



October 13, 2022

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1,
G-Block, Bandra Kurla Complex,
Bandra (E), Mumbai – 400051.

Stock Symbol: JBCHEPHARM

Dear Sir,

Sub: Submission of Sustainability Report for the financial year 2021-22

Enclosed please find the Sustainability Report of the Company for the financial year 2021-22.

We request you to take the above on record.

Thanking you,

Yours faithfully,

For J.B. Chemicals & Pharmaceuticals Limited

Sandeep Phadnis
Vice President – Secretarial
& Company Secretary

Registered Office:

J.B. Chemicals & Pharmaceuticals Limited,
CIN: L24390MH1976PLC019380
Neelam Centre, 'B' Wing, 4th Floor, Hind Cycle Road,
Worli, Mumbai – 400030, T:+91 22 24822222

Corporate Office:

J.B. Chemicals & Pharmaceuticals Limited,
CIN: L24390MH1976PLC019380
Cnergy IT Park, Unit A, 8th Floor, Appa Saheb Marathe Marg,
Prabhadevi, Mumbai – 400025, T:+91 22 24395200/5500

www.jbpharma.com



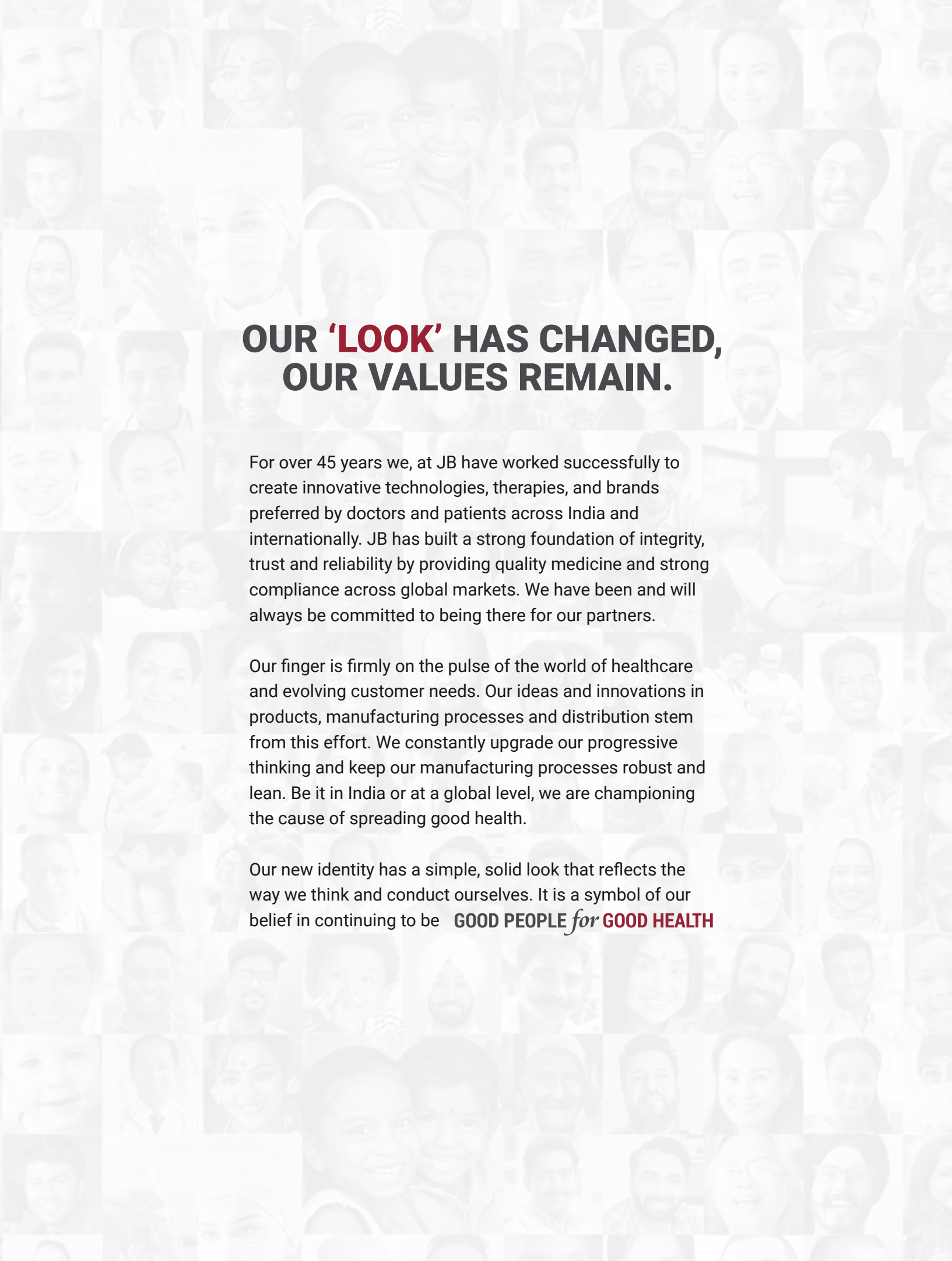
INTEGRATING **SUSTAINABILITY** *for* **GOOD HEALTH**

CORPORATE SUSTAINABILITY REPORT
2021-22



THIS IS US.





OUR 'LOOK' HAS CHANGED, OUR VALUES REMAIN.

For over 45 years we, at JB have worked successfully to create innovative technologies, therapies, and brands preferred by doctors and patients across India and internationally. JB has built a strong foundation of integrity, trust and reliability by providing quality medicine and strong compliance across global markets. We have been and will always be committed to being there for our partners.

Our finger is firmly on the pulse of the world of healthcare and evolving customer needs. Our ideas and innovations in products, manufacturing processes and distribution stem from this effort. We constantly upgrade our progressive thinking and keep our manufacturing processes robust and lean. Be it in India or at a global level, we are championing the cause of spreading good health.

Our new identity has a simple, solid look that reflects the way we think and conduct ourselves. It is a symbol of our belief in continuing to be **GOOD PEOPLE** *for* **GOOD HEALTH**

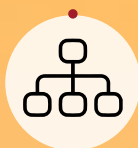
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ABOUT THE REPORT

We, at J B Chemicals and Pharmaceuticals Ltd.(J B Pharma), have embarked on the journey of sustainable reporting which encapsulates our relentless approach and progress towards Environment, Social and Governance (ESG) standards across our business.

Our maiden sustainability report is a testament of the meaningful sustainable value creation journey for all our internal and external stakeholders. It communicates the nexus between our strategy, policies, governance, and ESG performance as a way to propel sustainable development across our business operations. Starting this year, we aim to continue publishing our sustainability progress with valuable insights into key ESG priorities for our organization.



Reporting frameworks

This report has been prepared in accordance with the GRI Standards: Core option United Nations Sustainable Development Goals (UN SDGs)



Reporting period

This report covers the sustainability performance of the Company for the period 1st April 2021 till 31st March 2022



Reporting boundary

Sustainability data and indicators are derived from J B Pharma's performance across the seven manufacturing sites, R&D office in Thane and its headquarters in Mumbai



Feedback

We are fully committed to constantly evolving our operations to incorporate all stakeholder feedback. Please share your comments/clarifications at esg.sustainability@jbpharma.com

CEO's MESSAGE.

Doing
good is in
our DNA as we
aspire to leave
a greener and
sustainable
footprint



Dear Stakeholders,

We are honoured to publish our maiden Sustainability Report which showcases our performance for FY 2021-22. Businesses worldwide have been grappling with the best response to challenges wrought on by the pandemic and its impact on the economy and society at large. As it resumes operations and recoups lost momentum, the global business community resonates with the idea of building back stronger. In this regard, at JB Pharma, we strive toward achieving operational excellence, workforce agility, and cascading sustainable practices across the organization to revitalize our business. Our Sustainability Report is a testament to our unwavering commitment to creating a positive impact across various facets of Environment, Social, and Governance (ESG).

We bring our 45-year-old legacy to the pharmaceutical sector with the vision of enriching patient lives and contributing to healthcare globally by providing high quality products. Built on a strong foundation of ethics, teamwork, and patient-centricity, JB Pharma is the fastest growing Indian pharmaceutical company in the Indian market. Our remarkable growth is attributed to the efforts of our people coupled with the market-beating performance of our key pillar brands as they stand well above market growth rates. Additionally, our five key brands are in the top 300 ranks of IPM. Our international business spans 40 countries. We continue to deliver on our promise of affordable and quality medication. We are also among the global leaders in the area of medicated lozenges, serving customers & companies around the world.

We are united behind a clear ambition to provide quality and cost-effective medicine across the globe. Besides a strong governance framework, we have also implemented a robust pharmacovigilance system and process. Our pharmacovigilance team along with our established Quality Management System, enable us to keep patient safety at the heart of our business endeavours. Our state-of-the-art manufacturing facilities follow current Good Manufacturing Practices, as supported by various WHO-GMP certificates, and hold international regulatory body certifications such as FDA, USFDA, MHRA, EDQM, and WHO, thereby underlining the quality mantra for our products at all times.

Our Company's growth is not limited to economic performance but also our environmental and social performance. JB Pharma is committed to the highest standards of corporate conduct towards various stakeholders and the environment in which it operates. The Company's philosophy is to conduct business in a socially, environmentally, and ethically responsible manner with a defined approach towards environmental protection, natural resource conservation, and cost efficiency in order to ensure the safety & health protection of our employees, communities, and the planet at large. Waste and water management are vital aspects of our environmental management plan. We have employed co-processing, reducing, and recycling based initiatives to achieve waste minimization and reduction.

Our corporate culture and employees play a crucial role in helping us achieve our goals. Our 'People First' approach governs our efforts towards developing and managing our employees and rests on four distinct pillars: growth & development, health & safety, work-life balance, and family welfare. We are equipped and highly talented, hardworking, and diverse employees who are

stakeholders of our success, and we continuously invest in building their capabilities to maintain a competitive edge. In line with the organizational ethos, we strive for balanced representation within the workforce and I am pleased to share that the number of women employees has consistently increased year after year at JB Pharma.

In line with our credo of 'Good People for Good Health,' we have been at the forefront of serving communities across the areas of education, healthcare, empowering children, hunger, and poverty. As the Indian healthcare sector recovers from the pandemic, our vision is to increase the resilience of the population by improving medical infrastructure. Through our initiatives, we have touched the lives of thousands of people and will continue to build a more equitable world.

I am glad to announce that we recently unveiled our new identity which is a representation of our aspirations. Our new identity has a simple, solid look that reflects the way we think and conduct ourselves. It is a symbol of our belief in continuing to be GOOD PEOPLE FOR GOOD HEALTH. We will continue to build the organization with a strong growth oriented approach focused on the values of integrity, trust, and reliability.

Through our Sustainability Report, we aim to communicate our progress and commitments toward delivering shared value across ESG and hope that you find it insightful and informative. As I conclude, I would like to thank all our stakeholders for their continued trust and faith in JB Pharma's organizational capabilities. Our people, patients, and the planet will remain at the fulcrum of our existence as we constantly evolve and integrate responsible practices for a sustainable world.

Regards,
Nikhil Chopra

PRESIDENT OPERATIONS MESSAGE



“Operational transformations are not just a choice but a necessity to ensure better future for our patients, people and planet.”

Dear Stakeholders,

The time has come for the pharmaceutical sector to be cognizant that environment sustainability is key for the future health of our planet and the increasing role of the sector in enabling social equality. At JB Pharma, we understand that we are uniquely positioned to help move the needle towards building a sustainable future for all. It is ingrained in our culture to inspire responsible practices across our plants.

In this endeavour, we conducted a comprehensive analysis to understand areas which can be improved to propel our sustainability agenda forward. It entailed enhancing our processes, systems, and policies that nurture an equitable, environmentally conscious, and gender sensitive culture. Additionally, for us, sustainability equates to responsible business practices through the involvement of all stakeholders. In this regard, we conducted an extensive stakeholder engagement exercise this year to take into consideration their perspectives. It helped us to gauge their ESG

expectations as well as identify the key priority areas for the business to focus on. The materiality assessment, based on the engagement, formed the foundation of our maiden Sustainability Report. It is my immense pleasure to welcome all stakeholders to JB Pharma's maiden report which highlights our approach, processes, and performance on the identified material topics across Environment, Social and Governance (ESG) tenets.

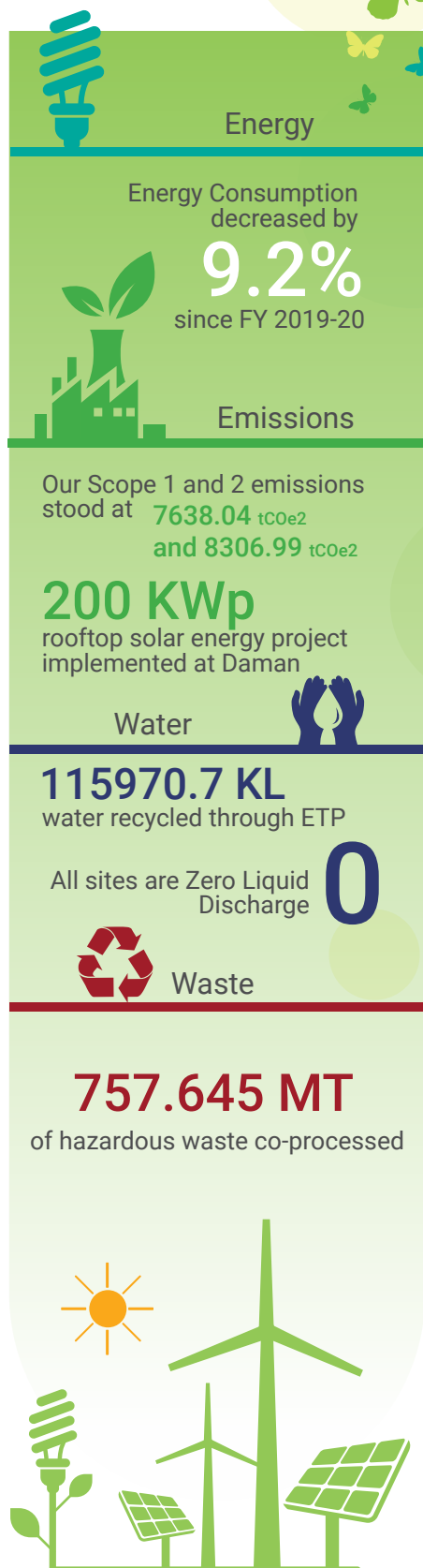
As we move forward, JB Pharma remains committed towards reducing the environmental burden, generating more clean energy and decreasing CO₂ emissions in absolute or as a percentage of units produced. We have implanted various initiatives across our plants to secure environmental protection today and for the upcoming tomorrow. Another highlight for us is to contribute towards social transformation as we address patients' needs with utmost importance. Through our medicines and CSR interventions, we continue to ensure accessibility and affordability of healthcare for all.

We continue to build on our efforts to ensure a bright and sustainable future for one and all.

Regards,
Kunal Khanna

OUR SUSTAINABILITY PROGRESS SO FAR

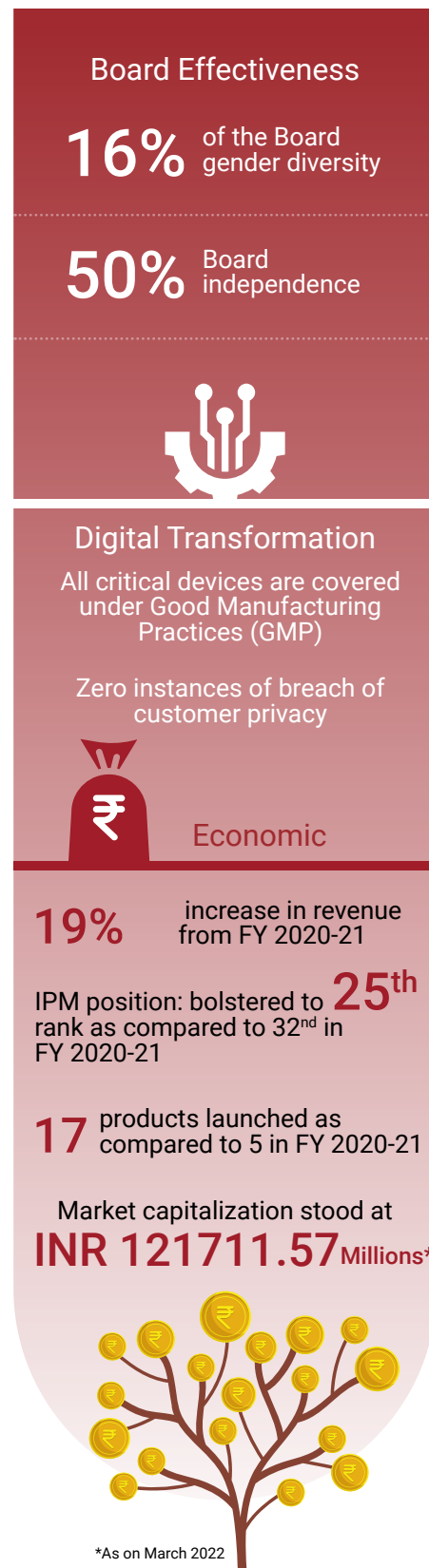
ENVIRONMENT



SOCIAL



GOVERNANCE



*As on March 2022

RICH LEGACY, PROMISING FUTURE.



1st brick in the foundation laid by late Mr. J.B. Mody by incorporating **J.B. Chemicals & Pharmaceuticals Laboratories** (JBCPL).

1976



Forayed into the cardiac segment with the revolutionary product **Nicardia**

1985



Iconic product **Rantac** introduced

1987



Received first FDA approval for our **Panoli Plant: T10**.

2003



J.B. CHEMICALS & PHARMACEUTICALS LTD.

1977

Introduced the product **Metrogyl**, that went on to become the 'gold standard' in the industry

Got publicly listed and expanded from API to Formulation



2000

Introduced leading OTC brand in Russia for cough and cold





Made a strategic investment in a company in South Africa called **Biotech Laboratories**.

2008



Leading private equity firm **Kohlberg Kravis Roberts & Co. Inc. (KKR)**, acquired a controlling stake of JB.

2020



Acquisition of **Azmarada and Sanzyme**

2022

Launch of **New JB identity**



**GOOD PEOPLE
for GOOD HEALTH**

2007

Launched the product **Cilacar** that went on to become a leading brand in cardiology and nephrology.



2016

Received a silver award from the United States Pharmacopeia (USP) for participation in the Monograph Development & Upgradation Program and preparation and distribution of USP reference substance



2021

Ranked 28th in the Industry (ORG- IMS) with 5 brands: **Rantac (Anti - Peptic Ulcer ant), Metrogyl (Amebicides), Nicardia (Calcium Channel Blocker) and Cilacar-T featuring in top 300 brands of the Indian pharmaceutical market.**

New therapeutic categories introduced: **Diabetes, Nephrology, Respiratory, Virology.**



JB AT A GLANCE





Manufacturing to the world's highest standard across 7 facilities

Over 40+ global accreditations including certification from major regulated markets such as US, UK, EU, Australia, South Africa, Russia/CIS



Innovative technologies

JB is one of the few Indian pharma companies employing the **OROS (Osmotic-controlled Oral delivery System)** technology. We also have set an unmatched technological lead in lozenges as a drug delivery format and are today one of the world's top 5 manufacturers of medicated and herbal lozenges.



Quality in demand the world over

JB exports a wide range of formulations to 40+ regulated and semi-regulated markets. JB is among the top 15 companies in the South Africa regulated market with a strong public and private presence. In Russia, we have over 30 years of brand equity and a direct presence with our field force in the high growth OTC segment.



Trusted for unfailing reliability

JB is a leading partner for global pharma innovators and OTC companies; pioneer in supporting growth via contract manufacturing of big brands for large MNCs.

WHAT WE DO

At J B Pharma, we believe in improving the health outcomes for people across the globe. As we expand our business, we bring in a range of dosage forms which serves the varying needs of all our patients. Our approach towards catering to this need has always been humanitarian at the core and led by innovation. As a quality focused and cost effective organization, we provide medicines in every corner of the country and core areas of therapy, across the pharma chain.



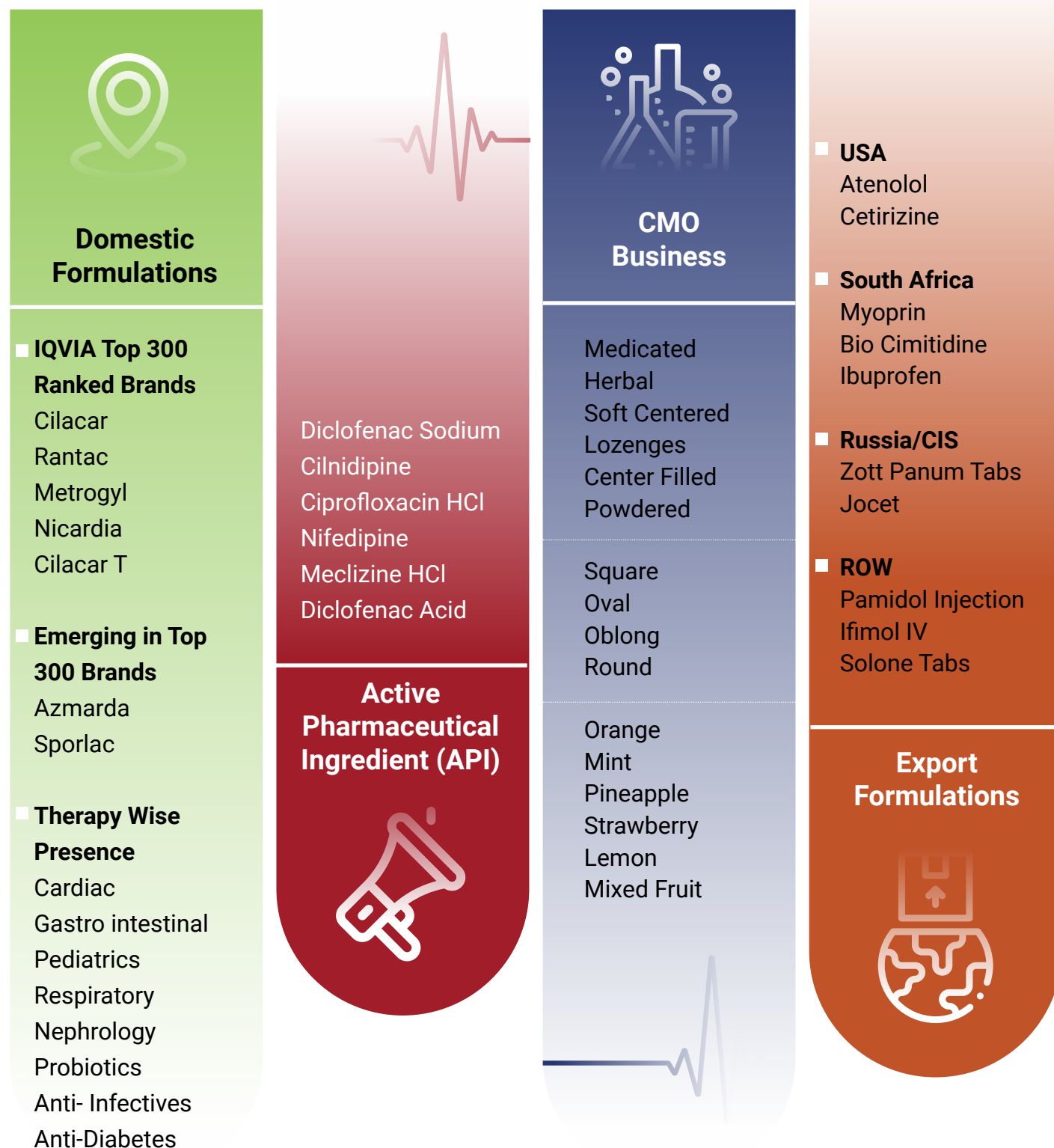
OUR PRESENCE

Spanning across the globe, we are committed to empowering people with good healthcare. Stretching beyond the borders, we now flag our presence in over 40 countries across Asia and South East Asia, Gulf and Middle East, USA, EU, Canada, Australia, New Zealand, Latin and Central America, Africa, South Africa and Russia-CIS.



PRODUCT PORTFOLIO

We diversify our portfolio across wide range of healthcare services that cater to a broad range of consumer needs. Currently, we are pioneering towards creating a pipeline of affordable and differential products in the space of medical sciences.



OUR MANUFACTURING



Manufacturing
to the World's Highest
Standard across

7

Facilities

Quality for us is a driving force, in **processes, practices, products and people.** 

Sr. No	Health Authority	Facility Approved
1	US FDA	Tablets, APIs
2	EU GMP	Tablets, Capsules, Lozenges, Ointments, Gel, Creams, Liquid
3	SAHPRA, South Africa	Tablets, Lozenges, Injections, Creams, Ointments, Liquid, Hard shell Capsules, Eye drops
4	TGA, Australia	Tablets, Lozenges, Liquid, Ointments, Gel, Creams
5	PIC/S (MOH, Ukraine)	Tablets, Lozenges, Injections, Ointments, Gel, Creams, Liquid, Powder
6	MOH, Japan	API
7	MOH, Russia	Tablets, Hard shell Capsules, Lozenges, Injections, Ointments, Gel, Cream, Liquid
8	Health Canada	Liquid, Lozenges
9	MOH, Korea	API



State-of-the-art Tablets manufacturing facility at Panoli, Gujarat



State-of-the-art Formulations manufacturing facility at Panoli, Gujarat



State-of-the-art US FDA approved API facility at Panoli, Gujarat



State-of-the-art Tablets and Lozenges manufacturing facility at Kadaiya, Daman

Producing a wide array of dosage forms



TABLETS



CAPSULES



LIQUIDS



IV INFUSIONS



AMPOULES



VIALS



OINTMENTS



COLD RUBS



LOZENGES



SIPS

INNOVATIVE TECHNOLOGIES

**Technology that
sets us apart!**

OROS

(Osmotic-controlled Release
Oral delivery System)

JB is amongst the handful of companies in India to successfully implement Osmotic Release Technology for some of its medicines. This technology is an advanced controlled release oral drug delivery system in the form of a rigid tablet with a semi-permeable outer membrane and a small, laser-drilled hole in it. It is built for a sustained release of the drug over 24 hours.



