Savli in Gujarat



Benefits to the Community

- + Employability through entrepreneurship model which will provide economic empowerment to women in the local community





COVID-19 INITIATIVES

Cont. GRI 203-1, 203-2, 413-1, 413-2



Sanjeevani program helps below poverty line COVID-19 patients with free 'JUBI-R' (remdesivir)

The free of cost 'JUBI-R' is being provided to first 500 eligible patients through Jubilant's own distribution network across India. The patients shall be required to use 'JUBI-R' Injectable under medical supervision at the same hospital where they are admitted. The patients who would like to avail the benefit, will have to register on the Jubilant Bhartia Foundation website and full the criteria set for eligibility. The eligibility criteria among others includes – proof of identity including proof of BPL citizen through government documents (mentioned on the website) and a qualified doctor's prescription among others



Sanitiser Distribution Activity

As per government guidelines, washing hands with soap and water for at least 20 seconds is one of the most effective ways of preventing the COVID-19 infection. In case of unavailability of the two, it has been advised to use a hand sanitiser containing at least 60% alcohol. Jubilant has been manufacturing 'Hands Together' hand sanitiser. As part of Jubilant Bhartia Foundation's CSR activity, around 6000 litres of hand sanitiser were distributed to the local community, police stations, Gram Panchayat, Tehsil office and other Government offices.



Food Packets Distribution

With an aim to provide food to the needy, especially migrant labourers in villages and unemployed citizens, Jubilant Bhartia Foundation distributed several food packets. 700 families and around 3000 people benefitted through this initiative during the challenging times of the pandemic.



Donating Temperature Screening Guns

With the rise in the number of COVID-19 cases across the country, Jubilant Bhartia Foundation provided body-temperature screening guns to Government Primary Healthcare Centres (PHCs) as per requirement. Acting quickly, the Foundation donated 2 temperature screening guns to the Nira and Nimbut PHC centres.



HEALTH & SAFETY



APPROACH

GRI 403-3, 403-1, 403-8, 102-32, 102-31, 103-1, 103-2, 103-3, 403-4

The Company primarily manufactures healthcare products and it is our promise to continue to enhance value of our customers by providing innovative products and economically efficient solutions while providing the safest and healthiest workplace for our employees. Our workforce is the most important asset and greatly contributes to our success.



We ensure our 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 our systems and respond to emergencies whenever needed. Our one out of two manufacturing sites in India are OHSAS 18001 / 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 in 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 is updated on key EHS issues on weekly basis, Senior leadership reviews EHS progress monthly, and the Sustainability and CSR committee reviews Jubilant's health and safety performance biannually.



HEALTH AND SAFETY (contd)

OCCUPATIONAL HEALTH & SAFETY PERFORMANCE

GRI 403-1, 103-1, 103-2, 103-3

Why it matters?

Our operations spread across different geographies and are subject to a wide range of EHS laws and regulations that we are responsible for complying with. Consistently improving our EHS performance progresses us toward achieving zero-injury operations. Our commitment ensures every employee returns home in the same physical and mental form they started with.

What we are doing?

After considering the importance of Occupational Health and Safety management, safety targets have been included in the Senior Leadership Team's Key Performance Indicators (KPI). This ensures health and safety is both a priority and a value.

Following initiatives are being taken to improve safety culture across the organisation:



Establish safety committees



Administer health and safety trainings



Promote safety awareness and communication



Improve employee wellbeing



Implement safety management software systems



Identify and report hazards proactively



Strengthen Management Systems by utilising services from a reputed third party



Reward and recognise workers for safety





SOCIAL IMPACT > Occupational Health and Safety Performance

Cont. GRI 103-2, 103-3, 403-4



Safety Committees

Safety committees at every site are formed with representation from both workers and executives. All the EHS standards, procedures, policies and rules are discussed in these forums for effective implementation. The entire workforce at Jubilant Pharmova Limited is represented in formal joint management- worker Health and Safety Committees. Health and Safety topics are also included in the local formal agreements of the manufacturing facilities of the Company with trade unions.



Occupational Health and Safety Trainings GRI 403-5, 403-2

To avoid and reduce unsafe acts and situations, OHS training and awareness workshops on topics like PPE, MSDS, chemical safety, electrical safety, fire safety, permit to work, etc. are conducted regularly for both permanent and contractual employees. All permanent and contractual employees working at our operations are regularly trained and informed about refusing/stopping the work if it is unsafe. This year, around 18000 hours training hours were spent on safety learnings.



Training Identification and Mitigation GRI 403-2, 403-7

As a proactive measure, the Company continuously carries out different modes of risk assessment, both internally and through external Subject Matter Experts (SMEs) to safe-guard its employees and assets.

Hazards are identified in the entire operations through:

- + Scheduled workplace EHS inspections
- + EHS checks for the equipment
- + Risk assessment of the processes like HAZOP, JSA, H&S, FMEA etc.
- + EHS meetings at department, site, corporate level
- + External audits and inspections
- + EHS standard gap analysis

All the identified hazards are recorded and Corrective Action Preventive Action (CAPA) made in our in-house portal 'Sanchetna'. Regular reviews of mitigation of hazards

are also done for effective closure. The company has implemented Gensuite software which has modules related to concern reporting, action tracking, compliance management, incident recording etc. for pharma business.

