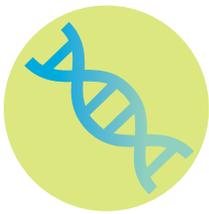




INTEGRATING SUSTAINABILITY *for* **GOOD HEALTH**

CORPORATE SUSTAINABILITY REPORT
2022-23



SOLID
SIMPLE

OPEN



GOOD PEOPLE
for GOOD HEALTH

AGILE

STABLE

RELIABLE



GOOD PEOPLE
for **GOOD HEALTH**

For over 46 years we, at JB have worked successfully to create innovative technologies, therapies, and brands preferred by doctors and patients across India and internationally. JB has built a strong foundation of integrity, trust and reliability by providing quality medicine and strong compliance across global markets. We have been and will always be committed to being there for our partners.

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

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

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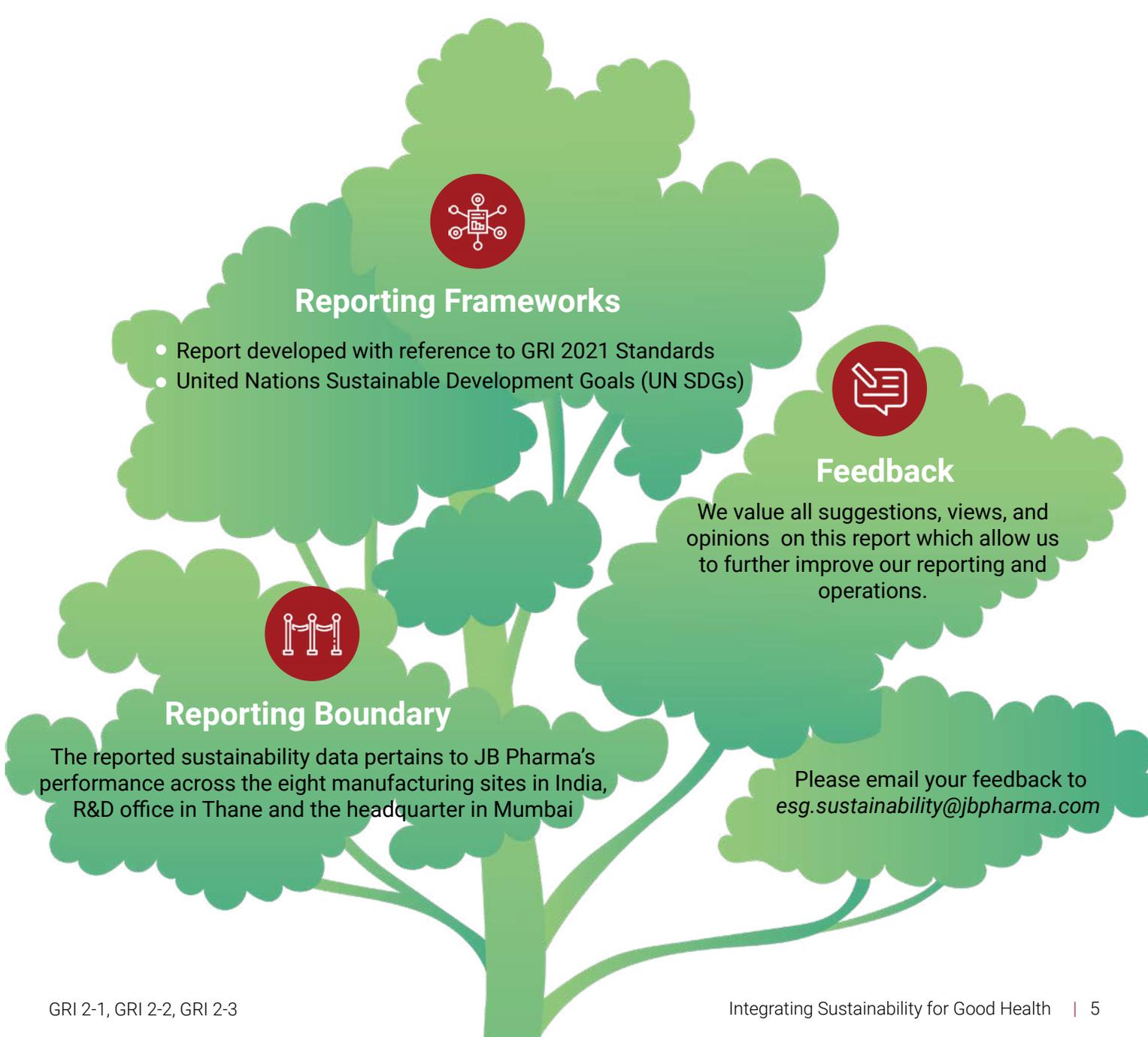
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About The Report

We welcome you to the second Sustainability Report of J.B. Chemicals and Pharmaceuticals Limited (JB Pharma) which showcases the Company's efforts towards propelling sustainable development while continuing business responsibly. Through this report, we intend to communicate our vision for a purpose-driven, future-ready and patient-centric approach as we champion the cause of spreading good health.

The Sustainability Report annually discloses aspects which are material to our stakeholders and business with greater focus on how we manage our impacts across Environmental, Social and Governance (ESG) parameters. It provides significant information about the nexus between our strategy, operating context, policies, and governance structures to cascade performance across the ESG material aspects, covering the Financial Year 1 April 2022 to 31 March 2023.

Key features of the report



Reporting Frameworks

- Report developed with reference to GRI 2021 Standards
- United Nations Sustainable Development Goals (UN SDGs)

Feedback

We value all suggestions, views, and opinions on this report which allow us to further improve our reporting and operations.

Reporting Boundary

The reported sustainability data pertains to JB Pharma's performance across the eight manufacturing sites in India, R&D office in Thane and the headquarter in Mumbai

Please email your feedback to esg.sustainability@jbpharma.com

CEO's Message



“Our people, patients, and the planet will remain at the fulcrum of our existence as we constantly evolve and embed responsible practices for a sustainable world.”

Dear Stakeholders,

“Good people for good health.” A promise that is at the foundation of all our actions as we navigate the ever-evolving socio-economic and environmental challenges. The past years have posed multitude of uncertainties, complexities and ambiguity, but we never wavered from our quest to improving well-being of people and the planet. Over principles of quality, customer centricity, integrity, passion and people-first, embody our commitment to pioneer in delivering affordable products in every pin code of the country.

Through all the positive outlook coupled with yet another year of astounding performance, we attribute the 30% growth in revenue to the dedication of our 5000+ employees. Our

healthcare portfolio has proven to be increasingly meaningful to our patients globally, leading to significant difference in their lives. Our global footprint, supported by a resilient network, has further contributed to a remarkable growth of 22% internationally. The market beating performance is imputable to our big brands becoming bigger, expanding portfolio in the domestic segment, enhancing focus on new launches and a stellar Contract Development and Manufacturing (CDMO) business performance. As we outpace the industry momentum, our growth has positioned us among the top 25 companies with six of our brands now featuring in the top 300 Indian pharmaceutical brands.

Underpinned by growth-mindset, robust governance systems and state-of-the-art facilities, JB Pharma is devoted towards providing quality and cost-effective medicines across the globe. Our dedicated pharmacovigilance team works in synergy with the Quality Management system to bring patient-

safety at the heart of our operations. All eight manufacturing facilities are guided by current Good Manufacturing Practice (GMP), as supported by various WHO-GMP certificates, and hold international regulatory body certifications such as FDA, USFDA, MHRA, EDQM, and WHO, thereby always underlining the quality mantra for our products.

