

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1.	Corporate Identity Number (CIN) of the company	L24390MH1976PLC019380
2.	Name of the Listed Entity	J .B. Chemicals & Pharmaceuticals Ltd.
3.	Year of incorporation	1976
4.	Registered office address	Neelam Centre, 'B' Wing, 4th Floor, Hind Cycle Road, Worli, Mumbai - 400 030.
5.	Corporate address	Energy IT Park, Unit A2, 3rd floor, Appa Saheb Marathe Marg, Prabhadevi, Mumbai 400 025.
6.	E-mail	investorelations@jbpharma.com , secretarial@jbpharma.com
7.	Telephone	022 2439 5200/5500
8.	Website	www.jbpharma.com
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	As of March 31, 2023 was ₹ 15,47,55,168 divided into 7,73,77,584 shares of face value ₹ 2 each.
12.	Name and Contact Details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sandeep Phadnis (022) 2439 5200 / 5500 secretarial@jbpharma.com
13.	Reporting boundary	Standalone basis

PRODUCTS/ SERVICES

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

Sr. no.	Description of the main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Chemical & Chemical Products, pharmaceuticals, medicinal chemical & botanical products	79.90%
2.	Trade	Whole Sale trading	19.50%

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

Sr. no.	Product/Service	NIC Code	% of total turnover contributed
1.	Oral Solids(tabs + capsules)	2100	58%
2.	Injectables	2100	13%
3.	Lozenges	2100	9%
4.	Liquids	2100	10%
5.	API	2100	3%

OPERATIONS

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	8	1 corporate office, 1 registered office, 6 area offices, 27 C&F locations, 4 warehouses, 1 R&D Centre	48
International	0	2 (Russia and South Africa)	2

17. Markets served by the entity

With a strong presence in over 40 regulated and semi-regulated markets, including Asia, South-East Asia, Gulf & Middle East, USA, EU, Canada, Australia, New Zealand, Latin and Central America, Africa, South Africa, and Russia-CIS, we are committed to providing safe and high-quality pharma products to meet the healthcare needs of people around the world. Our expansive market coverage reflects our dedication to serving diverse populations and contributing to the well-being of individuals in various regions.

a. Number of locations:

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	40+

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

Our international business contributes to 48% of our total consolidated revenue. JB Pharma exports to over 40 countries. At JB Pharma, we are proud to contribute to the global healthcare ecosystem by exporting our products from India to overseas countries. We recognize the importance of sustainable production and its positive impact on local communities. We are committed to enhancing and empowering the communities in which we operate by creating employment opportunities, supporting local businesses, and implementing sustainable practices. Our responsible operations aim to foster economic growth, social development, and environmental stewardship, ensuring a holistic approach to our business that benefits our stakeholders and the communities we serve.

c. A brief on types of customers

JB Pharma is one of the fastest-growing pharmaceutical companies in India and a leading player in the hypertension and heart failure segment. In India alone, JB pharma caters to the needs of over 150 million patients annually. Besides its strong India presence, which accounts for majority of its revenue, its other two home markets are Russia and South Africa. In India, the company has six brands among the top 300 IPM brands in the country. The company exports its finished formulations to over 40 countries including the USA. Besides supplying branded generic formulations to several countries, it is also a leader in the manufacturing of medicated lozenges. The company ranks among the top 5 manufacturers globally in medicated and herbal lozenges. It has eight state-of-the-art manufacturing facilities in India including a dedicated manufacturing facility for lozenges. The manufacturing facilities are certified by leading regulators across the world.

EMPLOYEES

18. Details as at the March 31, 2023:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male	Female		
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employee						
1	Permanent (D)	4710	4276	90.8 %	434	9.2 %
2	Other than Permanent (E)	49	48	98.0 %	1	2 %
3	Total employees (D + E)	4759	4324	90.9 %	435	9.1 %

		Workers				
4	Permanent (F)	385	291	75.6 %	94	24.4 %
5	Other than Permanent (G)	2066	1559	75.5 %	507	24.4 %
6	Total Workers (F + G)	2451	1850	75.5 %	601	24.5 %

1. Permanent Employees (D) : This is the total number of employees excluding permanent workers

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
		Differently Abled Employees				
1	Permanent (D)	4	3	75%	1	25%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	4	3	75%	1	25%
		Workers				
4	Permanent (F)	8	8	100%	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F + G)	8	8	100%	0	0

19. Participation/Inclusion/Representation of women:

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel (KMP)	3	0	0

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years) (JD)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.9 %	1.8 %	28.7 %	30.5%	1.7 %	32.2%	18.8 %	1.4 %	20.2 %
Permanent Workers	2.6%	0.3%	2.9 %	1.3%	0.8%	2%	2.6%	0.5%	3.1 %

HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tau Investment Holdings Pte. Limited	Holding Company	53.94	No
2	000 Unique Pharmaceutical Laboratories	Subsidiary	100	No
3	Unique Pharmaceutical Laboratories, FZE	Subsidiary	100	No
4	Biotech Laboratories (Pty.) Ltd	Subsidiary	100	No

CSR DETAILS

22 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Standalone Company Turnover (in ₹): 2884.16 Crs in FY 22-23

(iii) Standalone Company Net worth (in ₹): 2442.48 Crs in FY 22-23

TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY (2022-23)			FY (2021-22)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Shareholders	Yes	5	0	-	4	0	-
Investors (Other than shareholder)	Yes	0	0	-	0	0	-
Employee & Workers	Yes	0	0	-	0	0	-
Customers	Yes	2	0	-	0	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Others (Please specify)	-	-	-	-	-	-	-

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

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

The main goal in determining the materiality is to understand the relevant issues that will impact JB Pharma's stakeholders and operations

over short, medium and long term. This understanding, in turn, makes ESG strategy and action plan more in tune with stakeholder priorities and more robust in creating impact and navigating risk.