The following hierarchy is adopted for mitigating the hazards: Elimination, Substitution, Isolation, Engineering control, Administrative Control and PPE.

All the reported incidents like, near misses, first-aids, lost time injuries, fire incidents and dangerous occurrences are thoroughly investigated by deploying cross-functional teams and identifying root causes by using various tools like 5WHY, Fish bone analysis etc.

For identified root causes, effective CAPA is written following hierarchy of controls.

In addition to this, regular internal and external safety audits are conducted to identify and close the gaps on priority.





SOCIAL IMPACT > Occupational Health and Safety Performance



Safety Awareness and Communication

GRI 403-2, 403-4

- + A 360-degree learning system from internal and external incidents has been implemented across all Indian manufacturing facilities.
- + System for incident alert has been implemented for immediate information about any critical incident across manufacturing facilities.
- + During FY 2021 the Company implemented the Gensuite software across all Pharmaceutical businesses for safety management.



Employee Well-being GRI 403-6, 403-3, 403-7, 403-10

All Indian manufacturing sites have dedicated and well-equipped occupational health centre with qualified doctors and round the clock medical attendants. Employees undergo health check-ups before joining and at least once a year/ as per regulatory requirement. All the reported occupational illnesses are investigated to find the root causes. All workers in all sites also have access to basic healthcare facilities like fever – cold etc.

Additionally, webinars on cultivating positive health, COVID-19 awareness, COVID-19 vaccination programs, Live Yoga sessions and various online meditation sessions were conducted to support the mental and physical fitness of our employees during this pandemic.



Rewards and Recognitions for Workers

Near miss, EHS suggestion box is also deployed at various locations in Indian sites, so that the workers can report hazards and hazardous situations. Rewards and recognitions are also given to proactive participants.





SOCIAL IMPACT > Occupational Health and Safety Performance



Chairmen's Annual Awards:

The 6th edition of the Chairmen's Annual Awards was celebrated on November 19, 2020, through a grand virtual event joined by colleagues from across the globe.

This year the Award received 309 nominations with a total of 1406 employees participating. 298 employees were chosen as winners in different categories



Winner



Shyam S Bhartia



Ajay Khanna



Hilde Schwab & Prof. Klaus Schwab



Smriti Zubin Irani



Hari S Bhartia

11th Social Entrepreneur of the Year (SEOY) Award – India 2020

The SEOY Award India has established itself as one of the most reputed and coveted awards for social entrepreneurs in India. The award recognises entrepreneurs who implement innovative, sustainable and scalable solutions to solve India's social problems.

The 11th Social Entrepreneur of the Year (SEOY) Award – India 2020 was celebrated in a grand virtual ceremony on November 26, 2020. Ashraf Patel of Pravah & Community Youth Collective (CYC) was announced as the winner of the SEOY Award India 2020. The award was presented by Smt. Smriti Zubin Irani, Hon. Minister of Women & Child Development & Textiles, Government of India at a virtual ceremony in presence of eminent personalities from different fields from across the world.



SOCIAL IMPACT > Occupational Health and Safety Performance

GRI 403-9, 403-10

Training mandays per employee per year

GRI Disclosure	Safety Statistics	Units	FY 2020	FY 2021
GRI 403-9, GRI 403-10	Safety Performance Statistics*			
	No. of fatal accidents	Number	0	0
	No. of Lost Time Injury (other than fatal) (lost time>24 hrs)	Number	26	19
	Total lost days including fatal accidents	Number	554	858
	No. of first aid cases	Number	122	94
	Lost Time Frequency rate	Number of incidents per million man-hours worked	2.8	1.8
	Lost Time Severity rate	Number of lost days per million man-hours worked	59	80

*Excluding JDR

Safety Sustainability Goal Status

S. No.	Safety Sustainability Goal	Reduction Target FY 2021 (Baseline FY 2019)	Actual Status (FY 2021)
1	Reduce Lost Time Injuries Frequency Rate (LTIFR)	1.01	1.78
2	Reduce Lost Time Injuries Severity Rate (LTISR)	31.2	80.3
3	Zero fatalities, Major fires, Major Dangerous Occurrences	0	0
4	Number of hazards identified (Unsafe acts& conditions, EHS CAPA, Near Miss)	39,052	4,311

 Material Topic ends



CUSTOMER SATISFACTION



GRI 103-1, 103-2, 103-3

Why it matters?

Maintaining a reliable and strong customer base is the key for sustainable business. Every customer expects good product quality, health and safety and other needs to be met while having their queries addressed swiftly and promptly. We always aspire to build mutual trust with our customers through transparency while addressing any queries raised by our customers from every part of the world.

What we are doing?

The Company is determined to improve processes to enhance the quality of production and cost competitiveness and is well recognised as a 'Partner of Choice' by leading pharmaceuticals and life sciences companies worldwide.

