

July 11, 2025

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400 001

BSE Scrip Code : 506943

Stock Symbol: JBCHEPHARM

Dear Sir,

Sub: Business Responsibility and Sustainability Report for the year 2024-25

In compliance with Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed please find the Business Responsibility and Sustainability Report for the financial year 2024-25.

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
secretarial@jbpharma.com



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 Company	J .B. Chemicals & Pharmaceuticals Ltd.
3.	Year of Incorporation	18-12-1976
4.	Registered office address	Neelam Centre, 'B' Wing, 4th Floor, Hind Cycle Road, Worli, Mumbai - 400 030.
5.	Corporate office address	Cnergy IT Park, Unit A2, 3rd floor, Appa Saheb Marathe Marg, Prabhadevi, Mumbai 400 025.
6.	E-mail	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, 2024 to March 31, 2025
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, 2025, is ₹ 155,677,208 divided into 155,677,208 equity shares of face value ₹ 1 each
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Sandeep Phadnis (022) 2439 5200 / 5500 secretarial@jbpharma.com
13.	Reporting boundary	Standalone basis
14.	Name of assurance provider	DNV Business Assurance India Private Limited
15.	Type of assurance obtained	Reasonable assurance for BRSR Core indicators

PRODUCTS/ SERVICES

16. 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	78%
2.	Trade	Whole Sale trading	22%

17. 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	56%
2	Injectables	2100	22%
3	Liquids	2100	9%
4	Lozenges	2100	5%



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OPERATIONS

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	8	1 Corporate office, 1 Registered office, 5 Regional offices, 26 C&F locations, 5 Warehouses, 1 R&D Centre	47
2.	International	0	4 (Russia, South Africa, Dubai and Philippines)	4

19. Markets served by the entity

a. Number of locations:

S. No.	Locations	Number
1.	National (Number of states)	Pan India
2.	International (Number of countries)	40+

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

38%

c. A brief on types of customers

JB Pharma is among the fastest-growing pharmaceutical companies in India and a prominent leader in the cardiology segment. Domestically, the company serves over 150 million patients each year. While India remains its primary market and key revenue driver, JB Pharma also considers Russia and South Africa as its home markets. Within India, five of its brands are ranked among the top 150 in the Indian Pharmaceutical Market (IPM). The company exports finished formulations to more than 40 countries, including the United States. In addition to its strong presence in branded generics, JB Pharma is a global leader in the production of medicated and herbal lozenges, ranking among the top five manufacturers worldwide. It operates eight advanced manufacturing facilities across India, including a dedicated unit for lozenges, all certified by major international regulatory authorities.

EMPLOYEES

20. Details as at the end of Financial Year:

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)	5126	4610	89.93%	516	10.07%
2	Other than permanent (E)	178	150	84.27%	28	15.73%
3	Total employees (D+E)	5304	4760	89.74%	544	10.26%
Workers						
4	Permanent (F)	391	304	77.75%	87	22.25%
5	Other than permanent (G)	1956	1444	73.82%	512	26.18%
6	Total workers (F+G)	2347	1748	74.48%	599	25.52%

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)	3	3	100%	0	0
2	Other than permanent (E)	0	0	0	0	0
3	Total Differently abled employees (D+E)	3	3	100%	0	0
Workers						
4	Permanent (F)	8	6	75.00%	2	25.00%
5	Other than permanent (G)	9	8	88.89%	1	11.11%
6	Total Differently abled workers (F+G)	17	14	82.35%	3	17.65%

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	5	1	20%
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	25.03%	18.92%	24.42%	29.43%	17.12%	28.25%	31.3%	21.05%	31.26%
Permanent workers	3.90%	4.49%	44.03%	4.58%	3.32%	4.27%	3.32%	1.06%	2.78%



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V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. 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. Ltd.	Holding company	47.84%	No
2	Unique Pharmaceutical Laboratories FZE	Subsidiary	100.00%	No
3	OOO Unique Pharmaceutical Laboratories	Subsidiary	100.00%	No
4	Biotech Laboratories (Pty.) Ltd	Subsidiary	100.00%	No
5	JBCPL Philippines Inc	Subsidiary	100.00%	No

VI. CSR DETAILS

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

ii. If yes, Turnover – (in ₹) 367,234.37 Lakhs

iii. Net worth - (in ₹) 3,37,719.39 Lakhs

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

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 2025			FY 2024		
		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	-
Investors	https://jbpharma.com/esg-sustainability-report/	0	0	-	0	0	-
Shareholders		8	0	-	2	0	-
Employee & Workers		0	0	-	0	0	Manual redressal mechanism is in place.
Customers		446	0	-	156	0	
Value Chain Partners		0	0	-	0	0	
Others (Please specify)		-	-	-	-	-	-

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

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water management	Risk	Water scarcity or contamination poses a significant operational risk. Disruption in water availability or quality can halt critical processes, lead to regulatory noncompliance, and jeopardize production timelines. These challenges not only inflate operational costs but also expose the organization to reputational and compliance risks. Proactive water stewardship is essential to ensure business continuity, safeguard community interests, and uphold regulatory standards.	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 can have serious consequences – from environmental pollution and legal liabilities to reputational harm. On the other hand, implementing effective waste management practices not only ensures compliance with regulations but also reduces operational costs and strengthens an organization's sustainability performance. Responsible waste handling is a critical driver of environmental stewardship and long-term business resilience.	Implement waste management strategies through proper segregation and disposal techniques, while actively encouraging recycling efforts.	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



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Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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	Focusing on employee well-being boosts job satisfaction and productivity, lowers turnover, attracts top talent, and strengthens 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.	Develop a thorough safety protocol, offer training and resources to employees, carry out routine safety inspections, and promote a culture centered on safety and employee well being.	Negative
7.	Patient health and safety	Opportunity	Patient safety is a fundamental principle in the pharmaceutical industry. Prioritizing health and safety leads to better outcomes and builds trust and a strong reputation.	NA	Positive
8.	Accessibility and affordability to healthcare	Opportunity	Improving access to affordable healthcare enhances patient outcomes, broaden market reach, support social responsibility, and opens doors for growth and meaningful impact.	NA	Positive
9.	Community development	Opportunity	Supporting community development efforts builds strong relationships, boosts brand image, and promotes the social and economic welfare of local communities.	NA	Positive

Sr. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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 lead to legal and financial repercussions, along with harm to the company's reputation	Enforce robust data encryption and security protocols, perform regular security audits, educate employees on data privacy best practices, and adhere to data protection laws.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No.	Principle Description	Reference of Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Board Diversity Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Suppliers Code of Conduct



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S. No.	Principle Description	Reference of Company's Policies
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Human Rights Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	Human Rights Policy
P5	Businesses should respect and promote human rights	Human Rights Policy, Suppliers Code of Conduct
P6	Businesses should respect and make efforts to protect and restore the environment	Environment, Health & Safety Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Business Responsibility policy
P8	Businesses should promote inclusive growth and equitable development	CSR Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Business Responsibility Policy, Information Security Policy

POLICY AND MANAGEMENT PROCESSES

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)					Yes				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	https://jbpharma.com/governance/ JB Pharma's all policies are available in above link								
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				

4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1; National Guidelines on Responsible Business Conduct (NGRBC), United Nations Global Compact (UNGC), USFDA, P2; Extended Producer Responsibility (EPR) regulations, NGRBC P3; NGRBC, UNGC P4; NGRBC P5; United Nations Guiding Principles on Business and Human Rights (UNGP), NGRBC, UNGC P6;NGRBC, UNGC P7; NGRBC P8; NGRBC P9; Product Quality – ISO 9001: 2015, NGRBC
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	a) To meet 40% of power demand from renewable energy by FY 2026-27 and 100% by FY 2032-33. b) Carbon neutral in direct operations (Scope 1 and 2 emissions) by FY 2032-33. c) Zero Liquid discharge (ZLD) for all plant location. d) To achieve Zero waste to Landfill by FY 2032-33. e) To achieve water positivity by FY 2032-33. f) To continue zero fatality at all plants and locations.
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	a) Substituted 37.2% of total energy consumption by renewable energy compared to previous year 12.97% . b) Compare to previous year carbon intensity has been decreased from 16.79 tCO₂e/INR Turnover in Cr. to 14.61 tCO₂e/INR Turnover in Cr. which account to 12.95% decrease in carbon intensity. c) All manufacturing sites are ZLD d) Zero fatalities for current reporting year.