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water management	Risk	Scarcity or contamination of water sources can disrupt operations and lead to regulatory non-compliance, impacting production and increasing costs.	Implementing efficient water usage practices such as ZLD, investing in water recycling and treatment systems, installed ETP plant capacity	Negative
2.	Waste management	Risk	Improper waste disposal practices can result in environmental pollution, legal penalties, and reputational damage, while effective waste management can reduce costs and enhance sustainability.	Adoption of waste management strategies, implement proper waste segregation and disposal methods, promote recycling initiatives, and ensure compliance with waste management regulations	Negative
3.	Energy and emissions management	Risk	Inefficient energy use and high emissions contribute to environmental impact and regulatory compliance risks.	Conducting energy audits, investing in energy-efficient technologies and promoting renewable energy sources;	Negative
4.	Climate change impact	Risk	Climate change can pose risks such as extreme weather events and supply chain disruptions.	Developing climate adaptation plans, reducing greenhouse gas emissions, and supporting initiatives addressing climate change and sustainability.	Negative
5.	Employee welfare	Opportunity	Prioritizing employee welfare enhances job satisfaction and productivity and reduces turnover. It can also attract top talent and improve the company's reputation.	NA	Positive
6.	Occupational health and safety	Risk	Inadequate safety measures can lead to accidents, injuries, legal liabilities, and reputational damage.	Establishing a comprehensive safety protocol, providing training and resources for employees, conducting regular safety inspections, and fostering a culture of safety and employee well-being	Negative
7.	Patient health and safety	Opportunity	Ensuring patient safety is a core value for the pharmaceutical industry. Emphasizing patient health and safety improves outcomes and strengthens trust and reputation.	NA	Positive

Sr. No.	Material issue Identified	Indicate Whether Risk or Opportunity	Rationale for identifying Risk / Opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Accessibility and affordability to healthcare	Opportunity	Expanding access to affordable healthcare improves patient outcomes, increases market reach, and aligns with social responsibility, creating opportunities for growth and positive impact.	NA	Positive
9.	Community development	Opportunity	Investing in community development initiatives fosters positive relationships, enhances brand reputation, and contributes to the social and economic well-being of communities.	NA	Positive
10.	Business ethics and governance	Risk	Poor governance can result in legal and financial consequences, reputational damage, and loss of stakeholder trust.	Implementing a comprehensive code of ethics, establish clear policies, and provide regular ethics training to employees.	Negative
11.	Product stewardship	Opportunity	Effective product stewardship can improve sustainability, customer trust, and market opportunities.	NA	Positive
12.	Regulatory compliance	Risk	Non-compliance with regulations can lead to legal penalties, reputational damage, and disruptions to operations.	Establishing robust compliance procedures and implementing corrective actions to ensure adherence to applicable laws and guidelines.	Negative
13.	Data security and privacy	Risk	Data breaches and privacy violations can result in legal and financial consequences, as well as damage to the company's reputation.	Implementing strong data encryption and security measures, conducting regular security audits, training employees on data privacy best practices, and complying with data protection regulations PAM and NAC implemented	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect, and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure	P	P	P	P	P	P	P	P	P
Questions	1	2	3	4	5	6	7	8	9
	Policy and management processes								
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Shareholders corner - JB Pharma								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • The Prevention of Corruption Act, 1988 • The Prevention of Corruption (Amendment) Act, 2018 • The Prevention of Money Laundering Act, 2002 • The Foreign Contribution (Regulation) Act, 2010 • The Indian Penal Code, 1860 • Central Vigilance Commission Act, 2003 • Lok Ayukta Acts of various states • UK Bribery Act, 2010 ("UKBA") • The Foreign Corrupt Practices Act 1977 of USA ("FCPA") • Any other applicable national, regional, provincial, state, municipal or local ABAC laws 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N.A.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	N.A.								
Governance, leadership and oversight									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements

Message from Director's desk:

We take pride in presenting our inaugural Business Responsibility & Sustainability Report, showcasing our performance during the financial year 2022-23. The BRSR serves as a testament to our steadfast dedication to making a positive impact across various dimensions of Environment, Social, and Governance (ESG). With a rich 46-year heritage in the pharmaceutical sector, our organization, JB Pharma, is resolutely committed to enhancing the lives of patients and contributing to global healthcare through the provision of top-tier products. Firmly rooted in a foundation of ethics, teamwork, and patient-centricity, JB Pharma stands as the fastest-growing Indian pharmaceutical company in the domestic market.

In addition to a robust governance framework, we have implemented a comprehensive pharmacovigilance system and process. Our pharmacovigilance team, in conjunction with our well-established Quality Management System, ensures that patient safety remains at the forefront of all our business endeavors. Supported by various WHO-GMP certificates and international regulatory body certifications such as FDA, USFDA, MHRA, EDQM, and WHO, our state-of-the-art manufacturing facilities adhere to the highest standards of current Good Manufacturing Practices. We also implemented e-BMR and QMS systems. This underscores our unwavering commitment to always delivering exceptional quality in our products.

While we have established our materiality topics, we are also undertaking a process to take specific ESG goals in this year.

The heart of our organization lies within our corporate culture and our dedicated employees, who play an instrumental role in our pursuit of success. Guided by a "People First" approach, we prioritize the development and well-being of our workforce, based on four fundamental pillars: growth & development, health & safety, work-life balance, and family welfare. Our talented, hardworking, and diverse employees are invaluable stakeholders in our achievements, and we continually invest in honing their capabilities to maintain a competitive edge. In line with our organizational ethos, we strive for equitable representation within our workforce, and it brings me great pleasure to share that the number of female employees at JB Pharma has consistently increased year after year.

Aligned with our motto of "Good People for Good Health," we have been at the forefront of serving communities in the realms of education, healthcare, empowerment of children, alleviation of hunger, and poverty eradication. As the Indian healthcare sector recovers from the challenges posed by the pandemic, our vision is to enhance the resilience of the population by improving medical infrastructure. Through our initiatives, we have positively impacted the lives of thousands of individuals and remain committed to building a more equitable world.

Moving forward, we will continue to fortify our organization with a growth-oriented approach, unwaveringly guided by the principles of integrity, trust, and reliability. We look forward to a future marked by continued success and positive contributions to the healthcare industry and society as a whole.