We are able to satisfy our customers with:



Customer relationship management



Ensuring product health and safety



External certifications





CUSTOMER SATISFACTION (contd)

Cont. GRI 103-2, 103-3



Customer Relationship Management

To provide an effective digital platform in addressing customer queries more efficiently, the Company implemented Salesforce.com, Customer Relationship Management (CRM) software in 2014-15. Any customer can float a product query and dedicated business personnel responds to those queries online.

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, 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.





CUSTOMER SATISFACTION (contd)



Product Health and Safety

GRI 419-1, 417-1, 417-2, 416-1, 416-2, 103-3

We continue to improve and harmonise our quality systems to ensure compliance with ever evolving regulations. Jubilant always strives to stay ahead of the curve to ensure compliance with regulations and meeting patient needs.

During the financial year ending on March 31, 2021, our facilities were inspected by various regulatory authorities from the US, Canada, Brazil, India, etc. For example:

The Jubilant HollisterStier CMO facility in Spokane, USA was inspected in March 2021 by the US FDA (CDER) and received zero 483 observations. Similarly, both our Spokane CMO and Allergy Immunotherapy Product facilities were subject to a form 4003 document review request from the US FDA (CBER) in March 2021. The FDA (CDER) inspection was deemed successful and is pending the Establishment Inspection Report (EIR). Likewise, the FDA (CBER) document review has yielded no additional queries at this time.

Our Jubilant HollisterStier General Partnership, CMO Montreal, Canada facility was also subject to a form 4003 document review request from the US FDA (Center

for Veterinary Medicine) for a client product filing in December 2020. The client product has since been approved and the review deemed successful.

The API Nanjangud facility underwent an inspection in June 2020 by CDSCO as well as the local state drug control authority for a preapproval inspection of Remdesivir API. Subsequently, the local state drug control authority performed a post approval inspection for Remdesivir API in May 2021 and received Approval. In addition, the site also was subject to a desktop assessment by ANVISA in March 2021. The Nanjangud site continues its remediation efforts with respect to the status with the US FDA.

Roorkee site is inspected by various regulatory agencies including US FDA, UK MHRA, ANVISA Brazil and PMDA Japan PMDA and received approval. In view of recent inspection by US FDA conducted in March 2021, An Import Alert has been imposed by the agency on July 14, 2021 and exempted certain products from import alert under special conditions.” We have continued the remediation activities resulting from the November 2019 and March 2021 US FDA inspections of our Jubilant Generics Limited, Roorkee facility. We are working very closely with the Agency and have provided them with regular updates

The Jubilant DraxImage business unit underwent an inspection by Health Canada in January of 2021 which resulted in a Compliant rating.





CUSTOMER SATISFACTION (contd)

Cont. GRI 103-2, 103-3, 416-1, 417-1



Certification and Licences

The following management systems certifications are there for our sites:

Certifications	Nanjangud	Roorkee	Salisbury	JHS Spokane	JDI Montreal	JHS Montreal	Biosys (Bangalore)	Biosys (Noida)
ISO 9001								
ISO 14001								
OHSAS 18001/ISO 45001								
cGMP								
ISO 27001								
ALACC								
ISO 13485								
WHO GMP								





CUSTOMER SATISFACTION (contd)

MARKETING COMMUNICATION

GRI 417-2, 417-3

The Company adheres to all applicable laws, standards and voluntary codes related to marketing communications. The Company does not engage in sale of any banned or disputed products. Professional sales training is also conducted at National Sales Meeting for all sales team members. During this reporting period there have been no incidences of any material non-compliance with regulations and voluntary codes concerning marketing communications. Accordingly, there have been no incidences of any fines of significant monetary value concerning the provision and use of products and services during this reporting period.

INTELLECTUAL RIGHTS AND DATA PRIVACY

GRI 418-1

The Company pays special attention to protecting its customers' intellectual rights and privacy. There have been no known incidences of any material breach of customer privacy and loss of customer data during financial year FY 2021

SUPPLY CHAIN



GRI 102-9, 205-2, 103-1, 103-2, 103-3

Why it matters?

Supply Chain Management is a very important factor for the Company in terms of its businesses and economic performance. Supply interruptions due to a single supplier can cause business interruptions, short supplies and production bottlenecks. Supply Chain is also a concern for our Investors and customer bases, as an issue with the supply of raw materials directly impacts the production of the company and hence the product availability to customers etc.





CUSTOMER SATISFACTION (contd)

Cont. GRI 102-9, 308-1, 308-2, 414-1, 414-2, 205-2, 408-1, 409-1, 103-1, 103-2, 103-3

What we are doing?

The management approach adopted for supply chain at Jubilant Pharmova Limited includes:

Supplier Meet

The Supplier Meet serves as an effective platform for the Company to have a productive dialogue with its suppliers. It goes a long way in strengthening our relationships.

Creating Shared Value

The principal goal of Supply Chain Management (SCM) at Jubilant is to provide a substantial and sustainable value contribution for the success of our businesses. The guiding principles for our supply chain have been set under our Sustainability Policy. All suppliers of

Pharma business have been communicated about Jubilant Supplier's Code of Conduct which mandates ethical business conduct. The same has been also uploaded on our company's website.