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GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

It gives us great pleasure to present the fourth edition of our Business Responsibility & Sustainability Report, encapsulating the progress and performance of JB Pharma during the financial year 2024-25. This report serves as a reflection of our enduring commitment to responsible business practices and our continued efforts to create long-term value across the pillars of Environment, Social, and Governance (ESG).

With a legacy of 49 years in the pharmaceutical industry, JB Pharma has remained unwavering in its purpose “to improve the quality of life for patients and contribute meaningfully to global healthcare.” Through the consistent delivery of high-quality, reliable products, we strive not only to meet the needs of today but also to build a sustainable and resilient future.

Grounded in strong ethical values, collaborative spirit, and an unwavering focus on patient well-being, JB Pharma has emerged as one of the fastest - growing Indian pharmaceutical company in the domestic market. Our growth is supported by a solid governance framework and a rigorous pharmacovigilance system that spans every stage of our operations. Working in tandem with our robust Quality Management System, the pharmacovigilance team plays a pivotal role in ensuring that patient safety remains integral to every aspect of our business practices.

Building on the materiality assessment conducted last year in collaboration with our senior leadership, we have continued to refine our focus on the ESG topics most critical to our stakeholders and long-term strategy. Goals and targets have been defined around key ESG performance indicators, and we are pleased to share that we have completed our first human rights assessment across all plants and offices under our operational control, reinforcing our commitment to ethical and responsible operations.

Our dedication to environmental sustainability remains strong. During the year, we sourced 14,603,309.55 kWh of electricity from renewable sources, an important milestone in our efforts to reduce our carbon footprint. Additionally, we procured 36,888,482 kg of steam from a third-party supplier, a step that not only supports operational efficiency but also aligns with our broader goal of moving away from non-renewable energy.

At the core of JB Pharma’s success is a strong organizational culture and a committed workforce that drives our vision forward. Anchored in our “People First” philosophy, we place great emphasis on nurturing the personal and professional growth of our workforce. Our approach is built on four foundational pillars: continuous learning and development, health and safety, work-life balance, and family well-being. True to our belief in “Good People for Good Health,” we remain deeply engaged in community-focused initiatives across education, healthcare access, child empowerment, hunger alleviation, and poverty reduction. These efforts are a reflection of our responsibility to create a lasting impact beyond business.

As we look ahead, we remain committed to strengthening our organization with a forward-looking, growth-oriented mindset always guided by the enduring values of integrity, trust, and dependability. With this foundation, we are confident in our journey toward continued progress and meaningful contributions to both the healthcare industry and society at large.

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Nikhil Chopra Chief Executive Officer & Whole-Time Director DIN Number: 07220097
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.	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.

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Performance against above policies and follow up action	Yes								
2. 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	1. DNV Business Assurance India Private Limited has been engaged to provide assurance on JB Pharma Business Responsibility & Sustainability Report for FY 2024-25. As part of the assurance process, DNV has reviewed implementation of ESG related policies at operational level. 2. The procedures and compliances pertaining to the working of Company's policies are also evaluated by the internal auditors of the Company from time to time.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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: BUSINESS 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 FY 2025

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	6	Familiarisation/awareness programme and Board retreat for the Board of Directors/KMPs of the Company is done periodically as part of Board process covering various areas pertaining to the business, strategy, risks, operations, regulations, Code of Business Conduct and Ethics (COBE), economy and environmental, social and governance parameters. In addition, frequent updates are shared with all the Board members/ KMPs to apprise them of developments in the Company, key regulatory changes, risks, compliances and legal cases.	100%
Key Managerial Personnel	6		100%
Employees other than BoD and KMPs	4437	The employees/workers of the Company undergo various training programmes throughout the year. Many programmes followed a blended learning approach which entailed virtual classroom initiatives, along with dissemination of e-learning modules.	85.56%
Workers	387	Various trainings were undertaken during the year includes training on COBE, Insider Trading Code, prevention of sexual harassment at workplace, information and cyber security awareness, Know Your Customer guidelines, and a learning module on ESG. Other trainings included induction programmes for new recruits, leadership training, IT and cyber security and modules on soft skills, programmes on mental and physical well-being, among several others. Regular mailers are sent to employees on ethics, health, ESG and other relevant topics as part of the awareness programmes. The various updates are also placed at the intranet platforms of the Company.	98.98%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025

	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	For FY24-25, 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 2024-25.				
Settlement					
Compounding fee					
	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					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

JB Pharma has an independent Anti-Corruption and Bribery Policy that outlines clear guidelines to ensure transparent and ethical conduct in all interactions. The policy can be accessed here: Anti-Bribery and Anti-Corruption Policy.

Web-link of ABAC policy: <https://jbpharma.com/wp-content/uploads/2024/04/ABAC-Signed-Policy.pdf>

The policy applies to all employees, members of the Board of Directors, subsidiaries, and Business Associates (including suppliers, contractors, and other key partners), and enforces a zero-tolerance stance on all forms of bribery and corruption. It prohibits employees, Directors, and Company representatives from offering or accepting bribes, whether in the form of gifts, cash, services, or other benefits, either directly or indirectly.

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.



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

	Segment	FY 2025	FY 2024
1	Directors	0	0
2	Key Managerial Personnel	0	0
3	Employees	0	0
4	Workers	0	0

6. Details of complaints with regard to conflict of interest

Segment	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
1. Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
2. Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not Applicable

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

	FY 2025	FY 2024
Number of days of accounts payables	104	91

9. Open-ness of business

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	5952	5630
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8.89%	10.01%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	3.63%	4.09%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	6.94%

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	%age 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. The Company has framed a Code of Conduct for the Board of Directors and Senior Management Personnel (SMPs), which 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 quarterly basis and is placed before the Board of Directors for noting. Further, an annual affirmation of compliance of the said code is also obtained from such persons.

Weblink: <https://jbpharma.com/wp-content/uploads/2024/04/Code-of-conduct.pdf>

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.

Segment	FY 2025 (%)	FY 2024 (%)	Details of improvements in environmental and social impacts
R&D	1.19%	1.07%	R&D investments are directed toward projects aimed at enhancing the environmental and social impact of our products and processes. Capital expenditure projects focus on reducing our environmental footprint through initiatives such as energy and water conservation, and increased adoption of renewable energy sources.
Capex	0.21%	0.14%	

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

At JB Pharma, we are dedicated to manufacturing, distributing, and delivering high-quality pharmaceutical and related products designed to serve the health and well-being of our patients. Given the critical nature of our industry, we place the utmost emphasis on quality, ensuring that all raw and packaging materials meet exemplary standards of safety, efficacy, and compliance.

Our commitment to excellence extends beyond product integrity. We actively partner with suppliers who share our values of environmental responsibility and sustainable growth. We expect our suppliers to adhere to all applicable environmental laws and regulations while continuously striving to minimize their ecological footprint. Together, we aim to build a resilient, responsible, and sustainable supply chain that supports both human health and the health of our planet.

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

Sustainability parameters are integrated into our overall supply chain having a Sustainable Supply Chain Policy and Supplier Code of Conduct. The Company also carries out assessment of suppliers based on ESG parameters and organizes capacity building workshops for critical suppliers, who are selected based on value, volume and dependency.