Nikhil Chopra
Chief Executive Officer & Whole-Time Director

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Nikhil Chopra Chief Executive Officer & Whole-Time Director DIN Number: 07220097</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>JB Pharma's Board of Directors has established five committees that are crucial in shaping the company's strategy, vision, and governance practices. These committees ensure the implementation of robust mechanisms and policies across various areas, including risk management, compliance, sustainability, and reporting. The CSR (Corporate Social Responsibility) committee focuses explicitly on responsibly operating socially, environmentally, and ethically. It sets guidelines for the company to contribute to social welfare, support environmental initiatives, and extend assistance to needy people, embodying JB Pharma's commitment to positively impacting society and promoting responsible business practices.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes									Annual								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	All policies are reviewed yearly by the Board. We prioritize compliance with all applicable laws and regulations. Adhering to legal requirements is an integral part of our business operations, and we proactively work to ensure compliance across all aspects of our operations. By maintaining high ethical standards, promoting fair competition, and adhering to legal obligations, JB Pharma demonstrates its commitment to responsible and compliant business practices.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators -

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	All 9 topics	100%
Key Managerial Personnel	1	All 9 topics	100 %
Employees other than BOD and KMPs	1	All 9 topics	100 %
Workers	1	All 9 topics	100 %

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year.

Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine Settlement Compounding Fee	For FY23, there were no cases pending pertaining to unfair trade practices, irresponsible advertising, and/or anti-competitive behavior. There were no fines/penalties/punishment/ award/ compounding fees/ settlement amounts paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in FY 2022-23.				
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/ Enforcement agencies/ Judicial institution	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment	None				
Punishment					
Of the instances disclosed in above Question, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed	Case Details		Name of the regulatory/ enforcement agencies/ judicial institutions		
	NA				

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

JB Pharma has a standalone Anti-Corruption and Bribery policy which lays down guidelines for transparent and fair interactions. The same can be accessed here on the company's website [Anti-Bribery and Anti-Corruption Policy](#).

The policy is applicable to all employees, Board of Directors, subsidiaries, and Business Associates (suppliers, contractors, and other key business partners) of the Company and states zero tolerance toward any form of bribery and corruption. As per the policy, employees, Directors, and Company representatives are not permitted to offer or receive bribes in the form of gifts, cash, facilities, or any other manner, either directly or indirectly

Training on bribery and corruption: All employees, Board members, and key managerial personnel, currently undergo mandatory training on the requirements and obligations of the Policy.

Monitoring and Redressal of Corruption cases the Company has provided a whistleblowing mechanism to all employees and third parties to report any genuine concerns associated with unethical business practices, including corruption and bribery.

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

	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022 - 23	FY 2021 - 22
Number of complaints received in relation to issues of Conflict of Interest of the directors.	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

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

NA

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
0	0	0

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

Yes, JB Pharma has robust procedures and safeguards to avoid any conflicts of interest involving members of the Board and other employees. The Company has implemented a Conflict-of-Interest Policy that provides guidelines for avoiding any conflict of interest, both actual or apparent, and the mechanism to report any such situations that may give rise to a potential conflict.

JB Pharma's Policy on Materiality and Dealing with Related Party Transactions intends to ensure that proper reporting; approval and disclosure processes are in place for all transactions between the Company and related parties. The Policy guides the concerned or interested Director to abstain from participation in any discussions, voting, or arrangements with related parties, in order to avoid potential conflicts of interest.

The code of Conduct for the Board of Directors and Senior Management Personnel (SMPs) framed by the Company, lays down the process for avoidance of conflict of interest by any Board member or SMPs. A disclosure of interest is obtained from the SMPs on a quarterly basis and is placed before the Board of Directors for noting. Further, an annual affirmation of compliance with the said code is also obtained from such persons.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE.

Essential indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
*R&D	355.83 (Mn)	304.81 (Mn)	In both financial years, a substantial amount of the mentioned R&D spends was towards environment and social impacts.
Capex	131.86 (Mn)	68.27 (Mn)	In both financial years, a substantial amount of the mentioned R&D spends was towards environment and social impacts.

*Represents revenue expenditure.

2. Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?

We are in the business of manufacturing, distributing, and selling pharmaceutical & related products, which are meant for human consumption, & the needs of our patients. We lay great emphasis on quality & ensure the sourcing of all raw & packaged materials is of exemplary standards. We have also started measuring SCOPE 3 emissions, which will include all our vendors/suppliers.

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

We are engaged in the manufacturing of pharmaceutical products for the needs of our patients. Thus the above is not relevant to us, However, if the product has expired at the shelf of distributors & pharmacists, we have a stated procedure and protocols to bring back the product to a central warehouse and destroy the same through approved protocols. We also have instituted proper processes at our manufacturing facilities to discharge chemical waste as per government norms

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

Yes EPR is applicable to JB Pharma. At JB Pharma, we prioritize responsible waste management practices in alignment with the norms and regulations set forth by the Pollution Control Board. We adhere to the applicable guidelines and work diligently to ensure compliance with waste management requirements. By implementing robust waste management protocols, we aim to minimize environmental impact, prevent pollution, and promote sustainable practices. Our commitment to meeting regulatory standards reflects our dedication to environmental stewardship and our responsibility to create a cleaner and healthier environment.

LEADERSHIP INDICATORS

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not applicable

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

Not applicable

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

1. Measures undertaken for Employee Wellbeing –

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	4276	4276	100 %	4276	100 %	0	0	4276	100 %	4276	100 %
Female	434	434	100 %	434	100 %	434	100 %	0	0	434	100 %
Total	4710	4710		4710		434		4276		4710	
Other than Permanent employees											
Male	48	48	100 %	48	100 %	0	NA	48	100 %	48	100 %
Female	1	1	100 %	1	100 %	1	100 %	0	NA	1	100 %
Total	49	49	100 %	49	100 %	1		48		49	100 %

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

Category	% Of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	291	291	100%	291	100%	0	0	291	100%	291	100%
Female	94	94	100%	94	100%	94	100%	0	0	94	100%
Total	385	385	100%	385	100%	94		291		385	100%
Other than Permanent Workers											
Male	1559	161	10.3 %	1517	97.3 %	0	0%	0	0%	1517	97.3 %
Female	507	110	21.7 %	502	99.0 %	0	0%	0	0%	502	99.0 %
Total	2066	271	13.1 %	2019	97.7 %	0	0%	0	0%	2019	97.7 %

2. Details of retirement benefits, for FY 2022-23 and FY 2021-22

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100 %	Y	100%	100%	Yes
Gratuity	100%	100 %	Y	100%	100%	Yes
ESI	19%	5%	Y	26%	4%	Yes
Other						

Note: ESI is applicable to employees whose gross salary is below INR 21,000/- per month.

3. Accessibility of workplaces:

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

The company has made provisions for the differently abled employees in the organization including the manufacturing sites.