As the fastest growing pharmaceutical company in the domestic market, we are equally conscious of our environmental footprint. We reimagine ways to optimize our operations through cleaner and greener strategic interventions. These efforts have impelled us to expand our renewable portfolio as we now partly rely on solar and wind energy. We have also implemented robust water and waste management as well as conservation initiatives as part of our approach towards environmental stewardship. Pushing boundaries and driving environmentally sustainable solutions will remain at the forefront as we boost production efficiency, address unmet patient needs and enable cost-effective manufacturing.

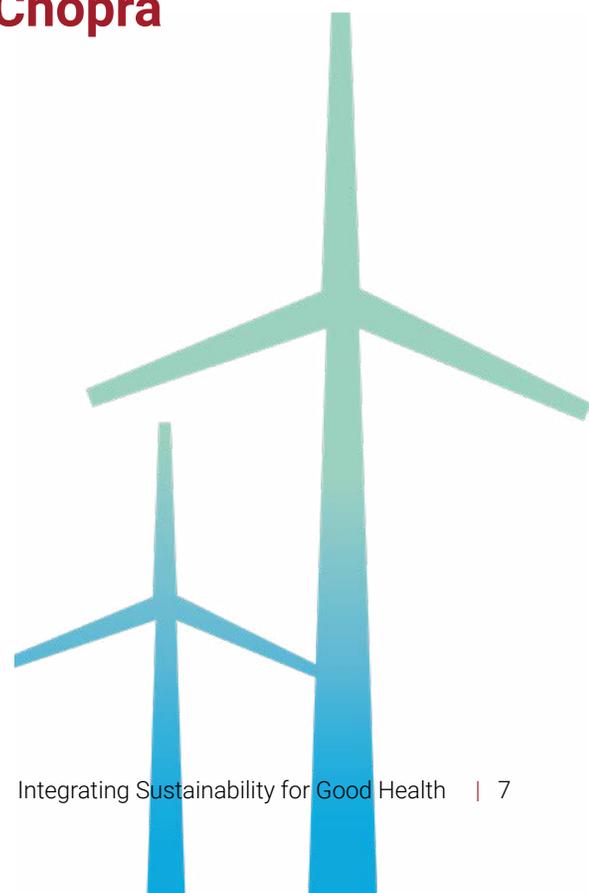
At JB Pharma, we continuously strive to nurture a workspace which is safe, ethical and diverse for our employees. Since they are at the fulcrum of bringing our values and goals to life, enhancing their holistic well-being is of paramount importance to us. Championing a culture of inclusion and belonging, we recognize the power of diversity in fostering innovation and growth. This year saw the advent of a robust Diversity, Equity and Inclusive (DE&I) framework to ensure a vibrant workforce. I am pleased to share that there was a 14% increase in women representation across fields historically dominated by their counterparts in the industry as well as 12 people with determination employed. In line with our organizational ethos, we have introduced JB Cares with the aim of amplifying employee physical and mental well-being. As we continue to invest in them, our employees have access to myriad of learning and development opportunities. 100% of employees have undergone performance and career development review.

We understand that a holistic community development is integral to achieving an equitable world. As we foster an inclusive environment, a deeper impact is embodied through serving communities across the areas of education, healthcare, empowering children, hunger, and poverty. All efforts are directed towards bringing generational changes in the communities, increasing access to healthcare, and making healthcare systems more resilient, whilst growing the success of our Company. Reaching millions of people represents metric of the success of our ideologies; they are a testament to how far we have come in achieving the goal of the common good.

It is my immense pleasure to introduce the second Sustainability Report that showcases robust environmental and social levers which spearhead our commitment towards sustainable development. It fills me with honour and pride that we have built a 46 year legacy that speaks of trust, empathy and care. As I conclude, I extend my sincere gratitude to all stakeholders for reposing their faith in us which has provided the wind in our sails as we voyage on. Together, we hope to fulfill our vision of augmenting awareness and equal access to healthcare, transforming health outcomes, and protecting the environment.

Regards,

Nikhil Chopra



President Operations Message



“We stride towards achieving operational excellence to accelerate positive outcomes for our patients, people and the planet.”

Dear Stakeholders,

Our healthcare portfolio, underpinned by our efficacious operations backbone, is a hallmark of quality and safety which is becoming instrumental in enabling our patients’ transformation journeys. It is spearheading us on a firm path of establishing JB Pharma as a leading pharmaceutical player. We recognize the significance of aligning our actions with the greater goal of sustainability as we continue to create shared value for all. In that regard, JB Pharma prioritizes building sustainable, equitable and resilient systems that promulgate good health for the current and future generations.

We are on the journey of embedding practices that propel Environmental, Social and Governance (ESG) stewardship. In this endeavour, we conducted a comprehensive analysis in FY2021-22 to understand the varying perspectives of

our internal and external stakeholders. Their experience, expertise and perspective harness our capabilities to align business activities with the evolving regulatory, environmental and social landscape. This year, we revisited our material topics with an impact-focused lens in line with the guidance provided by the GRI 2021 standards. Our stakeholder-inclusiveness materiality assessment formed the foundation of this Sustainability Report as we highlight our performance across the myriad of ESG tenets. I delightfully present JB Pharma’s second Sustainability Report with the confidence that our efforts to foster a sustainable future will be supported by all our stakeholders.

We remain steadfast in our efforts to catapult social impact while reducing our environmental footprint. Increasing our renewable portfolio, championing diversity and inclusion, augmenting employee well-being and addressing unmet patient needs is a key priority across our operations. Our CSR interventions further contribute towards ensuring accessibility and affordability of healthcare across all geographies. As we continue to serve the diverse needs of patients globally, we witnessed a 19% decrease in GHG intensity compared to previous year. JB Pharma recognizes that the impacts of its

operations are beyond the Company's boundaries. Increasing transparency and visibility of our carbon footprint across the value chain underscores the importance of a catchall carbon accounting process. In this endeavour, we commenced our journey of Scope 3 emissions accounting with the aim of understanding and implementing systematic changes for lowering our emissions.

Moving forward, we continue to grow JB Pharma as a trusted brand with focus on implementing efficacious and efficient operations which embed the ethos of ESG stewardship.

Regards,

Kunal Khanna



Our Sustainability Progress So Far

E



ENVIRONMENT

ENERGY

- **8464.89GJ** of our energy derived from renewable sources of energy
- Energy intensity decreased by 6.7% while GHG intensity decreased by 19% compared to last year



EMISSIONS

- Our Scope 1, 2 and 3 emissions stood at **10096.64 tCO2**, **45281.95 tCO2** and **136839.63 tCO2**
- Renewable hybrid power supply initiated



S



SOCIAL

OUR WORKFORCE

- **14.4%** increase in women representation since 2019-20
- **Zero** cases of injuries, fatalities and occupational diseases

COMMUNITY DEVELOPMENT

- Positively impacted the lives of thousands through our CSR initiatives



G



GOVERNANCE

BOARD EFFECTIVENESS

- **16.67%** of the Board Gender diversity
- **50%** board independence
- Zero cases pertaining to issues of conflict of interests in case of Directors



WATER

- **40KL** of water treated daily through ETP and re-used
- All sites are **Zero** Liquid Discharge



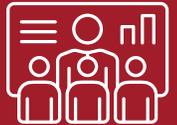
WASTE

- **93.6%** of non-hazardous waste generated was diverted from disposal
- **32.4%** decrease in hazardous waste sent to landfill



- **191** female employees (representing **14%** increase from FY2021-22) working in fields historically dominated by their counterparts in the industry
- **12** people with determination (PWD) employed

- Introduction of JB Cares for enhancing holistic well-being
- Parental leave extended to all male employees



PRODUCT STEWARDSHIP

- **Zero** incidents of non-compliance concerning product information, labelling and marketing communications



DIGITAL TRANSFORMATION

- All critical devices are covered under Good Manufacturing Practices (GMP)
- Zero instances of breach of customer privacy



ECONOMIC

- **30%** increase in revenue from FY21-22
- IPM position: bolstered to the **25th** rank than compared to 32 in FY21
- The fastest growing pharma company in the domestic market and also emerged among the **Top 10** in the cardiology segment
- Market capitalization stood at **INR 1,52,925 mn** as on March FY2022-23
- **6** brands in top 300



Rich Legacy, Promising Future



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

1976



J.B. CHEMICALS & PHARMACEUTICALS LTD.