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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

As a pharmaceutical company, we do not engage in reclaiming or recycling products at the end of their lifecycle. However, all our manufacturing sites and warehouses are equipped with robust waste management systems. For products that remain unused in the market for any reason, we follow defined procedures to return them to a central warehouse, where they are safely disposed of through incineration by a government-authorized destruction agency.

- (a) **Plastics (including packaging)** : 100% equivalent amount of plastic waste is collected through waste management agency and co-processed, recycled and/or converted to energy.
- (b) **E-waste** : 100% e-waste is sold to authorized vendors.
- (c) **Hazardous waste**: We channelized 77% of hazardous waste for recycling, co-processing and disposed 23% to secured landfill.
- (d) **Other waste**: Non-hazardous waste such as glass, MS scrap, wood waste, boiler ash etc. is sent to authorised recyclers or to brick manufacturers.

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.

At JB Pharma, we recognize our responsibility toward sustainable waste management and are fully compliant with the Extended Producer Responsibility (EPR) framework. In adherence to India's Plastic Waste Management Rules, 2016 (and its subsequent amendments), we have established robust waste management protocols aligned with the guidelines of the Pollution Control Board (PCB).

Our waste collection and recycling efforts are implemented in accordance with the approved EPR plan, ensuring the safe disposal and end-of-life treatment of plastic waste. In FY2025, we successfully met our EPR targets, reaffirming our commitment to minimizing environmental impact, preventing pollution, and fostering long-term environmental stewardship. Through these actions, JB Pharma continues to uphold its pledge to a cleaner, healthier, and more sustainable future.

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?

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

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.

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-
-	-	-

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025	FY 2024
In the pharmaceutical industry, the use of recycled or reused input materials in the manufacturing process is not applicable due to stringent quality standards and the risk of contamination inherent to the nature of pharmaceutical products. However, at JB Pharma, we are committed to resource efficiency wherever possible. In select operations, we implement solvent recovery systems to reclaim and reuse spent solvents, thereby reducing waste and optimizing resource utilization—demonstrating our focus on sustainable practices without compromising product safety and quality.		

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

	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	1.99 MT	-	-	-	-
Hazardous waste – expired drug	-	-	355.81 MT	-	-	-
Other Waste	-	-	-	-	-	-

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

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



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

ESSENTIAL INDICATORS

1.

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	4610	4610	100%	4610	100%	0	0%	4610	100%	0	0%
Female	516	516	100%	516	100%	516	100%	0	0%	516	100%
Total	5126	5126	100%	5126	100%	516	10%	4610	89.93%	516	10.07%
Other than Permanent employees											
Male	150	150	100%	0	0%	0	0%	0	0%	0	0%
Female	28	28	100%	0	0%	0	0%	0	0%	0	0%
Total	178	178	100%	0	0%	0	0%	0	0%	0	0%

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	304	304	100%	304	100%	0	0	304	100%	0	0
Female	87	87	100%	87	100%	87	100%	0	0	87	100%
Total	391	391	100%	391	100%	87	22.25%	304	77.75%	87	22.25%
Other than Permanent Workers											
Male	1444	112	7.76%	1444	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	512	90	17.58%	512	100.00%	0	0.00%	0.00%	0.00%	512	100.00%
Total	1956	202	10.33%	1956	100%	0	0	0	0	512	26.18%

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

	FY 2025	FY 2024
Cost incurred on wellbeing measures as a % of total revenue of the company	0.21%	0.19%

2. Details of retirement benefits for Current and Previous Financial Years

S. no.	Benefits	FY 2024-25			FY 2023-24		
		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.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	Y	100%	100%	Y
3	ESI	8.00%	23.00%	Y	12%	0	Y
4	Others – Superannuations	0.04%	0%	Y	0.04%	0%	Y
5	Others – NPS	100%	100%	Y	100%*	100%*	Y

*Last year numbers were rechecked for current year.

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

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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 all 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 dedicated to cultivating a workplace that embraces inclusivity and diversity, where every individual is treated with respect and provided with equal opportunities for personal and professional growth. We firmly believe in offering equal employment and advancement prospects to all employees and applicants, regardless of their race, gender, ethnicity, religion, sexual orientation, caste, creed, color, or disability. Our commitment to equal opportunity governs our practices related to recruitment, hiring, training, promotion, and compensation, ensuring a fair and equitable environment for all. We are resolute in fostering a workplace that celebrates diversity and nurtures a culture of inclusion, where each person's unique talents and perspectives are valued and nurtured. Our aim is to create an environment that embraces and promotes the richness of diversity.

Web-link of the policy: <https://jbpharma.com/wp-content/uploads/2024/03/Human-Rights-policy.pdf>

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%	73%	NA	NA
Female	100%	88%	NA	NA
Total	100%	80.50%	NA	NA



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

		Yes/No (If yes, then give details of the mechanism in brief)
1.	Permanent employees and workers	At JB Pharma, we are committed to promoting a workplace culture grounded in fairness, transparency, and mutual respect. Employees are encouraged to resolve grievances amicably by first engaging in open dialogue with their immediate reporting authority. This proactive approach helps foster trust and collaboration. Should the issue remain unresolved, a formal grievance redressal mechanism is in place to ensure every concern is addressed in a structured and impartial manner.
2.	Other than permanent employees and workers	

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

Category	FY 2025			FY 2024		
	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	5126	0	0%	4908	0	0%
Male	4610	0	0%	4420	0	0%
Female	516	0	0%	488	0	0%
Total Permanent Workers	391	0	0%	403	0	0%
Male	304	0	0%	312	0	0%
Female	87	0	0%	91	0	0%

8. Details of training given to employees and workers

Category	FY 2025					FY 2024				
	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	4610	396	8.59%	2923	63.41%	4420	4420	100%	2270	51.36%
Female	516	253	49.03%	451	87.40%	488	488	100%	278	56.97%
Total	5126	649	12.66%	3374	65.82%	4908	4908	100%	2548	51.92%
Workers										
Male	304	22	7.24%	135	44.41%	312	312	100%	3	0.96%
Female	87	14	16.09%	83	95.40%	91	91	100%	0	0
Total	391	36	9.21%	218	57.75%	403	403	100%	3	0.74%

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employee						
Male	4610	4610	100%	4420	4420	100%
Female	516	516	100%	488	488	100%
Total*	5126	5126	100%	4908	4908	100%
Workers						
Male	304	304	100%	312	312	100%
Female	87	87	100%	91	91	100%
Total*	391	391	100%	403	403	100%

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?

At JB Pharma, the health and safety of our workforce is a top priority. Our Occupational Health and Safety Management System covers 100% of our operations, ensuring a consistent and proactive approach across all facilities. Guided by a comprehensive Environment, Health, and Safety (EHS) Policy, each plant adheres to stringent safety standards aimed at fostering a secure and compliant work environment.

Our system emphasizes continuous risk identification, assessment, and mitigation, reinforced by the active participation of our employees. We implement job safety analyses and a structured work permit system to manage both routine and non-routine tasks, while standard operating procedures (SOPs) ensure consistent adherence to safety protocols. By aligning with global best practices, JB Pharma remains committed to achieving excellence in workplace safety and cultivating a culture of prevention and care.

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

At JB Pharma, we are steadfast in our commitment to creating a safe and healthy work environment across all our facilities. To uphold the highest safety standards, we conduct job safety analyses in line with a comprehensive work permit system, covering both routine and non-routine tasks. Our approach is further strengthened by an annual workplace risk assessment aimed at identifying potential chemical, biological, and physical hazards that could impact employee health.