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

We are committed to fostering an inclusive and diverse workplace where all individuals are treated with respect and have equal opportunities for personal and professional growth. We firmly believe in providing equal employment and advancement opportunities to all employees and applicants, regardless of their race, gender, ethnicity, religion, sexual orientation, caste, creed & color or disability. Our equal opportunity statement guides our recruitment, hiring, training, promotion, and compensation practices, ensuring a fair and equitable environment for everyone. We are dedicated to creating a workplace that celebrates diversity and promotes a culture of inclusion, where each person's unique talents and perspectives are valued and nurtured.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	NA	0	-
Female	81%	60%	0	-
Total	87%	60%	0	-

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

	Yes/No
	(If yes, then give details of the mechanism in brief)
Permanent Workers	JB Pharma encourages an amicable and fair resolution of grievances. Employees are encouraged to first discuss the grievance with their immediate reporting authority and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association (s) or Unions recognized by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health Safety		On Skill Upgradation		Total (D)	On Health Safety		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4276	1606	37.6%	416	9.7%	3581	953	26.6%	190	5.3%
Female	434	434	100%	80	18.4%	363	195	53.7%	24	6.6%
Total	4710	2040	43.3%	496	10.5%	3944	1148	29.1%	214	5.4%
Workers										
Male	291	291	100%	291	100%	301	301	100%	391	100%
Female	94	94	100%	94	100%	95	95	100%	95	100%
Total	385	385	100%	385	100%	396	396	100%	396	100%

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

Benefits	FY 2022 – 23			FY 2021 – 22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employee						
Male	4276	3939	92.1%	3581	3244	90.6%
Female	434	426	98.2%	363	355	97.8%
Total*	4710	4365	92.7%	3944	3599	91.2%
Workers						
Male	291	109	37.5%	301	113	37.5%
Female	94	27	28.7%	95	27	28.4%
Total*	385	136	35.3%	396	140	35.4%

10. Health and safety management system:

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

Yes, JB Pharma has an occupational health and safety management system covering 100% of the operations. 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. The 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.

JB Pharma is dedicated to maintaining the highest safety standards across its facilities. To achieve this, the company conducts job safety analyses following a work permit system that guides routine and non-routine activities. The work permit system governs non-routine control processes, while standard operating procedures (SOPs) ensure safe operations for routine activities.

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

In the quest to uphold the highest standard of safety across all facilities, the Company conducts a job safety analysis in line with the work permit system, which guides routine and non-routine activities. Additionally, JB Pharma conducts an annual workplace risk assessment for identifying potential chemical, biological, or physical hazards that can prove detrimental to human health and lead to the risk of exposure. Risk assessments are conducted to identify potential hazards, and a hierarchy of control measures, including substitution, engineering, and administrative controls, is implemented to enhance safety practices. JB Pharma's committees are responsible for maintaining and improving the Health and Safety Management system. SOPs facilitate incident reporting, investigations, and the implementation of corrective measures. The company values an open and transparent culture, encouraging employees to report unsafe conditions, acts, and near-miss incidents, which the safety department and management address. Regular discussions with the safety department and supervisors help drive continual improvement and prevent illness or injuries among the workforce. There is safety infrastructure and electrical audits being conducted at the plants every six months.

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

Yes. The Company fosters an open and transparent culture where employees are encouraged to report unsafe conditions, acts, and near-miss incidents and further escalate hazards to the safety department and management.

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

At JB Pharma, we prioritize the well-being of our employees and workers by providing access to non-occupational medical and healthcare services. We understand the importance of comprehensive healthcare support beyond occupational health needs. Our initiatives aim to ensure that our employees have access to medical services that cater to their overall health, including preventive care, general medical consultations, and other non-occupational healthcare requirements. By offering these services, we promote the health and welfare of our workforce, fostering a supportive and caring work environment. Presence of medical van and nurses at plants as per labour laws are met.

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

Safety Incident/Number	Category	FY	
		2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Employee engagement: 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: All necessary information and training (induction, regular, and refresher) is imparted to enhance employee capabilities to safeguard themselves from hazardous situations.
- Health surveillance: Rigorous review of persons potentially at risk to significant exposure as well as monitoring of proper breathing zones.
- Hierarchy of controls: Follow stringent practices that foster a safe work environment such as use of Personal Protective Equipment (PPE), organize work to reduce expose to hazard, remove any potential hazard through risk assessment, substitute known high risk substance with a less hazardous one.
- Monitoring of exposure: Evaluation of effectiveness of control measure and situations where failure of control measures could lead to serious health effect.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

- Improve PPE (Personal Protective Equipment) compliance: The audit highlights a need to enhance compliance with PPE requirements among employees. We reinforced guidelines to foster a safety culture emphasising the importance of using PPE correctly and consistently.
- Changing non-standard PPEs: The audit identified instances where non-standard or inappropriate PPEs were being used. We replaced these with compliant and suitable PPEs that effectively protect employees from workplace hazards.
- CAPA (Corrective and Preventive Actions) process is in place in case of any accidents.

LEADERSHIP INDICATORS

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

Yes, as a responsible organization, we provide life insurance or any compensatory package in the event of death of employees and workers.

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

We monitor our value chain partners closely to ensure the statutory dues have been deducted & deposited by them.

3. Our value chain partners are required to adhere to the necessary laws and regulations, including payment of statutory dues as per our supplier code of conduct. We have initiated the process of obtaining declarations from our value chain partners.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

JB Pharma has implemented an extensive stakeholder-inclusive approach to harness the value-creation ability of all operations. Accordingly, the Company strategically prioritizes and engages with individuals, entities and groups based on their level of influence and impact, responsibility and interdependency towards JB Pharma.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group. (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> Annual General Meetings Conference calls/meets Quarterly earnings calls Quarterly and bi-yearly reports 	<ul style="list-style-type: none"> Quarterly Annual Need based 	<ul style="list-style-type: none"> Ethical business conduct Business performance Augment international market performance
Suppliers	No	<ul style="list-style-type: none"> Safety Week Safety meeting and trainings Team Meetings Governance with measured KPIs 	<ul style="list-style-type: none"> Weekly Monthly Quarterly 	<ul style="list-style-type: none"> Limiting delayed payments Enhancing supplier engagement across ESG parameters