1977

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



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

1985

Got publicly listed and expanded from API to Formulation



Iconic product **Rantac** introduced

1987

Introduced leading OTC brand in Russia for cough and cold



2000

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

2003





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

2008



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

2020



Acquisition of **Azmarda and Sanzyme**

2022

2007

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



2016

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



2021

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

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



Launch of **New JB identity**



GOOD PEOPLE for GOOD HEALTH

2023

Fastest growing company

6 brands in top 300 IPM brands as per IQVIA



Good People for Good Results

Promised & Delivered



Fastest growing pharma company

JB Pharma is the fastest growing pharmaceutical company in India Pharma Market for the 2nd consecutive financial year. (IQVIA MAT Mar'23)



Amongst Top 15 by Rx

JB Pharma ranks amongst the top 15 companies in India by prescription, (IQVIA Rx Audit MAT Mar'23) with brands like Rantac, Metrogl and Cilacar touching millions of patients' lives across the country.



Revenue doubled

We have more than doubled our revenue, reaching 3000+ crores in FY23 with a compounded annual growth rate of 20% in last 4 years



1st Sustainability Report

Doing good is in our DNA and we aspire to leave a greener and sustainable footprint behind. We recently launched our maiden Sustainability Report FY22 highlighting our progress towards Environment, Social and Governance (ESG) standards across all our businesses.



Global player in lozenges manufacturing

JB Pharma ranks amongst the top 5 manufacturers of herbal & medicated lozenges in the world exporting to 40+ regulated and semi-regulated markets.



6 big brands in top 300

Rantac, Cilacar, Cilacar-T, Metrogyll, Nicardia & Azmarda are our top 6 big brands featuring in the top 300 Indian pharmaceutical brands (Source: IQVIA MAT Mar'23).



Top 10 players in cardiology

JB Pharma now ranks amongst the Top 10 players in the cardiac therapy with 3 of its brands ranking amongst the Top 25 in the segment.



4 acquisitions in 15 months

JB Pharma has made 4 acquisitions in the last 15 months in progressive therapies like probiotics, heart failure, paediatrics and cardio-metabolics.

Good People for Good Careers

**We put our
peoplefirst**



Onboarding & nurturing talent

To better serve our healthcare community, we have onboarded 1500+ people across businesses and geographies in the last 1 year. Our continuous focus is on nurturing talent which led to 200+ promotions in FY23.



Learning & development culture

We initiated 50+ functional and leadership capability development programmes fostering holistic growth of employees, there by clocking a total of 1020 hours of employee training hours in the year 2022-23.



An in-house wellness programme for employees



A work-life balance leads to increased productivity among employees and our wellness programmes aim to do just that! We launched our in-house JBCares app: a 360° wellness initiative for JB family, amongst other wellness initiatives.

Next - gen leaders



We continue to prioritize the development of next-generation leaders at JB Pharma through an innovative and forward-looking leadership training program. From senior leadership to executives, we equip individuals with the skills needed to tackle challenges, inspire teams, and drive the company's success.



Embracing equity

We cultivate a supportive culture for women that promotes equality, health, well being and trust. Our dedicated efforts towards women-centric initiatives has ensured that we continue to increase women representation at JB. The number of women employees has grown by 20.6% in last 3 years.

We foster a safe, equitable and supportive environment that propels employee growth.

Good People for Good Products

**Trusted for
unfailing
reliability**



◀ High quality standards of our products

We at JB Pharma, are committed towards providing high-quality medicines which are safe, effective and patient-centric. Our manufacturing plants have over 40+ global regulatory approvals. Our dedicated quality control and pharmacovigilance processes ensure that we meet the highest quality standards in all our products.

Presence in 20+ therapies ▶

With presence in more than 20+ therapies, JB is a leader in hypertension management, gastroenterology, amoebicidals, woundcare and probiotics.





◀ Incremental innovation for our big brands

We continuously develop innovative products for our big brands like Rantac OD, RD, Ranraft, Metrogyl ER, Metrogyl DG Gel, Nicardia XL, Sporlac EVA, Sporlac G etc. that cater to a wide patient profile in their respective therapeutic categories.

Beyond the pill initiative ▶

Being leaders in hypertension management with Cilacar and Nicardia, we think 'Beyond the Pill' and strive towards improving patient support with You! Our BP Right Karo campaign and BP Mitra focuses on enhancing public awareness about hypertension.



◀ Improving awareness for heart failure

We constantly strive towards being relevant to the changing needs of healthcare. With our heart failure brand, Azmarda, we have planned 500+ Heart Failure clinics in India, focusing on improving awareness, education, diagnosis and accessibility to heart failure treatment options.

Legacy in Lozenges ▶

Our lozenges business has made us a force to reckon with, globally. We have 70+ lozenge product offerings including myriads of colours, flavours, shapes, sizes and formats. We manufacture both herbal and medicated lozenges with high automation and strict quality control.



◀ Leaders in probiotics

We have a comprehensive range of probiotics in therapeutic segments of Gastroenterology, Urology, Nephrology, Paediatrics and Gynaecology. Our flagship probiotic brand, Sporlac, now ranks #1 in its covered market space.

What We Do

As JB Pharma, we evaluate our success in the smiles we bring back into the lives of our patients. We continue to serve the healthcare providers by offering a range of dosage forms for 20+ therapies to serve the varying needs of all our patients. Our approach towards catering to this need has always been humanitarian at the core and led by innovation. As a quality focused and cost effective organization, we provide medicines in every corner of the country.

Our Presence

We mark our presence in 40+ countries across Asia and South East Asia, Gulf and Middle East, USA, EU, Canada, Australia, New Zealand, Latin and Central America, Africa with 2 home markets via subsidiaries in Russia and South Africa. Our CDMO business via partnerships with leading consumer healthcare MNCs across the globe is another feather in our cap.



Our Principles



Quality



Customer Centricity



Integrity



Passion



People First



Product Portfolio

We diversify our portfolio across wide range of healthcare services that cater to a broad range of consumer needs. We are constantly striving to pioneer in delivering affordable products to the patients.