To mitigate these risks, we implement a robust hierarchy of controls—including substitution, engineering solutions, and administrative practices—that continuously improve workplace safety. Dedicated safety committees oversee the effectiveness of our Health and Safety Management System, while Standard Operating Procedures (SOPs) ensure thorough incident reporting, investigation, and implementation of corrective actions.

We cultivate a transparent and proactive safety culture, encouraging employees to report unsafe conditions and near-miss events without hesitation. These inputs are promptly addressed by our safety teams and supervisors, fostering a cycle of continuous improvement. Additionally, bi-annual safety infrastructure and electrical audits are conducted at all plants to maintain operational integrity and prevent workplace incidents. Through these measures, JB Pharma ensures the well-being of its workforce and reinforces its commitment to occupational health and safety excellence.



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 has established comprehensive Standard Operating Procedures (SOPs) for the timely identification and mitigation of work-related hazards and risks. All workers receive occupational health and safety training, which includes methods for identifying workplace hazards, assessing the associated risks, and implementing appropriate measures to mitigate them. Employees are also trained on how to use emergency equipment such as fire hydrants, fire-fighting systems, spill and leak control methods, and safety alarms during safety drills and emergency evacuation exercises. Furthermore, the staff's ability to manage emergencies is regularly evaluated. Practical training and online safety modules are provided to educate employees on how to report and respond to work-related hazards.

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

Yes, the Company offers non-occupational medical and healthcare services to its employees and workers. Additionally, it ensures that all employees and workers have access to medical insurance. The Company also implements comprehensive health programs that encourage healthy lifestyle habits to improve both physical and mental well-being for all employees and workers.

Examples of health programmes and services provided to employees include:

- Nutrition awareness camp
- Eye, dental, and heart screenings
- Stress management session
- Lifestyle counselling session
- Monthly sessions on Health topics with renowned Doctors
- Counselling sessions on mental health

11. Details of Safety related incidents

S.No.	Safety Incident/Number	Category	FY 2025	FY 2024
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	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

- Conduct HAZOP (Hazard and Operability Study) during the project implementation stage to identify potential hazards early, ensuring safer design and operation, and reducing the risk of accidents and operational disruptions.
- Carry out HIRA (Hazard Identification and Risk Assessment) for each activity to systematically assess risks, enhance safety measures, and minimize workplace hazards.

- Report unsafe acts, unsafe conditions, and near misses to proactively address potential safety issues, fostering a safer work environment and preventing accidents.
- Ensure compliance with legal licenses and regulatory requirements for plant operation to avoid legal penalties, ensure smooth operation, and maintain corporate reputation and community trust.
- Maintain procedures for incident investigation and corrective and preventive actions to enable quick response to incidents, prevent recurrence, and continuously improve safety protocols.
- Hold regular meetings with employees to promote open communication, increase employee engagement, and promptly address safety and operational issues.
- Maintain an On-Site Emergency Plan to handle emergencies, available 24/7, to ensure readiness to respond effectively, minimizing potential harm to personnel and property.
- Ensure the presence of a full-time firefighting team and a comprehensive fire-fighting system, including fire extinguishers throughout the plant, to provide immediate response capabilities and reduce fire-related risks and damage.
- Conduct regular mock drills to assess the preparedness of the On-Site Emergency Plan to enhance emergency response skills, identify areas for improvement, and ensure the plan's effectiveness.

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

	FY 2025			FY 2024		
	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.

There have been no adverse findings from the assessments undertaken for the reporting year and hence no corrective actions undertaken.

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)?

(A) Employees: Yes (B) Workers: Yes

Yes, as a responsible organization, we provide life insurance / 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.

The Company requires its value chain partners to abide by the principles of the Company's Supplier Code of Conduct and implement responsible business conduct principles in its operating practices and in line with contractual obligations.



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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable Employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, Throughout their employment, all employees receive skill-upgradation training from the Company on a regular basis. The training programmes address the specific needs of the cadre and key function areas, allowing employees to continue working after retirement or termination based on the acquired expertise.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

There were no significant risks / concerns arising from the assessments of health and safety practices and working conditions of value chain partners.

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.**

J.B. Chemicals & Pharmaceuticals actively engages with stakeholders to identify key material issues and is dedicated to meeting their expectations. As a responsible organization, we are committed to building strong and meaningful relationships with our stakeholders. Our stakeholder engagement process, rooted in inclusivity, accountability, and responsibility, helps us recognize the relevant stakeholder groups. During the stakeholder engagement and materiality assessment exercise conducted in FY 2021-22, we identified the important groups based on those who are directly impacted and those who significantly influence the business. The primary internal and external stakeholders defined by the Company include investors/shareholders, regulators, suppliers/vendors/third-party manufacturers, non-governmental organizations (NGOs), the community, B2B customers, employees, and senior management.

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
Employees	No	- Employee focused web portal - E-mail - Employee engagement surveys - Town-halls	Ongoing	Employee well-being and satisfaction is an integral part of the Company's growth strategy. Employee engagement through various means of communication provides an insight into the key action areas for employee well-being and growth. The key areas of interest for employees are: - Learning and Development - Professional Growth - Well-being initiatives - Employee recognition - Fair remuneration - Work-life balance
Senior Management	No	- In-person meetings - Virtual modes such as e-mail, telephonically	Ongoing	Senior leadership are the key drivers of the Company's sustainable value creation strategy. Senior leadership engagement facilitates the interlinkage of business and sustainable value creation. The key areas of interest for senior leadership are: - Sustainable and resilient business operations - R&D and innovation - Overall company performance
Government and Regulators	No	- In-person meetings - E-mail	Need – based	Transparent communication with the regulators is critical from the compliance perspective. The key areas of interests for the regulators are: - Regulatory compliance - Community engagement - Rural market penetration - Supply chain continuity Product responsibility



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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
Communities	Yes	- In-person meetings - Engagement through NGO partners	Ongoing	Community development programs initiated by the Company helps in driving a positive impact on the community members. The key areas of interest for community are: Community development programs with a focus on health, education, sanitation and infrastructure development
Investors & Shareholders	No	- Annual/ quarterly reports and earning calls - Attending investor conferences - Issuing specific event based press releases. - Investor presentations	Quarterly/ need based	Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: - Corporate governance - ESG - Regulatory compliance - Responsible supply chain management - Product responsibility - Cost competitiveness - Overall company performance
Customers	No	- In-person meetings - E-mail - Customer Feedback Sessions	Ongoing	Customers form a vital part of the Company's stakeholder engagement group. The key areas of interest for Customer B2B are: - Product quality, timely supply and pricing - Enhancing supplier engagement across ESG parameters
Suppliers	No	- Safety Week - Safety meeting and trainings - Team Meetings - Governance with measured KPIs	- Weekly - Monthly - Quarterly	Enhancing supplier engagement across ESG parameters

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.**

At JB Pharma, we recognize the critical role of targeted stakeholder engagement in identifying environmental, social, and governance (ESG) issues that are important to the Company. Through an extensive stakeholder engagement process conducted in FY 2021-22, key material issues were identified and presented to the highest governing body and the Board for consideration to inform strategy and decision-making. This engagement process is regularly reviewed as part of our ongoing efforts to interact with both internal and external stakeholders, ensuring we stay attuned to the significant material issues affecting them.