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group. (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee/ workers	No	<ul style="list-style-type: none"> • Townhall meetings • Employee surveys • Skill development sessions • Trainings • Global surveys • Culture conversations • Meet the leaders 	<ul style="list-style-type: none"> • Need based • Quarterly • Weekly • Monthly 	<ul style="list-style-type: none"> • Skill development • Safety and well-being • Rewards and recognition
Community/ NGO	Yes	<ul style="list-style-type: none"> • Need-based • Periodic virtual and in-person meetings • Health awareness talks • Employee health checkups 	<ul style="list-style-type: none"> • Need-based • Weekly • Monthly 	<ul style="list-style-type: none"> • Limiting delayed payments • Enhancing supplier engagement across ESG parameter
Third-party manufacturers	No	<ul style="list-style-type: none"> • Need-based Telephonic • Virtual meetings • Team meetings 	<ul style="list-style-type: none"> • Monthly • Annual 	<ul style="list-style-type: none"> • Increase support of social and environmental initiatives

LEADERSHIP INDICATORS

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

The company has engaged in a very extensive stakeholder engagement and materiality assessment exercise across all groups of stakeholders to get their feedback and input on what is material to the business. The gaps and observations, if any, identified during the evaluation process are then cascaded to the senior management level for ensuring that necessary remedial actions. Further, the Board is updated on the remedial action taken to close the gaps and observations, if any.

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

Yes. Basis the stakeholder engagement and materiality assessment, the company has arrived at the key social and environmental aspects that are material to the operations and other stakeholders. JB Pharma recognizes the importance of stakeholder engagement and materiality assessment to identify key social and environmental aspects that are material to our operations and stakeholders. Inputs from stakeholders in these processes are integrated into our policies and activities. Here are some examples of how stakeholder inputs have been incorporated:

- A. Materiality Assessment:** Stakeholder input is sought to identify the most significant social and environmental issues relevant to our business. Feedback and perspectives from stakeholders, including employees, customers, investors, NGOs, and local communities, are carefully analyzed. The identified material aspects are then prioritized and incorporated into our sustainability strategy, reporting, and decision-making processes.
- B. Policy Development:** Inputs from stakeholders help shape existing ESG policies' content, objectives, and implementation. This ensures that our policies are aligned with stakeholder expectations and address the most relevant issues.
- C. Stakeholder Collaboration:** Stakeholders' input is considered when designing and implementing initiatives to address social and environmental challenges. Collaboration with stakeholders helps co-create solutions, ensuring that our activities are responsive to their needs and concerns. This collaborative approach strengthens the effectiveness and credibility of our initiatives.
- D. Reporting and Transparency:** Stakeholder feedback is taken into account when disclosing social and environmental performance through our sustainability report or other communication channels. Inputs received help improve the quality and relevance of the information provided, making it more meaningful and valuable to stakeholders.

By actively engaging with stakeholders and incorporating their inputs into our policies, activities, and reporting, JB Pharma ensures a more inclusive and informed approach to sustainable business practices, promoting stakeholder satisfaction and long-term value creation.

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

NA

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS:

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

Category	FY 2022-23	FY 2021-22				
	Total (A)	No. employees' workers covered (B)	% (B / A)	Total (C)	No. employees' workers covered (D)	% (D / C)
Employees						
Permanent	4710	4710	100%	3944	3944	100%
Other than permanent	49	49	100 %	47	47	100%
Total Employees	4759	4759	100 %	3991	3991	100%
Workers						
Permanent	385	385	100 %	396	396	100%
Other than permanent	2066	2066	100 %	1463	1463	100 %
Total Workers	2451	2451	100%	1859	1859	100 %

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wages		More than Minimum wages		Total (D)	Equal to Minimum Wages		More than Minimum wages	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E/D)	Number (F)	% (F / D)
Employees										
Permanent	4710	32	0.7%	4678	99.3%					
Male	4276	31	0.7 %	4245	99.3%					
Female	434	1	0.2 %	433	99.8%					
Other than permanent										
Male	48	0		48	100%	46	0		46	100%
Female	1	0		1	100%	1	0		1	100%
Worker										
Permanent										
Male	291	0		291	100%	301	0		301	100%
Female	94	0		94	100%	95	0		95	100%
Other than permanent										
Male	1559	1004	64.4 %	555	35.6%					
Female	507	335	66.1 %	172	33.9%					

For FY 2021-22, Permanent employees was 3944: 100% was paid either more than minimum wages or equal to minimum wages

For FY 2021-22, Other than permanent people was 1463: 100% was paid either more than minimum wages or equal to minimum wages

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BOD)	5	75,00,000	1	75,00,000
Key Managerial Personnel (KMP)	3	2,62,26,033	0	NA
Employees other than BOD and KMP*	4273	4,30,008	434	4,64,892
Workers	291	3,44,772	94	3,58,296
Total (without BOD)	4567		528	

*Excluding Workers.

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

JB Pharma acknowledges the importance of addressing human rights impacts or issues caused or contributed to by our business activities. To ensure effective management of these matters, we have designated a focal point, either an individual or a committee, responsible for addressing human rights impacts.

At the manufacturing facilities, the management representatives responsible for addressing the human rights impact is the respective plant manager and the respective HR head.

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

At J B Pharma, we recognize the significance of robust grievance redressal mechanisms to nurture our stakeholder relationships, foster trust, and facilitate productive business activities. These mechanisms uphold our commitment to a secure, responsible, and sustainable approach. We have implemented a gender-agnostic policy on the Prevention of Sexual Harassment (POSH), enabling individuals to report instances of unethical business conduct. Our Internal Complaints Committee (ICC) ensures the protection of employees from any form of sexual harassment. Our Whistleblower Policy also empowers directors, employees, and stakeholders to report concerns or evidence of wrongful conduct to our redressal committee. Working with the audit committee, the redressal committee escalates matters for further investigation and takes appropriate actions. These mechanisms demonstrate our commitment to addressing grievances effectively, maintaining a positive work environment, and upholding ethical standards within our organization.

The employees are encouraged to meet the HR representative to discuss any grievance related to human rights at the manufacturing facilities and also at other offices

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

	FY 2022-23			FY 2021 - 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	Resolved		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

At JB Pharma, we are dedicated to fostering a workplace environment free from discrimination and harassment, and we maintain a zero-tolerance policy towards such behaviour. We actively encourage individuals to report any concerns related to harassment and are committed to addressing complaints promptly and effectively. To ensure the implementation of our policy, we have established committees across our locations to thoroughly investigate complaints of sexual harassment and recommend appropriate actions as necessary. We aim to create a safe and respectful work environment for everyone, where each individual is treated with dignity and respect.