Domestic Formulations

■ IQVIA Top 300 Ranked Brands

Cilacar
Rantac
Metrogyl
Nicardia
Cilacar T
Azmarada

■ Emerging in Top 300 Brands

Sporlac

■ Therapy Wise Presence

Cardiac
Gastro intestinal
Pediatrics
Respiratory
Nephrology
Probiotics
Anti- Infectives
Anti-Diabetes

Active Pharmaceutical Ingredient (API)

Diclofenac Sodium
Cilnidipine
Ciprofloxacin HCl
Nifedipine
Meclizine HCl
Diclofenac Acid

CMO Business

Medicated
Herbal
Soft Centered
Lozenges
Center Filled
Powdered

Square
Oval
Oblong
Round

Orange
Mint
Pineapple
Strawberry
Lemon
Mixed Fruit

Export Formulations

- **USA**
Atenolol
Cetirizine
- **South Africa**
Myoprin
Bio Cimitidine
Ibuprofen
- **Russia/CIS**
Zott Panum Tabs
Jocet
- **ROW**
Pamidol Injection
Ifimol IV
Solone Tabs



Manufacturing & Quality



Manufacturing
to the World's Highest
Standard across

8 Facilities



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

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



Producing a wide array of dosage forms

- TABLETS
- CAPSULES
- LIQUIDS
- IV INFUSIONS
- AMPOULES
- VIALS
- OINTMENTS
- COLD RUBS
- LOZENGES
- SIPS

Technology & Lozenges

**Technology that
sets us apart!**

OROS

(Osmotic-Controlled Release
Oral Delivery System)

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



AMONG THE TOP 5
MANUFACTURERS OF

Lozenges



Globally

AN UNMATCHED TECHNOLOGICAL LEAD IN CUSTOMIZING HERBAL AND
MEDICATED LOZENGES

Myriad
flavours that
suit all tastes



Orange

Mint

Herbal

Pineapple

Strawberry

Lemon

Mixed Fruit



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

Shapes produced under stringent quality
control measures



Square



Oval



Oblong



Round



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

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



Delivering Sustained and Superior Growth

JB Pharma recorded revenue of INR 3149 crores in FY22-23 registering impressive growth of 30%. This was on the back of a number of factors like big brands becoming bigger, acquired portfolio in the domestic segment, enhanced focus on new launches and a stellar CDMO business performance in the year.

We continue to retain our position as the fastest growing company in the Indian Pharmaceuticals Market for the second consecutive year and rank amongst the Top 25 companies. On the international business front, we registered a growth of 22% and clocked INR 1509 crores of revenue. The highlight of this segment was our CDMO business which recorded a stellar growth of 60% to INR 406 crores. CDMO now accounts for 27% of the total international business vs 20% in FY21-22. The operating EBITDA (Earnings Before Interest Depreciation and Taxes) registered growth of 26% to INR 765 crores in FY23 and Profit after Tax grew by 6% to INR 410 crores.

Fastest growing

Company in the Indian Pharmaceuticals Market

Ranked amongst the

Top 25 companies

INR 3149 crores

Revenue of in FY22-23

impressive growth of 30%



DOMESTIC BUSINESS

We continue to outpace the industry momentum registering a growth of 22% (IQVIA MAT March'23 vs MAT March'22) vs the industry growth of 8% and maintained our position as the fastest growing company for the second consecutive year.

We are now amongst the 10 largest players in the Cardiac therapy with 3 of our brands amongst the top 25 in the segment. 2 of our acquisitions in the financial year further expanded our presence in the therapy – Azmarda in the niche heart failure segment and Razel in the high growth statins market.

Our chronic footprint has also expanded, and we are now the 20th largest company in the chronic cluster (IQVIA MAT March'23) with growth of 24% (IQVIA MAT March'23 vs MAT March'22) vs the IPM chronic portfolio growth of 11%.

INTERNATIONAL BUSINESS

The Company operates distinct operating models across multiple international businesses with direct presence in Russia and South Africa as well as distributor relationships in the U.S. and large number of markets across Asia, Africa and Latin America.

The Company also has a leading global position in the contract development and manufacturing (CDMO) of medicated and herbal lozenges driven by marquee client relationships. The CDMO business witnessed stellar growth in FY23 on the back of increased demand from existing clients while the Company also added one new global multinational customer.

Enhanced focus on ANDA filings, new product introduction in home markets, increased focus on the private market segment in South Africa and growing CDMO business remain our key growth drivers for the international business.



OUR GROWTH LEVERS



Re-Aligned Go-To-Market model driving productivity

PCPM improved to INR **6.2 lakhs** from **5.4 lakhs** in the last one year



Leverage capabilities to manufacture wide variety of dosage forms

Manufacturing **10** different dosage forms including innovative OROS tablets



Increasing contribution from Chronic Therapies

Chronic portfolio now accounts for **50%** of the domestic business. JB Pharma's Chronic grew by **24%** while the overall industry Chronic portfolio grew only by **11%** (IQVIA MAT March'23 vs MAT March'22)



Volume scaleup on existing capacity

Manufactured **1.1 billion** units of lozenges in FY23, doubling this number in **2 years**



Making Big Brands Bigger

Rank improvement observed in all the **6** brands in IPM **Top 300** brand's list (IQVIA MAT March'23 vs MAT March'22)



Coverage into semi-regulated/ other Rest of the World (RoW) markets

New products introduction in consideration for the RoW (BGx) markets



Acceleration through New Launches

New Products contributed **4.7%** to domestic sales in FY2022-23. **17** new products were introduced during the year



Expand focus on high-potential lozenges segment

Partnered with a leading consumer healthcare MNC for the lozenges business



Acquisition led Growth, via strong brand franchises

4 acquisitions in **15** months in some of the most promising segments



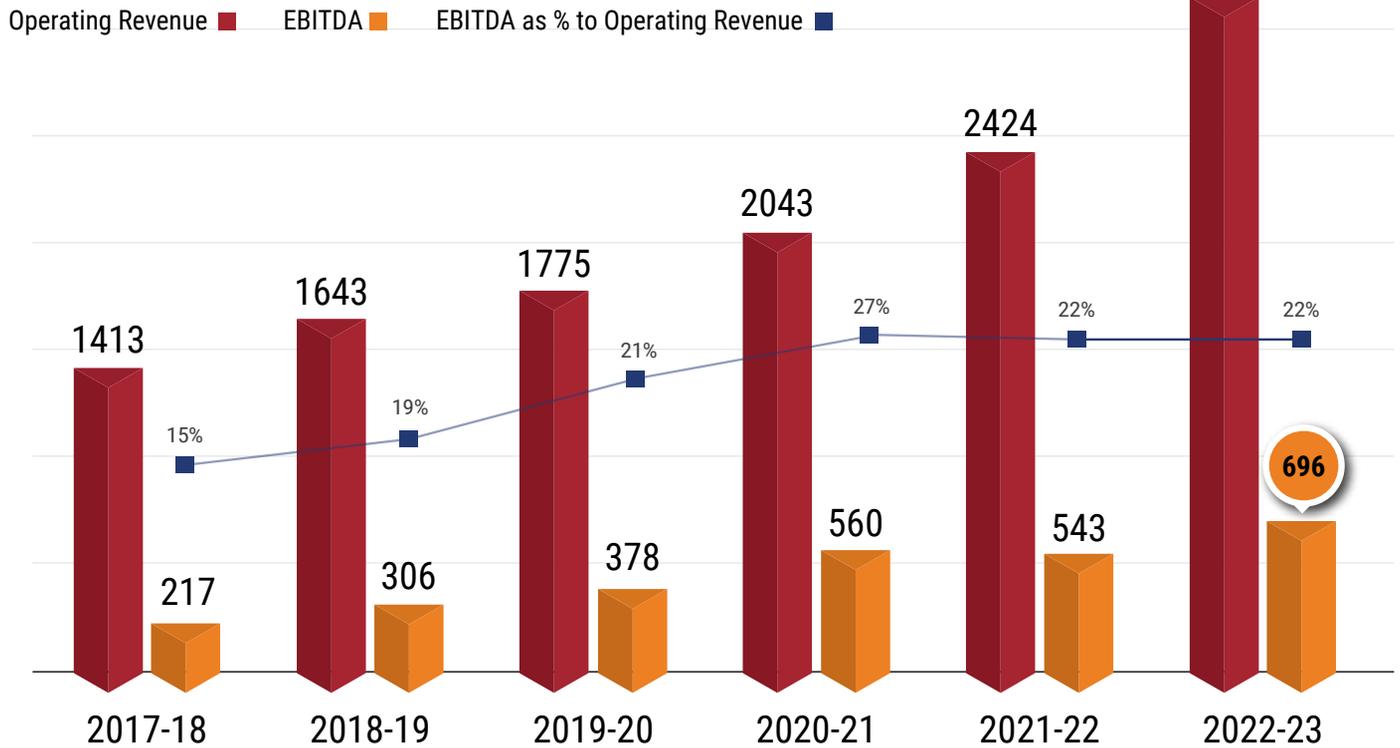
Deeper penetration with existing customers