Paperless Sourcing

Jubilant uses eJ-Buy- an e-procurement tool that enables paperless buying. It ensures greater efficiency and transparency in procurement process and information flow.

Supplier Audits

Annual supplier audits are conducted internally to cover critical vendors at least once in three years. Supplier quality audits include performance assessment against parameters such as environment, labour practice, human rights and social impact. The Company is in the process of revising the sustainability evaluation of the critical suppliers for Pharma business.



	Total no. of existing critical suppliers	Total no. of New critical supplier's inducted	Total no. of existing Critical supplier's audited (A)	Total No. of new critical suppliers Audited (B)	Total no. of supplier's audited (C=A+B)
Jubilant Pharma Limited	80	0	37	0	37

46.25%

Percentage Audited (%)





MEMBERSHIP IN ASSOCIATIONS

GRI 102-13

**JUBILANT
PHARMOVA
LIMITED**

Sr. No.	Name of the Association/Chamber
1	All India Management Association (AIMA)
2	Centre for Social and Economic Progress (Formerly Brookings India)
3	Confederation of Indian Industry (CII)
4	Federation of Indian Chambers of Commerce & Industry (FICCI)
5	Global Compact Network of India (GCNI)
6	Global Reporting Initiative (GRI)
7	Indo-Canadian Business Chamber (ICBC)
8	International Ombudsman Association (IOA)
9	International Society of Pharmaceutical Engineering (ISPE)
10	Karnataka Drugs and Pharmaceuticals Manufacturers' Association (KDPMA)
11	Mysore Chamber of Commerce & Industry
12	Nanjangud Industries Association
13	Pharmaceuticals Export Promotion Council (Pharmexil)
14	Public Affairs Forum of India (PAFI)
15	The Institution of Engineers (India) (IEI)
16	US India Strategic Partnership Forum (USISPF)
17	US-India Business Council (USIBC)
18	United Nation Global Compact (UNGC)



MEMBERSHIP IN ASSOCIATIONS (contd)

Cont. GRI 102-13

**JUBILANT
PHARMA
LIMITED**

Sr. No.	Name of the Association/Chamber
1	Advanced Neuroblastoma Research Association (ANRA)
2	American Board of Health Physics (AAHP)
3	American Chemical Society (ACS)
4	American College of Nuclear Medicine (ACNM)
5	American College of Nuclear Physicans (ACNP)
6	American College of Physicans (ACP)
7	American Pharmacists Association (APhA)
8	American Society of Clinical Oncologists (ASCO)
9	American Society of Nuclear Cardiology (ASNC)
10	American Thyroid Association (ATA)
11	American Urologists Association (AUA)
12	Association des médecins spécialistes en médecine nucléaire du Québec (AMSNMQ)
13	Bar of Quebec, Canada
14	Canadian Association of Medical Radiation Technologists (CAMRT)
15	Canadian Association of Nuclear Medicine (CANM)
16	Canadian Association of Professionals in Regulatory Affairs (CAPRA)
17	Canadian Association of Radiopharmaceutical Scientists (CARS)
18	Canadian Red Cross - CPR certified



MEMBERSHIP IN ASSOCIATIONS (contd)

Cont. GRI 102-13

JUBILANT PHARMA LIMITED





Sr. No.	Name of the Association/Chamber
19	Council on Radionuclides and Radiopharmaceuticals (CORAR)
20	Endocrine Society
21	European Association of Nuclear Medicine (EANM)
22	European Industrial Association for Nuclear Medicine and Molecular Healthcare (AIPES)
23	European Society of Cardiology (ESC)
24	Federation des pharmaciens du Québec (FPQ)
25	Health Physics Society (HPS)
26	Intellectual Property Institute of Canada (IPIC)
27	International society for Pharmacoeconomics and Outcomes Research (ISPOR)
28	L'ordre des pharmaciens du Quebec
29	Medical Imaging & Technology Alliance (MITA) (A Division of NEMA, Association of Electrical Equipment and Medical Imaging Manufacturers)
30	Nova Scotia of Medical Radiation Technologists (NSAMRT)
31	Nuclear Medicine Alliance (NMA)
32	Ontario College of Pharmacists
33	Order of Quebec Chemists (OCQ)
34	Regulatory Affairs Professionals Society (RAPS)
35	Society of Nuclear Medicine and Molecular Imaging (SNMMI)
36	World Association of Radiopharmaceutical and Molecular Therapy (WARMTH)



UNITED NATIONS GLOBAL COMPACT GRI 102-12

Jubilant became a member of the UN Global Compact (UNGC) in 2010 with the aim of internalising the 10 Global Compact Principles in the areas of Human Rights, labour, environment and anti-corruption within its strategies, policies and operations. Through our support to UNGC, we aim to undertake projects to advance the broader development goals of the United Nations, particularly the Millennium Development Goals. From 2010 onwards, the Company is submitting its Communication on Progress (COP); these communications are available on the UNGC website.