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, based on stakeholder engagement and materiality assessment, the company has identified the key social and environmental aspects that are most relevant to its operations and stakeholders. JB Pharma acknowledges the critical role these assessments play in shaping responsible business practices. Feedback received from stakeholders through these processes is actively incorporated into our policies and initiatives. Below are some examples illustrating how stakeholder insights have been integrated into our actions:

- A. **Materiality Assessment:** We actively seek stakeholder input to determine the most important social and environmental issues impacting our business. Feedback from a diverse group of stakeholders, including employees, customers, investors, NGOs, and local communities, is thoroughly evaluated. The material topics identified through this process are prioritized and integrated into our sustainability strategy, reporting frameworks, and overall decision-making.
- B. **Policy Development:** Stakeholder input plays a key role in shaping the content, goals, and execution of our existing ESG policies. This approach ensures our policies remain aligned with stakeholder expectations and focus on the most pertinent issues.
- C. **Stakeholder Collaboration:** Stakeholder input is taken into account when designing and executing initiatives to tackle social and environmental challenges. Working together with stakeholders allows us to co-develop solutions, ensuring that our actions are aligned with their needs and concerns. This collaborative approach enhances the impact and credibility of our efforts.
- D. **Reporting and Transparency:** Stakeholder feedback is considered when sharing social and environmental performance in our sustainability report and other communication platforms. The insights gathered help enhance the quality and relevance of the information, making it more impactful and valuable to stakeholders. By actively engaging with stakeholders and incorporating their feedback into our policies, initiatives, and reporting, JB Pharma fosters a more inclusive and informed approach to sustainability, driving 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.**

The Company has designated community members as a vulnerable/marginalised stakeholder group. The Company conducts a community needs assessment as part of the Corporate Social Responsibility (CSR) programs to determine and prioritise the focus areas for community development. The Company has implemented a number of such CSR projects in six priority areas, including disaster assistance, rural development, sanitation, and drinking water projects. Refer to the Annual Report and the Company's Annual CSR report for more information.



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

Category	FY 2025			FY 2024		
	Total (A)	No. employees' workers covered (B)	% (B / A)	Total (C)	No. employees' workers covered (D)	% (D / C)
Employees						
Permanent	5126	4437	86.56%	4908	3680	74.98%
Other than permanent	178	0	0	123	0	0%
Total employees	5304	4437	83.65%	5031	3680	73.15%
Workers						
Permanent	391	387	98.98%	403	403	100%
Other than permanent	1956	0	0	1952	111	5.69%
Total Workers	2347	387	16.49%	2355	514	21.83%

2. Details of minimum wages paid to employees and workers

Category	FY 2025					FY 2024				
	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										
Male	4610	-	-	4610	100%	4420	-	-	4420	100%
Female	516	-	-	516	100%	488	-	-	488	100%
Other than permanent										
Male	150	-	-	150	100%	100	-	-	100	100%
Female	28	-	-	28	100%	23	-	-	23	100%
Worker										
Permanent										
Male	304	-	-	304	100%	312	-	-	312	100%
Female	87	-	-	87	100%	91	-	-	91	100%
Other than permanent										
Male	1444	1444	100%	-	-	1464	-	-	1464	100%
Female	512	512	100%	-	-	488	-	-	488	100%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD)	6	80 lakhs	1	80 lakhs
Key Managerial Personnel	3	2,67,47,604	0	0
Employees other than BoD and KMP	4607	5,00,016	516	5,23,344
Workers	304	3,62,796	87	3,89,100

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

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	8.76%	8.54%

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

Yes, the Company's Head of Human Resources is responsible for monitoring and addressing human rights impacts and issues. As part of its Human Rights Policy, the Company expects all key stakeholders to respect and comply with the policy principles, as well as all applicable laws and regulations, in all of its operating regions.

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

At J.B. Pharma, we understand the importance of strong grievance redressal systems in strengthening stakeholder relationships, building trust, and supporting effective business operations. These systems reflect our dedication to operating in a secure, responsible, and sustainable manner.

We have established a Prevention of Sexual Harassment (POSH) policy that empowers individuals to report unethical conduct. Our Internal Complaints Committee (ICC) is responsible for ensuring the safety and protection of employees against any form of sexual harassment. In addition, our Whistleblower Policy allows directors, employees, and stakeholders to report suspected misconduct or unethical practices to the redressal committee.

In collaboration with the audit committee, the redressal committee investigates escalated concerns and ensures appropriate action is taken. These initiatives highlight our commitment to resolving grievances promptly, fostering a positive and respectful work culture, and upholding the highest ethical standards. Employees are encouraged to approach their HR representative for support or to raise concerns.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	2	Investigation under progress	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-



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

	FY 2025	FY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees / workers	0.4%	0
Complaints on POSH upheld	2	0

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

We are dedicated to fostering a workplace that is free from discrimination and harassment, maintaining a strict zero-tolerance stance against such conduct. Employees are encouraged to report any instances of harassment, and we are committed to addressing all complaints promptly and effectively. To support this commitment, we have established committees at multiple locations to thoroughly investigate cases of sexual harassment and recommend appropriate action.

JB Pharma has implemented several key policies, including the Anti-Discrimination and Harassment Policy, the Prevention of Sexual Harassment (POSH) Policy, and the Human Rights Policy. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, we have also constituted an Internal Complaints Committee to provide employees with a reliable platform to raise concerns and seek redressal for any human rights violations.

Our objective is to create a safe, inclusive, and respectful work environment where every individual is valued and treated with dignity.

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

Yes, JB Pharma's 'Code of Conduct for Suppliers' mandates that suppliers adhere to all relevant laws, labor standards, environmental regulations, and uphold human rights and ethical principles.

10. Assessments for the year:

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

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

No significant risks / concerns were identified.

LEADERSHIP INDICATORS

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

There were no human rights grievances or complaints currently impacting our business processes. Consequently, there are no modifications or introductions of new processes related to addressing human rights concerns. We remain committed to upholding human rights standards and will continue to monitor and address any issues should they arise in the future.

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

We have established a due diligence process focused on conducting human rights assessments to identify potential concerns within our internal operations. These assessments cover critical areas such as child labor, forced labor, discrimination, harassment, fair wages, health and safety, and freedom of association. This process is implemented across our locations in Panoli, Ankleshwar, Daman, and our Head Office.

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

The Company's premises and offices, including the registered and corporate offices, are equipped with ramps, elevators, and other necessary infrastructure to accommodate differently abled individuals. Additionally, wheelchair-accessible restrooms are available at certain locations.

4. Details on assessment of value chain partners:

Section	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

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

Not applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity

Parameter	FY 2025	FY 2024
From renewable sources		
Total electricity consumption (A) (GJ)	52,571.91	46,341
Total fuel consumption (B) (GJ)	120,612.69	0
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	173,185	46,341
From non-renewable sources		
Total electricity consumption (D) (GJ)	193,044.60	187,833
Total fuel consumption (E)	59,124.68	133,690
Energy consumption through other sources (F)	39,965.73	16,513
Total energy consumed from non-renewable sources (D+E+F) (GJ)	292,135.01	338,037
Total energy consumed (A+B+C+D+E+F)	465,319.61	384,378
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations)	0.0000124988	0.0000116526
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue from operations INR in crores)	124.988	116.526
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed in GJ / Revenue from operations adjusted for PPP)	0.000258	0.000238
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) in core of US dollars (GJ/Revenue adjusted to PPP)	2,582.25	2380.00
Energy intensity in terms of physical output	N.A	N.A
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance



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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.

No. The company is not identified as a designated consumers under the performance, Achieve and Trade (PAT) scheme of the government of India.

3. Provide details of the following disclosures related to water

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,825.00*	0
(ii) Groundwater	26,160.22	27,954.42
(iii) Third party water	297,607.66	296,982.21
(iv) Seawater / desalinated water	0	0
(v) Others**	34.88	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	325,627.76	324,936.21
Total volume of water consumption (in kiloliters)	320,648.13	319,107.42
Water intensity per rupee of turnover (Total water consumption in KL/ Revenue from operations)	0.0000084349	0.0000098506
Water Consumption Intensity (Total water consumption in KL / Revenue from operations in INR Crore)	0.00000861281	0.00000967390
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	86.120	96.730
(Total water consumption in KL / Revenue from operations adjusted for PPP)	0.000174	0.000201
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) in crore of US dollars (KL/ Revenue adjusted to PPP)	1,779.410	1,976.380
Water intensity in terms of physical output	N.A	N.A
Water intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

Note: *Surface water includes Rain water harvested at Daman Plant

*45 Litres of water consumed at the office location per person per day.