Venturing into newer concepts like sleep disorder, wellness etc for the lozenges with the existing partners

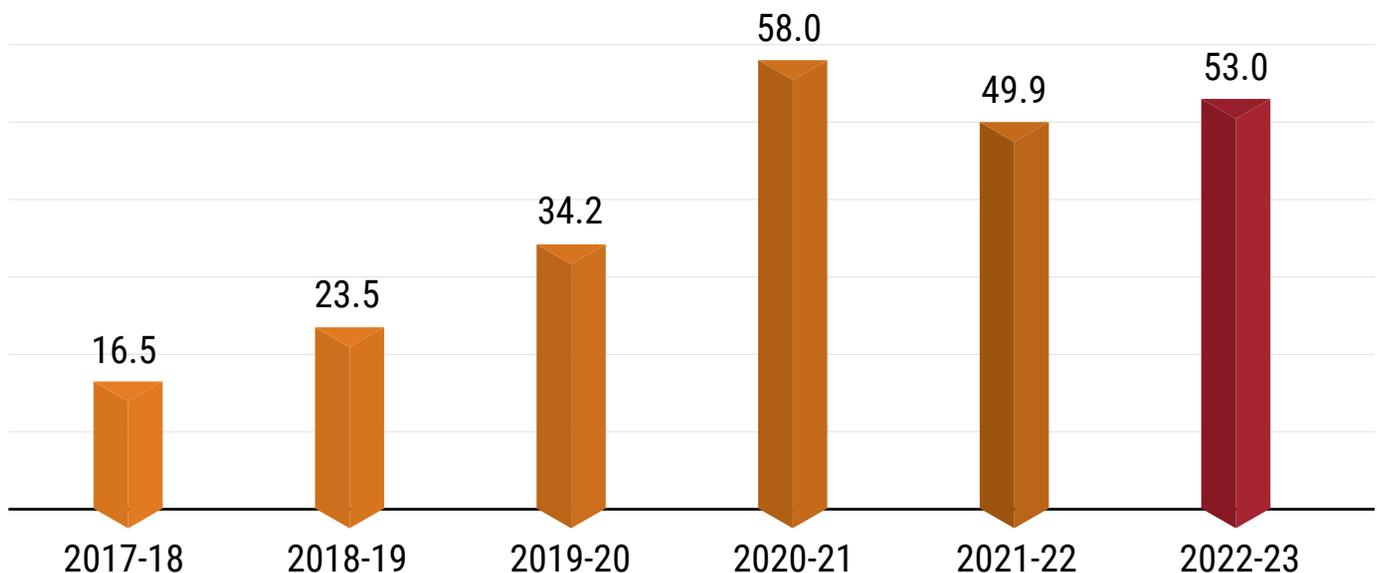


Financial Highlights

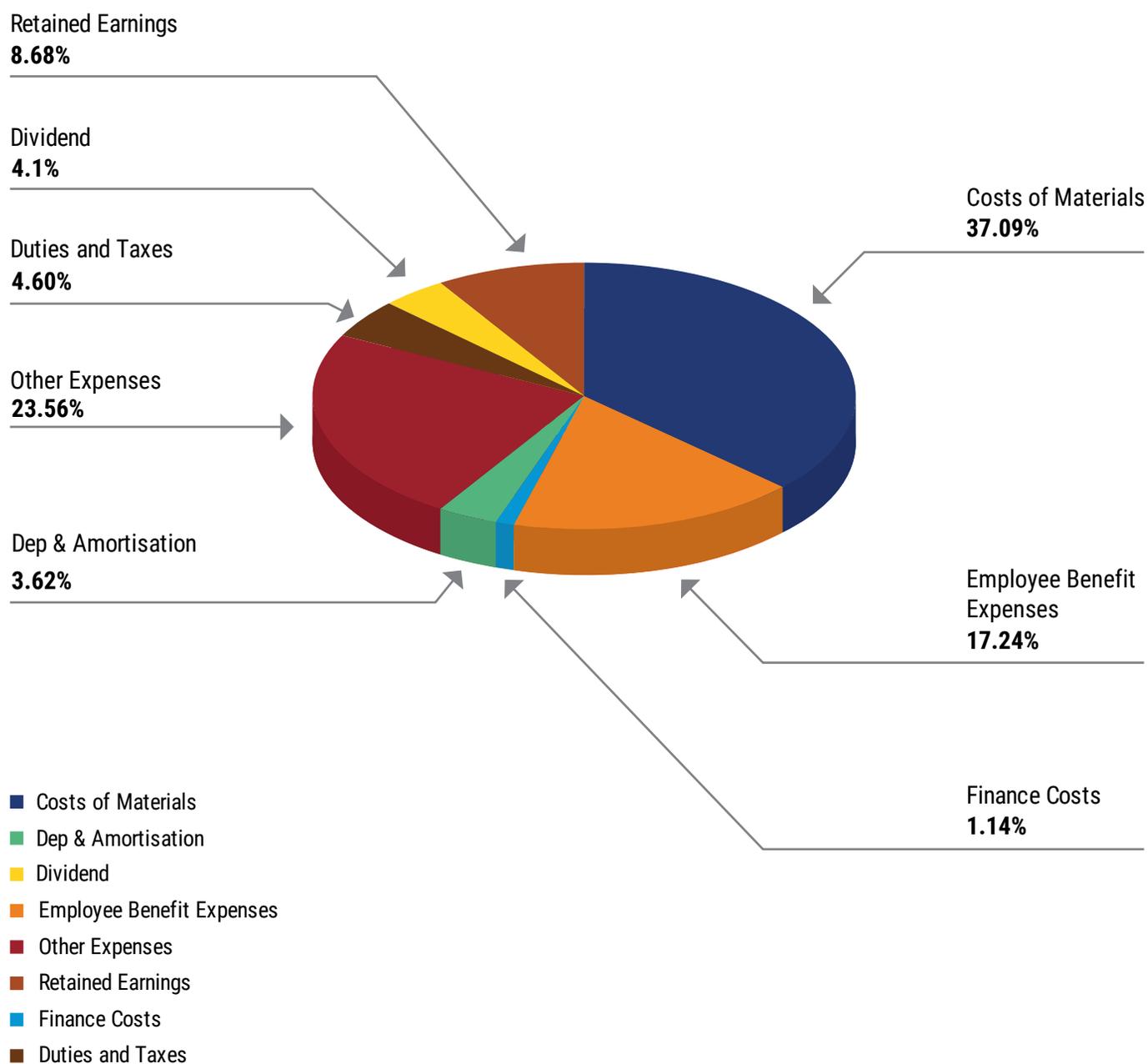
Consolidated Operating Revenue & EBITDA (in INR crores)

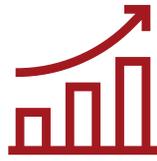


Consolidated EPS (INR)



Distribution of Revenue for FY 2022-2023





Robust Governance Framework for Sustainable Growth

We uphold the highest standards of accountability, trust and conduct which goes beyond the compliance requirements. An ethical business culture is cornerstone for efficacious risk management and ensuring continued organizational success.