UNGC “The Ten Principles”

Area	Principle	Statement	Page No.
 Human Rights	1	Businesses should support and respect the protection of internationally proclaimed Human Rights	33, 63-68
	2	Businesses should make sure that they are not complicit in Human Rights abuses	33, 63-68
 Labor	3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	65
	4	The elimination of all forms of forced and compulsory labour	64
	5	The effective abolition of child labour; and	64
	6	The elimination of discrimination in respect of employment and occupation	64
 Environment	7	Businesses should support a precautionary approach to environmental challenges	40-52
	8	Businesses should undertake initiatives to promote greater environmental responsibility	40-52
	9	Businesses should encourage the development and diffusion of environmentally friendly technologies	47, 51
 Anti-corruption	10	Businesses should work against corruption in all its forms, including extortion and bribery	17



GRI CONTENT INDEX

GRI 102-55

Our Sustainability Report is aligned with ‘GRI Sustainability Reporting Standards’ for sustainability reporting in accordance with the ‘Comprehensive’ option.

For the GRI Content Index Service, GRI services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.



GRI Standard	Disclosures	Page number (s)	Omission	
GRI 101: FOUNDATION 2016				
GENERAL DISCLOSURES				
GRI 102: General Disclosures 2016	Organisational Profile			
	102-1	Name of the organization	5	
	102-2	Activities, brands, products, and services	5-6	
	102-3	Location of headquarters	9	
	102-4	Location of operations	8-9	
	102-5	Ownership and legal form	5-6	
	102-6	Markets served	5-6, 8-9	
	102-7	Scale of the organization	5-6, 34-36, 62	
	102-8	Information on employees and other workers	62	
	102-9	Supply chain	89-90	
	102-10	Significant changes to the organization and its supply chain	11	
	102-11	Precautionary Principle or approach	17	
	102-12	External initiatives	3, 41, 94	
102-13	Membership of associations	91-93		
Strategy				
102-14	Statement from senior decision-maker	2-4		
102-15	Key impacts, risks, and opportunities	21-30		
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behaviour	7, 15		
102-17	Mechanisms for advice and concerns about ethics	15-17		





GRI CONTENT INDEX (contd)

Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission
GRI 101: FOUNDATION 2016			
GENERAL DISCLOSURES			
GRI 102: General Disclosures 2016	GOVERNANCE		
	102-18	Governance structure	12
	102-19	Delegating authority	12
	102-20	Executive-level responsibility for economic, environmental, and social topics	12-13
	102-21	Consulting stakeholders on economic, environmental, and social topics	31-32
	102-22	Composition of the highest governance body and its committees	12-13
	102-23	Chair of the highest governance body	12-13
	102-24	Nominating and selecting the highest governance body	12, 14
	102-25	Conflicts of interest	16
	102-26	Role of highest governance body in setting purpose, values, and strategy	12, 14
	102-27	Collective knowledge of highest governance body	12
	102-28	Evaluating the highest governance body's performance	14-16
	102-29	Identifying and managing economic, environmental, and social impacts	21-33
	102-30	Effectiveness of risk management processes	21-30
	102-31	Review of economic, environmental, and social topics	10, 40, 79
	102-32	Highest governance body's role in sustainability reporting	10, 40, 79
	102-33	Communicating critical concerns	16
	102-34	Nature and total number of critical concerns	32-33, 64-65
102-35	Remuneration policies	14	
102-36	Process for determining remuneration	14	
102-37	Stakeholders' involvement in remuneration	14	
102-38	Annual total compensation ratio		Reason for omission: Information Unavailable. Due to demerger the data related to annual total compensation ratio is still under review and will be reported next year onwards



GRI CONTENT INDEX (contd)

Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission	
GRI 102: General Disclosures 2016	102-39	Percentage increase in annual total compensation ratio	Reason for omission: Information Unavailable. Due to demerger the data related to percentage increase in annual total compensation ratio is still under review and will be reported next year onwards.	
	Stakeholder engagement			
	102-40	List of stakeholder groups	31-32	
	102-41	Collective bargaining agreements	65	
	102-42	Identifying and selecting stakeholders	31	
	102-43	Approach to stakeholder engagement	31-32	
	102-44	Key topics and concerns raised	32	
	Reporting Practice			
	102-45	Entities included in the consolidated financial statements	8-9, 34-36	
	102-46	Defining report content and topic Boundaries	8-11	
	102-47	List of material topics	33	
	102-48	Restatements of information	11	
	102-49	Changes in reporting	11	
	102-50	Reporting period	10	
	102-51	Date of most recent report	10	
	102-52	Reporting cycle	10	
	102-53	Contact point for questions regarding the report	11	
	102-54	Claims of reporting in accordance with the GRI Standards	10	
	102-55	GRI content index	95-106	
	102-56	External assurance	11, 107	



GRI CONTENT INDEX (contd)

Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission	
MATERIAL TOPICS				
ECONOMIC				
GRI 103: Management Approach 2016	Economic performance			
	103-1	Explanation of the material topic and its Boundary	34-35	
	103-2	The management approach and its components	34-35	
	103-3	Evaluation of the management approach	34-35	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	34-36	
	201-2	Financial implications and other risks and opportunities due to climate change	41	
	201-3	Defined benefit plan obligations and other retirement plans	36, 55	
	201-4	Financial assistance received from government	35	
MARKET PRESENCE*				
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	62, 64	
	202-2	Proportion of senior management hired from the local community	62	
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69	
	103-2	The management approach and its components	69-70	
	103-3	Evaluation of the management approach	69-70	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	71-78	
	203-2	Significant indirect economic impacts	39, 71-78	
PROCUREMENT PRACTICES*				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		Reason for omission: Information Unavailable. Due to demerger the data is still under review and will be reported next year onwards.