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance

4. Provide the following details related to water discharged

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	4,980 *	5829.21*
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilolitres)	4,980	5,829.21

*80% of water withdrawn is considered as discharged at the office location & treated as per municipal requirement

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance

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

No

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Unit	FY 2025	FY 2024
NOx	mg/nm3	4.99	5.64
SOx	mg/nm3	2.49	2.15
Particulate matter (PM)	mg/nm3	3.17	4.61
Persistent organic pollutants (POP)	NA	N.A	N.A
Volatile organic compounds (VOC)	NA	N.A	N.A
Hazardous air pollutants (HAP)	NA	N.A	N.A
Others – please specify	NA	N.A	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance



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7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,651.98	8,690.56
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	48,756.48	38,981.25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions in metric tonnes / Revenue from operations)		0.000001461	0.000001445
GHG Emission intensity per rupee of turnover (Total GHG emission in metric tonnes / Revenue from operations in crores INR)		14.61	14.45
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions in metric tonnes / Revenue from operations adjusted for PPP)		0.00003019	0.00002953
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) in crore of US dollars (MT/Revenue adjusted to PPP)		301.93	295.25
Total Scope 1 and Scope 2 emission intensity in terms of physical output		N.A	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		N.A	N.A

*Kolkata regional office data were not included

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance

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

- Use of High efficiency equipments (Boilers, Heat Pumps, Chilling plants, AHU cum Dehumidifier etc.)
- Improvement of Power factor by installing PLC based SVG (Static Voltage Generator) in capacitor panel.
- Provided VFD in motors where ever necessary.
- Use of automatic temperature control valves in AHUs to improve chilling plant consumption.
- Use of ETP treated water for Utilities like boiler / cooling tower etc.
- Use of In-house installed 200 kW solar plant.
- Use of Express feeder from substation for plant electrical requirement to reduce electrical failure & planned shutdowns which saves lot of fuel due to DG set running & Planned production activity.
- Replace AHU motors with high efficiency EC motors. Total 34 Nos. of EC motors installed in 24 nos. AHUs. – resulting in reduction in electricity consumption 25-40%
- Operation of heat pump for hot water requirement. Total approx. 684 KL of fuel saved in operation of boiler.
- Replace existing DX coils of AHU to chilled water coil – resulting in reduction of electricity consumption by eliminate operation of outdoor unit/compressor and eliminates its maintenance.

9. Provide details related to waste management by the entity

Parameter	FY 2025	FY 2024
	Total Waste generated (in metric tonnes)	
Plastic waste (A)	272.97	338.09
E-waste (B)	2.70	1.23
Bio-medical waste (C)	10.21	98.86
Construction and demolition waste (D)	0	0
Battery waste (E)	1.51	26.6
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2,064.42	2,063.14
Other Non-hazardous waste generated (H). Please specify, if any.	1,166.35	970.86
Total (A+B + C + D + E + F + G + H)	3,518.16	3,498.78
Waste intensity per rupee of turnover (Total waste generated in metric tonnes / Revenue from operations)	0.0000000945	0.0000001061
Waste intensity (optional) – (Total waste generated in metric tonnes/ Revenue from operations in INR crores)	0.94	1.06
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated in metric tonnes / Revenue from operations adjusted for PPP)	0.000001952	0.000002167
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated metric tonnes / Revenue from operations adjusted for PPP) in crores of US dollars	19.52	21.67
Waste intensity in terms of physical output	N.A	N.A
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025	FY 2024
	Total Waste generated (in MT)	
(i) Recycled	2420.32	2531.17
(ii) Re-used	0.02	4.45
(iii) Other recovery operations	299.24	0.22
Total	2719.58	2535.84

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2025	FY 2024
	Total Waste generated (in MT)	
(i) Incineration	249.38	158.97
(ii) Landfilling	476.74	427.39
(iii) Other disposal operations	52.36	0
Total	778.47	586.36

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance



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

Our waste management strategy centers on minimizing waste through careful planning, adopting environmentally sustainable and cost-effective processes, and optimizing resource use. We prioritize preventing waste and pollution at the source by implementing proactive waste reduction and pollution prevention measures.

Our practices to mitigate waste and promote resource recovery include:

- Our waste management practice includes disposing of waste to authorized Treatment, Storage, and Disposal Facilities (TSDF), co-processing/pre-processing, incineration, and recycling waste as per the Hazardous Waste Management Rules, 2016 through the online GPCB manifest system.
- Recovering and selling solvent waste and by-products to authorized end-users for reuse.
- Using hazardous waste with high calorific value as Refuse Derived Fuel (RDF) in cement industries, reducing the need for conventional fuels like coal.
- Conserving natural resources like coal by sending them for co-processing and optimizing their use in production processes.
- Implementing measures to prevent leaks, spills, and emissions to reduce raw material and product loss.
- Allowing for reprocessing of off-spec materials and providing adequate intermediate storage for efficient material utilization.
- Consolidating equipment and chemicals, and segregating waste by type to facilitate resource recovery and proper disposal.
- Participating in waste exchange programs to promote resource recovery and minimize waste generation.
- Installing closed-loop systems to facilitate in-process recycling and promote resource efficiency.
- Developing processes for reclaiming and processing waste materials to extract valuable resources.

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

S.No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

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

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company is in adherence with all the applicable environmental laws, regulations and guidelines.				

LEADERSHIP INDICATORS

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

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

- Name of the area: Daman, Panoli and Ankaleshwar
- Nature of operations: Manufacturing unit
- Water withdrawal, consumption, and discharge:

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kiloliters)		
(i) To Surface water	0	0
(ii) Groundwater	26,160.22	27,954
(iii) Third party water	291,418.00	296,982.21
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	317,578.22	324,936.63
Total volume of water consumption (in kiloliters)	317,578.22	324,936.63
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000000853	0.0000000985
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	-	-

All JB Chemicals and Pharmaceuticals manufacturing plants have implemented Zero Liquid Discharge (ZLD) system.

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance



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

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,19,076	1,88,603
Total Scope 3 emissions per rupee of turnover		0.00000588	0.00000572
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		N.A	N.A

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

Yes, DNV Business Assurance India Private Limited (DNV) has provided reasonable assurance

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

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

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

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

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

Yes, JB Pharma has implemented a comprehensive Business Continuity Plan (BCP) and on-site emergency plans across all its locations. These plans equip us to effectively respond to and recover from disruptions caused by natural disasters or unforeseen events that may impact business operations. We continuously refine our BCP by integrating learnings from past incidents. Additionally, our risk management framework helps minimize losses related to such events by evaluating potential disruptions and associated risks, and by outlining suitable mitigation strategies.

Web link for Risk management policy: <https://jbpharma.com/wp-content/uploads/2024/06/Risk-management-policyDec2021.pdf>

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

Our Code of Conduct for Suppliers embodies the Company's steadfast commitment to fair treatment, human rights, good labor practices, environmental conservation, and health and safety. This code is shared with, and accepted by, all our supply chain partners and service providers.

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

Not applicable

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:

JB Pharma is a member of seven associations. Details are mentioned in the question below.

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
5.	Federation of Indian Export Organisation (FIEO)	National
6.	Ayush Export Promotion Council (AYUSHEXCIL)	National
7.	Shellac & Forest Product Export Promotion Council (SHEFEXCIL)	National

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

Name of Authority	Brief of the case	Corrective action taken
-	-	-

LEADERSHIP INDICATORS

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

JB Pharma is committed to sustainability and actively engages in various initiatives and programs, working towards the advancement of the chemical industry as a whole, while promoting policies that prioritize inclusive development and benefit the environment.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 25

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No formal social impact assessment was undertaken.					