Corporate Governance

At JB Pharma, we are committed to cultivating trust and creating sustainable long-term value for all our stakeholders. Strong governance serves as the foundation for driving our sustainability strategies and ensuring the effectiveness of all policies and decision-making processes. We aim to build an ethical, diverse, and inclusive Company that aligns with our purpose, values, and culture. By adhering to these principles, we further foster enduring relationships with our stakeholders.

We recognize the importance of timely disclosures, transparent accounting policies, as well as a robust and independent board in preserving the trust of our shareholders. To uphold the highest standards, we conduct our operations in accordance with well-established principles of good governance and best practices, ensuring compliance with applicable requirements in the countries where we operate.



Board Duties

At the highest level of our organizational framework, the Board of Directors (Board) embodies the Company's approach to governing the business effectively and executing policies efficiently, with a strong emphasis on sustainability. Our Board upholds our core principles of honesty and reliance as they discharge their responsibilities with a commitment to ethical conduct. The Board has further established five committees that guide company strategy and vision while supervising the implementation of rigorous governance mechanisms and policies in crucial areas, including risk management, adherence to regulations, sustainability practices, and reporting, among other domains.

Board Diversity

The composition of JB Pharma's Board exemplifies a thoughtful diversification of knowledge and expertise within each member's domain. Our esteemed Board comprises of six directors from diverse geographic backgrounds, each with a unique skill set, age, gender, and extensive industry experience. They are instrumental in proliferating our performance consistently over the years. They individually bring unique business perspectives and valuable skills to the company, collectively enriching our strategic decision-making processes.

Board Evaluation

In line with our commitment to transparency and accountability, our Board and its committees undergo a comprehensive performance evaluation. This evaluation process is guided by a set of predefined parameters meticulously designed to assess the overall effectiveness of the Board and its committees. To facilitate this assessment, we employ a rating system ranging from 1 to 4, enabling us to gauge the extent of their contributions towards driving our ESG objectives forward.

Board of Directors



Mr. Ranjit Shahani
Chairman and Independent Director

M M C

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



Mr. Gaurav Trehan
Non-executive Director

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



Mr. Prashant Kumar
Non-executive Director

M M M M

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



Board Committees

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



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

Ms. Padmini Khare Kaicker
Independent Director



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

Mr. Sumit Bose
Independent Director



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

Mr. Nikhil Chopra
CEO and Whole-time Director



Board Skills



Leadership



Corporate Governance



Business Management



Product Development



Marketing



Business Administration



Business Strategy



Regulatory Compliance



Business Finance



Accountancy and Audit

ESG Governance

As we prioritize purpose-driven leadership, our established robust governance structure ensures efficacious ESG oversight and cascading of responsible practices across the organization. Our mechanisms aim to garner accountability across functions to drive long-term growth and value-creation for internal and external stakeholders. At the apex, our CEO has the onus of fostering an ESG-centric culture by embedding sustainability into the Company's strategy, systems, and governance structures. The CEO represents Board's perspective on incorporating ESG into the Company's vision, mission, and provides direction on long term value creation.

In order to propel the ESG agenda, the Steering Committee has been constituted which reviews, assesses and provides strategic direction. The committee plays a critical role in streamlining implementation of efficient systems in place

for tracking ESG performance. Guided by specialized leaders, the committee is responsible for overseeing ESG disclosures, developing policies, augmenting stakeholder engagement and identifying sustainability risks as well as opportunities.

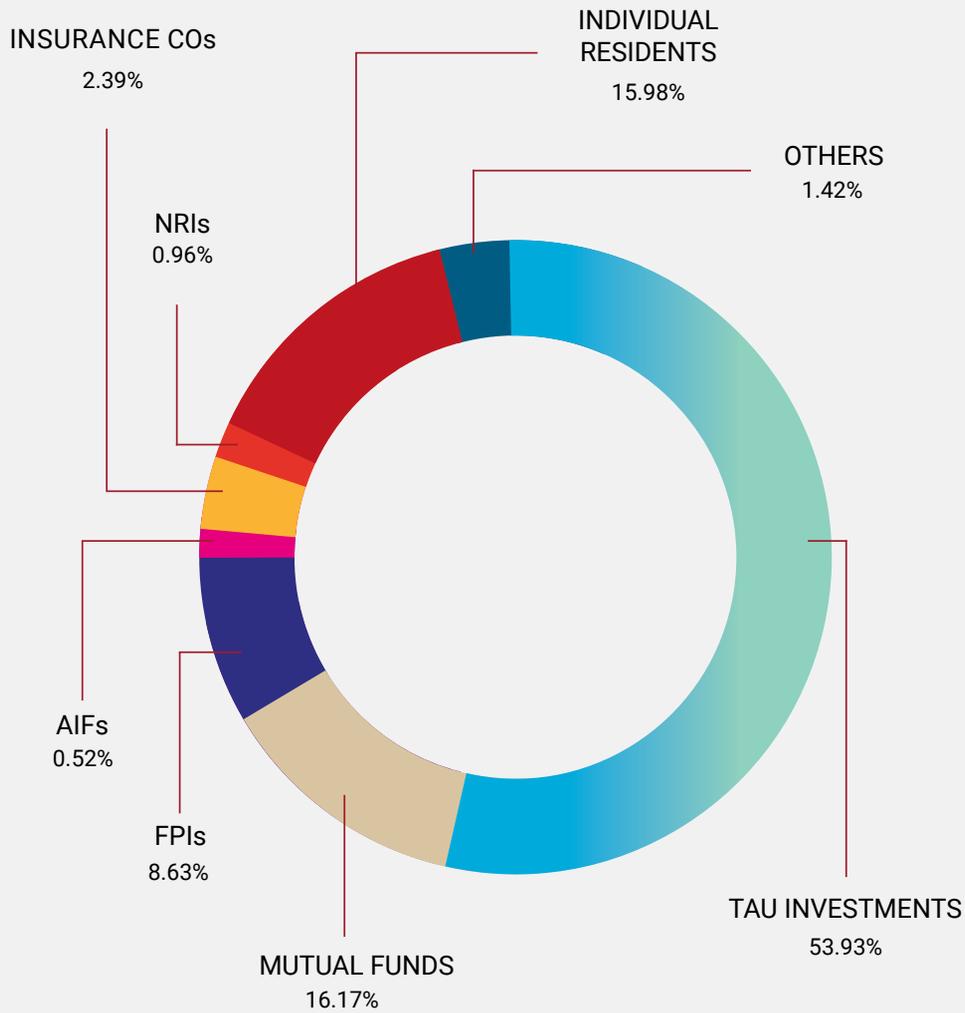
Our Working Committee further streamlines ESG integration across the organization through identifying holistic metrics, systems and frameworks for tracking ESG progress. Consisting of cross-functional representatives (Human Resources, Legal, Compliance, Operations, Supply Chain, among others), the committee strengths our compliance to national and global ESG guidelines, standards, and frameworks. The Working Committee undertakes on-ground initiatives, comprehensive data collation and analysis, monitoring and forecasting which enables the Steering Committee to make informed decisions that focus on amplifying social value, resource-efficiency and operational optimization.