GRI CONTENT INDEX (contd)

Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission
ANTI-CORRUPTION *			
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	17
	205-2	Communication and training about anti-corruption policies and procedures	15-17, 89-90
	205-3	Confirmed incidents of corruption and actions taken	65
ANTI-COMPETITIVE BEHAVIOUR*			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	67
TAX*			
GRI 207: TAX 2019	207-1	Approach to tax	37
	207-2	Tax governance, control, and risk management	37
	207-3	Stakeholder engagement and management of concerns related to tax	38
	207-4	Country-by-country reporting	38
ENVIRONMENTAL			
MATERIALS*			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	51
	301-2	Recycled input materials used	51
	301-3	Reclaimed products and their packaging materials	50-51
ENERGY			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	40, 43
	103-2	The management approach and its components	40, 43
	103-3	Evaluation of the management approach	40, 43



GRI CONTENT INDEX (contd)

Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission
GRI 302: Energy 2016	302-1	Energy consumption within the organization	44-45, 111
	302-2	Energy consumption outside of the organization	44-45
	302-3	Energy intensity	43
	302-4	Reduction of energy consumption	43, 111
	302-5	Reductions in energy requirements of products and services	
WATER			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	40, 46
	103-2	The management approach and its components	40, 46
	103-3	Evaluation of the management approach	40, 46
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	46-47
	303-2	Management of water discharge-related impacts	46
	303-3	Water withdrawal	47
	303-4	Water discharge	47
	303-5	Water consumption	47
BIODIVERSITY*			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	52
	304-2	Significant impacts of activities, products, and services on biodiversity	52
	304-3	Habitats protected or restored	52
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	52



GRI CONTENT INDEX (contd)

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GRI Standard	Disclosures		Page number (s)	Omission
EMISSIONS				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	40-41	
	103-2	The management approach and its components	41-43	
	103-3	Evaluation of the management approach	41-43	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41, 111	
	305-2	Energy indirect (Scope 2) GHG emissions	41, 111	
	305-3	Other indirect (Scope 3) GHG emissions		Reason for omission: Information Unavailable. Due to demerger the data related to Scope 3 emissions is still under review and will be reported next year onwards
	305-4	GHG emissions intensity	42	
	305-5	Reduction of GHG emissions	42-43	
	305-6	Emissions of ozone-depleting substances (ODS)	52	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	51-52	
EFFLUENTS AND WASTE*				
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	46-47	
	306-2	Waste by type and disposal method	49-50	
	306-3	Significant spills	47	
	306-4	Transport of hazardous waste		Reason for omission: Not Applicable. Since the Company did not involve any transboundary movement of hazardous waste during this reporting period
	306-5	Water bodies affected by water discharges and/or runoff	46, 52	



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GRI Standard	Disclosures	Page number (s)	Omission
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	40, 48
	103-2	The management approach and its components	40, 48
	103-3	Evaluation of the management approach	40, 48
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	48
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	89-90
	103-2	The management approach and its components	89-90
	103-3	Evaluation of the management approach	89-90
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	90
	308-2	Negative environmental impacts in the supply chain and actions taken	90
SOCIAL			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	54, 60
	103-2	The management approach and its components	54, 60
	103-3	Evaluation of the management approach	54, 60
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	60-61
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	55
	401-3	Parental leave	55
LABOR MANAGEMENT RELATIONSHIPS*			
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	68



GRI CONTENT INDEX (contd)

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GRI Standard	Disclosures	Page number (s)	Omission
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	79-80
	103-2	The management approach and its components	79-81
	103-3	Evaluation of the management approach	79-81
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	79-80
	403-2	Hazard identification, risk assessment, and incident investigation	40, 81-82
	403-3	Occupational health services	79, 82
	403-4	Worker participation, consultation, and communication on occupational health and safety	79, 81-82
	403-5	Worker training on occupational health and safety	81
	403-6	Promotion of worker health	82
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81-82
	403-8	Workers covered by an occupational health and safety management system	79
	403-9	Work-related injuries	84
	403-10	Work-related ill health	82, 84
TRAINING AND EDUCATION			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	57
	103-2	The management approach and its components	57
	103-3	Evaluation of the management approach	57
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	58-59
	404-2	Programs for upgrading employee skills and transition assistance programs	57-59
	404-3	Percentage of employees receiving regular performance and career development reviews	56



GRI CONTENT INDEX (contd)