8. Do human rights requirements form part of your business agreements and contracts?

JB Pharma has a 'Code of Conduct for Suppliers'. This requires suppliers to comply with applicable laws, labour standards, environmental regulations, and uphold human rights and principles of ethics and integrity in their operations. All Suppliers are expected to meet the requirements of this Code. JB PHARMA also expects its supplier to hold their business associates to the same standards as enshrined in this Code.

9. Assessments for the year:

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

All assessments were done by the organization.

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

NA

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**ESSENTIAL INDICATORS****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2022-23 (GJ)	FY 2021-22 (GJ)
Total electricity consumption (A)	238063.53	206000.21
Total fuel consumption (B)	169547.91	129802.95
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	407611.45	335803.17
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	129.44	138.53
Energy intensity (optional) – the relevant metric may be selected by the entity.		

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
Surface Water	0	0
Ground Water	34459	32192
3rd Party Water	273889	271946
Seawater/ desalinated water	0	0
Other sources	0	0
Total Vol of Water Withdrawn	308348	304138
Total Vol of Water Consumed (KL)*	308348	304138
Water intensity per rupee of turnover. (Water consumed/turnover)	97.92	125.47
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

At JB Pharma, we have implemented a Zero Liquid Discharge (ZLD) system across all our sites. The ZLD system ensures that no liquid waste is discharged from our facilities. Instead, all the liquid waste generated during manufacturing is treated and recycled within our premises. This approach helps us minimize our environmental impact by conserving water resources and preventing contamination of water bodies. By implementing ZLD, we demonstrate our commitment to sustainable practices and responsible water management.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	7.9	5.72
Sox	MT	3.23	0.97
Particulate matter (PM)	MT	5.58	1.13
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO2	10096.64	7638.04
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO2	45281.95	45029.85
Total Scope 1 and Scope 2 emissions per rupee of turnover		17.59	21.72
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: No external assurance was carried out on environmental parameters for FY 2022-23

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

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. We initiated to install renewal source like Solar panels in our manufacturing sites. 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 wellbeing of local residents.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.94	13.96
E-waste (B)	0.94	0.05
Bio-medical waste (C)	8.60	1.7
Construction and demolition waste (D)	0	0
Battery waste (E)	0.4	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2232.12	2295.79
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	118.81	49.26
Total (A+B + C + D + E + F + G + H)	2362.82	2360.76
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1605.54	32.53
(ii) Re-used	6.82	0
(iii) Other recovery operations	0.22	0
Total	1612.57	32.53
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of disposal Method		
(i) Incineration ^A	496.92	762.49
(ii) Landfilling	405.97	600.96
(iii) Other disposal operations*	0	902.40
Total	902.89	2265.86

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

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.

The following practices demonstrate our approach to mitigating waste and promoting resource recovery.

- A. Recovery and sale of solvent waste and by-products: Implement processes to recover solvent waste and by-products, ensuring they are sold to authorized end users for reuse, reducing waste generation and promoting resource recovery.
 - B. Use of hazardous waste as Refuse Derived Fuel (RDF): Dispose of hazardous waste with high calorific value by utilizing them in cement industries, thus reducing the need for conventional fuels like coal and promoting waste-to-energy practices.
 - C. Conservation of natural resources: Conserve coal by sending it for co-processing, optimizing its use as a resource in the production process, thereby reducing the overall consumption of raw materials.
 - D. Prevent leaks, spills, and emissions: Implement measures to reduce raw material and product loss due to leaks, spills, fugitive emissions, and other factors. This can involve improved equipment maintenance, enhanced cleaning procedures, and rigorous inspections to minimize waste generation.
 - E. Reprocessing off-spec materials and intermediate storage: Allow for reprocessing of off-spec materials, reducing waste generation. Adequate intermediate storage enables flexibility for reprocessing and ensures more efficient utilization of materials.
 - F. Consolidation and segregation of waste: Consolidate equipment and chemicals to minimize waste generation and complexity. Segregate wastes by type to facilitate resource recovery and appropriate disposal methods.
 - G. Participation in waste exchanges: Engage in waste exchange programs, facilitating the exchange of waste materials between different industries to promote resource recovery and minimize waste generation.
 - H. Installation of closed-loop systems: Implement closed-loop systems that facilitate in-process recycling, minimizing the need for external inputs and promoting resource efficiency.
 - I. Reclamation and processing of waste: Develop processes for reclaiming and processing waste materials to extract valuable resources, contributing to resource recovery and minimizing waste disposal.
- 10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

Not applicable

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

There has been no new plant setup as a part of our operations for production/distribution or packaging purposes in FY23, hence no assessment has been undertaken in current financial year.

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

The Company is in adherence with all the applicable environmental laws, regulations and guidelines.

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources (in GJ)		
Total electricity consumption (A)	8464.89	800.90
Total fuel consumption (B)	0	0
Energy consumption through other sources [©]	0	0
Total energy consumed from renewable sources (A+B+C)	8464.89	800.90
From non-renewable sources (in GJ)		
Total electricity consumption (D)	229598.64	205199.32
Total fuel consumption (E)	169547.91	129802.95
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	399146.56	335002.27

Note: No external assurance was carried out on environmental parameters for FY 2022-23

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (KL)		
(i) To Surface Water*	0	0
- No treatment		
- With treatment (please specify level of treatment)		
(ii) To Groundwater	0	0
- No treatment		
- With treatment (please specify level of treatment)		
(iii) To Seawater*	0	0
- No treatment		
- With treatment (please specify level of treatment)		
(iv) Sent to third parties*	0	0
- No treatment		
- With treatment (please specify level of treatment)		
(v) Others*	0	0
- No treatment		
- With treatment (please specify level of treatment)		
Total Water discharged (KL)	0	0

Note: No external assurance was carried out on environmental parameters for FY 2022-23

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):
For each facility / plant located in areas of water stress, provide the following information:

All JB Pharma's operation sites are located in water stressed areas

- a. **Name of the area:** Panoli, Ankleshwar and Daman
- b. **Nature of operations**
- c. **Water withdrawal, consumption and discharge in the following format:**