ESG Organogram



Our Shareholding Pattern



As on 31st March 2023

Our Associations

JB Pharma advocates actions that can spur socio-economic growth as well as the growth of the pharmaceutical sector, promoting development, inclusive growth, and access to healthcare. We believe in synergistic growth and are an active player in the following industry associations:



Indian Drugs Manufacturers Association



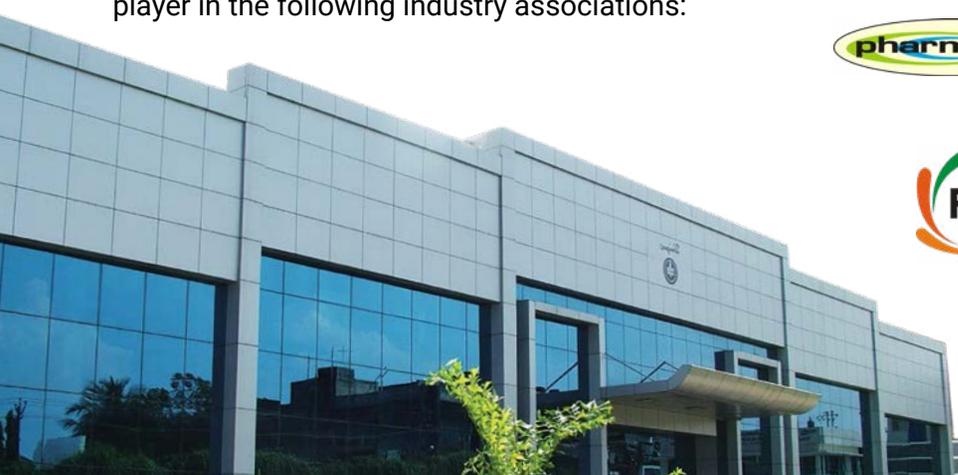
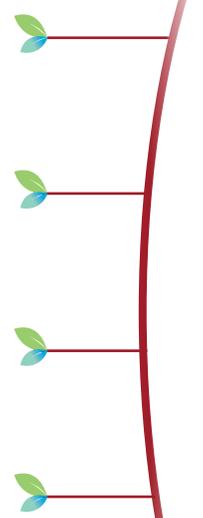
Ayurvedic Drug Manufacturers Association



Pharmaceuticals Export Promotion Council



Federation of Indian Chambers of Commerce & Industry



Our Policies

We have embraced an extensive array of policies to bolster our economic, environmental, and social agenda throughout the entire value chain. In FY2023, we updated our policies to align with the National Guidelines on Responsible Business

Conduct (NGRBC) requirements. By doing so, we strive to ensure the highest standard of governance throughout our value chain, strengthening our commitment to sustainable and responsible business practices.

Our Policies serve as a driving force for implementing best governance practices across the entire value chain. These policies are carefully crafted to establish a robust framework that upholds ethical standards, fosters transparency, and promotes responsible decision-making at every stage of our operations.

01 Code of Conduct

02 Corporate Social Responsibility Policy

07 Supplier Code of Conduct

03 Remuneration Policy

08 Policy on Material Subsidiaries

04 Environment Health & Safety Policy

09 Anti-Bribery & Anti-Corruption Policy

05 Tax Policy

10 Anti-Discrimination and Harassment Policy

06 Human Rights Policy

11 Information Security

07 Conflict of Interest Policy

12 Risk Management

13 Board Diversity Policy



Ethics and Integrity

Throughout our 46 year journey, the profound impact we have made on the lives of our patients has been the true measure of our progress. This achievement has been driven by our unwavering commitment to ethics, anchored in integrity and mutual trust principles. We have ingrained these principles into our organizational DNA, shaping our processes and policies to ensure fairness and ethical conduct across all operations.



Anti-Bribery and Anti-Corruption Policy

Our organization maintains an unwavering commitment to combat bribery and corruption. Our robust policy sets clear guidelines for all Board members, Directors, and Employees, ensuring strict compliance with relevant Anti-Bribery and Anti-Corruption (ABAC) laws. This policy unequivocally prohibits accepting or offering bribes from any individual, including public or private sector officials and third parties involved in our business transactions.



Conflict of Interest Policy

Our Conflict-of-Interest Policy serves as a guideline for employees and Directors, enabling them to maintain professional skepticism and resist any undue influence exerted by external stakeholders, thereby avoiding potential conflicts of interest. As part of our commitment to adherence, our Board members affirm their compliance with the code of conduct annually. Furthermore, in accordance with the Companies Act 2013, our Directors disclose any interests they may hold in other entities.

We firmly believe responsible business practices are the bedrock for creating sustainable value and success for all our stakeholders. To this end, we have established robust governance mechanisms that promote a work culture free from bias, fostering an environment conducive to technological advancements, innovation, and exceptional healthcare services.



Code of Conduct

Aligned with our philosophy of positively impacting the healthcare industry, our purpose is to enhance the well-being of patients and provide steadfast support to healthcare providers worldwide. Our Code of Conduct (CoC) has been designed to uphold responsible practices and inform & educate our Directors and employees about properly handling unpublished price-sensitive information.

0 cases of corruption reported for reporting year across all operations

95% of employees successfully trained on anti-bribery and anti-corruption

0 cases pertaining to issues of conflict of interests in case of Directors for FY 2022-23

0 instances of pending legal actions or outcomes related to anti-competitive behaviour, anti-trust issues, or monopolistic practices

These achievements testify to our unwavering commitment to upholding the highest standards of integrity, fostering trust among our stakeholders, and ensuring a level playing field for all. As we forge ahead, we remain steadfast in our dedication to ethical practices, which will remain at the core of our pursuit of excellence in healthcare.

Mechanisms to raise concerns

At our Company, we take great pride in maintaining a robust and effective Vigil Mechanism. This mechanism is a cornerstone of our commitment to transparency, integrity, and ethical conduct throughout our organization. The Vigil Mechanism provides a platform for all our stakeholders, including employees, customers, partners, and suppliers, to report any concerns or instances of wrongdoing, ensuring a safe and confidential environment for whistleblowing. Our Vigil Mechanism is carefully designed to encourage the reporting of any unethical practices, misconduct, fraud, or violation of company policies, without fear of reprisal. We firmly believe that fostering a culture of accountability and ethical behaviour is crucial to our long-term success and the trust we build with our stakeholders.



Whistle Blower Policy

We have incorporated vigil mechanism in guise of our Whistle blower Policy that enables our directors, employees, and other stakeholders to put forth protected disclosures with respect to any alleged wrongful conduct, to our redressal committee. The redressal committee, in collaboration with the audit committee, takes up the matter for further investigation. Our Whistle Blower Policy has been approved and adopted by the Board Pursuant to requirement of clause 49 of the Listing Agreement and section 177 of Companies Act 2013.



Policy on Sexual Harassment

Sexual harassment at the workplace or other than workplace, involving one or more employees is considered a grave offence and is therefore, punishable. We have framed this policy in accordance with the provisions of “The Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013” and rules framed thereunder (hereinafter “the Act”). Our internal complaint committee looks after cases related to sexual harassment.