GRI Standard	Disclosures	Page number (s)	Omission
DIVERSITY AND EQUAL OPPORTUNITY*			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	12, 62
	405-2	Ratio of basic salary and remuneration of women to men	64
NON DISCRIMINATION*			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	64
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING*			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	64-65
CHILD LABOR*			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	64, 90
FORCED OR COMPULSORY LABOR*			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	64, 90
SECURITY PRACTICES*			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	66
RIGHT OF INDIGENOUS PEOPLE*			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	67



GRI CONTENT INDEX (contd)

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GRI Standard	Disclosures		Page number (s)	Omission
HUMAN RIGHTS ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	63	
	103-2	The management approach and its components	63	
	103-3	Evaluation of the management approach	63	
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	63-65	
	412-2	Employee training on human rights policies or procedures	58, 63	
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	67	
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	69	
	103-2	The management approach and its components	69-70	
	103-3	Evaluation of the management approach	69-70	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	69, 71-78	
	413-2	Operations with significant actual and potential negative impacts on local communities	69, 71-78	
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	89-90	
	103-2	The management approach and its components	89-90	
	103-3	Evaluation of the management approach	89-90	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	90	
	414-2	Negative social impacts in the supply chain and actions taken	90	
PUBLIC POLICY*				
GRI 415: Public Policy 2016	415-1	Political contributions	67	



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Cont. GRI 102-55

GRI Standard	Disclosures	Page number (s)	Omission
CUSTOMER HEALTH AND SAFETY			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	85
	103-2	The management approach and its components	85-86, 88
	103-3	Evaluation of the management approach	85-88
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	87-88
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	87
MARKETING AND LABELING*			
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	87-88
	417-2	Incidents of non-compliance concerning product and service information and labeling	87, 89
	417-3	Incidents of non-compliance concerning marketing communications	89
CUSTOMER PRIVACY*			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	89
SOCIOECONOMIC COMPLIANCE			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	48
	103-2	The management approach and its components	48
	103-3	Evaluation of the management approach	48
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	48, 87

*Topics which are not identified as material as per the materiality assessment done by the company. However, the company continues to report on these topics, as some of our stakeholders require this information from time to time. Further details can be found on page: 33.



ASSURANCE STATEMENT

GRI 102-56



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The Management and Board of Directors
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1-A, Sector 16-A
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Independent Assurance Statement

Ernst & Young Associates LLP (EY) was engaged by Jubilant Pharmova Limited (the 'Company') to provide independent assurance on its Sustainability Report 2020-21 (the 'Report') covering the Company's sustainability performance during the period 1st April 2020 to 31st March 2021.

The development of the Report based on the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards), its content, and presentation is the sole responsibility of the management of the Company. EY's responsibility, as agreed with the management of the Company, is to provide independent assurance on the report content as described in the scope of assurance. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Assurance standard

Our assurance is in accordance with International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000), and our conclusions are for 'limited' assurance as set out in ISAE 3000.

Scope of assurance and methodology

The scope of our work for this assurance engagement was limited to review of information pertaining to environmental and social performance for the period 1st April 2020 to 31st March 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic of inclusion/ omission of necessary relevant information/ data and this was limited to:

- Remote verification of data, on a selective test basis, for the following units/ locations, through consultations with the Site Team and Sustainability Team;
 - Nanjangud (Karnataka)
 - Roorkee (Uttarakhand)
 - Corporate Office at Noida (Uttar Pradesh)
- Execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of the Company's plans, policies and practices, pertaining to their social, environment and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
- Review of the Company's approach towards materiality assessment disclosed in the Report to identify relevant issues.



Limitations of our review;

The assurance scope excludes:

- Data and information outside the defined reporting period (1st April 2020 to 31st March 2021);
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources available in the public domain;
- The Company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention provided by the Company;
- The Company's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Our assurance team and independence

Our assurance team, comprising of multidisciplinary professionals, was drawn from our Climate Change and Sustainability network, and undertakes similar engagements with various companies. As an assurance provider, EY is required to comply with the independence requirements set out in International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. EY's independence policies and procedures ensure compliance with the Code.

Observations and opportunities for improvement

During the review process, we observed that:

- The Company continuous to uphold its commitment on transparently communicating its sustainability performance by publishing its Sustainability report as per the "in accordance" comprehensive criteria of the GRI Standards of the Global Reporting Initiative.
- The Company has been working towards improving its sustainability performance and robustness of the sustainability data management. The Company may further strengthen its internal review mechanism for improving the accuracy of compilation of the data pertaining to sustainability indicators including air emission and workforce.

Conclusion

On the basis of our procedures for this limited assurance, nothing has come to our attention that causes us not to believe that the Company has reported on material sustainability issues relevant to its business.