Parameter		FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i)	Surface water	0	0
(ii)	Groundwater	34459	32192
(iii)	Third party water	273889	271946
(iv)	Seawater / desalinated water	0	0
(v)	Others	0	0
Total volume of water withdrawal (in kilolitres)		308348	304138
Total volume of water consumption (in kilolitres)		308348	304138
Water intensity per rupee of turnover (Water consumed / turnover)		97.92	125.47
Water intensity (optional) – the relevant metric may be selected by the entity			
Water discharge by destination and level of treatment (in kilolitres)			
(i)	Into Surface water	0	0
	- No treatment	0	0
	With treatment – please specify level of treatment	0	0
(ii)	Into Groundwater		
	- No treatment	0	0
	With treatment – please specify level of treatment	0	0
(iii)	Into Seawater		
	- No treatment	0	0
	With treatment – please specify level of treatment		
(iv)	Sent to third parties	0	0
	- No treatment	0	0
	With treatment – please specify level of treatment	0	0
(v)	Others		
	- No treatment	0	0
	With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)			

Note: No external assurance was carried out on environmental parameters for FY 2022-23

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	136837.63	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	43.45	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent		

Note: No external assurance was carried out on environmental parameters for FY 2022-23

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable. JB Pharma's operations are not located in or around any ecologically sensitive areas.

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

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Solar Energy initiative	A major decarbonization project of 200KW rooftop solar energy project at Daman	This facility generated over 220MWh of electricity, leading to substantial energy, financial and emissions savings at our facility.
Boiler modification	Natural gas in boilers and High-Speed Diesel in our diesel generators	Reduction in sulphur dioxide and particulate matter emissions

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

We have taken steps to ensure that critical applications, databases, and IT infrastructure involved in Good Manufacturing Practices (GMP) can recover within 3 to 4 hours in the event of a significant disaster.

SAP, a financial system with controls and audit capabilities, operates on synchronized primary and secondary systems, complemented by a disaster recovery site in Panoli, Gujarat. In the event of a primary system failure, the secondary system seamlessly takes over, while the disaster recovery site can restore operations within 4 hours if both systems fail. Daily backups are performed locally, on enterprise backup media, and on a separate disk.

GMP application databases are mirrored and backed up daily, with additional backups of hourly transaction logs in certain cases.

The email communication system functions in a synchronized cluster environment, ensuring automatic failover, and undergoes daily backups.

To ensure higher availability, disaster recovery capabilities, flexibility, scalability, security, and simplified management, GMP applications and databases are deployed in virtualized environments, resulting in cost savings through existing licensing schemes.

Corporate offices, regional offices, research and development centers, and Gujarat locations are interconnected through leased line networks, establishing fault-tolerant connectivity and optimizing network bandwidth.

The required applications are securely accessible over the Internet, providing convenient access from anywhere and at any time.

To effectively detect, respond to, and mitigate cybersecurity threats, critical IT assets is safeguarded by a Security Operations Center (SOC), supported by advanced threat protection systems to protect against external attacks.

Critical IT assets are also governed by Privileged Access Management, which employs processes and policies to securely manage and control privileged access. This helps mitigate internal threats, minimize credential theft, strengthen security posture, ensure accountability and auditability, facilitate compliance, and provide incident response and forensic capabilities.

Product: Product continuity & manufacturing of export goods are validated across multiple sites. One of the key parameters to which we adhere is the observation & validation of key products. We have made provisions for alternate vendors on key finished products & APIs.

Key materials: As part of our robust processes, we have developed an alternate vendor program, which helps to overcome our dependency on any single vendor.

Key home markets: our business is not dependent on a single distribution channel. For contract materials, we have an exclusive long-term contract with the vendor, which gives longevity to our principal partners.

Distributors: Our distribution depends on IP (Intellectual property) agreements for RM (Raw Material) & PM (Packed Materials) and hence this increases our overall efficiency in distribution channels and negates the dependency on a single vendor.

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

Our Code of Conduct for Suppliers enshrines the Company's unwavering focus on fair treatment, human rights, good labour practices, environmental conservation, health and safety. The Code is shared and accepted by all supply chain partners and service providers.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1. Public Policy Advocacy

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

Yes, JB Pharma is a member of four associations .

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Drugs Manufacturers' Association	National
2	Pharmaceuticals Export Promotion Council	National
3	Ayurvedic Drug Manufacturers Association	National
4	Federation of Indian Chambers of Commerce and Industry	National

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

Zero instances of anti-competitive conduct were reported at JB Pharma for the current financial year. We prioritize compliance with all applicable laws and regulations. Adhering to legal requirements is an integral part of our business operations, and we proactively work to ensure compliance across all aspects of our operations.

LEADERSHIP INDICATORS

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

The Company participates in various programmes of these associations and has represented and worked towards the benefit and inclusive development policies for the Chemical Industry as a whole.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**ESSENTIAL INDICATORS**

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

No formal impact assessment was undertaken.

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

Not applicable

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

At JB Pharma, we recognize the significance of robust grievance redressal mechanisms to nurture our stakeholder relationships, foster trust, and facilitate productive business activities. These mechanisms uphold our commitment to a secure, responsible, and sustainable approach. Working with the audit committee, the redressal committee escalates matters for further investigation and takes appropriate actions. These mechanisms demonstrate our commitment to addressing grievances effectively, maintaining a positive work environment, and upholding ethical standards within our organization. The respective CSR head and also the HR heads at the plant are also well placed to address grievances from the community

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	21%	22%
Sourced directly from within the district and neighboring districts	79%	78%

LEADERSHIP INDICATORS

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

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

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

For the reporting year, no disputes were reported with respect to intellectual property.