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2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity

S.No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 24 (in INR)
Not Applicable						

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

At JB Pharma, we recognize the value of robust grievance redressal systems in fostering strong stakeholder relationships, building trust, and supporting our overall business operations. These systems reflect our commitment to operating in a secure, responsible, and sustainable manner.

Our redressal committee, in collaboration with the audit committee, thoroughly investigates escalated issues and takes appropriate action. These mechanisms reinforce our dedication to resolving concerns effectively, promoting a healthy work environment, and upholding ethical practices across the organization. Additionally, our CSR and HR heads at the plant level are well-equipped to address grievances from the local community.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	20%	15%
Directly from within India	80%	85%

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

Location	FY 2025	FY 2024
Rural	0.03%	0.02%
Semi-urban	4.50%	4.22%
Urban	34.07%	35.52%
Metropolitan	61.39%	60.24%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount Spent (In ₹)
1	Madhya Pradesh	Barwani	5400
2	Madhya Pradesh	Damoh	5455650
3	Madhya Pradesh	Guna	9673
4	Madhya Pradesh	Khandwa (East Nimar)	7430

Sr. No.	State	Aspirational District	Amount Spent (In ₹)
5	Madhya Pradesh	Khargone (West Nimar)	6074
6	Madhya Pradesh	Rajgarh	2030
7	Madhya Pradesh	Singrauli	5799
8	Madhya Pradesh	Vidisha	2030
9	UttarPradesh	Balrampur	72000
10	UttarPradesh	Sonbhadra	57113
11	UttarPradesh	Bahraich	60321
12	UttarPradesh	Chitrakoot	28873
13	UttarPradesh	Fatehpur	46533
14	UttarPradesh	Shrawasti	20789
15	UttarPradesh	Siddharthnagar	39601
16	UttarPradesh	Chandauli	22731
17	Tripura	Dhalai	4994
18	Jarkhand	Purbi Singhbhum	89159
19	Jarkhand	Godda	150000
20	Maharashtra	Osmanabad	125000
21	Maharashtra	Washim	200000
22	Maharashtra	Gadchiroli	150000
23	Haryana	Mewat	39178
24	Rajasthan	Sirohi	4632000

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
- b. From which marginalized /vulnerable groups do you procure?
NA.
- c. What percentage of total procurement (by value) does it constitute?
NA.
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

Name of authority	Brief of the Case	Corrective action taken
For the reporting year, no disputes were reported with respect to intellectual property		

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Primary education of girls (traditionally not having access to schooling) from economically and socially disadvantaged communities of Uttar Pradesh (Mirzapur district) and West Bengal (Bankura and Purulia district).	660	100.00%
2	Hands-on practical science education for children studying in class 6 to 10 at (1) 40 Government run schools in Bharuch District (Gujarat) and (2) 20 Government run schools in Daman (UT) through Mobile Science Labs, with the aim to transform thinking of underprivileged children and teachers.	14,007	100.00%
3	Contribution for supporting the education of disadvantaged children living in remote villages on the islands of Sunderbans.	125	100.00%
4	Education of underprivileged children at Saibaba Path Mumbai Public School at Lalbaug, Mumbai.	50	100.00%
5	Educational support to socially and economically disadvantaged tribal girls studying at Vanchetna Kanya Chhastralaya at Dabkhal village in Valsad district (Gujarat).	48	100.00%
6	Treatment of poor and needy children suffering from Growth Hormone Deficiency (GHD).	243	100.00%
7	Contribution towards purchase of Cancer treatment planning system.	532	100.00%
8	Contribution towards (1) procurement and distribution of bars and shoe plate kits, and purchase of casting material for the treatment of children born with clubfoot, and (2) to run a wholistic club foot clinic in Nagpur.	8570	100.00%
9	Medical treatment of critically ill under-privileged children suffering from congenital heart defects.	28	100.00%
10	Reducing child malnutrition in 50 villages of Sirohi district (Reodar block) of Rajasthan through improved access to quality health and nutrition among women and children through a community-based intervention.	547	100.00%
11	Wholistic treatment of children suffering from cancer (taking treatment at hospital in WB (1), Maharashtra (1) and UP (1)).	433	100.00%

S. No.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
12	Contribution towards construction of Recovery and Rehabilitation Centre.	50	100.00%
13	Protecting and improving health of the community and patients from harmful effects of air pollution.	3051	100.00%
14	Contribution for subsidizing cost of dialysis for poor patients.	174	100.00%
15	Provision of medicines and supplementary nutrition for children in crèches run for Daman Administration.	100	100.00%
16	Health improvement of residents of Daman 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.	34	100.00%
17	Provision of Mid-day meals to students in public schools in Silvassa.	3001	100.00%
18	Provision of mid-day meals to students in unaided schools in Wada district of Maharashtra.	536	100.00%
19	Provision of water, sanitation and hygiene infrastructures at Anganwadi centres at Damoh district of MP.	1025	100.00%

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

ESSENTIAL INDICATORS

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

MarketComplaints are handled as per CQA-SOP-011 (current version). All received complaints are directed to the relevant manufacturing site for thorough investigation. This process aims to identify the root cause and implement any necessary Corrective and Preventive Actions (CAPA) to prevent recurrence. A timely response is then provided to the complainant based on the investigation findings.

Anyone can report an adverse event or raise a safety-related complaint by using the Adverse Event Reporting Form available on our website or by emailing pharmavigil@jbpharma.com. We maintain a dedicated drug safety mailbox to handle such communications, and a Pharmacovigilance contact number is also listed on our website to encourage the reporting of any product-related concerns.

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 and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%



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	FY 2025			FY 2024		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy		Nil			Nil	
Advertising		Nil			Nil	
Cyber-security		Nil			Nil	
Delivery of essential services		Nil			Nil	
Restrictive trade practices		Nil			Nil	
Unfair trade practices		Nil			Nil	
Others (customer complaints)	446	0	-	156	0	-

4. Details of instances of product recalls on accounts of safety issues

	Number	Reason for Recall
Voluntary Recall	2	Statutory requirement
Forced Recall	0	NA

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

At JB Pharma, we recognize information as a critical asset and are deeply committed to protecting its confidentiality, integrity, and availability. Our Information Security Policy establishes a robust framework for safeguarding sensitive data and upholding the highest standards of privacy. Through stringent controls and proactive measures, we work diligently to prevent unauthorized access, data breaches, and information misuse. This unwavering commitment ensures the security of our systems, reinforces stakeholder trust, and supports the continuity of our business operations.

Web-link: https://jbpharma.com/wp-content/uploads/2024/03/Information-Security-System-Cyber-Security_compressed.pdf

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

To prevent product recalls, JB Pharma has taken the following corrective and preventive actions:

- Implemented a color-coding system to easily identify different types of FOS generated through SAP.
- Revised the standard operating procedure (SOP) for line clearance on the packaging line to include clear instructions for verifying packaging material specimens.
- Conducted alertness training for all personnel involved in approving and verifying packaging material specimens, emphasizing the importance of specimen approval, precautions to be taken, and the need to carefully verify every character. The training also highlighted the seriousness of the issue and the importance of remaining vigilant during routine activities and quality checks.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches**
Nil
- b. **Percentage of data breaches involving personally identifiable information of customers**
Nil
- c. **Impact, if any, of the data breaches**
Not Applicable

LEADERSHIP INDICATORS

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

The company's website (<https://jbpharma.com/our-therapies/>) is a comprehensive source where information on all their products and services can be found. Additionally, the company leverages social media and digital platforms to share information with patients on various health topics, keeping them informed and engaged.