AMONG THE TOP 5 MANUFACTURERS OF **Lozenges** Globally

**AN UNMATCHED TECHNOLOGICAL
LEAD IN CUSTOMIZING HERBAL
AND MEDICATED LOZENGES**

**Myriad
flavours that
suit all tastes**



Orange



Mint



Herbal



Pineapple



Strawberry



Lemon



Mixed Fruit



All lozenges,
herbal, medicated, and
soft-centred can be
made in sugar and
sugar-free options



Shapes produced under stringent quality
control measures



Square



Oval



Oblong



Round



Our lozenges plant in Gujarat, India is fully automated,
with state-of-the-art machines.

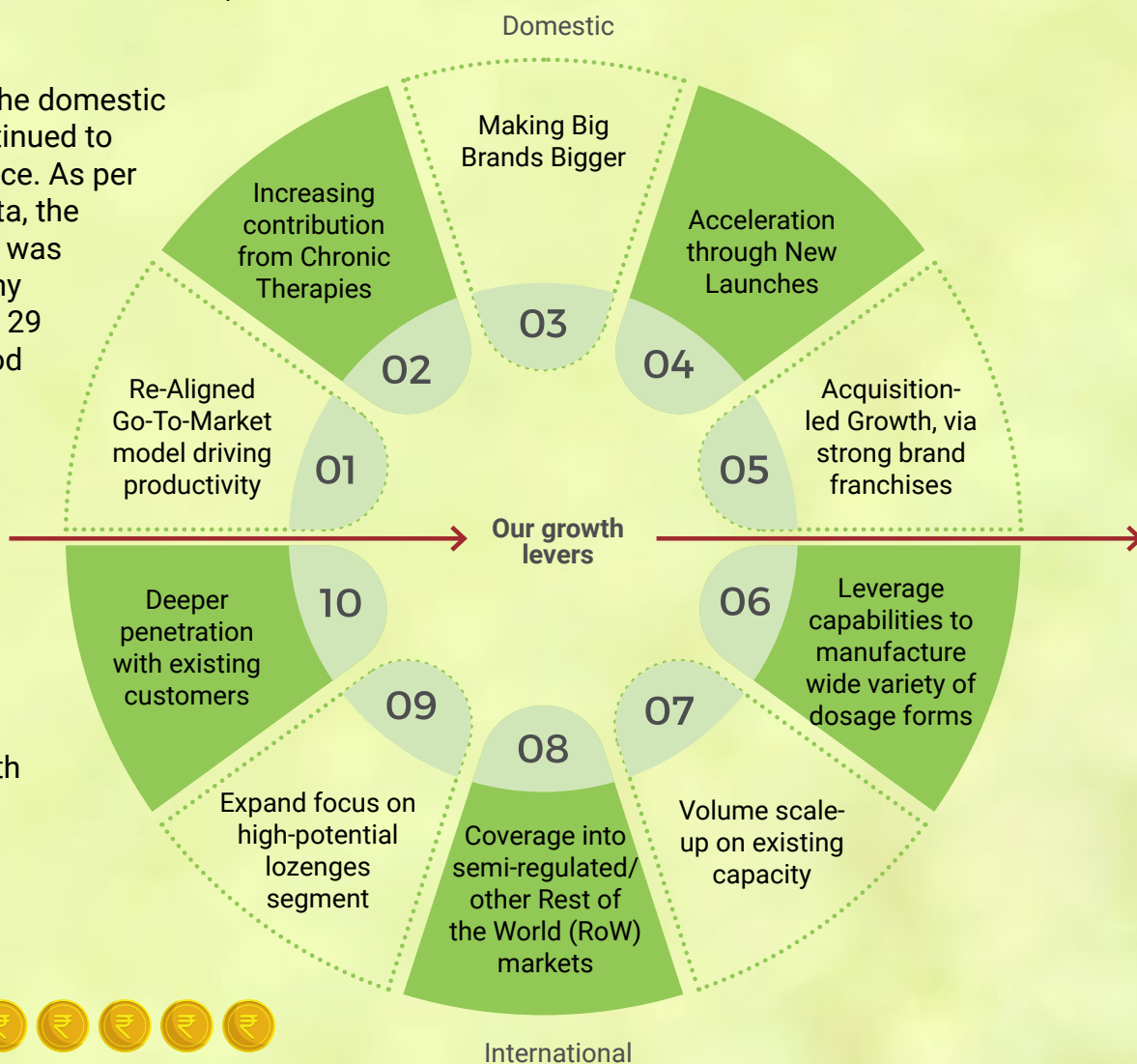
**It is GMP compliant and has TGA - Australia,
SAHPRA - South Africa, and EU - GMP accreditations**

DELIVERING SUSTAINED AND SUPERIOR GROWTH

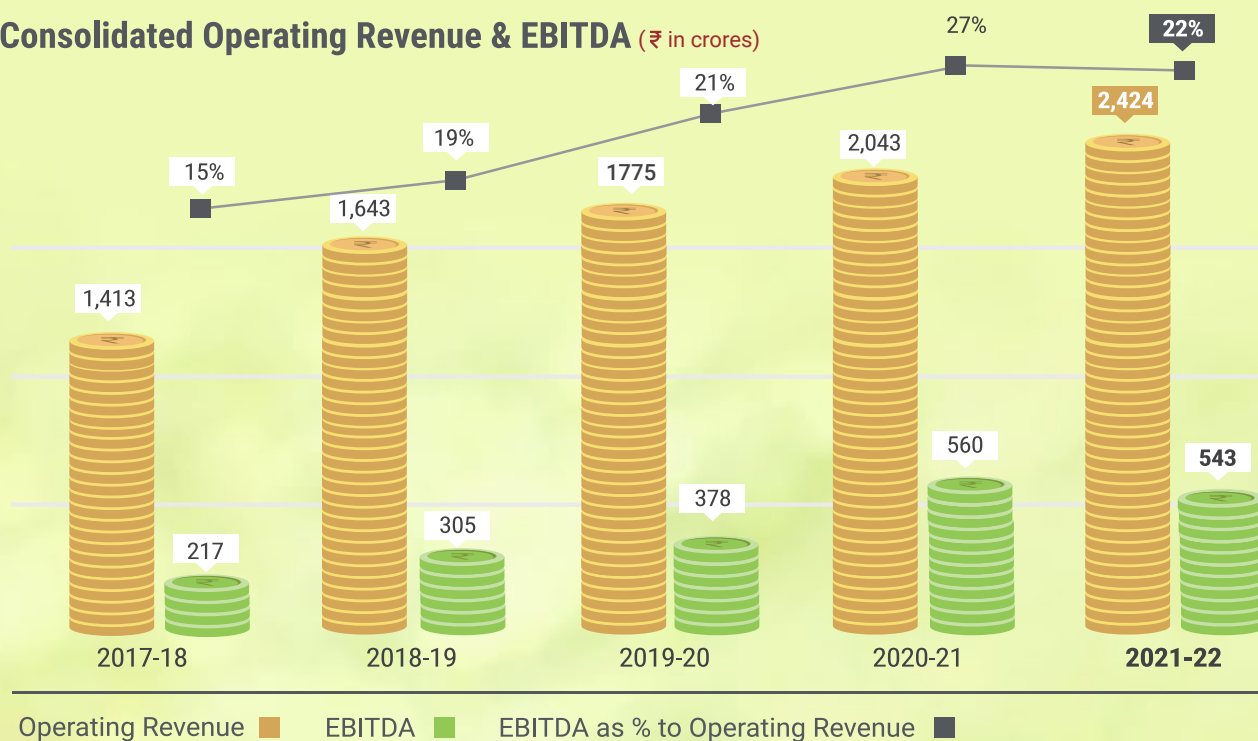
JB Pharma recorded revenue of INR 2424 crores, registering growth of 19% in FY 2022. This positive outlook of the business is due to strong performance of our key pillar brands and sales momentum continuity despite several external challenging environment. We continue to retain our position as the fastest growing company in IPM. The performance is largely attributed to market out pacing growth, increased contribution from chronic therapies field force productivity and acceleration in new launches. The CMO business provides a great opportunity for growth. The organisation is currently ranked among the top 5 manufacturers of lozenges globally and boasts of some big consumer health/ FMCG companies.

International Market: The Company operates with distinct models across multiple geographies, including Russia and South Africa. There are distributors in the US and a large number of markets across Asia, Africa and Latin America. The Company also has a leading global position in the contract manufacturing (CMO) market driven by marquee client relationships. The South Africa business continues to record growth in both public and private markets and is now ranked among the top 15 companies in the country.

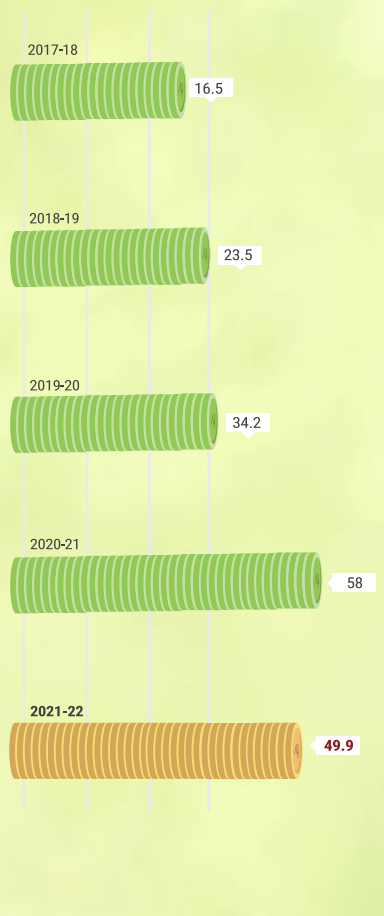
Domestic Market: The domestic pharma market continued to grow at a healthy pace. As per IMS MAT Mar 22 data, the industry growth rate was at 18%. The Company registered growth at 29 % for the same period and thus emerged the fastest growing Company among the top 25 in the market. It is also important to note that the Company had limited benefit from its COVID portfolio and thus the underlying growth continued to remain strong.



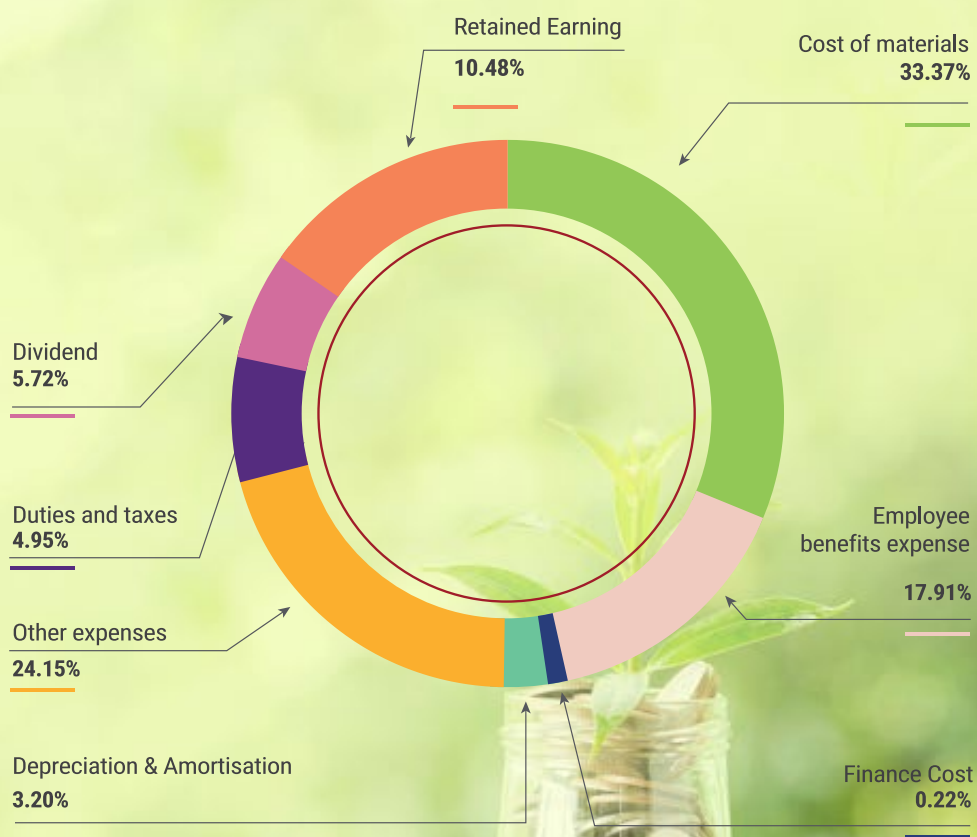
Consolidated Operating Revenue & EBITDA (₹ in crores)



Consolidated EPS (₹)



Distribution of Revenue for FY 2021-22



INITIATIVES & ACHIEVEMENTS



2,424 Cr Revenue
~19% growth



JB retained the
Fastest Growing Company
spot among top 30 companies
in IPM



**IPM rank gain
from 32 to 25**



2 acquisitions into fast growing
Pro-biotics & Heart Failure
segment



15+ key new product launches

in FY22 with contribution 4%



Key pillar brands

continue their market beating performance



Growth in
International business
in FY22, despite external volatility



South Africa achieved record growth

in public and private market



New elite partners in our
CMO Clientele



Best-in-Class
Manufacturing Facilities



A new R&D -
50+ new products
under development



Governance and Policy Strengthening



Cost saving initiatives
Implemented



A strong
Investor Relations & Engagement Program

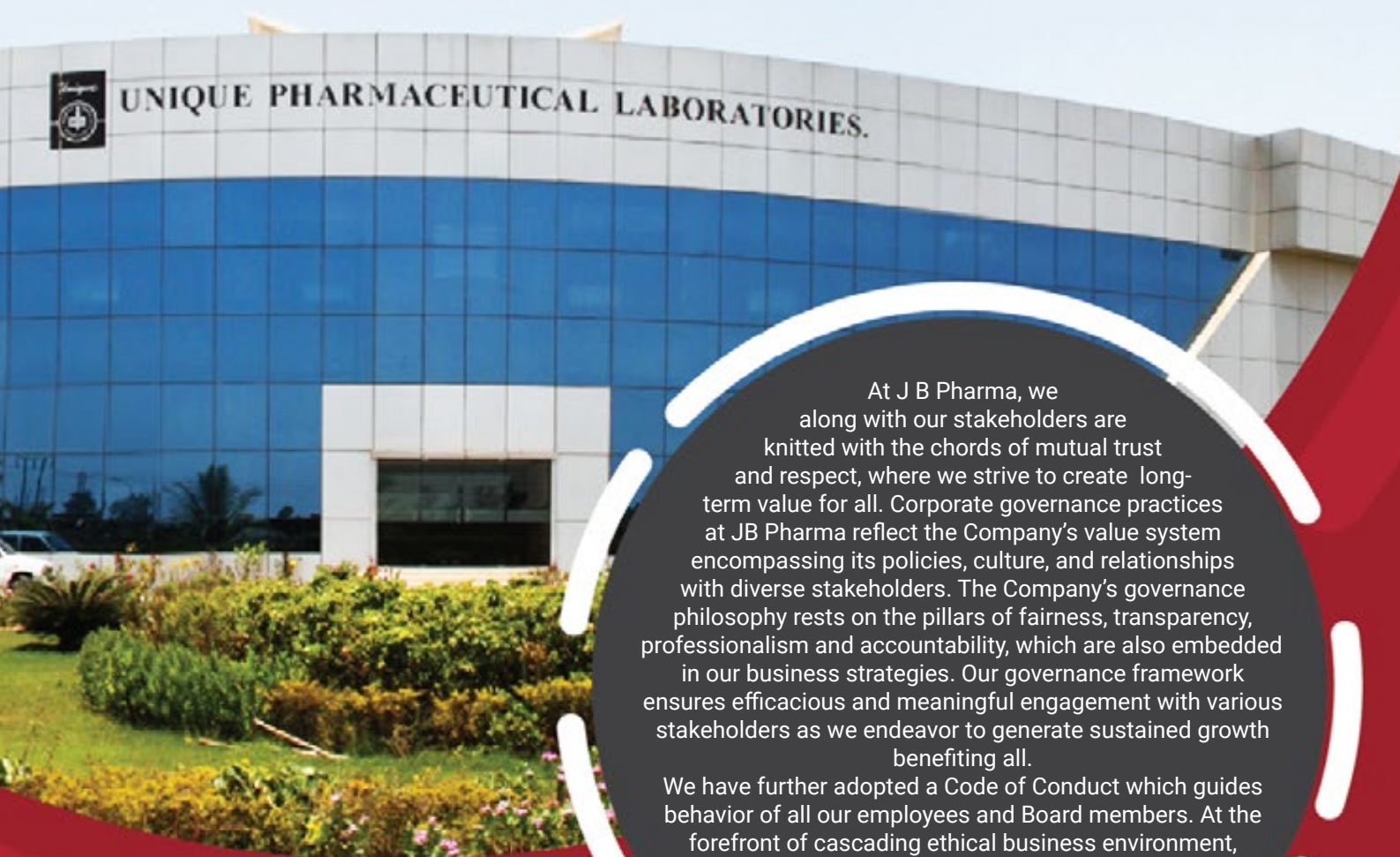


Introduced
>20+ HR initiatives
under 'PeopleFirst'



50+ training programs & 1000+ hours
of training & development clocked

OPERATING RESPONSIBLY



At J B Pharma, we along with our stakeholders are knitted with the chords of mutual trust and respect, where we strive to create long-term value for all. Corporate governance practices at JB Pharma reflect the Company's value system encompassing its policies, culture, and relationships with diverse stakeholders. The Company's governance philosophy rests on the pillars of fairness, transparency, professionalism and accountability, which are also embedded in our business strategies. Our governance framework ensures efficacious and meaningful engagement with various stakeholders as we endeavor to generate sustained growth benefiting all.

We have further adopted a Code of Conduct which guides behavior of all our employees and Board members. At the forefront of cascading ethical business environment, we ensure timely and transparent formulation and disclosure of all our policies. They have been systematically laid out at our official website,

www.jbpharma.com

OUR BOARD POLICIES

01 Business Responsibility Policy

02 Risk Management Policy

03 Whistle Blower Policy

04 Complaint Response Plan Policy

05 Anti-Bribery and Anti-Corruption Policy

06 Code of Conduct

07 Policy on Sexual Harassment

08 Conflict of Interest Policy

09 Corporate Social Responsibility Policy

10 Policy on Board Diversity

11 Environment, Health and Safety Policy

BOARD DUTIES

At the apex of our governance structure, the Board of Directors (Board) embody the Company's governance philosophy for effective business management and efficient implementation of policies. Our Board echoes our foundational values of integrity and trust as they discharge their duties with high ethical standards. The Board has further constituted five committees which guide company strategy and vision as well as oversee implementation of robust governance mechanism and policies in areas such as risk, compliance, sustainability, and reporting, among others.

BOARD DIVERSITY

We understand the importance of diversity for unlocking management and operational efficiencies in an inclusive manner. In this

regard, our Board consists of six directors from varied geographic background with diverse skillset, age, gender, and industry experience to proliferate our performance year after year.

BOARD EVALUATION

Our Board and its committees undergo performance evaluation based on predefined parameters. The evaluation, consisting of a 1-4 rating system, assess the overall effectiveness of the Board and its committee's as well as contribution to ESG priorities of the Company.



BOARD OF DIRECTORS



Mr. Ranjit Shahani is a global business leader with over forty years of experience in industries such as healthcare, pharmaceuticals, health technology and specialty chemicals. He served as Vice Chairman and Managing Director of Novartis, India. He holds a Bachelor of Technology in Mechanical Engineering from Indian Institute of Technology, Kanpur and a Master's in Business Administration from Jamnalal Bajaj Institute of Management Studies.



Mr. Ranjit Shahani
Chairman and Independent
Director



Mr. Gaurav Trehan is Partner and Head of the Private Equity business for KKR India. Prior to joining KKR, he spent more than 15 years with TPG Capital Asia and was a partner in its India office. Mr. Trehan acquired a BS in mathematics/applied science and economics from UCLA.



Mr. Gaurav Trehan
Non-executive Director



Mr. Prashant Kumar is a Managing Director at KKR private equity team. Prior to joining KKR, Mr. Prashant Kumar was a Director and member of the investment committee at Chrys Capital, an emerging markets focused private equity firm. Mr. Prashant Kumar holds a B.Tech. from the Indian Institute of Technology Delhi, a post-graduate diploma in management from the Indian Institute of Management Kolkata, and a Master's in Business Administration from The Wharton School at the University of Pennsylvania.



Mr. Prashant Kumar
Non-executive Director



Board Committees

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Risk Management Committee
- Corporate Social Responsibility (CSR) Committee
- C** Chairman **M** Member



Ms. Padmini Khare Kaicker is the Managing Partner of B. K. Khare & Co., Chartered Accountants, one of the leading and reputed Indian Accounting Firms in the profession for more than five decades. Padmini has over 25 years of wide and varied experience serving large and mid-sized clients in variety of businesses such as Manufacturing, Oil and Gas, Banking and Financial services, Insurance, IT, Hospitality, Real estate and Retail sectors. She holds B.Sc. in Mathematics. Apart from being a Chartered Accountant from ICAI, she is also a Certified Public Accountant (USA) and a Diploma in Business Finance from Institute of Chartered Financial Analysts of India.

Ms. Padmini Khare Kaicker
Independent Director



Mr. Sumit Bose was a member of the Indian Administrative Services. He served Government of India in several capacities such as Union Finance Secretary (as Secretary, Department of Revenue), Secretary (Expenditure), Secretary (Disinvestment) as well as Secretary in the Thirteenth Finance Commission. Mr. Bose holds a Master of Science, (Social Policy and Planning) from the London School of Economics, a Master of Arts (History) from St. Stephen's College, University of Delhi and an Indian School Certificate from The Doon School, Dehradun.

Mr. Sumit Bose
Independent Director



Mr. Nikhil Chopra is a Business leader with over twenty years of experience with consistent record of sustainable growth and shareholder value creation. For over two decades, he has spearheaded breakthrough ideas focused on creating greater access to high quality treatment and medicines, and gain a significant competitive advantage over peers, especially in therapies such as Respiratory, Urology, HIV and Paediatric Care. He previously worked as CEO-India Business for Cipla Ltd. He holds M.Sc. (Organic Chemistry) from Gujarat University.

Mr. Nikhil Chopra
CEO and Whole-time Director



Board Skills



Leadership



Corporate Governance



Business Management



Product Development



Marketing



Business Administration



Business Strategy



Regulatory Compliance

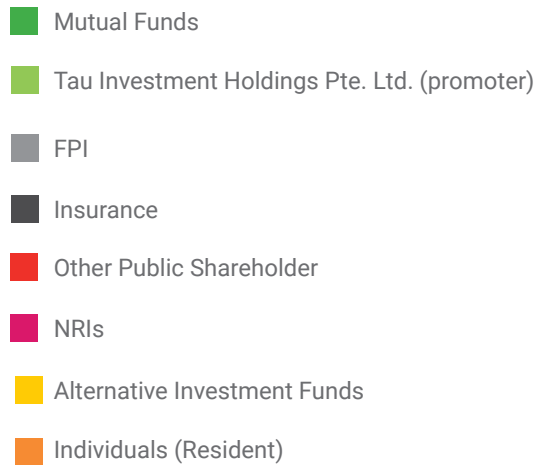


Business Finance



Accountancy and Audit

OUR SHAREHOLDING PATTERN



As on 31st March 2022

OUR ASSOCIATIONS

We believe in synergistic growth of the pharmaceutical industry through mutually benefitting associations. In this regard, JB Pharma is an active member of the following associations:

- Indian Drugs Manufacturers Association
- Pharmaceuticals Export Promotion Council
- Ayurvedic Drug Manufacturers Association

ETHICS AND INTEGRITY

In the 45 years of our existence, our advancement has been a resonance of our patients' lives. This enriching pathway is a result of our standards of ethics, achieved through integrity and mutual trust. We embed our principles and values through processes and policies that enable fair practices and ethical conduct across our operations. Responsible business practices form the foundation for building a successful and sustained value creation model for all

our stakeholders. In this regard, our robust governance mechanisms are strategically designed to foster a fair and bias-free work culture to reach new pinnacle heights of technology, innovation and healthcare. As a testament to the above fact, we are pleased to report zero instances of cases pertaining to legal actions and outcomes that were pending during the reporting period for anti-competitive behavior, anti-trust, and monopoly practices.



Anti-Bribery and Anti-Corruption Policy (ABAC)

We have a zero-tolerance policy towards bribery and corruption in our organization. This policy serves as a guiding manual for all its Board members, Directors and Employees. It ensures compliance with all the applicable ABAC laws that shall strictly prohibit them from receiving and giving bribes from any person including officials in private or public sector and company's third parties in relation to any business transactions.

Zero cases of corruption reported for financial year 2020-21 and 2021-22 across all operations.

98% of employees successfully trained on anti-bribery and anti-corruption



Code of Conduct (CoC)

Our philosophy entails our purpose to positively impact the healthcare industry positively, enriching patient's lives and supporting healthcare providers across the world. The objective of our CoC is to apprise Directors and employees regarding responsible handling of unpublished price sensitive information.



Conflict of Interest Policy

Our Conflict-of-Interest Policy inscribes how employees and Directors can observe professional skepticism and reject inappropriate pressure from external stakeholders to avoid any conflicts of interest. Our Board retrieves an affirmation of compliance of code of conduct from all the Board members on an annual basis. Further, our Directors also disclose if they possess any interest in other entities, as per the companies Act 2013.

Zero cases pertaining to issues of conflict of interests in case of Directors for Financial year 2020-21 and 2021-22

OUR VIGIL MECHANISMS

At J B Pharma, we have stressed on the importance of grievance redressal mechanisms which continue to strengthen our stakeholder's relationship, trust as well as ensure productive

business activities. Our effective grievance redressal mechanisms within the structure protect our policies and help us navigate towards a secure, responsible and in a sustainable manner.



