

BUSINESS RESPONSIBILITY POLICY

J.B. CHEMICALS & PHARMACEUTICALS LIMITED

**Registered Office : Neelam Centre, B Wing, 4th Floor,
Hind Cycle Road, Worli,
Mumbai - 400 030**



1. Preamble and Objective:

SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, ("Regulations") requires top 500 listed companies (by market capitalisation) to include a business responsibility report describing initiatives taken by such companies from an environmental, social and governance perspective.

J.B. Chemicals & Pharmaceuticals Limited ("Company"), as a responsible business, intend to formalise a policy document containing policies practiced and to be followed on the subject of 9 principles set out in SEBI circular dated November 4, 2015 on Business Responsibility Report. Company's policy on the said principles is set out here under. The Company shall follow these policies to the extent practicable.

Ethics, Transparency & Accountability:

The Company is committed to and continue to practice ethical conduct in all its functions and processes and in all markets, it operates in. The Company respects the right of all concerned stakeholders to know all material information relating to any decision of the Company that affects or is relevant for any stakeholder and address and redress issues raised by the concerned stakeholder. The Company has already put in place a code of conduct for directors and senior management personnel that seeks to ensure ethical business dealings and address conflict of interest situation.

The Company discloses and continue to make financial and other mandatory disclosure required under framework of law.

The Company condemns corruption and kickbacks in all forms and accordingly formulated anti-bribery policy for ethical business dealings and transactions.

Safety and Sustainability of Goods & Engagement with consumer:

The Company is engaged in manufacture and sale of pharmaceutical formulations and bulk drugs. The pharmaceutical products have to comply with national or international pharmacopoeia standards and specifications or standards formulated by professional technical team of the Company. The Company's main motto is to create quality products and improve quality of life of consumers. Thus, the Company is committed and shall continue to focus on quality, efficacy and stability of the drugs. The Company shall also



continue to educate its C&F agents, stockists and consumers about storage conditions so that the drug retains quality and efficacy over its shelf life.

The life-cycle of these products is limited as determined by law over which it is either consumed or destroyed systematically to avoid re-use thereof. The Company follows stringent procedure with regard to destruction of date-expired or damaged products and documentation thereof to rule out misuse thereof. The Company shall continue to follow such stringent process in relation to destruction of date-expired or damaged products.

The Company shall review its manufacturing/packing facilities and processes to ensure that they are energy efficient. The Company shall also explore use of renewable energies and use of smart packing materials subject to its commercial feasibility.

It is needless to add that pharmaceutical products of the Company (other than OTC) are sold only on the basis of prescription of a doctor; where advertisement of such products is prohibited. However, any quality complaint if received shall be promptly looked into to address concerns of the consumer.

Wellbeing of employees:

The Company believes and recognizes that its employees are its very important asset and a happier employee is a core element for realization of short term and long term goals of an organization. The Company is thus duty bound to take steps to promote employee wellbeing as far as reasonably practicable.

The Company provides and shall continue to provide equal opportunity to all employees irrespective of caste, creed, gender, race and religion of a person. The Company shall not use child labour, forced labour or any form of involuntary labour that violates any law, custom or practice.

The Company and its senior management is committed to create and fostering a culture of co-operation, trust and mutual respect as well as provide a work environment, where all employees are able to perform to their optimum level and are treated with dignity. Human Resources manager shall ensure that each employee is aware about his role and responsibility and deliverables expected of him/her in a manner that fosters a sense of belonging, competence of employees is enhanced through knowledge, skill and behavioural upgrade, maintain appropriate working arrangement where employees feels



that they are able to maintain work-life balance and use such systems and practices that ensure work environment where employees feels respected, safe and secure in discharging their duties.

The Company has also formulated a policy on prevention of sexual harassment at work place.

Health & Safety:

The Company is committed to ensuring zero harm to its employees, contractors and the community around the places where it operates. The health and safety is integral to the business process of the Company. The Company shall continue to monitor and improve occupational health and safety management system at each site and continue to maintain fully equipped occupational health centres. Each site shall ensure compliance with safety systems and procedures.

The Company shall continue to ensure that working conditions and processes are such as promotes safety in operations. Works manager at each manufacturing location shall continually impart training in safety and promote safety awareness among people working at such location with objective of safety of human life, property and environment.

Stakeholder Engagement:

The Company recognizes that engagement with stakeholders is important for success and smooth implementation of any plan, policy, decision or introduction of a new product ("Plan"). The management of the Company shall therefore identify key internal and external stakeholders and engage with them to factor in their feedback in the Plans and otherwise address their concerns.

The Company has formulated a whistle Blower mechanism that provides equal opportunity to all stakeholders to raise their concern as per established framework.



Human Rights:

The Company respects the human rights enshrined in constitution of India and international conventions. It shall endeavour to take practicable and possible steps to promote human rights in issues arising out of its operations.

Environment Protection:

The Company is deeply committed to the ethos of sustainable business and make its business socially responsible and environment-friendly. The Company is also committed to scrupulously follow laws and regulations concerning environmental issues and recognises that environmental responsibility is essential for sustainable growth and well being of society. The manufacturing sites shall ensure that the business is carried out with the least harm to the environment and shall continue to take initiatives to make operations environmentally friendly.

The Company shall continue to carry out its operations in an environment friendly manner and shall evaluate and address in a commercially practicable manner an impact of its processes and products from perspective of air and water pollution, waste management, use of natural resources and ecosystem management. The Company shall endeavour to minimise use of energy and water through efficient management thereof and minimise waste through reduction, reuse and recycling, to the extent possible.

The Company shall continually review impact of its processes and materials onto the environment and improve them to the extent feasible. The Company shall also evaluate use of renewable sources of energy and use such equipment and devices that help company minimise polluting effluent and emission into air, land and water. The manufacturing sites shall focus on mitigation of climate change through process optimization, energy conservation, efficiency enhancement and R&D.

Each manufacturing site of the Company is also encouraged to adopt additional policy measures with object of environment protection and judicious use of natural resources.



Policy Advocacy:

The Company may pursue policy advocacy concerning its business for larger public good and in a manner that offers level playing field to others. To the extent possible, the Company shall utilize the platform of trade and industry body of which it is a member.

Inclusive Growth and Equitable Development:

The Company recognizes that the fruits of economic liberalization should reach all sections of society so that the growth is inclusive and equitable. To the extent feasible and practicable, the Company shall make endeavour to pursue collaborative process in the course of its operations and future growth plans and use such processes that promote well being of society. The Company may appropriately use CSR activities for betterment of life of settlement in the local areas where the Company operates.

Redressal of Stakeholders' grievance:

Any stakeholder having grievance concerning the above policies may register the grievance in writing with necessary details, information and document with Company Secretary & Compliance Officer; who shall immediately report such grievance to director-in-charge as well as operating head. Every grievance shall be appropriately investigated by them and necessary rectification if needed shall be made in light of policy in question. The stakeholder who registered the grievance may also be invited during investigation process. The investigation shall be completed within 15 days and outcome shall be informed to the stakeholder.

Document History

Version	Approved by	Date of Approval/ Amendment	Nature of Changes
1	Board of Directors	23-5-2017	Approval of this policy by the Board on 23-5-2017.