Details of beneficiaries of CSR Projects:

CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Treatment of poor and needy children suffering from Growth Hormone Deficiency (GHD), at All India Institute of Medical Sciences (AIIMS), New Delhi.	25 poor children received injections for the whole year	100%
Primary education of girls (traditionally not having access to schooling) from economically and socially disadvantaged communities of Uttar Pradesh and West Bengal.	Approximately 746 girls received education	100%

CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Education and removal of malnourishment of economically backward tribal children from Chhindwara district of Madhya Pradesh.	400 tribal children received education and 1 free meal/breakfast during the year	100%
Hands-on practical science education for children studying in class 6 to 10 at 40 Government run schools in Bharuch District (Gujarat) through Mobile Science Labs, with aim to transform thinking of underprivileged children and teachers.	4,410 students across 40 public schools received education. Each student received 9 exposures in a year	100%
Hands-on practical science education for children studying in class 6 to 10 at 20 Government run schools in Daman (UT) through Mobile Science Labs, with aim to transform thinking of underprivileged children and teachers.	3,112 students across 20 public schools received education. Each student received 6 exposures in a year	100%
Educational support to socially and economically disadvantaged tribal girls studying at Vanchetna Kanya Chhtralaya at Dabkhal village in Valsad district (Gujarat).	56 tribal girls got an opportunity to stay back at the hostel and receive an education	100%
Support to Clubfoot treatment programme activities in the State of Gujarat and provision of bars and shoe plat kits for treatment of children born with Clubfoot in 9 States.	80 children for treatment, 599 patient visits, 5000 children in 9 States/124 districts were provided free foot abduction braces	100%
Distribution of free meals to poor patients/relatives of poor patients admitted in public hospitals in Mumbai.	32,402 families at public hospitals in Mumbai received free meals. In total, 2,26,817 meals were distributed during FY22-23 with 620 meals per day	100%
Vision Restoration Programme in tribal and rural areas of Madhya Pradesh	18,166 Eye Examination, 2,707 Surgeries	100%
Provision of Mid-day meals to students in public schools in Silvassa and Ahmedabad.	6,357 children were provided meal for 6 months.	100%
Medical treatment of critically ill under-privileged children suffering from congenital heart defects.	Heart surgery of 10 children from BPL families was carried out	100%
Provision of medicines and supplementary nutrition for children living in crèche at Daman run by Dinbandhu Youth Welfare Trust.	100 children of migrant workers received medicines/nutrition for 50 days	100%
Health improvement of local residents at Dori Kadaiya suffering from anaemia, tuberculosis, leprosy, HIV and malnutrition through distribution of nutrition kit under public health initiative of the Department of Health & Family Welfare, Dadra & Nagar Haveli and Daman & Diu.	54 local people at Daman received the nutrition kit	100%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER

ESSENTIAL INDICATORS

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

At JB Pharma, we have adopted a comprehensive approach to ensure our products' safety beyond compliance. Our commitment to drug safety encompasses redressing drug safety-related complaints and implementing robust standard operating processes. Our pharmacovigilance practices go beyond regulatory requirements, demonstrating our dedication to the well-being and safety of patients. We continually assess the safety data collected and proactively take necessary actions to mitigate risks and enhance patient safety.

All received complaints are forwarded to respective manufacturing site for investigation. An investigation is done to find out root cause and formulate Corrective and Preventive Actions, if any to avoid recurrence. Based on the investigation outcome response sent to the complainer in a timely manner. Consumers can report any adverse event, or any complaint related to safety of product through Adverse event reporting form available on website using email id pharmavigil@jbpharma.com. The Company has a Drug safety mailbox for receiving drug safety related communications and feedback. A Pharmacovigilance contact number is also made available on the website that encourages reporting of product related concern.

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

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

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

	FY 2022-23		Remark	FY 2021-22		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	191	0	Primarily pharmacovigilance queries. All received complaints were investigated and responded	194	0	-

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

	Number	Reason for Recall
Voluntary Recall	0	0
Forced Recall	2	One batch was recalled for not complying in the dissolution parameter and another batch was recalled for not complying in the homogeneity test.

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

We at JB Pharma recognize that Information is one of our most important assets. We strive to safeguard Information and ensure its Confidentiality, Integrity, and Availability. JB PHARMA's Information Security Policy defines the framework/policy on safeguarding information. We recognize the importance of safeguarding sensitive information and maintaining the privacy and integrity of data. The cyber security and data privacy policy outlines the measures and practices to protect against unauthorized access and data breaches.

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

JB PHARMA prioritizes the safety, efficacy, and integrity of our products. At JB Pharma, our top priority is to ensure the safety, efficacy, and integrity of all our products. We take quality control very seriously and have a dedicated Research and Development (R&D) department responsible for addressing any concerns that may arise. We believe in taking a proactive approach to any concerns raised, ensuring that they are thoroughly addressed before resuming production.

We understand the importance of delivering pharmaceutical products of the highest quality to our customers, and our stringent quality control processes are designed to achieve that. We are committed to optimizing the quality of our products through continuous improvement and adherence to regulatory standards.

LEADERSHIP INDICATORS

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

Information relating to all the products and services provided by the Company are available on the Company's website, <https://jbpharma.com/>. In addition, the Company actively uses various social media and digital platforms to disseminate information to patients on various therapeutic areas.

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

Information to consumers on safe and usage of product is available on packaging and labelling and in the form of Package Inserts/PIL/SmPC and it has been updated as and when warning or risk identified from regulatory agencies of respective country.

JB Pharma ensures the provision of important information to users regarding the dosage and usage of its products. This includes the following:

- A. Dosage Indication: For all solid dosage forms, except prescription drugs, the company provides clear indications of the dosage in terms of the units of the dosage forms. This information helps users understand the appropriate amount of medication to be taken, ensuring safe and effective use.
- B. Direction for Use: Clear directions for drug use are provided to users. These directions outline how the medication should be administered, such as dosage frequency, timing, and any specific instructions related to administration, such as with or without food.
- C. Cautionary Statement: In the case of large-volume injections, a cautionary statement is included, advising users not to use the injection if the drug is unclear or if the bottle or container is found damaged or leaking. This precautionary measure helps ensure the medication's safety.

By providing these information, JB Pharma prioritizes patient safety and ensures that users have the necessary guidance to use their products correctly and responsibly.

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

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. 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. Adverse events associated with our products can be reported through email id or through a form on our website.

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

The Company provides information such as (a) indication of the dosage in terms of the units of the dosage forms [for all solid dosage form other than prescription drugs.] (b) direction for use of the drug, and (c) cautionary statement (in case of large-volume injections) not to use the injection if drug is not clear or the bottle or container containing it is found damaged or leaking.

5. Provide the following information relating to data breaches:**a. Number of instances of data breaches along with impact**

No incidents of data breaches were reported for FY 22-23

b. Percentage of data breaches involving personally identifiable information of customers

No incidents of data breaches were reported for FY 22-23