Whistle Blower Policy

Our Whistle blower Policy empowers our directors, employees, and other stakeholders to report any concerns or evidence of wrongful conduct to our redressal committee. The redressal committee, in collaboration with the audit committee, escalates the matter for further investigation and ensure appropriate actions are undertaken



Policy on Sexual Harassment (POSH)

Sexual harassment at the workplace or outside, involving one or more employees is considered a grave offence and is therefore, punishable. Our gender agnostic policy on POSH enables reporting of unethical business conduct. All relevant cases are escalated to our Internal Complaint Committee (ICC) which protects employees from any sexual harassment

over **95%** of our employees and workers
provided training on POSH

COMPLIANCE MANAGEMENT

Having operations in multiple jurisdictions and geographies, increases the risk of non-compliance. For this reason, we strive to ensure systematic and timely adherence to all applicable laws through detailed insights, established processes and embedding compliance as a key leadership parameter. Consequently, we strive to adhere to all applicable regulations based on the nature and location of our work. We have further adopted an IT-enabled compliance management software system Legatrix. It serves as a robust program that is essential for the management

of our compliance risk, maintain standards, and improves visibility on compliance processes across India. The tool also gives reminders for forthcoming deadlines which ensures our timely fulfillment of all our compliance obligations. It further enables us to escalate risk management, create an online repository of submitted data and most importantly, get a real-time as well as complete monitoring of company's compliance status. We are pleased to share that we have reported zero non-compliance cases against environmental and socio-economic laws and regulations.



FUTURE-PROOFING **OUR BUSINESS**



Risk identification and mitigation is a critical aspect of our corporate governance. We strive to safeguard all our operations from the myriad of business and industry risks arising from changing business environment.

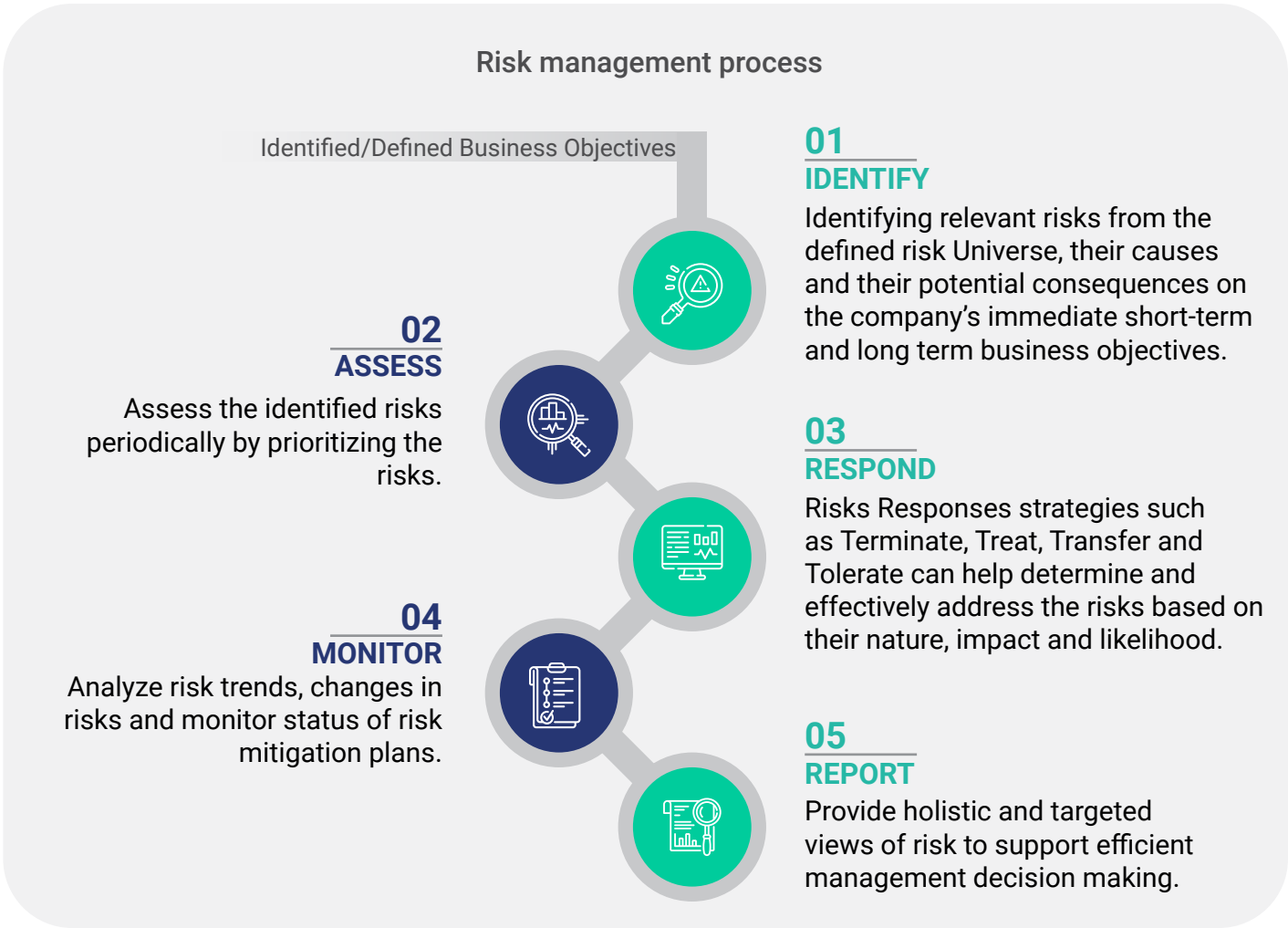
Risk identification and mitigation is a critical aspect of our corporate governance. We strive to safeguard all our operations from the myriad of business and industry risks arising from changing business environment. In this regard, we have implemented a robust risk management process guided by our risk management policy which equips us to continuously evolve and adapt for leveraging opportunities and mitigating undetected risks. Our Board has delegated the onus of developing an effective risk management plan and its oversight to the Risk Management

Committee which ensures transparent, consistent and timely implementation of our enterprise-wide risk management system. The Committee periodically reviews the status of mitigation measures taken in lieu of risk management plan and report progress as well as highlight changing risks to the Board and Audit Committee’s purview. In order to further facilitate an efficacious risk management, we have devised a systematic approach towards identification, evaluation, treatment and review of risks while categorizing under strategic, preventive and external.

MANAGEMENT OF EMERGING RISKS

Emerging risks are classified as unforeseen risks which have the ability to pose uncertain threats to the business. Such risks are ambiguous in nature with no defined time

horizon and may generate complex outcomes, if materialized. At J B Pharma, we are cognizant of such new and changing risks and continue to monitor and assess them as part of our ongoing risk management processes.



Our risk overview

Identified risk	Potential impact	Mitigation action implemented / in process	Risk categorization
Risk arising due to high dependence on few key products	Any technology/ regulatory change /new molecule/ new competitor in the existing molecule space can lead to market share, revenue and profit dilution	- Focus on new products - Introduction of new lines and channels - Exploring growth through inorganic route	
Change in Regulatory and GMP framework	Impact on product portfolio & revenue opportunity. Delay in launching differentiated product / new molecule in the market due to non-compliance could lead to loss of potential market share/business opportunities	- Continuous monitoring of government regulations/ policies - Systematic compliance tracking - Documented SOPs/Policies and review - Continuous training and awareness among production staff - Conduct continuous audits	
Cyber-attacks/ Data breaches Risk	Cyber-attacks can lead to loss of critical/confidential business information and impact continuity of business operations	- Establishment of Security Operation Center (SOC) - Implementation of enterprise level backup management software - Disaster Recovery app - Deployment of Network Access Control (NAC)	 
Risk of changes in geo-political conditions	Changes in economic conditions (demand scenario, forex volatility) and geo-political conditions (government policies, pharma industry policies, trade wars etc.) can impact the business prospects of the Company and lead to sales or supply chain disruption	Supply chain risk: - Identify alternate source for key APIs in different geographies to diversify supplier base - Define and review stock levels for critical materials on a monthly basis - Long term contracts with existing suppliers Sales risk: - Conduct monthly Dynamic Sales Planning to review risks in key geographies and develop corresponding mitigation plans - Diversification of geographic footprint to reduce dependency - Exploring opportunities to expand product portfolio in major markets	
 Strategic risks  Preventive risks  External risks  Emerging risks			

Identified risk	Potential impact	Mitigation action implemented / in process	Risk categorization
Reputational risk	Negative mentions in media (including print, social media, among others) due to concerns on product quality and governance can impact brand and reputation	Media related risks - Established policies and SOPs for Media Communication and Social Media. - Regular monitoring of news and events with respect to the company and industry - Identification of media spokespersons and their trainings Quality Control - Defined SOPs for quality related controls and quality complaint handling - Implementation of appropriate processes for validating quality and product recall in case of batch rejection	
Environment Social Governance (ESG) related risks	Increased focus on ESG requires continuous assessment of environment/climate and sustainability as well as enhanced governance requirements which may require changes in business process/model and additional costs	- Established robust ESG governance mechanisms and strategy - ESG roadmap to develop KPIs for ESG performance - ESG focused employee trainings - Track ESG progress against the established KPIs and develop remediation plans against gaps, if any - Communicate our ESG performance annually through reports and Company website	 
 Strategic risks  Preventive risks  External risks  Emerging risks			

Identified risk	Potential impact	Mitigation action implemented / in process	Risk categorization
Business Continuity Risk	Impact on the ability of business resilience framework to reach desired level of effectiveness which can lead to disruption of business operations	- Establishment of developing formal business continuity plan and crisis management guidelines - Established two major manufacturing facilities as well as loan licensed partners in India to ensure no disruptions in manufacturing - Identification of alternate geographies for procurement, maintaining safety stocks and entering into long term contracts to reduce dependency on one. - Provide management and employee training and awareness about crisis management/ business continuity/emergency response strategy - Identification and development of tracker/ mechanism to capture and communicate lessons learnt from an uncertain event at a particular office/plant to avoid re-occurrence of such event across the Company	
Governance/ Control Framework Risks	Gaps in the design or implementation of control framework / review mechanism for the organization may result in lapses in internal controls and possible fraudulent transactions going undetected	- Identification of key fraud risks along with mitigating controls during IFC (Internal Financial Controls) testing - Automation of key controls to reduce manual dependency - Implementation of systematic measures including review, checks and balance, methods and procedures enabling us to identify abnormal financial transactions - Conduct internal audits - Defined Code of Conduct, Whistle Blower policy, DOA and SOPs along with behavioural guidelines in respect of accountability and authority across the organization, reporting fraud / misconduct, among others	
 Strategic risks  Preventive risks  External risks  Emerging risks			

Identified risk	Potential impact	Mitigation action implemented / in process	Risk categorization
Health and Safety Risks	Non-compliance to health and safety measures by the employees/labours can lead to work floor accidents and fatalities	- Established health and safety best practice and adopted HSE policy in line with ISO standards - Continuous workforce training on the adopted HSE policy, possible hazards and risks, among others - Promotion and encouragement of health and safety measures in ways that resonates with the employees - Conduct periodic safety audits by internal and external parties - Review of safety incidents by management - Integration of JB Pharma's HSE policy adherence in labour contracts - Display of appropriate safety standards across site locations	
Succession Planning Risks	Inadequate succession planning for critical positions/roles may impact sustainability of operations	- Emergency succession plan for KMPs - On-going assessments performed on key/critical positions/roles which require succession planning - Conduct talent mapping exercise to forecast long-term hiring needs	
Hedging/Forex related Risks	Unfavourable fluctuations in Forex exposure and inflation in commodities such as API/packing materials/ fuels may impact profitability	- Board approved foreign exchange risk management and hedging policy - Identification and documentation of detailed action plans such as daily tracking of projected sales/procurement quantity and forex rates movements for mitigating exchange risks - Quarterly basis reporting to Board on Forex Exposures - Monthly reporting to senior Management (including CEO) - Periodic review of hedging plans and performance by Finance/ Treasury team	 
 Strategic risks  Preventive risks  External risks  Emerging risks			

STRENGTHENING OUR RELATIONSHIPS



Continuously engaging with stakeholders and nurturing meaningful relationships with them is at the core to accelerating value creation for all.

STAKEHOLDER ENGAGEMENT

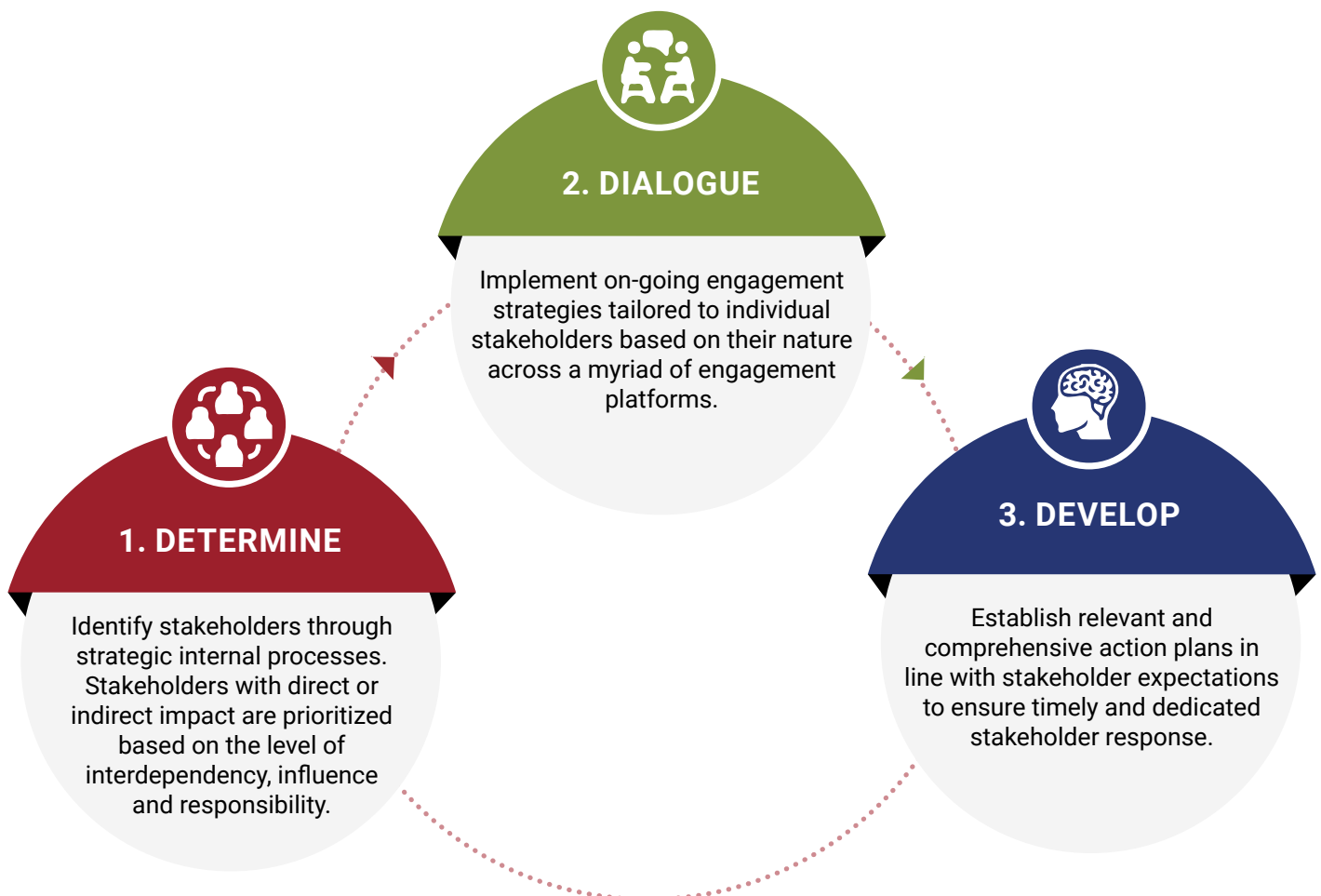
Our operations converge with the interests of multitude of stakeholders, which makes it imperative for us to effectively engage with them. This year, we adopted a multi-stakeholder approach to augment the outcomes of our business activities while accelerating our value creation ability. Deepening our relationships with diverse stakeholders helps us to gauge their expectations pertaining to social and environmental issues

as we strive to address them in meaningful ways. An active and consistent dialogue with our internal and external stakeholders has the ability to make perennial contribution towards strengthening and sustaining strategic partnership. Additionally, their valuable information is instrumental in curating a strategy in alignment with our sustainability vision as well as the evolving regulatory social and environmental requirements.

STAKEHOLDER ENGAGEMENT PROCESS

In FY22, we adopted an integrated and systematic approach which involves diverse formal and informal modes of interactions that provide a platform for our identified stakeholders to voice their expectations and concerns.

In this regard, we have coined a three-step process for advocating an efficacious and transparent stakeholder communication.



Stakeholder group[1]	Stakeholder classification	Mode of engagement	Frequency of engagement	Stakeholder focus areas
Top Management 	Internal Stakeholders	Board and committee meetings	- Quarterly - Need based	- Accelerating progress towards Company's goals - Augmenting operational efficiency measures
Employees 	Internal Stakeholders	- Townhall meetings - Employee surveys - Skill development sessions - Trainings - Global surveys - Culture conversations - Meet the leaders	- Need based - Quarterly - Weekly - Monthly	- Skill development - Safety and well-being - Rewards and recognition
Suppliers 	External Stakeholders	- Safety Week - Safety meeting and trainings - Team Meetings - Governance with measured KPIs	- Weekly - Monthly - Quarterly	- Limiting delayed payments - Enhancing supplier engagement across ESG parameters
Investors 	External Stakeholders	- Annual General Meetings - Conference calls - Quarterly meetings - Quarterly dashboards - Quarterly and bi-yearly reports	- Monthly - Annual - Need based	- Ethical business conduct - Business performance - Augment international market performance
NGOs 	External Stakeholders	- Periodic virtual and in-person meetings - Health awareness talks - Employee health checkups	- Need-based - Weekly - Monthly	- Limiting delayed payments - Enhancing supplier engagement across ESG parameters
Distributors 	External Stakeholders	- Meetings - Quarterly Conclaves	Need-based	Increase support of social and environmental initiatives
Third-party manufacturers 	External Stakeholders	- Telephonic - Virtual meetings - Team meetings - Governance with measured KPIs	- Monthly - Annual	Increase support of social and environmental initiatives

REPORTING WHAT MATTERS

Our stakeholder engagement and materiality assessment are closely tied together to understand the key Environmental, Social and Governance (ESG) issues that have the ability to impact our business strategy, activities, and capability to create as well as preserve value. In FY22, we engaged with our internal and external stakeholders and undertook a materiality assessment encompassing a robust four-step process to leverage their diverse perspectives. This exercise was conducted in accordance with the materiality

principle prescribed by the GRI standards for identifying crucial ESG aspects of our business and stakeholder expectations. With the inputs received, we curated a materiality index to recognize aggregate stakeholder opinions and arrive at final material topics which are reviewed and validated by our senior management. This process reflects our commitment to stakeholder inclusivity as the results guide our sustainability strategy, disclosures, and the way forward.

Materiality Process



Material Topics

Environment

- Water management
- Waste management
- Energy and emissions management
- Climate change impact on health

Social

- Employee welfare
- Occupational health and safety
- Patient health and safety
- Accessibility and affordability to healthcare
- Community development

Governance

- Business ethics and governance
- Product stewardship
- Regulatory compliance
- Data security and privacy

Material topic	Key indicators	Report reference	SDGs
Business Ethics and Governance	- Governance structure - Board composition and diversity - Vigil mechanisms - Corruption, discrimination and anti-competitive behaviour - Risk identification and mitigation	Operating Sustainably	 
Regulatory Compliance	Non-compliance with environmental and socio-economic laws	Operating Sustainably	
Product Stewardship	- Product quality - Safety standards - Product labelling	Driving quality through responsible practices	
Data Security and Privacy	Instances of privacy and data breach	Safeguarding data privacy and security	 
Occupational Health and Safety (OHS)	- Work-related injuries - Work-related fatalities - Work-related ill-health - Safety trainings - Health and safety system - Hazard identification and risk assessment - Health services provided - Worker participation and consultation on OHS	Driving social impact	
Employee Welfare	- Talent attraction and retention - New employee hires and employee turnover - Benefits provided - Parental leave - Diversity and inclusion - Diversity of governance bodies and employees - Ratio of basic salary and remuneration of women to men - Training and development - Average hours of training - Programs for skill development - Employees receiving regular performance and career development reviews - Human rights - Incidents of sexual harassment and corrective actions taken - Security personnel trained in human rights policies or procedures - Employee training on human rights policies or procedures - Operations and suppliers at significant risk for incidents of child labor - Operations and suppliers at significant risk for incidents of forced or compulsory labor	Driving social impact	  

Material topic	Key indicators	Report reference	SDGs
Patient Health and Safety	- Assessment of the health and safety impacts of product - Incidents of non-compliance concerning the health and safety impacts of products and services	Driving social impact	
Accessibility and Affordability To Healthcare	- Initiatives for increasing reach of products - Pricing strategy - Healthcare provider trainings	Driving social impact	 
Community Development	- Operations with local community engagement, impact assessments, and development programs - Operations with significant actual and potential negative impacts on local communities	Driving social impact	     
Water Management	- Water withdrawal - Water discharge - Water consumption	Driving environmental stewardship	  
Waste Management	- Waste generated - Waste diverted from disposal - Waste directed to disposal	Driving environmental stewardship	 
Energy and Emission Management	- Energy consumption within and outside the organization - Scope 1 and 2 GHG emissions	Driving environmental stewardship	 
Climate Change impact on health	- Climate change management - Climate change mitigation	Driving environmental stewardship	 



DRIVING QUALITY THROUGH RESPONSIBLE PRACTICES

A background image of a scientist in a white lab coat and face mask, working with a microscope in a laboratory setting. The image is partially obscured by the text and a circular graphic.

Excellence
is the unlimited
ability to improve
the quality of what
you have to
offer.

ENSURING SAFE AND RESPONSIBLE PRODUCTS

RESPONSIBLE PRODUCERS

Globally, JB Pharma is committed to providing quality medicinal products which are safe, effective and patient-centric. We aim to create and deliver pharmaceutical products that positively transform our patients' lives. We recognize that having a brand which is synonymous with safety and efficacy to customers is essential for building trust and ensuring success. Our dedicated quality control and pharmacovigilance teams work in synergy to ensure that our products are safe and of the highest quality. When launching new products, we closely monitor their performance in terms of improving our patients' health outcomes. We further continuously monitor and assess each and every product's safety and risk-benefit profiles throughout their lifecycles. Our research and development, regulatory affairs and quality control teams constantly strive to maintain a responsible product portfolio.

O Zero incidents of non-compliance concerning product information, labelling and marketing communications reported during the reporting period.

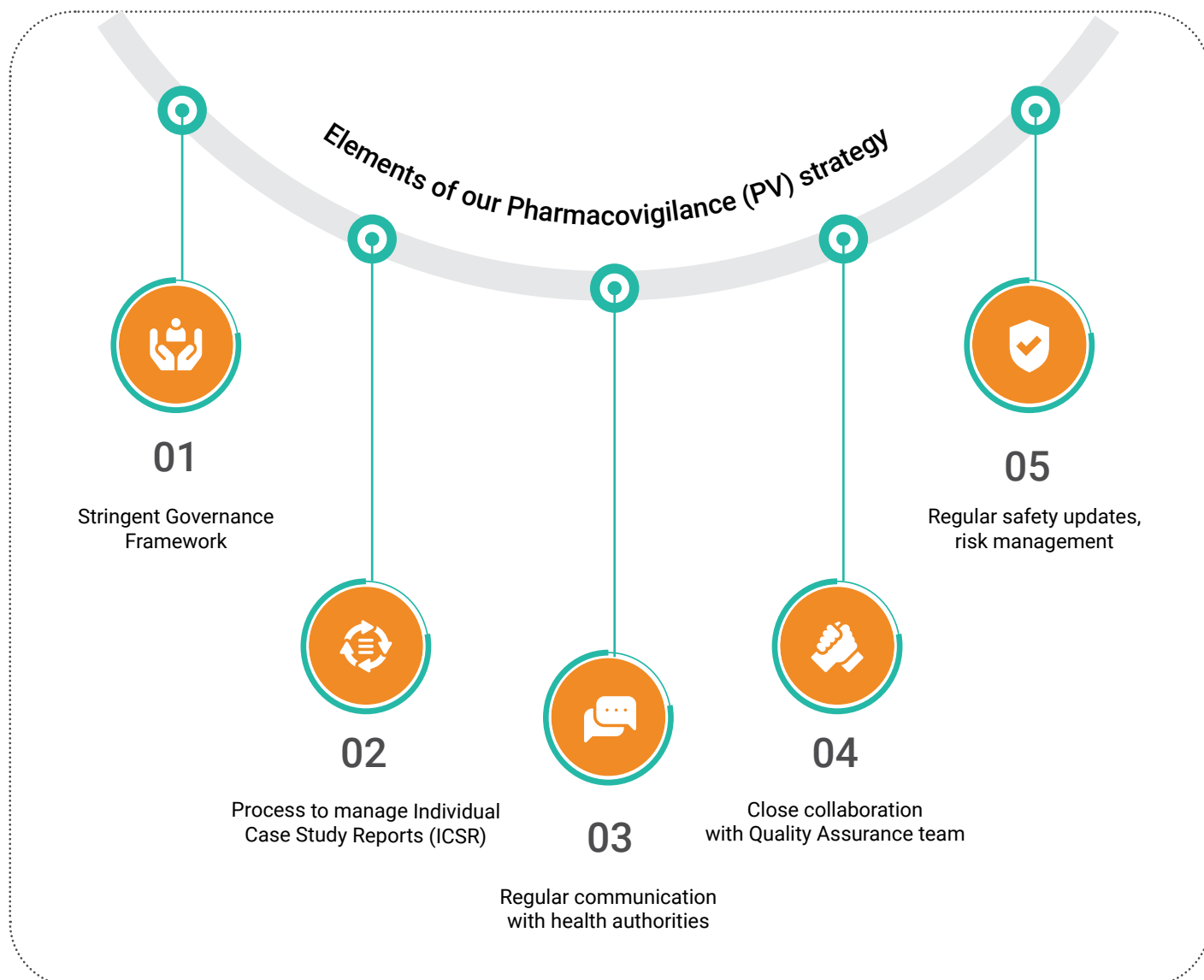
Being a responsible company, we ensure that similar values are cascaded across our supply chain. By carrying out all our procurement in accordance with US Pharmacopeia (USP) standards, we can assure our customers that we only use high quality materials in our products. When procuring substances that may have a social or environmental impact, we adhere to all relevant regulations to ensure that these substances are responsibly utilized. All potentially harmful waste is handled in accordance with regulations by our accredited waste disposal partners and have further

incorporated information regarding safe disposal, usage and recycling in our product label. JB Pharma entrusts the safe end-use of all products through medical practitioners who prescribe them to our patients.