Ernst & Young Associates LLP

Chaitanya Kalia
Partner

Dated: 26.08.2021
Place: Mumbai, India



LIST OF ABBREVIATIONS

Abbreviations	Meaning	Abbreviations	Meaning
AFSSAPS	Agence Francaise de Products Safety Agency	JPL	Jubilant Pharma Limited
AGM	Annual General Meeting		
ANVISA	Agência Nacional de Vigilância Sanitária	KPI	Key Performance Indicators
API	Active Pharmaceutical Ingredients	KRA	Key Result Areas
BE	Business Excellence	LSI	Life Sciences Ingredients
CCMD	Co-Chairman & Managing Director	MHRA	Medicines and Healthcare products Regulatory Agency
CDP	Carbon Disclosure Project	MSDS	Material Safety Data Sheet
CEO	Chief Executive Officer	MT	Metric Tonnes
CETP	Common Effluent Treatment Plant	NGO	Non-Governmental Organization
CFC	Chloro Fluoro Carbon	NIH	National Institute of Health
CFO	Chief Financial Officer,	NRC	Nutrition Rehabilitation Centre
CGMP	Current Good Manufacturing Practices	NSC	National Safety Council
CII	Confederation of Indian Industry	ODS	Ozone Depleting Substances
CMO	Contract Manufacturing Outsourcing	OHC	Occupational Health Centre
CO2	Carbon Dioxide	OHS	Occupational Health & Safety
COP	Communication on Progress	OHSAS	Occupational Health and Safety Assessment Series
CPCB	Central Pollution Control Board	OPD	Outpatient Department
CRM	Customer Relationship Management	PAT	Profit After Tax
CSR	Corporate Social Responsibility	PF	Provident Fund
DOTS	Directly Observed Treatment, Short-course	PIL	Public Interest Litigation
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortization	PMDA	Pharmaceuticals and Medical Devices Agency
ED	Executive Director	PMS	Performance Management System



LIST OF ABBREVIATIONS (contd)

Abbreviations	Meaning	Abbreviations	Meaning
EHS	Environment Health & Safety	PMS	Performance Management System
ERM	Enterprise Risk Management	POSH	Prevention of Sexual Harassment
ERP	Enterprise Resource Planning	PPE	Personal Protective Equipment
ESP	Electrostatic Precipitator	QA	Quality Assurance
EU	European Union	QC	Quality Control
FICCI	Federation of Indian Chambers of Commerce and Industry	SAM	Severe Acute Malnutrition
FO	Furnace Oil	SBU	Strategic Business Unit
FP&A	Financial Planning and Analysis	SDF	Solid Dosage Formulation
FY	Financial Year	SCM	Supply Chain Management
GHG	Green House Gases	SCRS	Statutory Compliance Reporting System
GHS	Global Harmonised System	SDG	Sustainable Development Goals
GRI	Global Reporting Initiative	SEBI	Securities and Exchange Board of India
H2S	Hydrogen Sulphide	SEOY	Social Entrepreneur of the Year
HRIS	Human Resource Information System	SEZ	Special Economic Zone
HSD	High Speed Diesel	SHG	Self Help Group
ICTC	Integrated Counselling & Testing Centre	SME	Subject Matter Expert
IFC	Internal Financial Controls	SO2	Sulphur Dioxide
IMR	Infant Mortality Rate	TJ	Tera Joule
INDC	Intended Nationally Determined Contribution	TPH	Tonnes Per Hour
INR	Indian Rupee	UNGC	United Nations Global Compact
IPR	Intellectual Property Rights	USA	United States of America



LIST OF ABBREVIATIONS (contd)

Abbreviations	Meaning	Abbreviations	Meaning
ITGC	IT General Controls	US FDA	United States Food and Drugs Administration
IUCN	International Union for Conservation of Nature	VRS	Voluntary Retirement Schemes
JBF	Jubilant Bhartia Foundation	VTC	Vocational Training Centers
JDRI	Jubilant DraxImage Radiopharmacies Inc.	WEF	World Economic Forum
JLL	Jubilant Lifesciences Limited	FMEA	Failure Mode and Effects Analysis
Hand symbol	Material topic starts	H&S	Health and Safety
HAZOP	Hazard and Operability Study		
JSA	Job Safety Analysis		
CAPA	Corrective and Preventive Actions		



METHODOLOGY FOR CALCULATIONS

GRI 302-1, 302-4, 305-1, 305-2

Energy calculation: Direct quantity of fuel, power, steam, respective fuel NCVs and steam enthalpy are compiled through an external cloud based sustainability software (SoFi) purchased by the company. The system has a functionality to calculate energy and GHG emissions. The total direct and indirect energy consumption for the reporting period FY 2021 were calculated and compiled through the SoFi.

Energy calculation for offices: Fuel, power and water related data collected directly and multiplied by respective NCV for energy and GHG calculations.

Fuel analysis: All fuel NCVs was from third party analyzed data.

Emission Factors: Relevant IPCC emission factors are inbuilt in SoFi for GHG calculations. Scope 1 GHG calculation used IPCC emission factor for each fuel. For purchased power (Scope 2) the SoFi used Central Electricity Authority published emission factor for our Indian operation and for North American sites used publicly available purchased power emission factor.

Business Responsibility and Sustainability Reporting (BRSR) Index

Principle	Statement	Page No
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	15-17, 48, 65, 94
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	19, 40, 85-88
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	15-16, 55, 68, 78-84
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	31-32, 69-70
Principle 5	Businesses should respect and promote human rights	15, 63-65
Principle 6	Businesses should respect and make efforts to protect and restore the environment	40-52
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	67
Principle 8	Businesses should promote inclusive growth and equitable development	69-78
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	85-89



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