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 provides important information through various channels to ensure consumers use products and services safely and responsibly. This includes:

- **Packaging Instructions:** Packaging and labelling with clear instructions, package inserts, patient information leaflets, and summary of product characteristics (SPC)
- **Dosage Instructions:** The company clearly indicates the dosage for all solid forms of medication, except for prescriptions, in units to help users understand the correct amount to take for safe and effective use.
- **Usage Directions:** Users are provided with clear instructions on how to administer the medication, including dosage frequency, timing, and any specific instructions like taking with or without food.
- **Cautionary Warning:** For large-volume injections, a warning statement is included to advise users not to use the injection if the drug is unclear or if there is damage or leakage in the bottle. This precaution is in place to ensure the safety of the medication.

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

At JB Pharma, patient safety is our foremost priority. We continuously monitor the risk-benefit profile of all our products and take swift corrective and communication measures when needed. To foster trust and confidence in our medicines, we have established accessible channels for patients to report any adverse events directly to our pharmacovigilance team.

Patients can report adverse events via email at pharmavigil@jbpharma.com or through the dedicated reporting form available on our website. These tools ensure timely intervention and access to appropriate care, reflecting our unwavering commitment to safety, transparency, and patient well-being.

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)

JB Pharma display product information on the product over and above as per the local laws. Which includes the following:

- The dosage amount for all solid dosage forms, excluding prescription drugs, measured in the relevant units.
- Instructions on how to use the drug.
- A cautionary note for large-volume injections, warning against using the injection if it is not clear or if the container is damaged or leaking.



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Independent Assurance Statement

to the Management of J. B. Chemicals & Pharmaceuticals Ltd.

J. B. Chemicals & Pharmaceuticals Ltd. (Corporate Identity Number L24390MH1976PLC019380, hereafter referred to as 'JB Pharma' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent reasonable level of assurance of the BRSR Core Key Performance Indicators (KPIs) under the 9 ESG attributes disclosed in the company's Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2024-25. The disclosures are as per as per the Annexure 17 A of Master Circular No SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024



Our Conclusion:

Based on our review and procedures followed for a reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core indicators (as listed in Annexure I of this statement) for FY 2024-25 are reported in accordance with the reporting requirements outlined in Industry Standard on Reporting of BRSR Core.

Scope of Work and Boundary

The scope of our engagement includes an independent reasonable level of assurance of 'BRSR Core' (Ref: Annexure I of SEBI Circular) for the FY 2024-25.

The boundary for the assessment covers the performance of J. B. Chemicals & Pharmaceuticals Ltd. operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of J. B. Chemicals & Pharmaceuticals Ltd. across all locations in India which includes the 8 manufacturing plants and 5 offices.

Reporting Criteria and Standards

The disclosures have been prepared by J. B. Chemicals & Pharmaceuticals Ltd. in reference to:

- Industry Standard on Reporting of BRSR Core Circular No.: SEBI/HO/CFD/CFD- PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) and BRSR reporting guidelines (Annexure 16) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Assurance Methodology/Standard

The assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards.

Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of J. B. Chemicals & Pharmaceuticals Ltd. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes. The Industry Standard on Reporting of BRSR Core used a basis of reasonable level of assurance.
- Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators. Assessment of operational control and reporting boundaries
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.
- DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the percentage contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annexure II.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for reasonable level of assurance for the disclosures.

Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (for total revenue from operations; Principle 3, question 1(c) of Essential indicators for spending on measures towards well-being of employees and workers-cost incurred as a% of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential indicators and Principle 1, Question 9 of Essential indicators) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.



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- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

Responsibility of the Company

J. B. Chemicals & Pharmaceuticals Ltd. has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in the BRSR Core. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also ensuring the quality and consistency of the information presented in the Report. J. B. Chemicals & Pharmaceuticals Ltd. is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the J. B. Chemicals & Pharmaceuticals Ltd. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

Annexure I – BRSR Core Verified Data

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
1.	Green-house gas (GHG) footprint	Total Scope 1 emissions	MT of CO ₂ e	5,651.98
		Total Scope 2 emissions	MT of CO ₂ e	48,756.48
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover	tCO ₂ e/Rs crore of revenue	14.61
		Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e/crore of US dollars	301.93
		Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/sq ft of area developed	-
2.	Water footprint	Total water consumption	KL	3,20,648.13
		Water consumption intensity	(Total water consumption in KL / Revenue from operations in Crore)	86.12
			Total water consumption in kilo litres / Revenue from operations adjusted for PPP in crore US dollars)	1779.41
		Water intensity in terms of physical output	Total water consumption in litres /sq ft of area developed)	-
		Water Discharge by destination and levels of Treatment	KL	4980

Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
3.	Energy footprint	Total energy consumed	Gigajoules (GJ)	4,65,319.61
		% of energy consumed from renewable sources	In % terms	37.22
		Energy intensity	Energy intensity (GJ/Revenue from operations in INR crores)	124.988
			Energy intensity per rupee of turnover adjusted for PPP. (GJ/ Turnover in crore US dollars)	2582.25
			MJ/sqft of area developed	-
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	MT	272.97
		E-waste (B)	MT	2.70
		Bio-medical waste (C)	MT	10.21
		Construction and demolition waste (D)	MT	0
		Battery waste (E)	MT	1.51
		Radioactive waste (F)	MT	0
		Other Hazardous Waste (G)	MT	2064.42
		Other Non-Hazardous Waste (H)	MT	1166.35
		Total (A+B + C + D + E + F + G+ H)	MT	3518.16
		Waste intensity per rupee of turnover from operations	tons/Revenue in INR crores	0.94
		Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Tons/ Turnover in crore US dollars	19.52
		Waste intensity in terms of physical output	(Tons/sqft of area developed)	-
		Total waste recovered through recycling, re-using or other recovery operations		
		(i) Recycled	MT	2420.32
		(ii) Re-used	MT	0.02
		(iii) Other recovery operations	MT	299.24
		Total	MT	2719.58
		Total waste disposed by nature of disposal method		
		(i) Incineration	MT	249.38
		(ii) Landfilling	MT	476.74
		(iii) Other disposal options	MT	52.36
		Total	MT	778.47



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Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company (Excluding Workers)	In % terms	0.21
		Details of safety related incidents for employees and workers (including contract- workforce e.g. workers in the company's construction sites)	Total recordable work-related injuries	0
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0
			No. of fatalities	0
			High consequence work related injury or ill-health (excluding fatalities)	0
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	8.76
		Complaints on PoSH	Total Complaints on Sexual Harassment (POSH) reported	2
			Complaints on PoSH as a % of female employees / workers	0.4
			Complaints on PoSH upheld	2
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases and from within India	Directly sourced from MSMEs/ small producers	20
			Sourced directly from within India	80
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Location	
			Rural	0.03
			Semi-urban	4.5
			Urban	34.07
			Metropolitan	61.39
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	104



Sr. No.	Attribute	BRSR Core Parameter	Unit	Verified Value for FY 2024-25
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	0
			Number of trading houses where purchases are made from	0
			Purchases from top 10 trading houses as % of total purchases from trading houses	0
			Sales to dealers / distributors as % of total sales	100
			Number of dealers / distributors to whom sales are made	5952
			Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8.89
			Share of RPTs (as respective %age) in	
			Purchases	0
			Sales	3.63
			Loans & advances	0
			Investments	0

Annexure II – Sites selected for audits

Sr. No.	Site	Location
1.	Corporate Office	Cynergy, Mumbai
2.	India Offices/ Manufacturing plants (onsite)	Ankleshwar, Panoli, Daman

For DNV Business Assurance India Private Limited,

Place : Bengaluru
Date : July 03, 2025

Tapan Kumar Panda
Lead Verifier

Anjana Sharma
Assurance Reviewer

Assurance Team: Chandan Sarkar, Ankita Parab, Suraiya Rahman, Poornachander Maratha