PHARMACOVIGILANCE AND PRODUCT QUALITY

JB Pharma's focus on customer safety and satisfaction is reflected through our robust pharmacovigilance (PV) practices. The dedicated PV team, ensures that JB Pharma's practices conform to the global best practices and trends in the industry. Our stringent and constantly improving governance framework integrates multiple checks and controls to maintain effective management of our PV activities. We at JB Pharma regularly monitor the safety profile of our drugs. Our PV team monitors the current trends in compliance with regulatory guidelines and prepares risk management plans, periodic safety update reports and signal evaluation to ensure products have favorable risk benefit profile. Apart from this, our team engages in regular training to augment our customer-serving capabilities.

The team also formulates processes to manage Individual Case Study Reports (ICSRs), our proprietary case management process. Fostering a culture of product safety is a collaborative approach. In this regard, our stakeholders, including Corporate Quality Affairs, Regulatory Affairs (RA), the Pharmacovigilance Officer In-charge (PvOI), Regional heads/Qualified Person Responsible for Pharmacovigilance (QPPVs), among others are responsible for notifying requests received for reports and safety information on any of our products. In geographies where we operate through distributors, our PV activities are managed by designated authorities as per the Safety Data Exchange Agreement. The PV team works in collaboration with the quality assurance team to implement and maintain our industry-leading quality assurance process.



Well maintained systems and processes.

ENSURING QUALITY THROUGH ROBUST ASSURANCE PROCESSES

Our assurance process, laid out in our Quality Manual aims to consistently create high quality products for our customers. At JB Pharma, we align to various regulations and govern ourselves with the highest safety standards as prescribed and directed by various health authorities across the globe. Our Corrective Action and Preventive Action and Change Management systems are key elements of this assurance process. Our plants also undergo internal audits every quarter to maintain stringent safety culture.



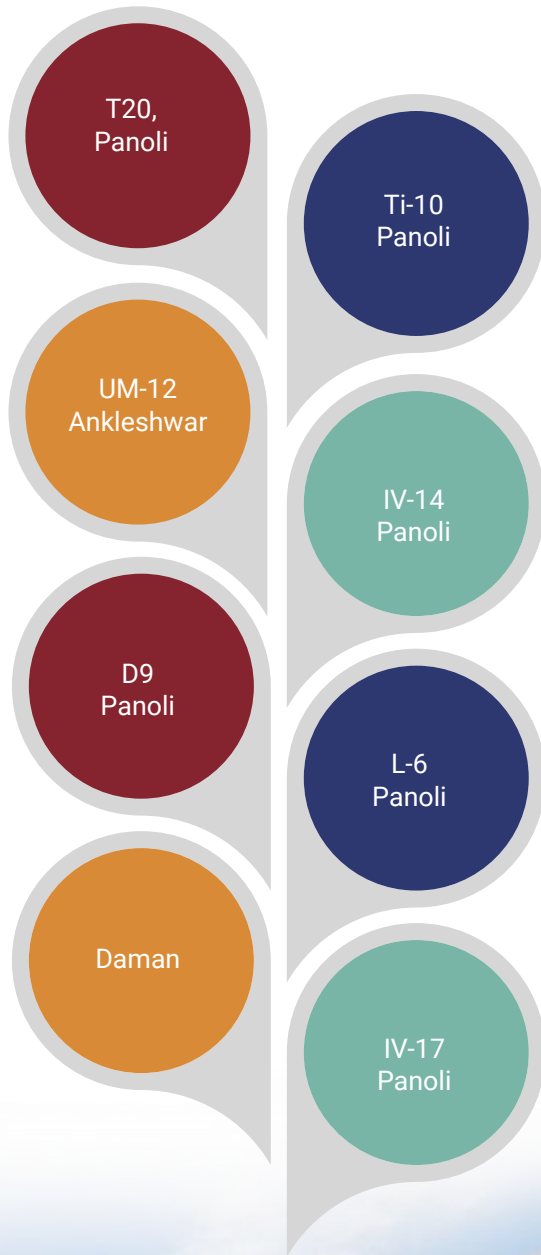
Overview of Quality Assurance Processes



State-of-the-art manufacturing plant, Daman

1. GMP: Good Manufacturing Process, GLP1: Good Laboratory Practice, GCP: Good Clinical Practice

Plant certifications to ensure high quality products



Certifications held

● Mandatory

01 FDA – India WHO GMP

02 FDA – India State GMP

03 FDA – India GMP Ayurvedic

04 CDSCO, FDA India (Ayurvedic)

● Voluntary

- USFDA
- SAHPRA, South Africa
- TGA, Australia
- NPRA, Malaysia
- EU GMP Hungary
- INVIMA, Colombia
- TFDA, Tanzania
- NAFDAC, Nigeria
- NDA, Uganda
- PBB, Kenya
- MOH, IRAQ
- MOH, Oman
- NMPB, Sudan
- FMHACA, Ethiopia
- State Administration of Ukraine on Medical products

- TFDA, Taiwan
- Pharmacy Medicine & Poison Board, Malawi
- Supreme Board of Drug & Medical Appliances, Yemen
- FDA Philippines
- PMDA, Japan
- Drug Administration and Control Authority of Ethiopia
- Drug Administration and Control Authority of Ethiopia
- Tanzania Medicines and Medicinal Devices Authority (TMDA)
- MOH Russia
- MOH Thailand

- MOH, Belarus
- MOH Ukraine
- MCA, Zimbabwe
- MOH Yemen
- NHRA, Bahrain
- FDA, Jordan
- DIGEMID, Peru
- Directorate General of Pharmaceutical Affairs and Drug Control, Oman

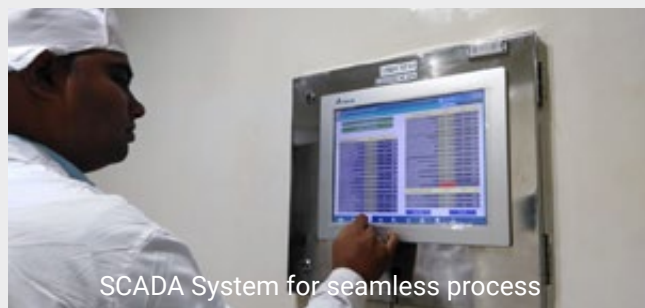


ON TIME ON LINE ALWAYS COMPLIANT MODE

Supported by our certifications, we continuously leverage new technology to attain highest standards of quality at each step. JB Pharma became one of the few pharmaceutical companies to proactively adopt and implement advanced technologies in all manufacturing plants. Our systems further ensure compliance with the current GMP. We have undertaken several digitally powered initiatives, such as digitally executed and stored documents, to streamline process in order to make them more efficient and agile. In our manufacturing plants, we have adopted the latest technology SCADA, which connects to automated machines and enables zero human intervention. Our Quality Control (QC) is connected to LIMS (Laboratory Information Management System) which is integrated into SAP system and ensures ease of doing work processes. At JB Pharma, we aim to continuously invest in technological advancements to be at the forefront of our core business.

Key initiatives in focus

1. Electronic Batch Record Management System (Caliber E-BRM)
2. Electronic Quality Management System (eQMS)
3. Electronic Training Module System (Nichelon)
4. Laboratory Information Management System (Caliber LIMS)
5. Electronic Artwork Management System (Harmony Artwork Management System)
6. Auto Inspection System for Printed PM (Global Vision System)
7. Vision based automated product inspection for tablets, ampoules and vials
8. Regulatory Update
9. Validation Master Plan



SCADA System for seamless process



"Our focus is on providing quality and affordable medicines through our state-of-the-art manufacturing facility. We are proud that we were the first company in India to introduce an electronic batch record management system for seamless processes."

Mr. Bharat Dhanani
Vice President, Panoli

PHARMACOVIGILANCE (PV) REDRESSAL MECHANISMS

A comprehensive approach covering redressal of drug safety-related complaints as well as standard operating processes assures the safety of our products beyond compliance. Pharmacovigilance at JB Pharma ensures that our medicinal products are safe for patient use by capturing untoward events through active surveillance and assessment of benefit/risk profile of medicinal product throughout the product life cycle. In case of any adverse events, patients can approach us using dedicated phone lines, mailboxes and an email address, pharmavigil@jbpharma.com.

All potential safety concerns and adverse events received are individually addressed through our Individual Case Study Reports (ICSRs). ICSR are received from a myriad of platforms, such as published literature, patient support programmes, market research programmes, clinical studies and business partners. They are communicated to the respective country's pharmacovigilance office. The ICSR received further undergo assessments to review the seriousness of the causality. If no further clarification is required, the case undergoes a thorough quality review

check. A final case report is then prepared for submission to the Drug Regulatory Authority. In addition to the ICSR, our team also updates Patient Information Leaflets (PIL) so that our patients have access to up-to-date safety information. The preparation, assessment and submission of aggregate reports to regulatory authorities worldwide is in accordance with the international and national legislation. The creation, assessment and implementation of risk management systems as well as the evaluation of effectiveness of risk minimization measures are conducted for investigational and marketed products.

Such mechanisms have ensured that our complaint rates stand at 0.01% which is lower than the industry rate. We have also implemented reference standards in Lozenges which are at par with the standards regulated by pharmaceutical market. Such efforts have resulted in JB Pharma becoming the trusted partner of leading MNCs.



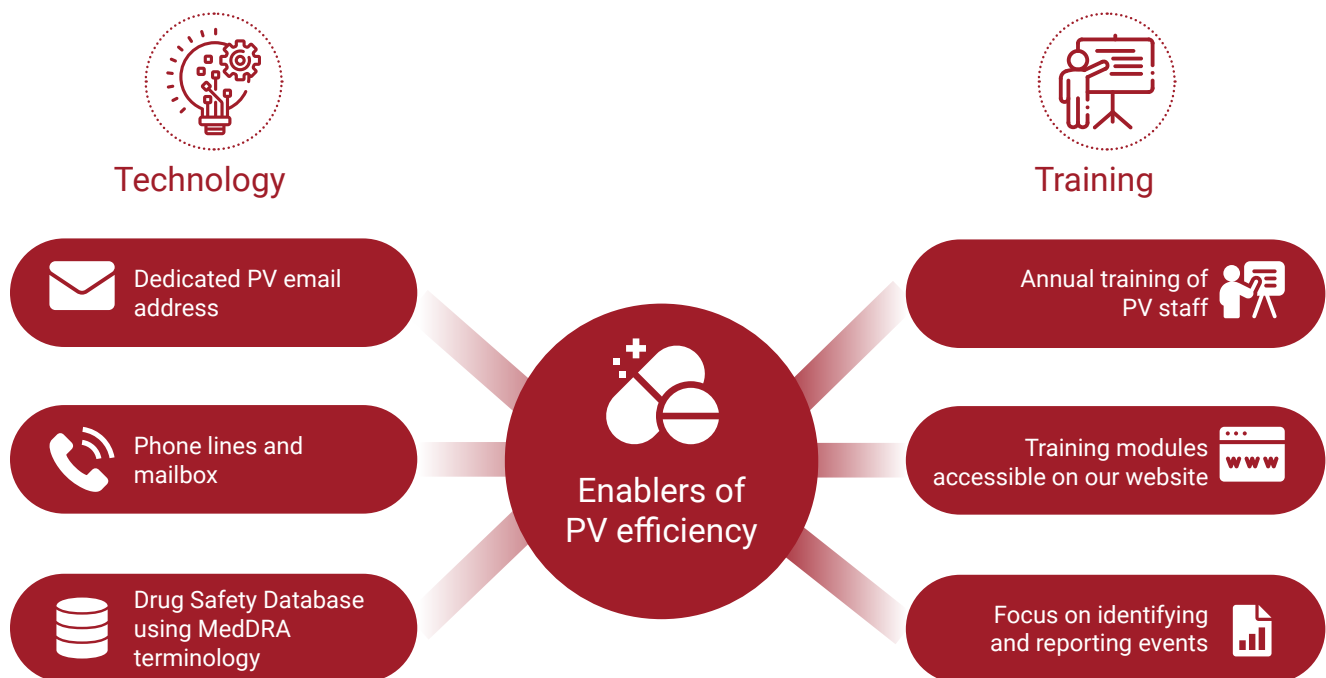
"We are leaders in manufacturing Lozenges, i.e., medicated and herbal lozenges through our state-of-the-art manufacturing facility. We give utmost importance to quality and are highly compliant with various regulations."

Mr. Parmeshwar Bang
Vice President, Daman

ENSURING EFFICIENT PHARMACOVIGILANCE (PV) OPERATIONS

We conduct annual PV training programs globally to ensure that our teams are well equipped to deal with potential safety concerns. This improves their vigilance towards identifying and reporting adverse events as well as product quality issues. We believe that these training programs are an integral part of improving our product safety to a level that far exceeds regulatory requirements. We further leverage a variety of technological

tools to improve the efficiency of our PV operations. These include our dedicated pharmacovigilance email address and phone lines for reporting adverse events. We also utilize our drug safety database to strengthen our patient safety practices and compliance with regulatory requirements. All entries in our Drug Safety Database are processed through medicinal coding using MedDRA terminology.



PREVENTING COUNTERFEITING

At JB Pharma, we are committed to preventing counterfeit drugs which falsely utilize our branding elements. To achieve this, we employ effective post-marketing surveillance by adopting Good Pharmacovigilance Practices (GVP) and proactive control mechanisms with multiple checks and measures across our value chain. Additionally, we leverage myriad of technological platforms coupled with high-end processes to be at par with global benchmarks

which ensure compliance with guidelines prescribed by national and international regulatory agencies. Consequently, such systems foster a regimented approach to product quality management by securing elimination of errors. Additionally, we follow Good Documentation Processes (GDP) that instill accountability and traceability in our systems.

SAFEGUARDING DATA PRIVACY AND SECURITY

With the evolving business landscape and consumer preferences coupled with spate of data privacy laws, the need for establishing robust data security is paramount. In order to ensure that we successfully navigate through the changes, our internal policies and frameworks are established to safeguard all information and data privacy for our stakeholders with augmented legal and security standards.

Governance at JB Pharma also extends to ensuring high standards of data privacy and information security. Our cybersecurity resilience is overseen by the internal IT team which ensures implementation and maintenance of information security. From the process integrity perspective, we are constantly adopting newer and efficient digital tools which protect our data from any adverse events. Our cybersecurity and robust data privacy management initiatives spearhead our commitment towards safeguarding information and ensure its confidentiality, integrity, and availability.

We have further implemented an enterprise level data backup and restore solutions across locations which have translated to augmented data protection measures as well as data availability anytime and anywhere. It

covers operational data backup and Business Continuity/Disaster Recovery (BCDR) and includes implementation aspects of data management and data availability for all critical and non-critical applications. Critical applications refer to those which are covered under GMP such as laboratory information systems, quality assurance and systems, batch manufacturing records, SAP, Dossier management, among others. Most of the GMP application databases are mirrored across at different sites and databases which ensure last minute recovery in case of any disaster. Applications such as attendance, payroll, legal, among others are non-critical since their non-availability for a few hours in case of a disaster do not significantly disrupt operations. We ensure our data collection practices are compliant with all applicable laws and leverage our data security levers for protection of all data.

As a result, during the reporting period, there were zero instances of breach of customer privacy as a result of our robust data management system.



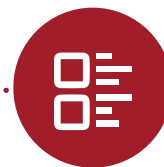
Data availability

Ensures access and usage of data during times of unprecedented damage or data loss.



Data lifecycle management

All data pertaining to critical applications system is backed up online, offline and at different places using processes such as mirroring or running a DR.



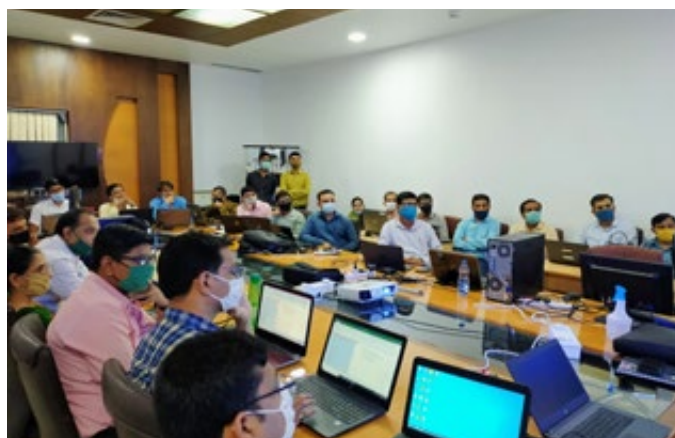
Information lifecycle management

Incorporates valuation, cataloguing, and protection of information assets from various sources, including facility outages and disruptions, application and user errors, machine failure as well as malware and virus attacks.



SECURITY AUDIT

JB Pharma conducts Vulnerability Assessment and Penetration Testing (VAPT) which covers a broad range of security assessment services designed to identify and help address cyber security exposures across our IT estate. The resultant observations found during the exercise are resolved to improve the security posture. The VAPT assessment is carried out by a third party as part of our annual measures to fortify cybersecurity structure.



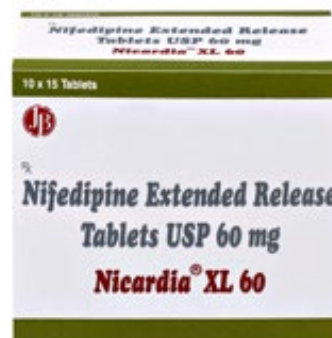
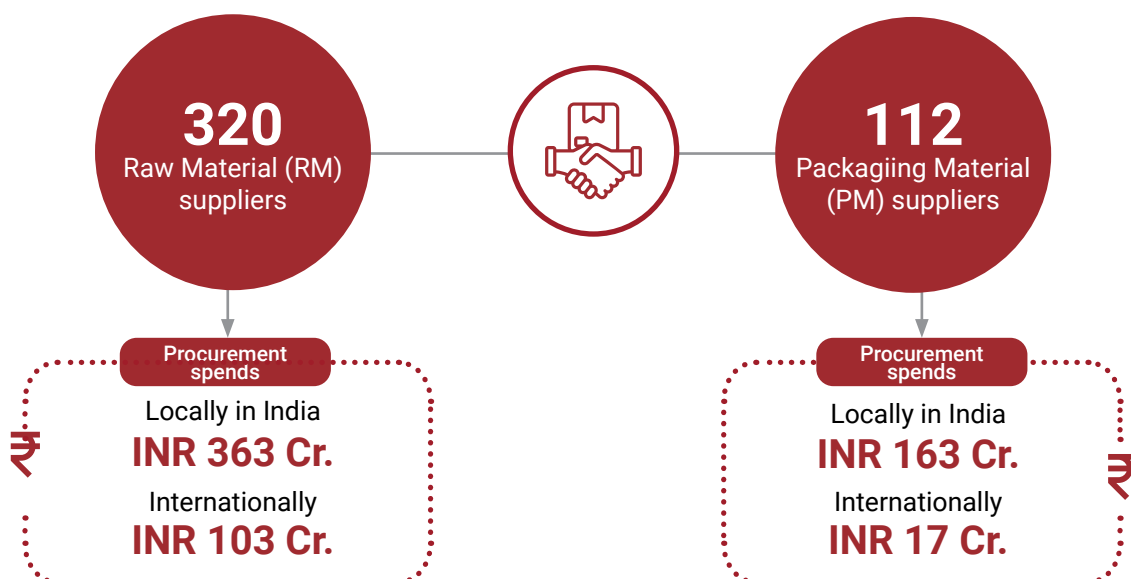
IT training being conducted.

MANAGING OUR SUPPLIERS

Over the past few decades, we have established our presence across the breadth and depth of geographies, both nationally and internationally. This has been a reality due to our comprehensive network of value chain partners which are spread over the globe. Our supplier footprint has expanded from Indian locations including Maharashtra, Gujarat, Telangana and Andhra Pradesh, among others to international countries such as USA, China, France, Italy, Germany, Malta, Poland,

Netherlands, Belgium, South Korea, among others.

We continuously engage with our suppliers for the procurement of raw materials as well as packaging materials. Being a responsible company, we encourage sourcing from local Indian suppliers as we aim to contribute towards the upliftment of the local economy and community.

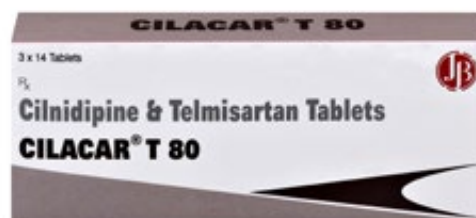


Our designs and different packaging materials.

ENSURING QUALITY THROUGH ASSURANCE

Building a resilient network is crucial for advancing our ability to mitigate any risks which may pose a threat to our operations, business continuity and reputation. In order to build a robust supply chain, JB Pharma has a Corporate Quality Assurance (CQA) team to assure quality and consistency of Raw materials/Packaging materials. Our CQA team prescribes stringent standards and procedures to assess suppliers prior and post onboarding. The assurance process entails supplier questionnaires, quality checks as well as on site/virtual audits to evaluate potential and current suppliers' capability to consistently

produce/supply products in compliance to the requirements of Good Manufacturing Practices. Additionally, we conduct monthly reviews focused on product availability, delivery performance, price trends, inventory analysis, ongoing projects, aspects of supplier spend analysis to determine risks and corresponding corrective actions. In order to retain our competitive power and mitigate supply chain risks, we identify and track critical suppliers taking into consideration certain elements such as high – volume suppliers, critical component suppliers, and non-substitutable suppliers.



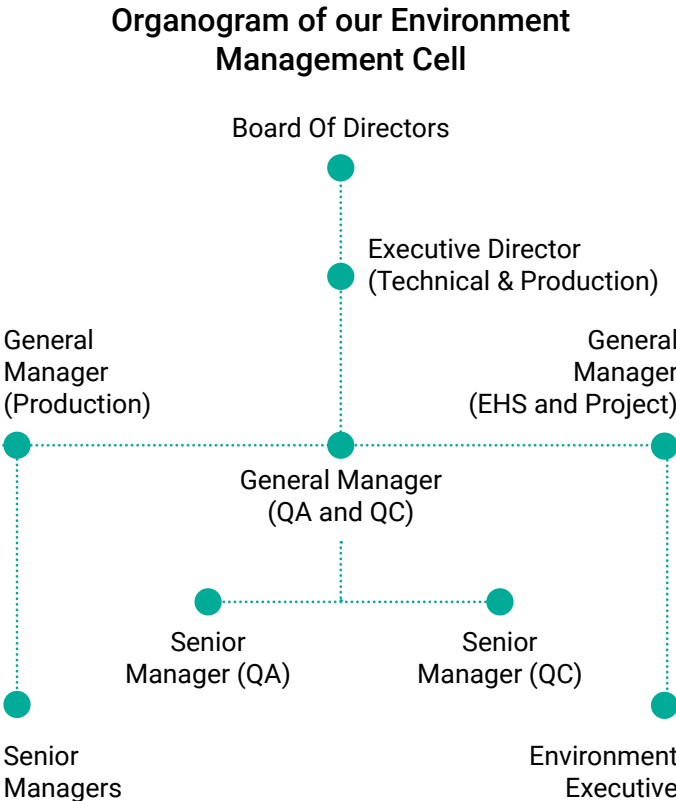
MANAGING OUR ENVIRONMENTAL FOOTPRINT

A glass terrarium containing soil, rocks, and a small green plant, resting on a rocky surface. The background is a blurred natural setting with rocks and vegetation. The title text is overlaid on the top left of the image.

With
a relentless
commitment
of safeguarding the
environment and minimizing
the negative impact of our
operations, JB Pharma
has made environmental
sustainability a core
focus area.

At JB Pharma, our priority is to minimize potential environmental impacts and enhance our conservation efforts through a dedicated Environment Management Plan (EMP). The EMP aims to progressively strive to leave behind a greener footprint. It covers the various tenets of natural capital conservation and preservation, making JB Pharma a more sustainable organization.

In order to ensure an efficacious EMP, JB Pharma has established a dedicated Environment Management Cell (EMC). The EMC, headed by our lead EHS Manager, is tasked to discharge responsibilities related to environmental management including statutory compliance, pollution prevention and environmental monitoring, among others.



Furthering our commitment to adopting an eco-conscious mindset, and propel environment-focused initiatives, each location at JB Pharma has established an Environment, Health and Safety (EHS) Policy. The EHS Policy reflects our long-standing vision and mission towards integrating environment protection, safety and cost efficiency into the overall business strategy.

Our focus areas include:

- Achieve cost savings, efficiency and reduce risk liabilities
- Adopt green and clean production initiatives

ACCELERATING ACTION TOWARDS CLIMATE CHANGE

Climate Change continues to be perceived as the gravest threat to humanity as it adversely affects all elements of our existence including access to water, food and sanitization, clean air, secure shelters as well as prevalence of vector-borne diseases. Adverse climate events can further cause damage to infrastructure, depletion of natural resources, and disrupt supply chains which can hamper availability of important resources required for long- term sustenance of the business. In 2022, World Economic Forum announced “climate action failure” as the risk with the highest potential to inflict great extent of damage at the global scale over the next decade. The Global Risk Report coupled with COP26 outcomes is a clarion call for companies to undertake concrete steps towards responding as well as adapting to environmental risks through robust strategies and address sustainability issues in a broader societal context.

With the healthcare sector contributing to 4% of Global Greenhouse Gas (GHG) emissions, we understand the role played by us and have taken a proactive approach to combat climate change. With ESG risks embedded in our Enterprise Risk Management (ERM) framework, we took a step further to catalogue climate risks and understand their impact on our business. We undertook this exercise in reference to the recommendations of Task Force on Climate-related Financial Disclosures (TCFD) and identified mitigating actions for the imminent risks arising from climate change.

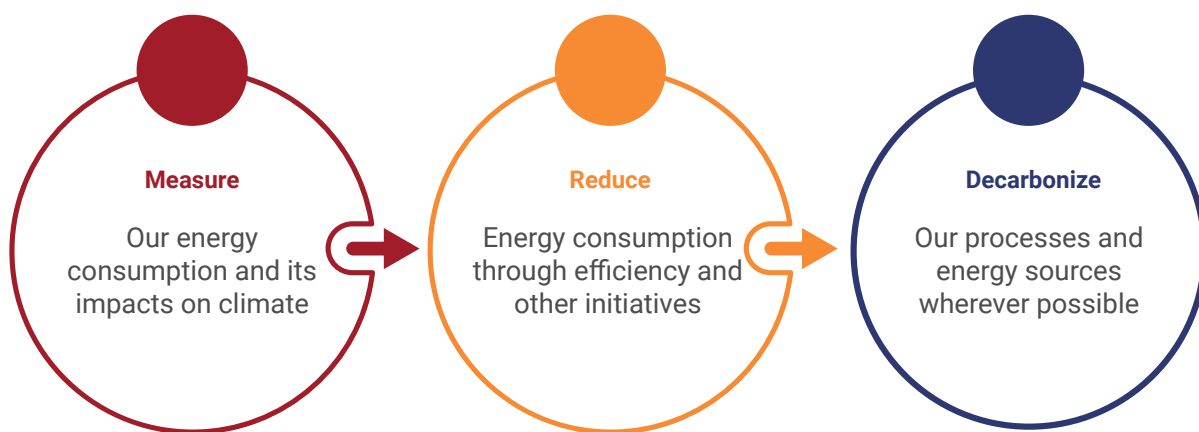
IDENTIFIED CLIMATE RELATED RISKS	PHYSICAL RISKS	OTHER RISKS
RISK DESCRIPTION	• Storms/wars • Change in sea level leading to change in water availability • Impact on workers/employee health	• New technology • New products • Changed customer behaviour
IMPACT ON BUSINESS	More frequent and intense storms could impact supply to buyers overseas in terms of longer delivery time Impact on business: Greater working capital requirements, reduced sale frequency, greater need for freight/goods insurance, higher chances of goods getting damaged Rise in temperatures beyond normal/heat waves or extreme cold temperatures could cause illness to workers and a need to relocate for some. Greater cost to the organisation	New products/medicines would be required and in greater demand to combat climate change related problems
FINANCIAL IMPLICATIONS	A. Increased costs in some cases B. Maintaining higher working capital as longer periods of credit C. Increased power costs	
RISK MITIGATION APPROACH	A. Carbon capture and storage fuel switching B. Use of renewable and lower carbon footprint energy C. Improving energy efficiency D. Flaring, venting, and fugitive emission reduction E. Renewable energy certificates F. Use of carbon offsets	



MANAGING OUR ENERGY

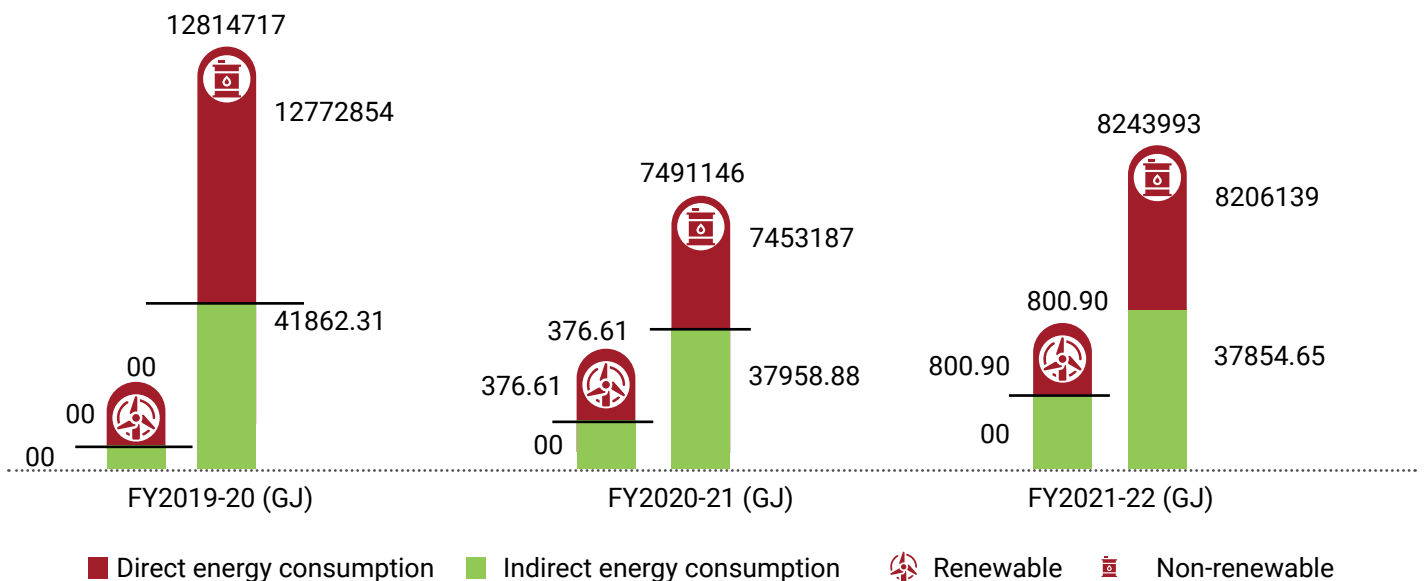
JB Pharma recognizes the existential threat that climate change presents by substantially altering the environment in which we live. The predicted changes in climate present significant risks not just to us as an organization, but to our stakeholders and society at large. Therefore, we are committed to doing our part in combating the driving forces behind climate change to ensure a greener and more sustainable future.

We believe that reducing our energy consumption is one of the most meaningful ways in which we can address climate change. As a manufacturer of pharmaceutical products, energy is not only one of our most significant inputs, but also one of our largest variable costs. Our efforts to reduce the environmental impacts of our energy consumption follow a three-step process:



● MEASURE

As an organization, we believe that measuring our emissions is an important initial step in reducing our negative impacts on the environment. We have further instituted robust and stringent mechanisms to measure our energy consumption and its effects on the environment.



● REDUCE

We believe that we can substantially reduce our energy consumption by implementing energy efficiency initiatives and inculcating a culture of conservation in our organization. These initiatives have resulted in significant reduction in our fuel and electricity consumption.

INITIATIVE		OUTCOME
Replaced DX coils in Air Handling Unit with chilled water coils	»»»	Chilled water coils are more efficient, save electricity, and do not harm the ozone layer
100% steam condensate recovery through Steam Operated Pressure Trap	»»»	Reduced steam requirement by 345 tons
Replacing old machinery with improved efficiency machines (boilers, chilling plants, AHUs etc.)	»»»	Lower electricity and fuel consumption through higher efficiency machines
Switched incandescent bulbs with LED lightbulbs	»»»	Reduced electricity consumed for lighting by 40%
Installed thyristor base capacitor panels in the power system	»»»	Improved power factor through better and reactive power management
Installed variable frequency drive motors in plants as needed	»»»	Better control over motor operation, enabling power savings
Installation of EC (IE4) motors for AHU	»»»	Reduce energy consumption in HVAC area

● DECARBONIZE

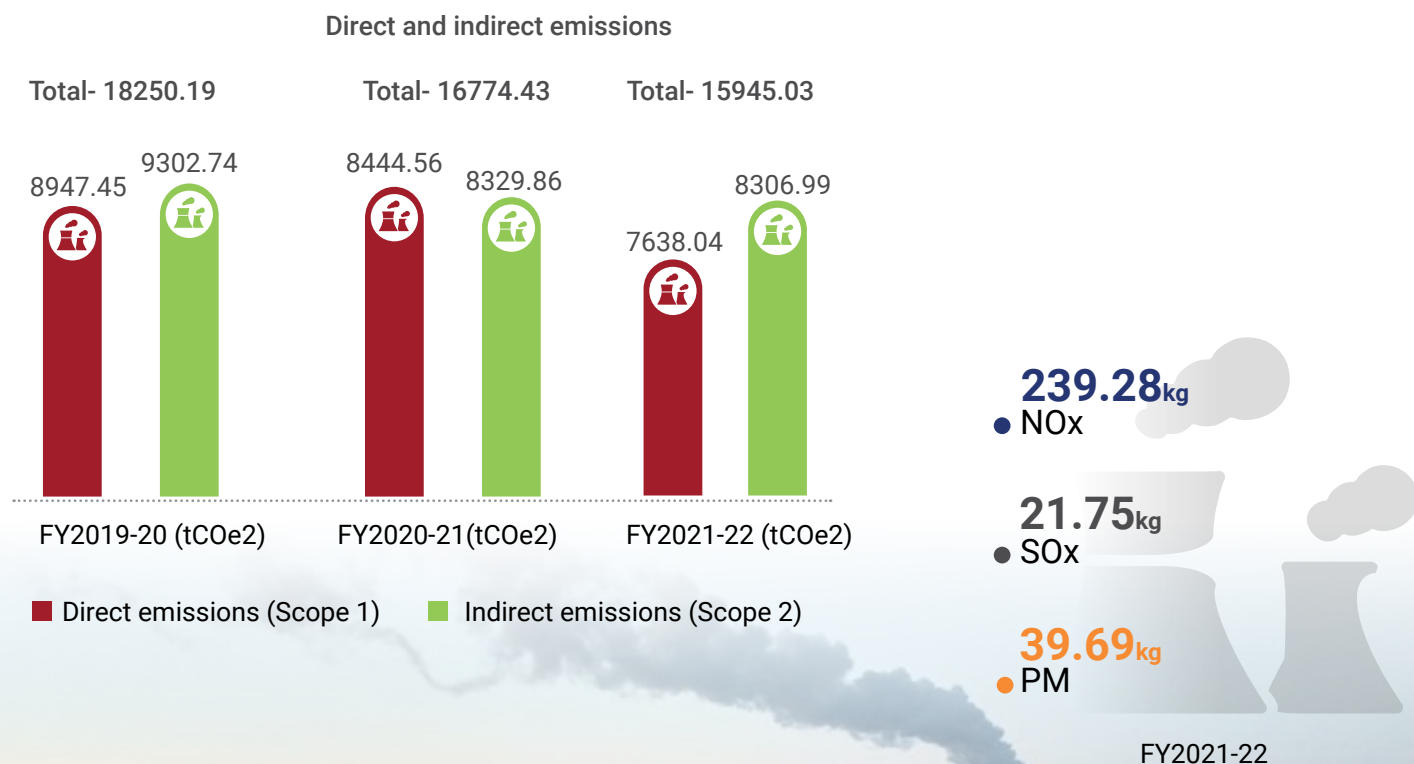
While our efficiency initiatives can dramatically reduce our energy consumption, we will always consume energy for our operations. Our decarbonization efforts will enable us to reduce the carbon intensity of our operations to ensure that the energy we utilize releases less carbon dioxide and is environmentally sustainable in the long run.

A major decarbonization project of ours is a 200KW rooftop solar energy project at

Daman plant, contributing to 5% of total connected load. During the year, this facility generated over 220MWh of electricity, leading to substantial energy, financial and emissions savings at our facility. We also installed an express feeder at our plant to ensure uninterrupted access to electricity. This intervention reduced our utilization of diesel generator sets, helping us further save energy and emissions.

EMISSIONS MANAGEMENT

As part of our efforts to mitigate the effects of climate change, we prioritize reducing our conventional pollutant and greenhouse gas emissions as far as possible. To track our emissions, we regularly perform a thorough and holistic GHG inventoring process. Through this process, we are able to monitor our Scope 1 (direct) and Scope 2 (indirect) emissions.



In addition to our GHG inventory process, we also take several steps across our processes to minimize the negative externalities of our conventional pollutants. We utilize only natural gas in boilers and High-Speed Diesel in our diesel generators to reduce sulphur dioxide and particulate matter emissions. Throughout the facilities, we follow a two-step process to scrub hydrogen chloride gas (one of our main chemical emissions), scrubbing the gas with water and then with caustic lye to ensure that the emissions do not exceed the pollution standards. We also re-use the scrubbed hydrogen chloride in our processes. We ensure cautiousness while dealing with

volatile organic compounds (VOCs) and follow a myriad of safety procedures when handling these substances.

JB Pharma has undertaken several greening projects under which we plant trees at our facilities across the country. These include annual tree plantation drives with our employees, developing and maintaining the J.B. Mody Garden in Bharuch and converting a large rocky hill into a forested area. These trees help us decarbonize and purify the air near our facilities, contributing to the health and well-being of local residents.



PRESERVING WATER

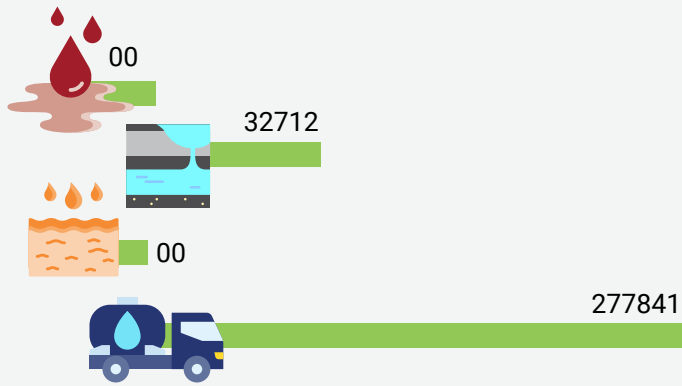
As a pharmaceutical company, we utilize a large amounts of water in our operations and are therefore acutely aware of the potentially devastating consequences of water stress not only on our business activities, but also on the communities in which we operate. By reducing our water consumption and ensuring that we do not pollute local sources of water, we believe that we can reduce the risk of water stress and build resilience in our communities.

Our objective of minimizing our water consumption has necessitated a fundamental change in how we look at water: from simply

viewing it as a commodity to treating it as a valuable and limited resource. To this end, we continue to implement a variety of initiatives aimed at improving our water efficiency, thereby decreasing the amount of water we draw. We seek to preserve local bodies of water and have ensured that all our facilities are 'Zero Liquid Discharge' for waste water. Instead of simply disposing our waste water, we recover and treat it so that it can be reused for other processes and non-process purposes. Overall, our efforts have yielded substantial water savings, amounting to over 20,000 KL this year alone.

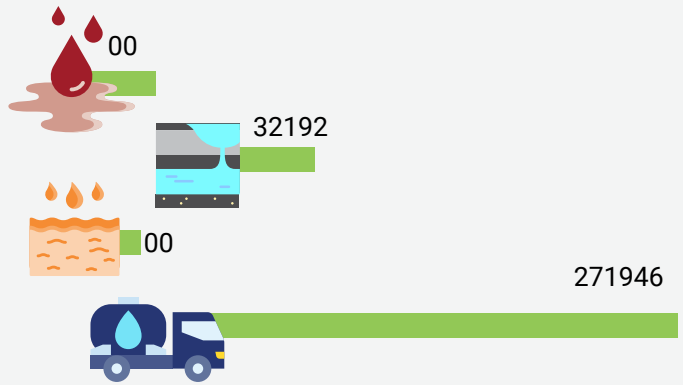
Water Withdrawal and Water Consumption

FY 2019-20 Unit: KL



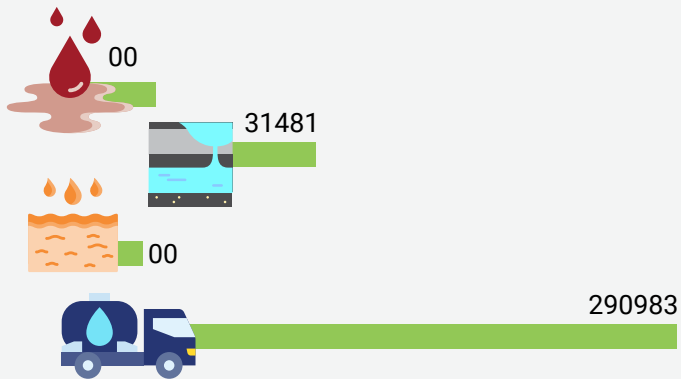
Total water withdrawn and consumed **310553**

FY 2021-22 Unit: KL

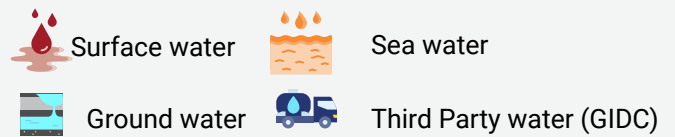


Total water withdrawn and consumed **304138**

FY 2020-21 Unit: KL



Total water withdrawn and consumed **322464**



To ensure that we are always doing our utmost to save water, each of our plants has its own water conservation policy and initiatives based on its local requirements and feasibility. We utilize cutting edge technology wherever possible for our waste treatment, including experimental processes to ensure that we manage our waste as effectively as possible. Our initiatives include:



RO Reject Water for Domestic Use



- Recycling rejected water during reverse osmosis for other non-process uses
- Water used for domestic processes such as foot washing and toilet flushing systems
- Reduced groundwater extraction by 15 KL/ day

Effluent Treatment Plant using Membrane Bio-Reactor



- We utilize a multistep effluent treatment plant employing high pressure RO, Membrane Bio-Technology and Multiple Effect Evaporator technologies
- Treats 40kL of water daily, which is re-used for other purposes



Condensate Recovery



- Installed steam operated pressure traps to capture condensate water
- High temperature of condensate reduced energy input requirement for boilers by INR 13 Lakhs in FY 2021-22
- Using recycled water reduces water drawn for boilers and hot water system by 345 KL/month

CASE STUDY

EFFLUENT TREATMENT PLANT (ETP)

Goal: To achieve our target of Zero Liquid Discharge at our plants, we strive to treat all our effluent water and wherever possible, utilize it in other processes.

Technology employed: Multistep effluent treatment process employing High Pressure Reverse Osmosis, Membrane Bio-Reactor and Multiple Effect Evaporator technologies.

Outcome: Installed an ETP at sites, which currently enable savings of 40,000 liters of water daily. The recycled water is used for various purposes such as in the cooling tower, boilers and hot water systems.

Technology in Focus: Membrane Bio-Reactor (MBR)

MBR utilizes a combination of biological and mechanical purification processes to treat the effluents. The process involves decomposing the effluent with micro-organisms, followed by a mechanical filtration process.

This process is highly efficient in terms of both its cost and space requirements.



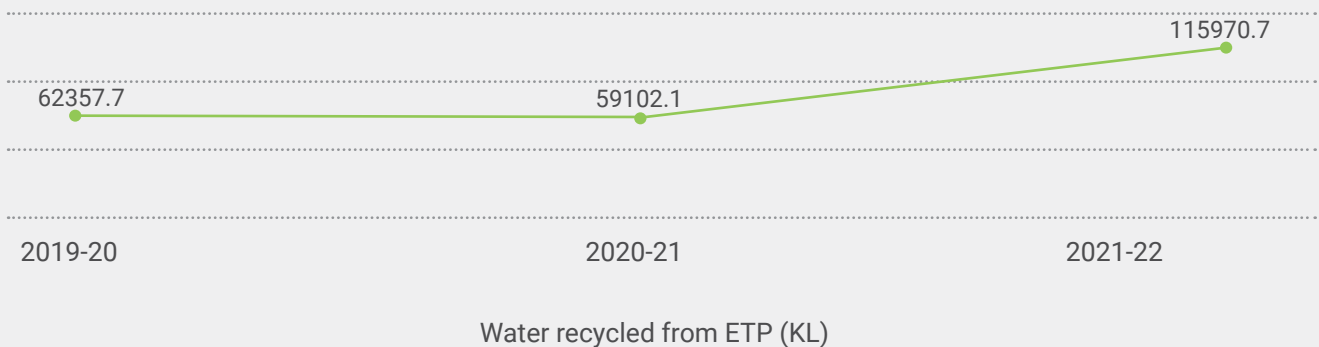
Before Treatment



After Treatment



MBR plant at site



CASE STUDY

SOIL BIO-TECHNOLOGY (SBT)

Goal: To reach our target of Zero Liquid Discharge at our facilities, we make efforts to treat all the effluents we produce.

Technology Employed: Soil Bio-Technology, a cutting edge technology developed at IIT (Mumbai).

Outcome: The system treats wastewater daily which is then utilized to water plants and for other purposes, ultimately reducing our dependence on groundwater extraction.

Technology in Focus: Soil Bio-Technology (SBT)

- Green technology which does not require any chemicals
- Requires minimal maintenance
- Very low energy requirement
- Identified as a promising clean technology by UNFCCC
- Complies with WHO guidelines for wastewater recycling.
- Does not produce waste sludge



CASE STUDY

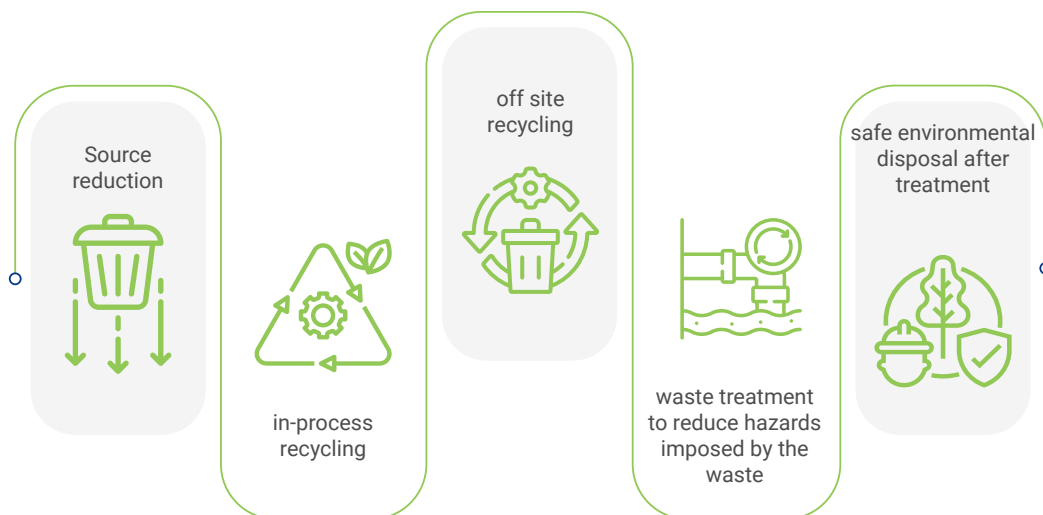
REPLACING CONVENTIONAL TAPS WITH PUSH-TAPS

We replaced all regular taps at our facilities with push-taps to reduce the wastage of water. This helps reduce our groundwater extraction as well as the load on our effluent treatment plant. Through this initiative, we estimate that we save over 10KL of water every day.



MANAGING OUR WASTE

At JB Pharma, we are humbled to go beyond the compliance requirements and have taken positive strides towards implementing proper waste management initiatives. Our waste management strategy revolves around waste reduction planning and management through cost effective, environmentally friendly processes and efficacious resource utilization. Our waste reduction measures, extended to include pollution prevention, lay emphasis on elimination of waste and pollutant created at the source.



JB Pharma ensures cleaner production processes by focusing on waste reduction, waste minimization and pollution prevention. In our quest to continue achievement of our focus areas, we have adopted myriad of initiatives to bring about operational changes to propel the agenda of Reduce, Reuse and Recycle across our operations.

- Reduce raw material and product loss due to leaks, spills, drag-out, fugitive emissions, tank breathing, and off-specification (off-spec) process solution
- Inspect parts before they are processed to reduce number of rejects
- Allow for enough intermediate storage to provide flexibility for reprocessing off-spec materials
- Consolidate types of equipment or chemicals to reduce quantity and variety of waste
- Improve cleaning procedures to reduce generation of dilute mixed waste with methods such as using dry cleanup

- techniques, mechanical wall wipers or squeegees/water remover, and compressed gas to clean pipes and increasing drain time
- Segregate wastes to increase recoverability
- Optimize operational parameters (such as temperature, pressure, reaction time, concentration, and chemicals) to reduce byproduct or waste generation
- Collect spilled or leaked material for reuse/recycle
- Increase level of automation and augment management of process to assist in reducing wastes caused by poorly operated process

↓

REDUCE



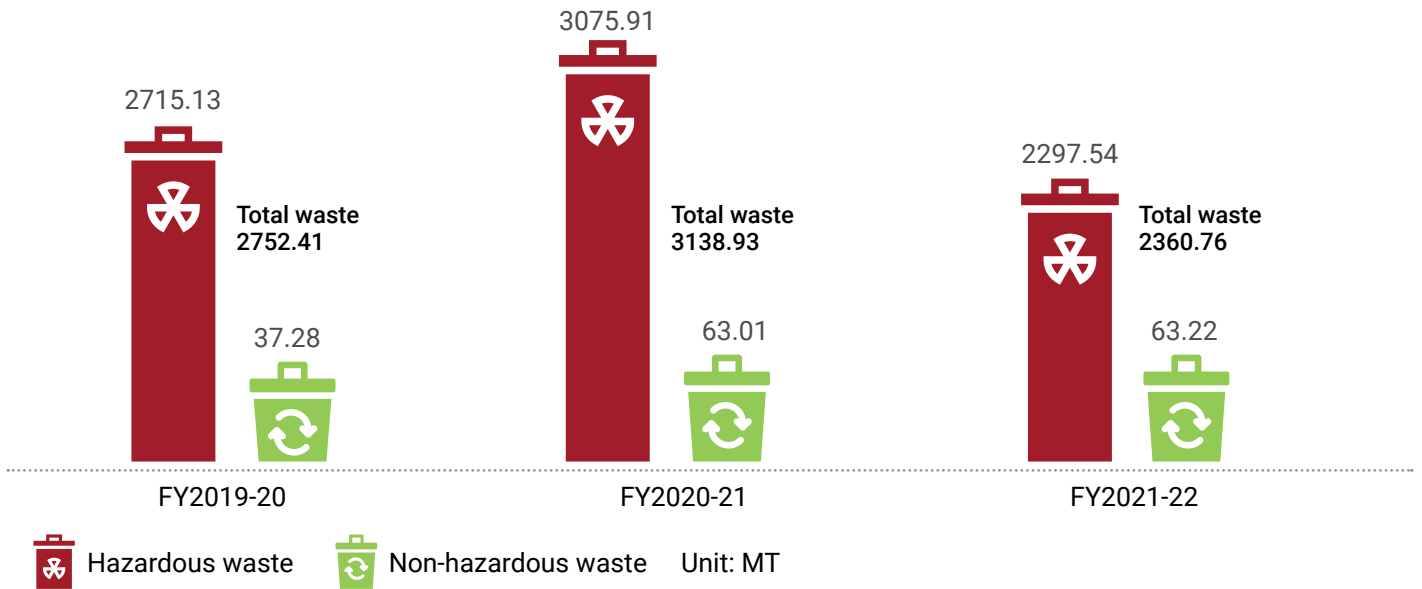
REUSE

RECYCLE

- Solvent waste is recovered as part of resource recovery and sold to authorized end users for reuse
- By-products are recovered as part of resource recovery and sold to authorized end users for reuse
- The hazardous waste generated from the process having high calorific value are used by Cement industry as a Refuse Derived Fuel (RDF)
- Natural resource-Coal conserved during the year and sent for co-processing

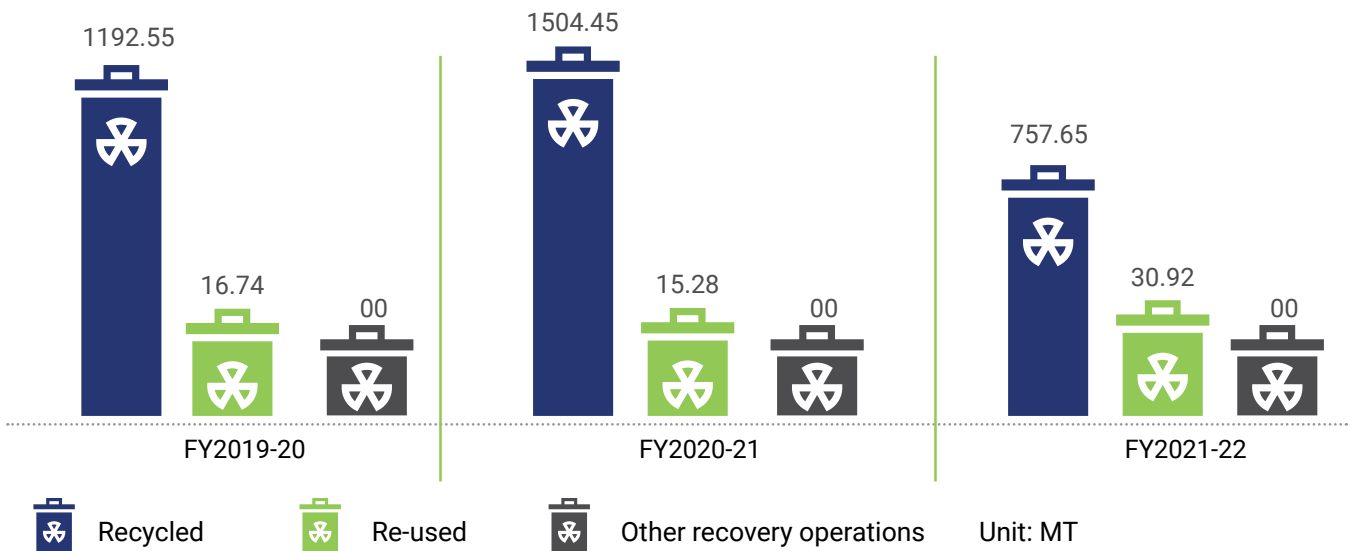
- Participation in waste exchanges
- Installation of closed-loop systems for in-process recycle
- Recycling on-site at other process units or off-site for reuse
- Finding new uses for previously unwanted byproducts
- Segregation of wastes by type to allow for recovery
- Reclamation/processing of waste for resource recovery

Waste generated

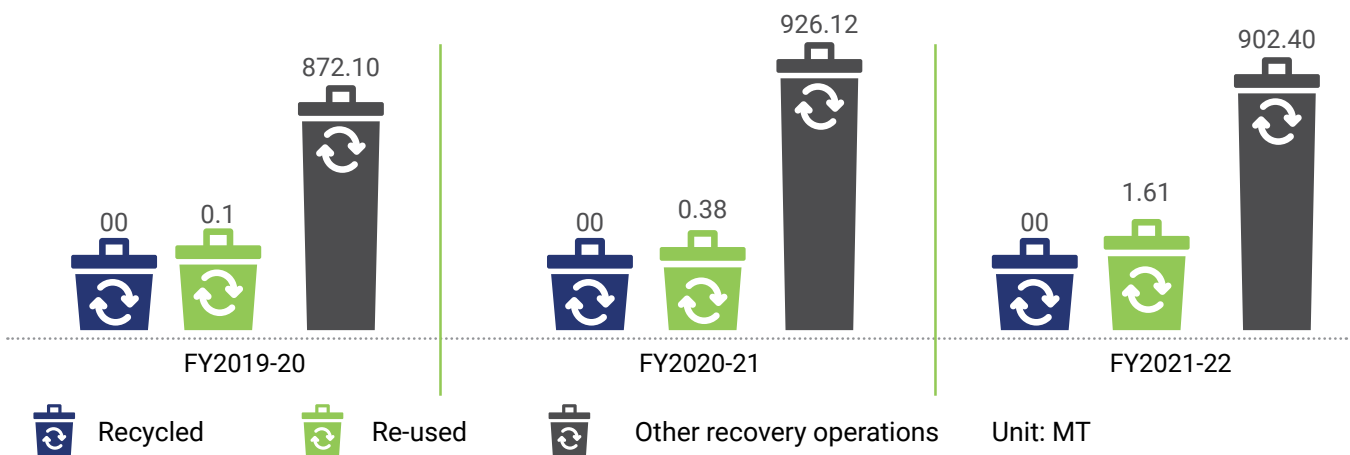


Waste diverted from disposal

Hazardous Waste

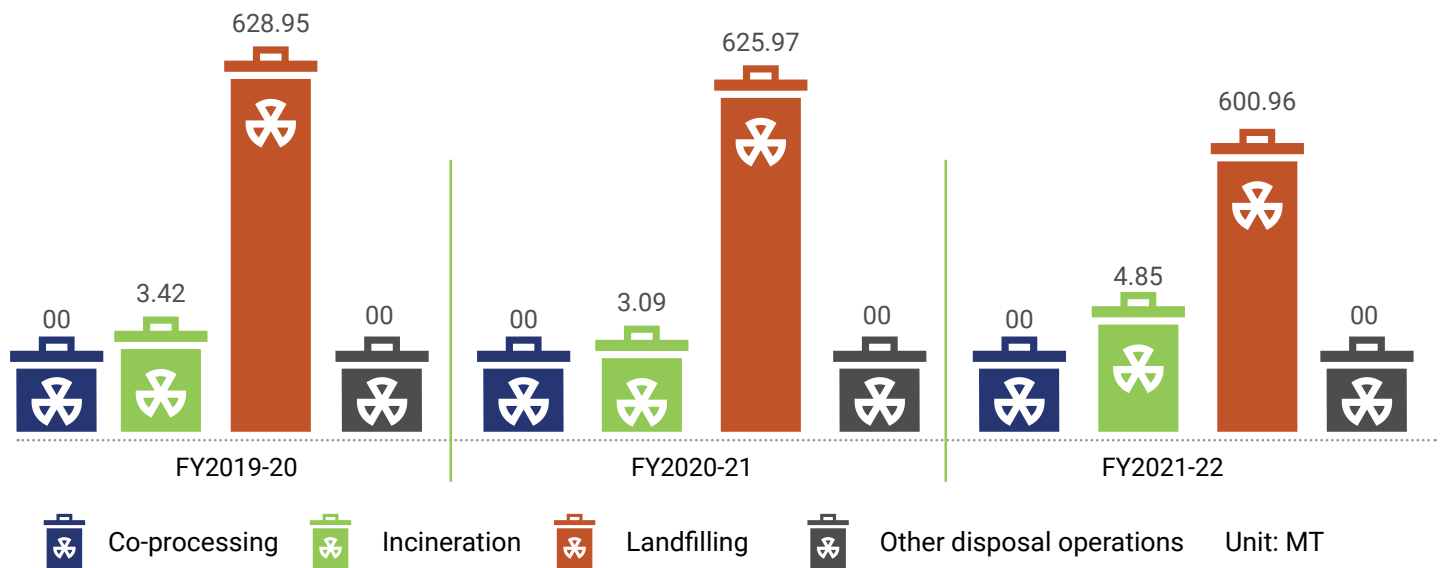


Non-Hazardous Waste

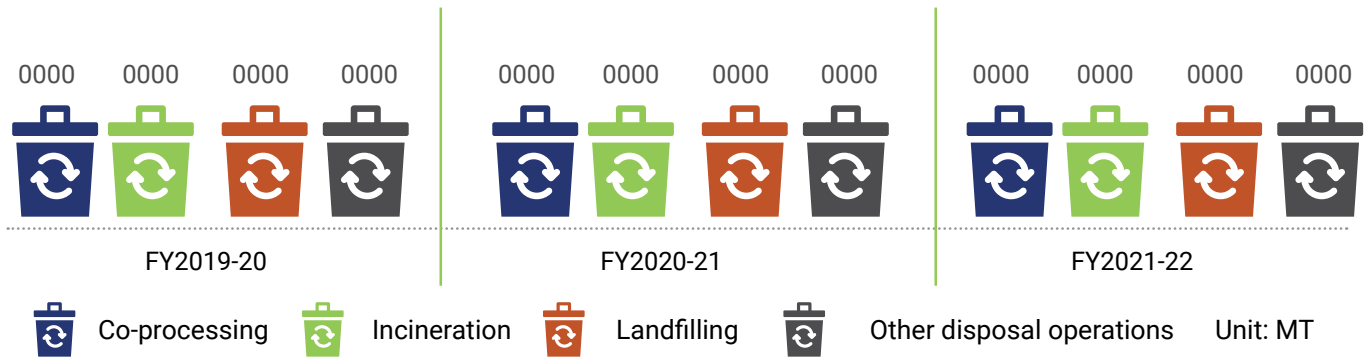


Waste directed to disposal

Hazardous Waste



Non-Hazardous Waste



A person wearing a white lab coat, a white hairnet, and a white face mask is working in a laboratory. They are holding a small vial with a red cap. The background shows laboratory equipment, including a computer monitor and various containers.

DRIVING SOCIAL IMPACT

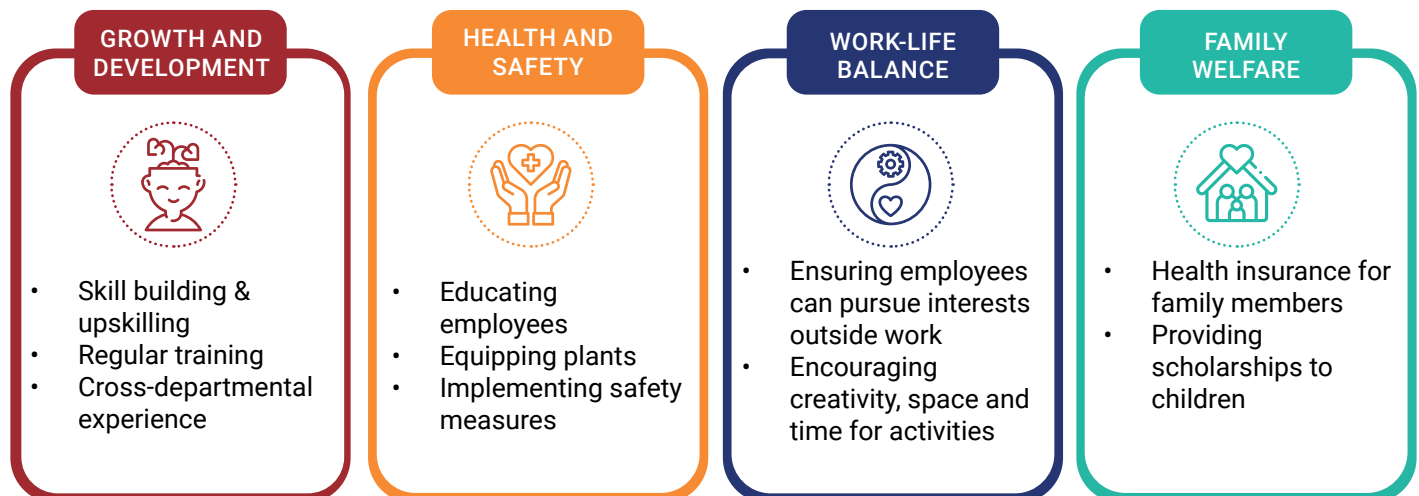
Successful organizations have a social responsibility to make the world a better place and not just take from it.

ABOUT OUR WORKFORCE

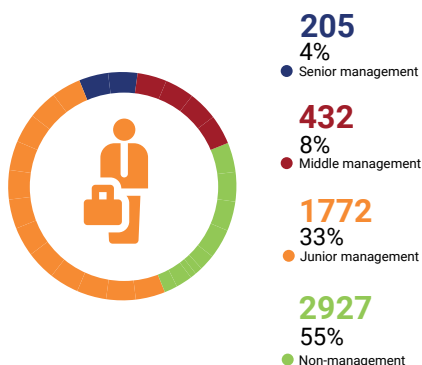
At JB Pharma, we believe that our people remain one of the greatest assets as our remarkable journey is the culmination of our 4000+ people's efforts. Our talented workforce is also at the fulcrum of JB Pharma's dynamism and ability to adapt to changing circumstances. As a result, we recognize that it is both our responsibility, and in our interest to foster a safe, equitable and supportive environment that propels employee growth. The diversity of experiences and perspectives

of all employees strengthen our decision-making framework, enabling us to navigate through complex and evolving business landscape. At our core, we are a people-centric organization for which our employees are our first beneficiaries. Our 'People First' approach governs our approach to developing and managing our employees and rests on four distinct pillars: growth and development, health and safety, work-life balance and family welfare.

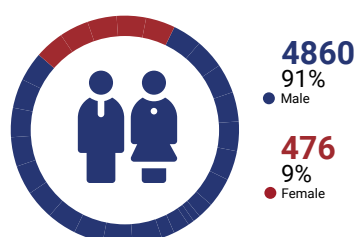
People First Approach



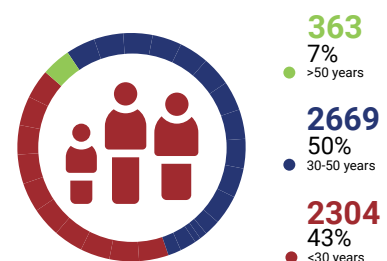
Workforce by management level



Workforce By Gender



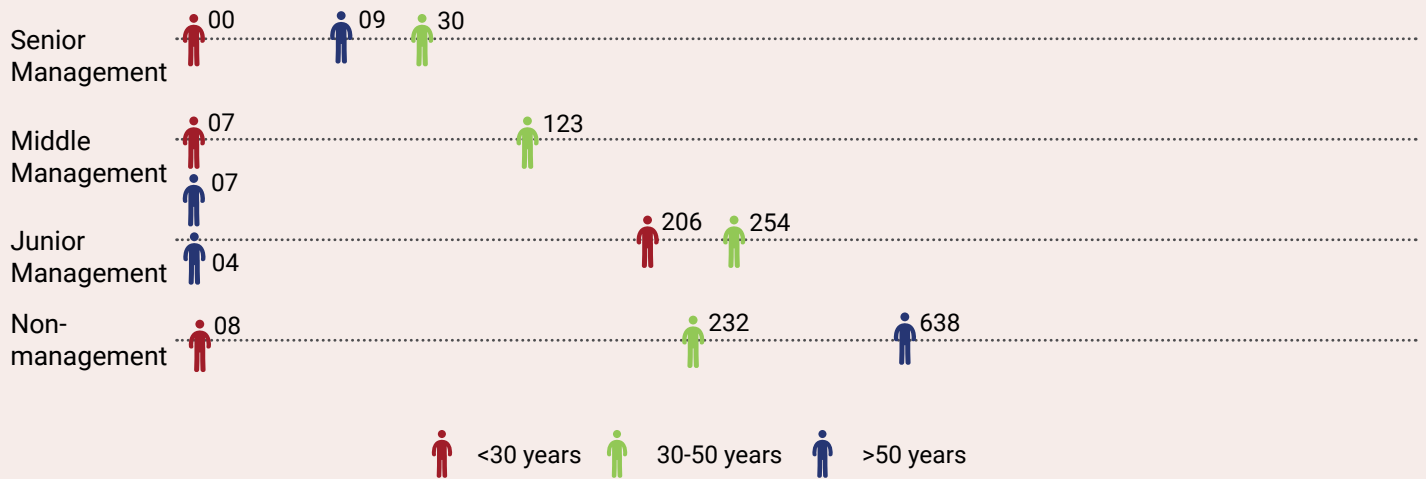
Workforce By Age



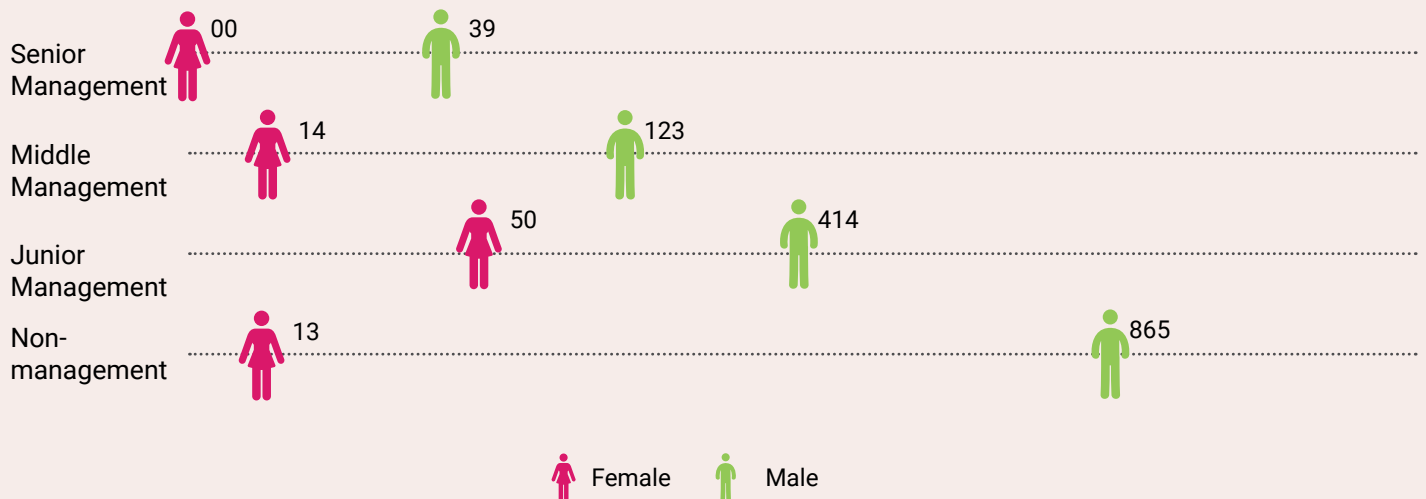
Employee turnover

Employee category	April 2021-March 2022				
	<30 years	30-50 years	>50 years	Male	Female
Senior Management	0	19	19	38	0
Middle Management	8	78	11	87	10
Junior Management	191	311	17	460	59
Non-management	690	212	28	884	46
Total	889	620	75	1469	115

New Joiners (Age)



New Joiners (Gender)



FOSTERING A DIVERSE AND INCLUSIVE ECOSYSTEM

At JB Pharma, we embrace and leverage the inherent strength of a diverse workforce across varying gender, caste, geographic origin, age, disability, socio-economic status, expertise, educational background, among others. Our workforce is at the fulcrum of

accelerating innovation, growth and improved health outcomes. In this regard, we nurture an inclusive culture built on trust and respect through myriad of diversity initiatives to make it a part of our DNA.



DIVERSITY AT THE RECRUITMENT STAGE

We recognize the nature of our business and the corresponding innate gender skewness prevailing in the industry. From the offset of recruitment, we demonstrate our commitment to diversity and inclusion with greater focus on bridging the gender gap. JB Pharma is committed to achieving diversity throughout all employment practices in order to create

an inclusive workplace. While hiring, both internally and externally, we search for a diverse pool of candidates based on individual qualities and strive to seek differences in viewpoints, experience, knowledge and ideas. With major emphasis on providing equal opportunities, all of our job postings and communications are gender neutral. As a result, we have witnessed



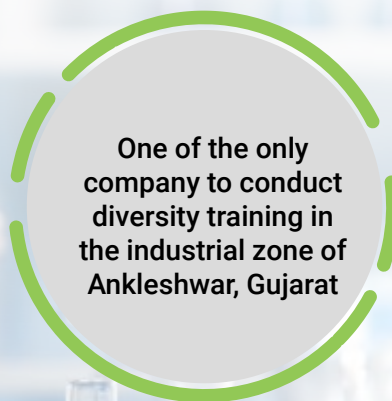
an enhanced women's participation in shop floor areas in a manufacturing plant and MR (Medical Representatives), which are otherwise dominated by their male counterparts. Going forward, we plan to earmark certain positions exclusively for females as JB Pharma strives to constantly improve the gender ratio in the upcoming years.

Additionally, we give importance to attracting local talent by communicating job requirements in the local newspaper across our regional offices. Majority of employees working in our Panoli and Daman plants are hired from local communities.

FOSTERING A DIVERSE AND INCLUSIVE CULTURE

Our policies and initiatives are focused towards building a culture that amalgamates talent from varying backgrounds. We believe that it is imperative to set the right tone at the top and for that reason, our Board Diversity Policy is a testament of our commitment towards an inclusive Board. In guidance with the Policy, JB Pharma aims to have an optimum Board composition in terms of diversity of thought, experience, knowledge, perspective, gender, etc.

We bolster a nurturing work environment where our people feel a sense of belonging, regardless of their age, gender, sexual orientation, disability or caste. To support this, we conduct physical and virtual POSH as well as gender sensitization training across all our plants and offices. This facilitates conversations which bring together employees at all levels to discuss and learn from experiences of inclusion. Our HR team also regularly trains and communicates with our employees at the plant to encourage synergistic working practices in a diverse environment. Additionally, for physically challenged people we have implemented with accessible infrastructure including wheelchair provision, ramps, washrooms and lifts across our operations sites to improve accessibility.





CASE STUDY

ENCOURAGING WOMEN IN THE WORKFORCE

Our plants in Daman and Panoli have cultivated a women-centric culture through conscious efforts to encourage and increase women representation in the workforce. Our 45 years of legacy is built on the foundation of integrity, safety and respect which makes JB Pharma a trusted employer for female workers and their families. We strive to provide an inclusive culture through our people-centric

policies where all employees are treated with dignity. At JB Pharma, our culture emphasizes on results over “seat time” which promote a better work-life balance for female employees. Consequently, we have witnessed strong women representation across critical departments such as Production, Quality Control, Quality Assurance, EHS, among others.

Women representation across the years

Years	India	Russia	South Africa
FY 2021-22	515	66	27
FY 2020-21	431	61	25
FY 2019-20	427	73	36



“During studies I was in dilemma whether I will be able to get a job for the domain I have opted. When I joined JB I was happy to learn that females are also given same creative and challenging assignments without any gender biases “Equal Opportunity”. Its been 3 years now and I am enjoying the safe and holistic working culture at JB. I partnered for the major projects like modification of ETP by implementation of RO – MBR MEE.”

Ms. Priya Patel
Officer – ETP



“Being an operator, I get full work satisfaction and there is no gender discrimination during work at any time, in the primary area along with other operators. I enjoy my work very much and get due respect because of my work.”

Ms. Rani Chaudhary
Machine Operator - Daman

FAIR AND EQUITABLE PAY AND PERFORMANCE REVIEW

As a part of our corporate culture, we treat all our employees in an equitable and fair manner and constantly strive to increase diversity and inclusion since it deepens and broadens our experience and knowledge to better serve our customers. This includes equitable compensation, opportunities for learning, development and advancement as well as benefits. Additionally, we ensure that our performance review is free of any gender bias.

Compensation snapshot

Our gender agnostic approach led to 1:1 ratio of basic remuneration of women to men during FY 2021-22 and FY 2020-21

In FY 2021-22, we witnessed a percentage increase in annual total compensation ratio of 9.54%



CARING FOR OUR WORKFORCE

At JB Pharma, we recognize that the wellbeing of our employees is at the cornerstone of achieving an engaged, productive and innovative workforce. We have well-structured policies, systems and process to foster a conducive working environment defining a range of benefits available to employees. We further promote a health work life balance by providing

- 8 hours working hours (CO and R&D)
- Work from home – twice every month (CO and R&D)
- Birthday Leave
- Additional holiday options available for field employees



WOMEN IN FOCUS

The attraction, retention and development of women are a key priority at JB Pharma. We cultivate a supportive culture for women that promotes equality, health, well-being and trust through our corporate policies and benefits. Our dedicated efforts towards implementing women-centric initiatives ensures their well-being and provides opportunities for growth and development.



WELLNESS WEBINAR

JB Phama has implemented full fledged wellness programs for augmenting well-being of our women employees. During these sessions, special talks by doctors (gynaecologists) are held to create awareness regarding the importance of a healthy lifestyle and hygiene.

MATERNITY LEAVE

To ensure continued success of our women workforce, we provide work flexibility to them during their pregnancy period. We further provide 180 days of maternity leave to 100% of employees. Across our manufacturing plants, we have crèche facility for the betterment of the women workers

Parental Leave (female employees)	FY 2021-22	FY 2020-21
Employees entitled to parental leave	779	564
Employees that took parental leave	33	22
Employees returned to work from parental leave	19	22
Employees returned to work from parental leave (and employed for 12 months after return)	11	13
Return to work rate	58%	100%
50% retention rate for FY 2021-22		





CASE STUDY

SNEH SAMVAD

The art of appreciating and encouraging women employees to excel in their careers and personal life through learning and self-development.

In line with our People First philosophy, this training program is designed and aimed at supporting women to enable their learning, well-being, and safety. In FY 2021-22, we conducted 5 sessions with the participation of 130 women employees across function and locations.

PROGRAM FOCUS AREAS

- Build a strong communication channel
- A consistent two-way communication
- Bring more transparency
- Emphasis on wellness and hygiene
- Building high motivation among all women employees
- Learning and inspiring from each other
- Building a collaborative culture of Respect, Trust and Values.
- To encourage, enable and facilitate the active involvement of women employee in learning



"We wanted to experience a sense of belonging and a break from the routine, inspiring positive change, boosting confidence and self-efficacy skills. The Sneha Samvad session has a positive impact on the women employees.

Ms. Pratiksha Patel
Senior Manager, QC Microbiology

ENSURING HOLISTIC DEVELOPMENT OF OUR PEOPLE

In the recent past, the world has undergone unprecedented changes and surge in advancing technologies. The pharmaceutical sector particularly is witnessing acceleration in digitization, changing customer demands, and rapid growth. Since our people are at the crux of our existence, beyond providing jobs and caring for them through comprehensive benefits schemes, we also invest significantly in training and upgrading our employees to equip them with relevant skills for the future. This enables our employees and us to constantly embrace change and retain the status of an agile organization. Our training

programs also help our people and practices to remain at the bleeding edge of innovation and technology, producing the best possible outcomes for our customers. Providing regular training, particularly to our middle and junior management, also enables us to identify and cultivate emerging talent from within our company and maintain a strong pipeline of future leaders to lead our organization. These initiatives have the twin objective of supporting people to grow professionally and progress their careers as well as improving our organizational efficiency and productivity.



Total employee training hours (FY 2021-22)



Male
2890.64

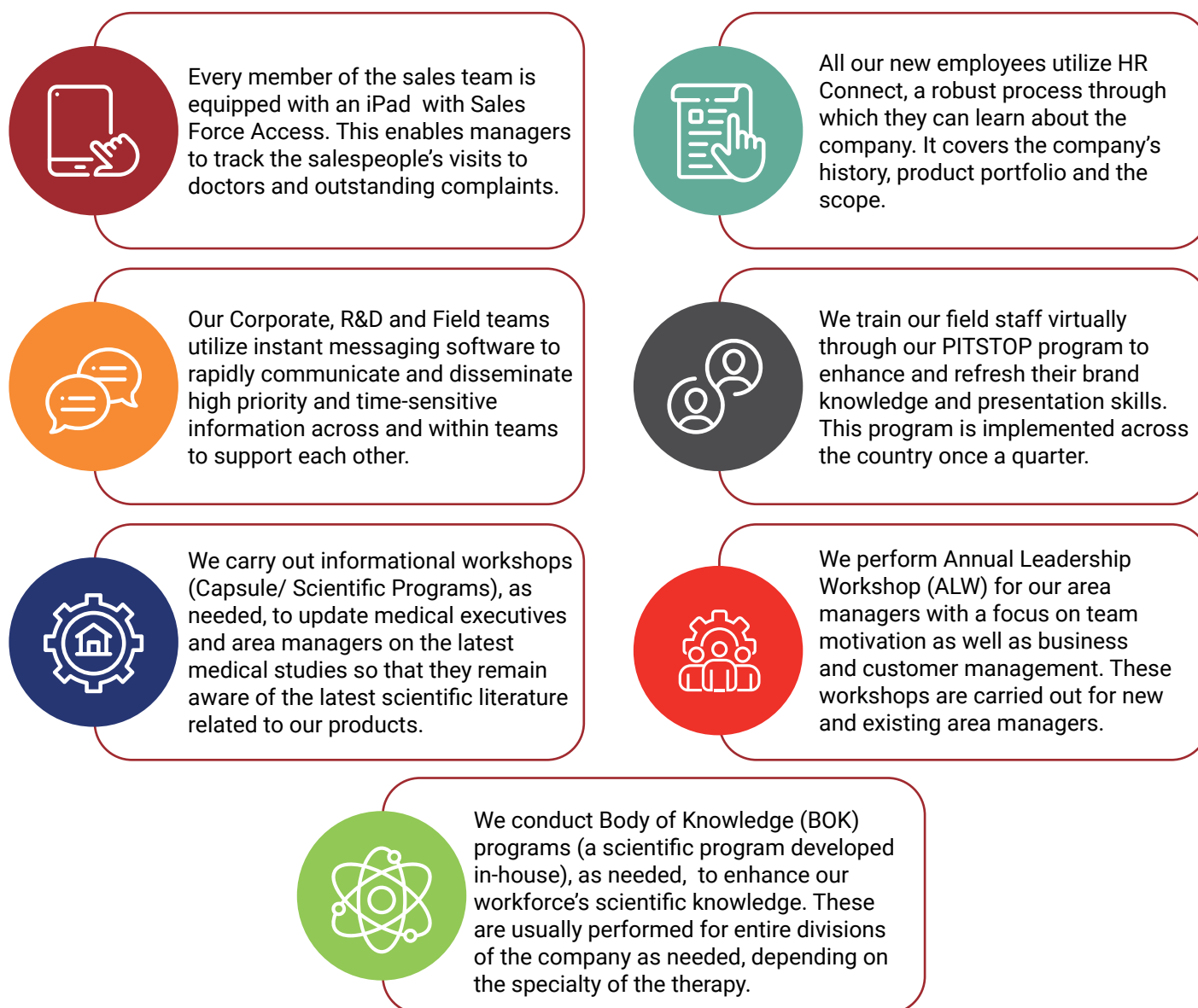


Female
605.55

In addition to our formal training programs, we also provide regular performance and career development reviews across all levels of management. Our performance and appraisal process help create a collegial environment in which our employees can freely exchange feedback and grow both professionally as well as personally while achieving business objectives.

Employee Category	Percentage of Employees receiving performance and career development reviews		
	Male	Female	Total
Senior Management	98.43%	92.86%	98.05%
Middle Management	94.83%	100.00%	95.37%
Junior Management	100.00%	100.00%	100.00%
Non-management	10.72%	24.14%	11.51%

Leveraging digital intervention for enhancing employee training and development



WOMEN TALK



"The environment to explore and be a part of many new projects has helped me grow myself as a professional. Also, the positive culture in the organization has helped me develop similar skills when working with different teams. The positive people first culture at JB Pharma has helped me develop my people skills and skills of working in a team which is very essential in today's fast changing world."

Ms. Shashikala Shetty

General Manager Marketing - YUVA Div, Mumbai



"It's been almost 15 months of my association with the JB family. As they say, one doesn't really need a title to lead, the organization provide with multiple opportunities for all members to lead various projects into success, bringing together teamwork, sharing ideas, compliments and lighter moments. In a career of 8 years, it is here that I have begun to understand the true meaning of an effective leadership, as they say 'Good People', dedicated with heart and soul for 'Good Health'."

Ms. Aafreen Naik

Manager - Medico Marketing



"I am associated with JB for over 12 years now and have enjoyed and appreciated the company's culture and 'People first' approach. I joined as an officer – Regulatory Affairs and today I am heading all regulatory activities of Russia CIS region. During my tenure I have got ample of opportunities to grow in my professional life. It is a great place to work with cordial atmosphere."

Ms. Vidula Potdar

Deputy General Manager - Regulatory Affairs



"JB Pharma has impacted my life both professionally and personally. Its work culture is impeccable. Point of views and creative ideas are always encouraged. Working at JB Pharma has made me more adaptable, passionate, ambitious and most importantly dependable team player."

Ms. Juhi Shah

Assistant Manager, Finance and Accounts



"It is a pleasure to work for JB Pharma which values employees and I feel fortunate to have the opportunity to work with. I have learned so much and have grown professionally. I'm looking forward to new challenges."

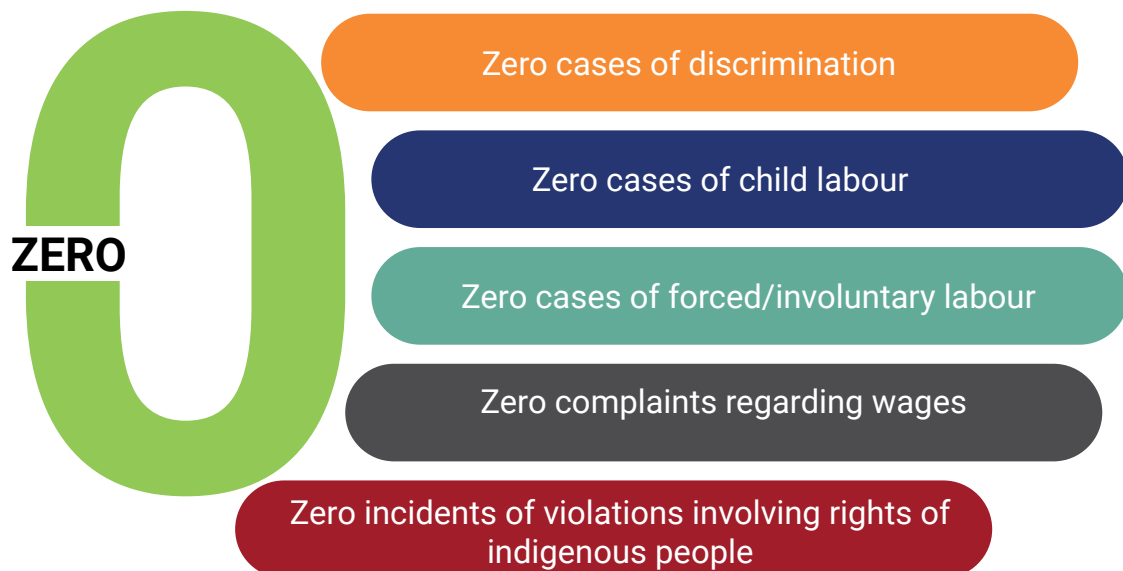
Ms. Purvi Trivedi

Senior Manager- Secretarial

UPHOLDING VALUES OF HUMAN RIGHTS

At JB Pharma, we are built on the foundation of respect and integrity, where we treat all our employees with dignity and promote human rights in issues arising out of our operations. To safeguard the interests of all employees, we ensure alignment to human rights enshrined in India's constitution and other international conventions. Our values of honesty and compliance to regulations are the cornerstone of our responsible business practices as we strictly abide by all applicable labour laws across the country. In an endeavour to further solidify our commitment to protecting human rights at a pan India level, we forbid use of child or forced labour and have zero tolerance towards sexual harassment and discrimination

across the organization. We empower our employees to utilize various channels to voice their concerns. Our whistle-blower mechanism provides a platform for all our employees and other stakeholders to anonymously report on any incidents of violations against human rights. We further have constituted an Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 where employees can seek redressal. Across the plants, we further provide training of Security Personnel on child labour/forced labour and POSH as part of contractual processes with agencies.





5% of our employees and workers are covered by collective bargaining agreements

Our Daman plant has established an Equal Opportunity Policy to cultivate a fair culture which respects Human Rights

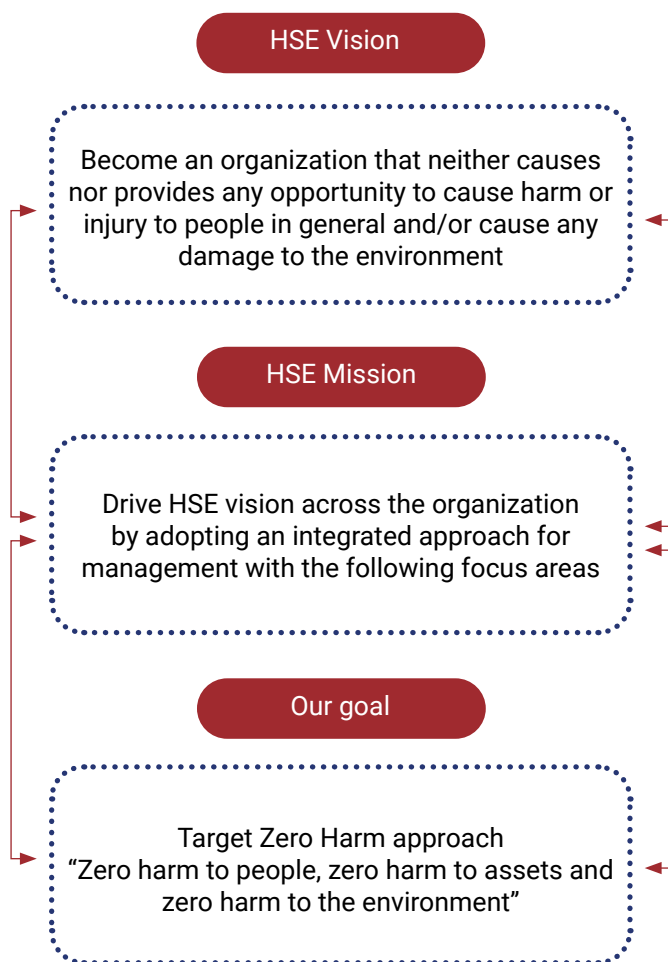
UNLOCKING EXCELLENCE IN HEALTH AND SAFETY

At JB Pharma, protecting the health and safety of our employees, contractual workers, customers and the community is of the utmost importance as they are an integral part of our value creation journey. Each plant is guided by an Environment, Health and Safety (EHS) Policy which propels momentum towards a safe and secure work environment by articulating our EHS standards and practices. With the objective of achieving excellence in EHS, we promote a transparent and positive culture across our business through effective two-way communication between management, employees and contractors as well as on-going contribution towards investment in safety. Underpinned by our safety vision, mission and

target, JB Pharma's EHS culture is anchored on continuously improving Health, Safety and Environment (HSE) practices under the aegis of our health and safety management system. During the reporting year, there were two fatalities and zero cases of work-related injuries or ill health.



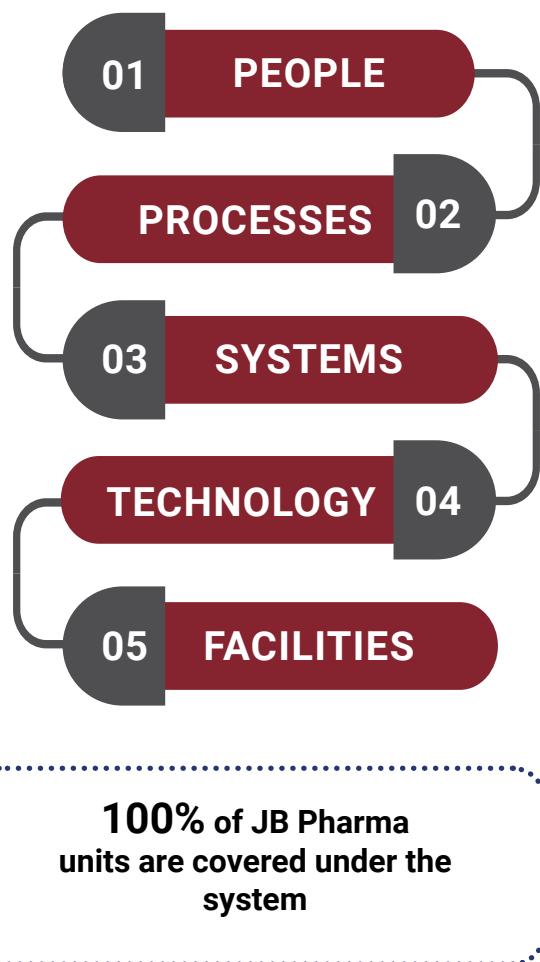
Well maintained hygiene & sanitization



Our Health and Safety Management system ensures adoption of best-in-class health and safety practices in line with global standards through continuous risk identification, assessment and mitigation with active participation of the workforce. In order to control our risks, we focus on safety elements such as hazard identification, defined roles and responsibilities, EHS communication, training, accident/incident investigation and corrective

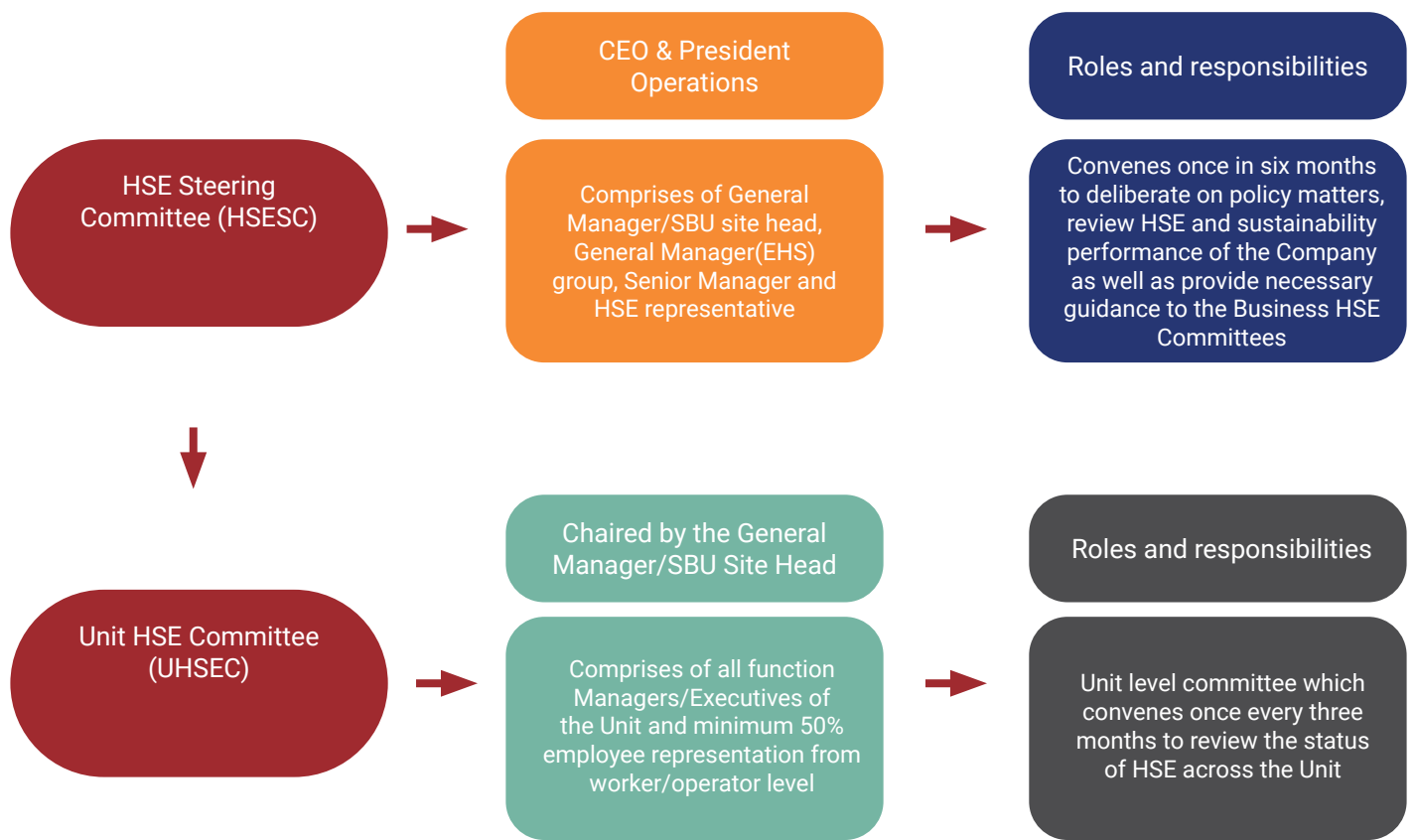
GOVERNANCE OVERSIGHT

Our policies and recognized safety standards coupled with robust governance mechanism are implemented in place to propel movement towards a safer environment and mitigate safety risks. JB Pharma's governance structure



plans, record keeping, performance monitoring and audits. Additionally, we comply with all legal and statutory requirements as prescribed by the local and central government. Our EHS management system is devised in accordance with all applicable legal requirements such as Factories Act, Indian Boilers Act, Explosives Act, Dangerous Machines (Regulation) Act, Drugs and Cosmetics Act, Poison Act, among others.

defines policies and principles of our EHS management system as well as consists of committees at different levels which indulge in deliberation, guidance and grievance redressal of all matters pertaining to health and safety.



HAZARD IDENTIFICATION AND RISK ASSESSMENT

In our quest to uphold highest standard of safety across our facilities, we conduct a job safety analysis in line with work permit system which guides routine and non-routine activities. Work permit systems are responsible for non-routine control process work instruction whereas SOP ensure safe operations. The risk assessment conducted outlines the necessary hierarchy of control such as substitution, engineering and administrative control to catapult safety practices. Our committees further have the onus of maintaining and improving our Health and Safety Management system. Our SOPs facilitate incident reporting, investigation and implementation of adequate corrective measures. The identified recommendations are further shared with all our people as a learning exercise for synergized and continual improvement.

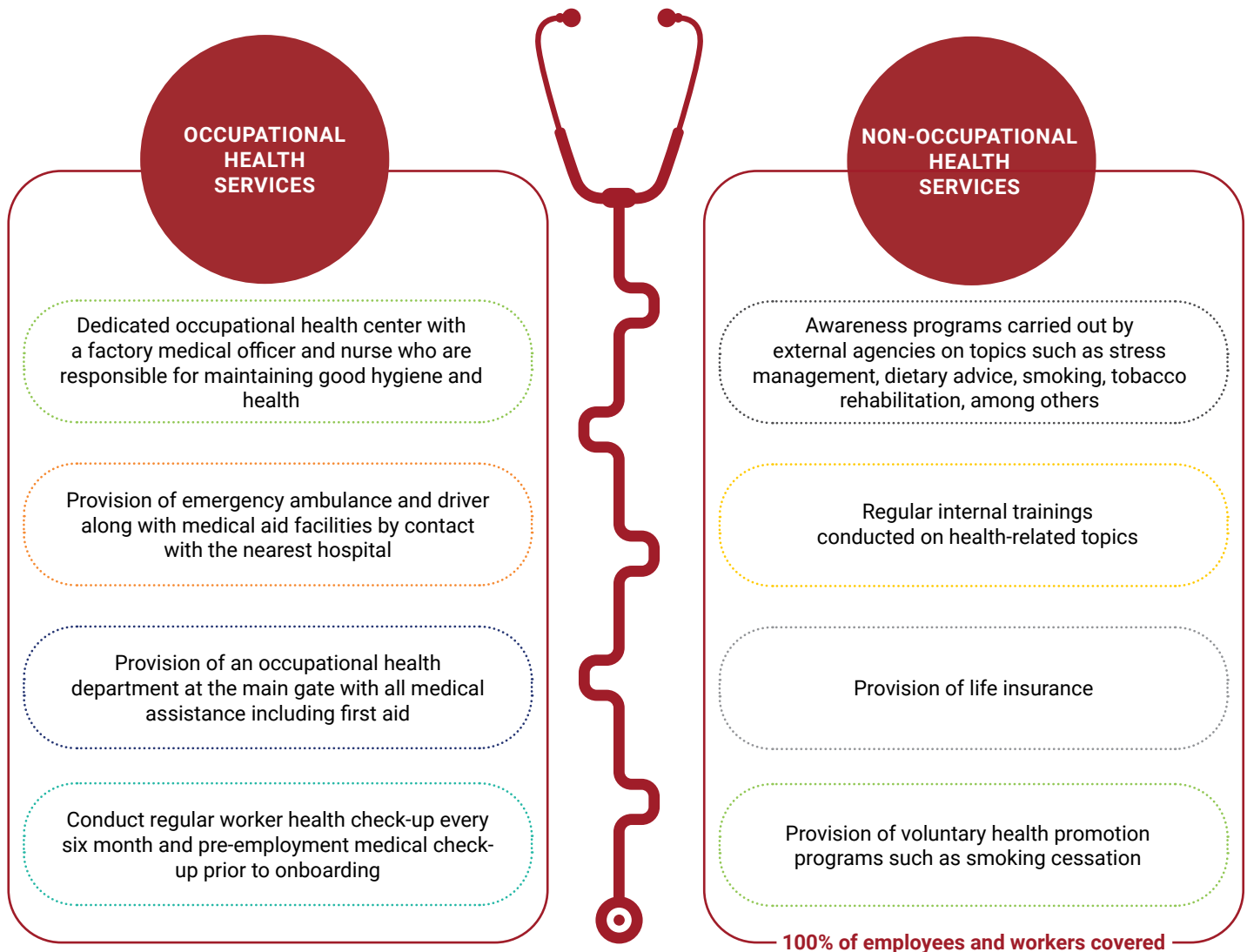
At JB Pharma, we foster an open and transparent culture where we encourage our employees to report on unsafe conditions, acts and near miss incidents and further escalate hazards to safety department and management. We continuously engage in discussions regarding proper safety measures with our safety department and their supervisors. With a safety-oriented mindset, we inculcate the inputs received and strive towards improving our operations to prevent illness/ injuries to our workforce.



EXTENDING OUR SUPPORT

We equip our people with occupational as well as non-occupational health services which promote their health and well-being. Being a

pharmaceutical company, we understand the importance of good health and constantly strive to instill similar values among our people.



At JB Pharma, we take the utmost care to ensure the privacy of our worker's health data. All health records are maintained by the factory medical officer and is stored by the HR department. Only the factory medical officer

has access to the health records who provides treatment recommendation based on the evaluation. Special permission must be granted from the HR head in order to access any of the health records.

BRINGING SAFETY AT THE FOREFRONT

OUR SAFETY TENETS



Employee engagement

01

Conduct safety mock drills and fire drills involving employees. Further promulgate EHS awareness by celebrating National Safety Day, National Fire Safety Day, among others.



Training and information

02

All necessary information and training (induction, regular, and refresher) is imparted to enhance employee capabilities to safeguard themselves from hazardous situations such as electrical safety. Provide access to development programs and safety workshops including first aid, risk assessment, incident investigation, work permit system, policy and legal compliance, etc.



Health surveillance

03

Rigorous review of persons potentially at risk to significant exposure as well as monitoring of proper breathing zones of our people. Additionally, we conduct annual employee health checkups (general health, audiometry, ECG, among others) and special tests for employees working in hazardous areas.



Risk Assessment

04

Conduct annual workplace risk assessment for identifying potential chemical, biological or physical hazards that can prove detrimental to human health and lead to risk of exposure.



Hierarchy of controls

05

Follow stringent practices that foster a safe work environment such as use of Personal Protective Equipment (PPE), organize work to reduce exposure to hazard, remove any potential hazard through risk assessment, substitute known high risk substance with a less hazardous one, among others.

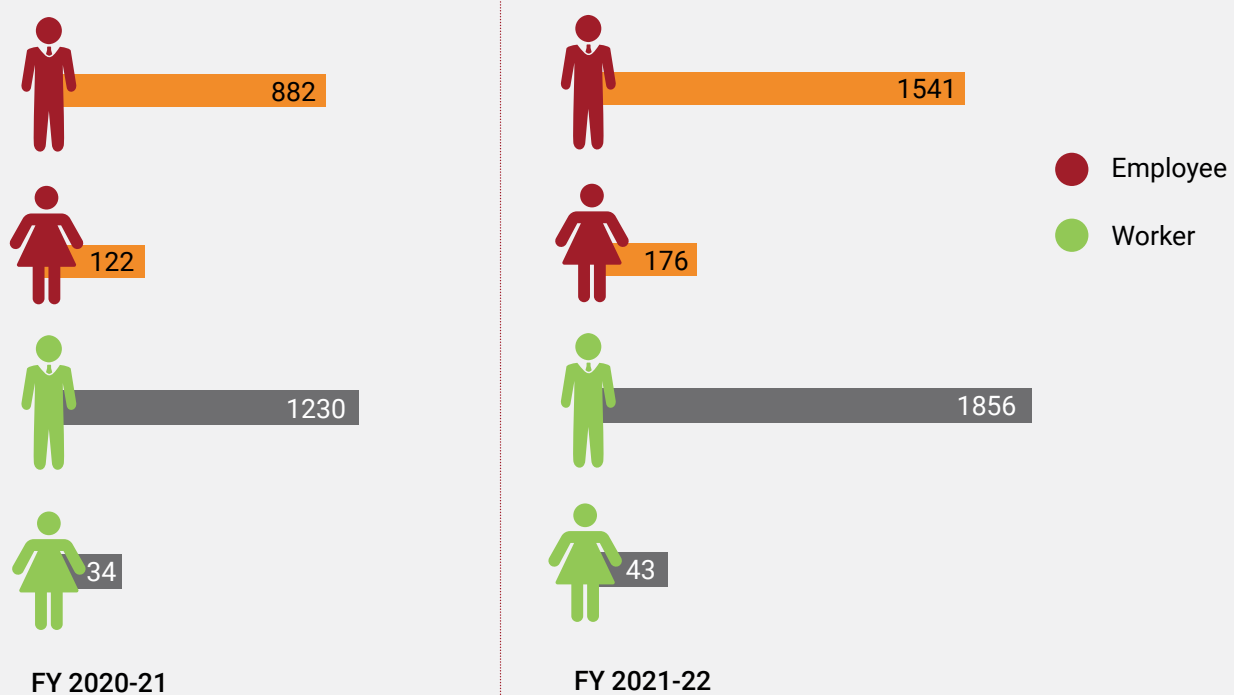


Monitoring of exposure

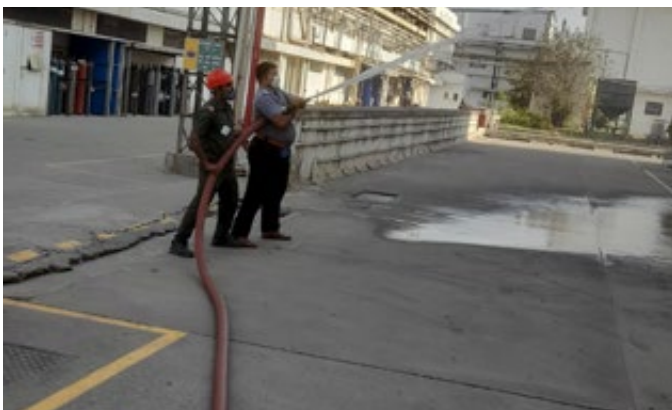
06

Evaluation of effectiveness of control measure and situations where failure of control measures could lead to serious health effect. We also monitor changes in employee exposure and proper measurements to ensure no occupational exposure or other working standard is exceeded.

Upskilling our people on health and safety practices



Action packed safety training at Daman plant



Training on firefighting

OUR HEALTH AND SAFETY PERFORMANCE SNAPSHOT

Our plants and offices were assessed for health and safety practices and working conditions

100%

Zero complaints registered in the FY 2021-22 and FY 2020-21

ENHANCING PATIENT HEALTH AND SAFETY

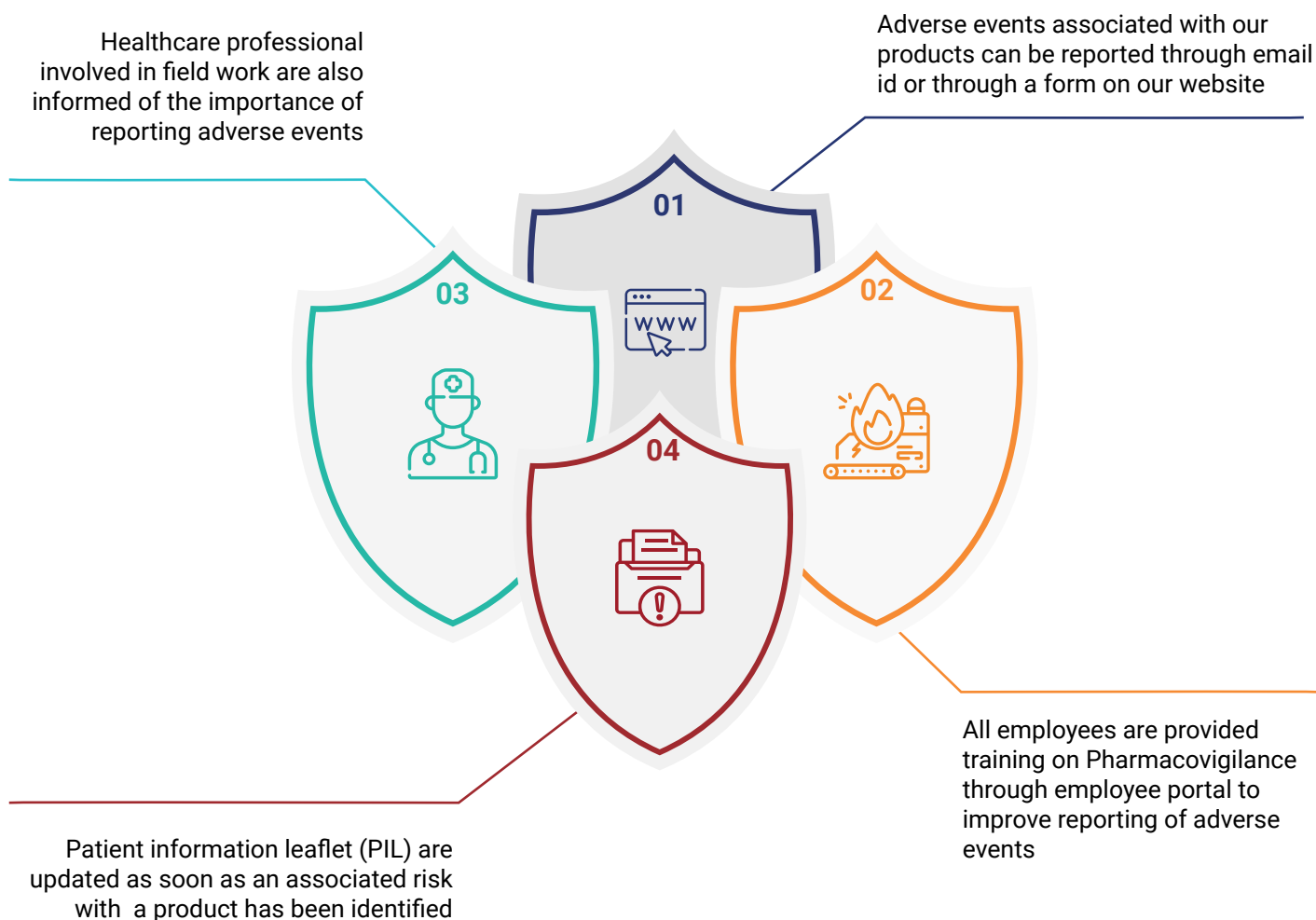
At JB Pharma, our patient's health is our utmost priority. In our 45 years of operations, we have been pioneers of patient health and safety, and we continuously leverage technology to ensure that we maintain this legacy. Our pharmacovigilance team regularly tracks trends in the industry and regulatory compliance to ensure that we remain abreast of any safety-related developments. The team also frequently prepares risk management plans, safety update reports and signal evaluations to make sure that our products maintain a positive risk-benefit profile. The pharmacovigilance team undergoes yearly training to ensure that they are best prepared to identify and report any adverse events that our patients report. Information regarding the safety of our products is regularly updated on our website by the team.

To make our patients feel safe and comfortable while using our products, we have set up a variety of tools for them to contact our pharmacovigilance team in the event of an adverse event, providing them easy access to remedial care. Our PV strategy focuses on building robust structures and processes supported with the right blend of capability, resource and technology to ensure efficient and timely resolution of consumer complaints.

We closely monitor the risk benefit profile of all our products and employ swift corrective actions and communication in our efforts to safeguard patient well-being

In FY 2021-22, we had no instances of Non-compliance linked to regulations concerning the health and safety impacts of our products.

Our Health and Safety Focus



ACCELERATING ACCESS TO HEALTHCARE

The Indian healthcare scenario presents a spectrum of barriers to proper access in terms of financial, organizational, cultural, or social factors. In India, people hailing from diverse backgrounds have varying understanding and priorities around healthcare. Lack of health literacy, financial constraints and physical

reach are key determinants of access to quality healthcare, specifically in the rural parts of the country. As a healthcare company, we recognize our role in addressing the prevailing barriers and ensuring product outreach across the globe. In this regard, we have devised a 3A strategy for improving access to healthcare.



ENHANCING AWARENESS

The advent of digital technologies has opened possibilities to expand JB Pharma's reach and amplify our efforts to enhance education through myriad of initiatives such as camps, engagement activities and landing pages which promulgate good health among patients in several regional languages.

Additionally, we regularly conduct townhalls, meetings and trainings to our channel partners. They further provide valuable qualitative feedback, which ensures mutual growth and strengthening of capabilities through upgradation of our services. Through constant communication in the form of SMS, circulars, and emailers, we apprise them of our new launches and necessary information to ensure patient access to the latest therapies and other products.

Our BP RIGHT KARO is a unique campaign which raises awareness on the appropriate measurement of blood pressure and techniques to reduce mistakes while using the BP machine.

MAKING PRODUCTS MORE AFFORDABLE

As a hallmark of quality, we bring our rich experience of 45 years in the pharmaceutical industry to provide good healthcare. While we maintain highest standards of quality, we strive to make our products more affordable for people across different strata and geographies. To achieve this, we rely on our vendors, suppliers and other sources for good quality and competitive pricing. Additionally,

we strategically plan our raw material sourcing to avoid high pricing. The benefits accrued from efficacious plans and processes are relied to our patients for ensuring affordable and equitable access to healthcare. Our key products, Rantac, Metrogyl, Cilacar, and Nocardia, are testimony to our contribution to India's healthcare ecosystem for decades.



EXPANDING OUR PRODUCT AVAILABILITY

At JB Pharma, we have embarked on the journey of expanding our organic portfolio to facilitate access to products which solve variety of health issues. In this regard, we have

crafted short-medium- and long-term action areas to align ourselves with unmet demands of the target market and our four-assessment parameters.



Short term

Focus on acquisitions of ready dossiers including our recent Arzmada and Sanzyme brands in India and several other approved dossiers in South Africa.

Short-mid term

Globally, JB Pharma is ranked the top 5th position for our capabilities to produce Lozenges. We are the chosen contract manufacturer for world leading organizations. In this regard, we are in the process of expanding this dosage form with 5-6 newer prototypes to be launched in domestic and international market.

Mid-long term

Advancing development of own R&D centre at Thane, wherein we are currently working on more than 12 projects across markets and segments including CNS, Antihypertensive, Antidiabetic, and Ophthalmology. We aim to file majority of them in FY 2023-24.

Simultaneously, we continue to evaluate greater number of novel projects and partnerships across geographies to build a robust futuristic pipeline of new products.



Rantac and
Metrogyl are
available in
every Pin Code
of the country

Collectively,
Rantac and
Metrogyl are
used by approx
10 million
Indians every
month



Rantac

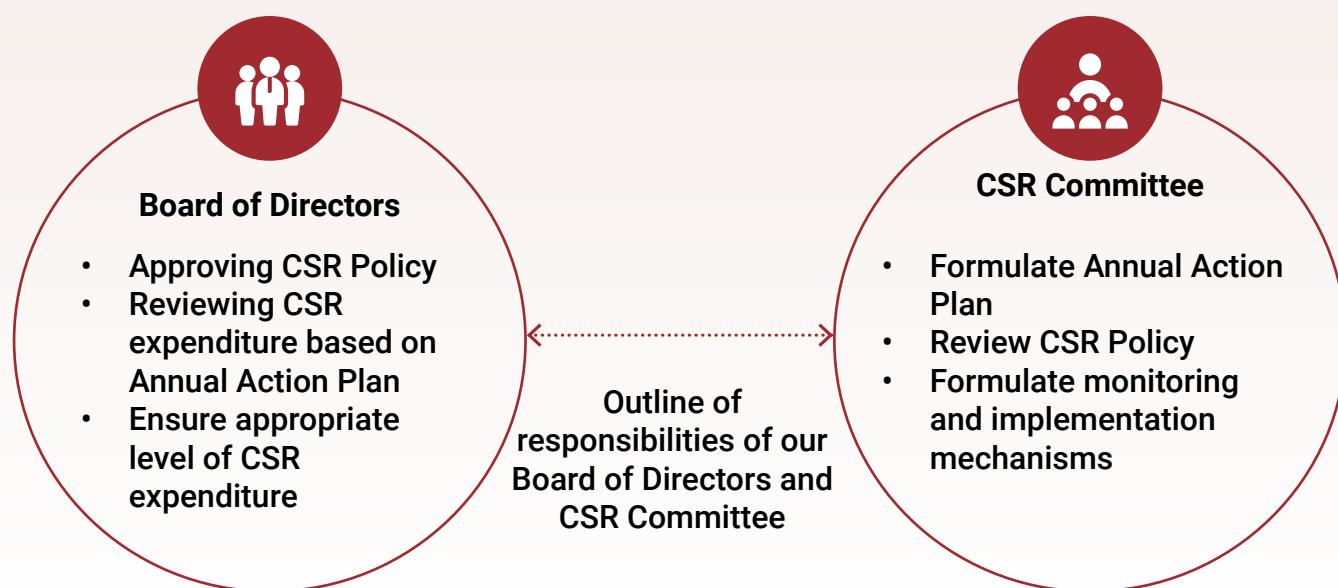


Metrogyl

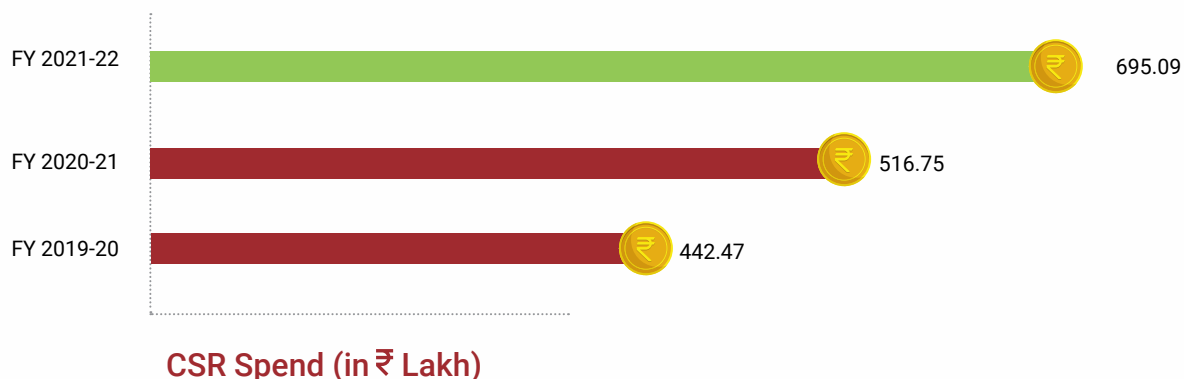


BUILDING RESILIENCE IN OUR COMMUNITIES

In line with our credo of “Good People for Good Health,” we continue to design and implement our Corporate Social Responsibility (CSR) initiatives. At their core, all our CSR initiatives are purpose driven and aim to create a positive impact in the lives of every individual. Our CSR policy outlines the organization’s deep commitment to operate in a socially, environmentally and ethically responsible manner, contributing to social welfare and assisting people whenever possible. In doing so, we endeavor to meaningfully improve each of the lives we impact. Our positive strides are aimed towards uplifting the communities whom we directly engage with during our operations. Our CSR activities are monitored by our Board-level CSR Committee and are carried out in accordance with our Policy.



We are pleased to report that substantial growth in our business activities has enabled us to consistently expand our investment in CSR activities over the years.



OVERVIEW OF OUR CSR ACTIVITIES

HEALTHCARE

Preventive and Promotion of Healthcare

Providing life-changing healthcare to communities who cannot afford treatment

- Treating children with clubfoot
- Treating local residents suffering from TB, Leprosy, HIV, and AIDS
- Treating children with Growth Hormone Deficiency (GHD)

Partners



Linkage to SDG



EDUCATION

- Promoting Education
- Eradicating Malnutrition

Giving underprivileged children an equal opportunity to succeed

- Mobile Science Labs for schools in rural areas
- Schooling and providing nutrition for children in tribal regions

Partners



Linkage to SDG



NGOs



Hospitals



Communities



Schools



Government agencies

MEDICAL INFRASTRUCTURE

Preventive and Promotion of Healthcare

Improving medical infrastructure to increase access to healthcare services

- Giving free meals to families of patients
- Upgrading hospital facilities
- Sponsoring machines for Liver Foundation
- Building a new wing at a hospital for the poor
- Creating New Radiotherapy facility

Partners



Linkage to SDG



COVID 19

- Preventive and Promotion of Healthcare
- Disaster Management

Responding to an unprecedented public health crisis in an agile manner

- Distributing oxygen concentrators and cylinders to hospitals
- Providing advanced and pediatric ventilators to a hospital
- Organizing a vaccination drive

Partners



Linkage to SDG



NGOs



Hospitals



Communities



Schools



Government agencies

HEALTHCARE INITIATIVES

We are fortunate enough to regularly observe the transformative effects of our medicines on the lives of our patients. However, we recognize the fact that people are frequently unable to afford treatments for serious conditions they suffer from. Therefore, we decided to act and sponsor the treatment of several people suffering from debilitating illnesses, but could not afford the treatment to cure themselves.

CASE STUDY

MIRACLE FEET

Clubfoot is a physical birth defect which causes one or both feet to be turned inwards at birth which causes severe pain and can lead to physical disability. Its treatment is expensive, long term and most families cannot afford its treatment.

To support those suffering from this condition, JB Pharma partnered with Miraclefeet, an international non-profit which provides free treatment to those suffering from clubfoot. In 2021-22, we sponsored their activities in the state of Gujarat, for which we received positive feedback.

Building on these activities, we decided to establish a long-term partnership with Miraclefeet, through which we sponsored the development of local production facilities for corrective bars and molds.

- **Supporting MiracleFeet's activities in 9 states.**
- **Treatment will be sponsored for 3-4 years.**

EDUCATION INITIATIVES

At JB Pharma, we are determined to create a tangible positive impact on all the lives we touch, especially through our CSR initiatives. We believe that the circumstances of one's birth should not determine their outcomes and aim to create a level playing field to support the success of those born into difficult and less privileged circumstances. To this end, we have several initiatives aimed at improving child education and welfare.

CASE STUDY

Cutting-edge scientific research and technology are at the heart of JB Pharma's operations. However, we observed that hands-on scientific education is lacking in certain rural regions which lack the necessary infrastructure to support laboratories in secondary schools.

To promote interest in science in these regions, we partnered with Agastya International Foundation, an organization which operates Mobile Science Labs (MSLs) and creates lesson plans for secondary education students. The MSLs are truck-based science laboratories which travel across rural areas, conducting hands-on science experiments for modules spanning Physics, Chemistry and Biology with students at various schools. We sponsored two such MSLs, impacting over 4,000 students in the Bharuch district of Gujarat. The success of this project also prompted us to extend our partnership with Agastya through 2023.

- **4000+ Student participants**
- **2 Mobile Science Labs sponsored**
- **40 public schools benefitted**

MEDICAL INFRASTRUCTURE INITIATIVES

As a company engaged in manufacturing pharmaceutical products, we are acutely aware of the serious challenges that many Indians face in accessing quality medical facilities. Access to healthcare varies substantially across socio-economic and geographic parameters. In order to bridge the inequality gap, we have undertaken myriad of initiatives to improve the medical infrastructure at hospitals. We believe that these initiatives will improve access to medical facilities for people from underprivileged backgrounds

CASE STUDY

SHREEMATI JAYABEN MODY HOSPITAL, ANKLESHWAR.

Long term partnership with the hospital to renovate, upgrade and expand their facilities. Projects include:

- Establishing a new radiation center
- Providing new equipment for the emergency response and ICU wards
- Funding the renovation of existing facilities with new fittings, furniture and equipment

CASE STUDY

HKM CHARITABLE FOUNDATION, MUMBAI.

Provided free meals through the Hare Krishna Movement to family members of poor patients to reduce economic burden on families.

- Provided 41,600+ meals to families
- Reduced economic stress for thousands of families



TESTIMONIALS OF SWASTHYA AHARA



"At least there is one time during the day when I can relax and have a homely meal without having to think how much it would cost."

Saraswati Brijesh Vishwakarma
Beneficiary from B.Y.L. Nair Hospital



"When I heard about Akshaya Chaitanya's free lunch service, I brought my kid to the hospital, so that at least I could feed him a stomach full of good lunch."

Santosh Choudhary
Beneficiary from Cama & Albless Hospital



COVID-19 RESPONSE

The COVID-19 pandemic created a severe public health crisis across several parts of the country. During this period, healthcare systems were overwhelmed, and large parts of society did not have access to healthcare. Rural and

economically weaker parts of the country were worst affected by this crisis. In response, JB Pharma launched multiple initiatives to help those in need.

CASE STUDY

VACCINATION DRIVE

- Sponsored and organized a vaccination drive in partnership with Apollo Hospital for slum dwellers in Mumbai
- 4,500+ vaccines delivered

CASE STUDY

OXYGEN CYLINDERS AND CONCENTRATORS

- Partnered with United Way of Bengaluru during the second wave of COVID to provide oxygen cylinders and concentrators to hospitals across four states

CASE STUDY

UNIVERSAL AND PAEDIATRIC VENTILATORS

- Donated adult, paediatric and universal ventilators to Shri Vinobha Bhave Government Hospital in Silvassa
- The ventilators benefitted COVID patients during the pandemic and will continue to be used for regular patients



GRI INDEX

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
GRI 102: General Disclosures 2016			
Organisational Profile			
GRI 102: General Disclosures 2016	GRI 102-1: Name of the Organisation	5	
	GRI 102-2: Activities, brands, products and services	10-13, 15	
	GRI 102-3: Location of Headquarters	5	
	GRI 102-4: Location of Operations	16-17	
	GRI 102-5: Ownership and legal form	28	JB Chemicals and Pharmaceuticals Limited is a publicly listed company
	GRI 102-6: Markets served	14	
	GRI 102-7: Scale of the Organisation	16-17, 21, 73	
	GRI 102-8: Information on employees and other workers	73	
	GRI 102-9: Supply Chain	54	
	GRI 102-10: Significant changes to the organisation and its supply chain		There have been no significant changes in the organizational structure or supply chain.
	GRI 102-11: Precautionary Principle or Approach	33	Annual Report FY 2021-22
	GRI 102-12: External initiatives	5	
	GRI 102-13: Membership of associations	28	
Strategy			
GRI 102: General Disclosures 2016	GRI 102-14: Statement from senior decision maker	6-8	
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GRI 102: General Disclosures 2016	GRI 102-16: Values, principles, standards and norms of behaviour	14	
	GRI 102-17: Mechanisms for advice and concerns about ethics	29-30	
Governance			
GRI 102: General Disclosures 2016	GRI 102-18: Governance structure	26-27	
	GRI 102-39 Percentage increase in annual total compensation ratio	78	
Stakeholder engagement			
GRI 102: General Disclosures 2016	GRI 102-40: List of stakeholder groups	40	
	GRI 102-41: Collective bargaining agreement	86	
	GRI 102-42: Identifying and selecting stakeholders	39	
	GRI 102-43: Approach to stakeholder assessment	39	
	GRI 102-44: Key topics and concerns raised	40	

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
Reporting practices			
GRI 102: General Disclosures 2016	GRI 102-45: Entities included in consolidation of financial statements	5	Details of entities included in consolidation of financial statements can be found in our FY2021-22 Annual Report.
	GRI 102-46: Defining report content and topic boundaries	5, 41-43	
	GRI 102-47: List of material topics	41-43	
	GRI 102-48: Restatements of information		Not applicable as this is our first year of our Sustainability report.
GRI 102: General Disclosures 2016	GRI 102-49: Changes in reporting		Not applicable as this is our first year of our Sustainability report.
	GRI 102-50: Reporting period	5	
	GRI 102-51: Date of most recent report		Not applicable as this is our first year of our Sustainability report.
	GRI 102-52: Reporting cycle	5	
	GRI 102-53: Contact point for questions regarding the report	5	
	GRI 102-54: Claims of reporting in accordance with GRI standards	5	
	GRI 102-55: GRI content Index	104-109	
	GRI 102-56: External assurance		Not Applicable
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GRI 205: Anti-corruption 2016	GRI 205-1: Operations assessed for risks related to corruption	29	
	GRI 205-3: Confirmed incidents of corruption and actions taken	29	
GRI 206: Anti-Competitive Behavior 2016	GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	29	
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	GRI 103-3: Evaluation of the management approach	30	
GRI 307: Environmental Compliance 2016	GRI 307-1 Non-compliance with environmental laws and regulations	30	

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
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	GRI 103-3: Evaluation of the management approach	45-47	
GRI 417: Marketing and Labelling 2016	GRI 417-2: Incidents of non-compliance concerning product and service information and labeling	45	
	GRI 417-3: Incidents of non-compliance concerning marketing communications	45	
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	403-3: Occupational health services	89	
	403-4: Worker participation, consultation, and communication on occupational health and safety	88	
	403-5: Worker training on occupational health and safety	91	
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	403-10: Work-related ill health	86	

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	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	83	
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	GRI 103-3: Evaluation of the management approach	97	
GRI 413: Local Communities 2016	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	100-103	
	GRI 413-2: Operations with significant actual and potential negative impacts on local communities	-	There has been no negative impact on the local communities in which we operate.

GRI Standard	Disclosure	Page No.	Comments/ Reason for omission
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GRI 103: Management Approach 2016	GRI 103-1: Explanation of the material topic and its boundary	92	
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J. B. CHEMICALS & PHARMACEUTICALS LIMITED

Corporate Office

Cnergy IT Park, Unit A2, 3rd Floor & Unit A, 8th Floor,
Appa Saheb Marathe Marg, Prabhadevi, Mumbai - 400 025
Tel: 91-22-2439 5200 / 2439 5500 | Email: info@jbpharma.com | www.jbpharma.com