Compliance management

We continuously monitor the evolving regulatory compliances across all jurisdictions in which we operate and prioritize compliance through aligning our business with them. With the support of a streamlined internal compliance tool, we ensure systematic and timely adherence to all applicable laws through detailed insights and established processes. Embedding compliance as a key leadership parameter and ensuring diligence in adhering and tracking of guidelines demonstrates our commitment to operational excellence and maintenance of a strong compliance framework. Our efforts have translated into zero instances of non-compliance with laws and regulations or monetary/non-monetary fines across current and previous reporting periods.

Leveraging digital tools for compliance - Legatrix

Owing to the nature of our business, we constantly deal with spate of laws and regulations that are applicable to us across our operations. In order to track the myriad regulations, we have implemented IT-enabled compliance management software system- Legatrix – which is essential for the management of our compliance risk, maintain standards, and improve visibility on compliance processes across India and other geographies.

- ✓ Automates compliance process
- ✓ Assess & manage compliance risk
- ✓ Fix accountability of stakeholders
- ✓ Provide visibility of compliance process
- ✓ Enable escalation of risk management
- ✓ Create an online repository for submitted data
- ✓ Real time & complete monitoring of compliances
- ✓ Maintain applicable compliance standards
- ✓ Reminding functions for forthcoming deadlines



“Compliance is a key parameter for measuring sustainable growth of a company. We at JB always strive to ensure “Zero Non-compliance” for all our activities and Compliance Management Tool assists us immensely to achieve those aspirations.”

Mr. Vishal Chavan
DGM Legal

Ms. Avanti Raorane Manager Legal
Team Member Legatrix Project



Safeguarding our business operations



The pervasiveness of risks in the pharmaceutical industry highlights the importance of an efficacious risk management system integrated in the Company's strategy. As a global company, we are cognizant of these diverse opportunities and risks surrounding to our operations. In lieu of the same, JB Pharma has implemented a robust risk management process guided by the risk management policy which equips us to continuously evolve and adapt for leveraging opportunities as well as mitigating undetected risks. Our extensive risk management and compliance processes play a critical role in ensuring highest standards of governance across all operations. The Board has delegated the onus of developing an effective risk management plan and its oversight to the Risk Management Committee which ensures transparent, consistent and timely implementation of our enterprise-wide risk management system. The committee periodically monitors and reviews the risk management plan along with the mitigation measures to track effectiveness of the current risk management mechanisms. All progress as well as the new identified risks are communicated to the Board and the Audit committee to enhance resiliency of our business activities.

Our risk management system is inclusive of a comprehensive 5-step process which promulgates identification, evaluation, treatment and review of risks. As part of the process, myriads of risks are assessed based on their likelihood as well as financial and non-financial impact for prioritization and categorization under strategic, preventive and external risks.

Emerging risks

The current context of rising social inequalities, a health crisis of unprecedented scale, mounting economic knock-on effects, global climate crisis and the acceleration of environmental degradation are further contributing to the evolving global risk landscape. With the aim of future-proofing the Company's operations, we scan the horizon for identification of such emerging risks which have the ability to pose uncertain threats to the business. Since these new or unforeseen risks can challenge us in the future, we monitor and manage them as part of our ongoing risk management procedures.

Risk Management Process



Step 1

Identify

Scan the entire external and internal risk landscape to identify potential risks



Step 2

Assess

Assess and classify the risks periodically based on likelihood and impact



Step 3

Respond

Fix accountability of people and positions to implement the mitigating action plans



Step 4

Monitor

Analyze risk trends and monitor status of risk mitigation action plans



Step 5

Report

Provide holistic progress to support efficient risk management decision making

Risk Categorization



Strategic risks



Preventive risks



External risks



Emerging risks

S. No.	Identified risk	Description/Potential impact	Mitigation action	Risk categorization
1	Risk arising due to high dependence on few key products	High dependency on few products/brands can lead to dilution in market share, revenue and profit in case of any technology/regulatory change /new molecule/ new competitor in the existing molecule ecosystem.	<ul style="list-style-type: none"> Establish robust R&D team Focus on new products Introduction of new lines and channels Exploring growth through inorganic route 	
2	Regulatory and Non-compliance Risk	Owing to the nature of the business, the evolving regulatory landscape and GMP non-compliance pose greater reputational risks and attract fines/ penalties. Inability to launch differentiated product/ delay in launch of new molecule/ product in the market due to non-compliance could lead to loss of potential market share/business opportunities.	<ul style="list-style-type: none"> Continuous monitoring of government regulations/ policies Focus on compliance tracking Applications monitoring Documented SOPs/Policies Continuous training and awareness among production staff Conduct continuous audits 	
3	Cyber-attacks/ Data breaches Risk	Internal and external cyber-attack can lead to loss of critical/confidential business information and PII (Personal Identifiable Information) of third parties/business partners causing potential reputational and financial damages.	<ul style="list-style-type: none"> System access control Fortified cybersecurity through implementation of robust mechanisms and protocols Implementation of enterprise level backup management software Disaster Recovery app Deployment of Network Access Control (NAC) Implementation of plan to perform software upgrades Ramp-up of IT/ Cyber team by adding resources 	



Strategic risks



Preventive risks



External risks



Emerging risks

S. No.	Identified risk	Description/Potential impact	Mitigation action	Risk categorization
4	Risk of changes in geo-political conditions	Changes in economic conditions (demand scenario, forex volatility) and geo-political conditions (government policies, pharma industry policies, trade wars etc.) can impact the business prospects of the Company and lead to sales or supply chain disruption.	<p>Supply chain risk:</p> <ul style="list-style-type: none"> Identify alternate source for key APIs in different geographies to diversify supplier base Define and review stock levels for critical materials on a monthly basis Long term contracts entered with existing suppliers <p>Sales risk:</p> <ul style="list-style-type: none"> Conduct monthly Dynamic Sales Planning to review risks in key geographies and develop corresponding mitigation action plans Diversification of geographic footprint to reduce dependency on one Exploring opportunities to expand product portfolio in major markets <p>Other risk:</p> <ul style="list-style-type: none"> Board approved foreign exchange risk management and hedging policy stipulating exposure of forex to the board on a quarterly basis 	 
5	Change management related risk	Change management programme w.r.t launch of new products, GTM re-organization management, cultural and working style changes are time and effort consuming and can adversely impact business delivery and team motivation.	<ul style="list-style-type: none"> Adoption of a measured approach to implement change management Rebranding of JBCPL and awareness of new brand internally and externally Investment in employee engagement and various employee benefits (such as safety , medical , insurance, among others) Implementation of Community of Practice (COP) to ensure collaboration amongst our people 	



Strategic risks



Preventive risks



External risks



Emerging risks

S. No.	Identified risk	Description/Potential impact	Mitigation action	Risk categorization
6	Reputational risk	Negative mentions in media (including print, social media, among others) due to concerns on product quality and governance can lead to reputational and financial damages.	<p>Media related risks</p> <ul style="list-style-type: none"> Strengthening partnerships for handling media and public relation activities Development of social media policy along with dispersion of sensitization training for employees Development of a "Holding Statement" to be provided prior to any press release/media interaction Identified key journalists (in the pharma space) and are regularly engaging with them Positive coverage on Company's initiatives such as CSR, ESG and Sustainability with major achievements are published across various platforms <p>Quality Control</p> <ul style="list-style-type: none"> Defined SOPs for quality related controls and quality complaint handling Implementation of appropriate processes for validating quality and product recall in case of batch rejection 	
7	Environment Social Governance (ESG) related risks	Growing momentum on ESG requires continuous assessment of environment/climate and sustainability as well as enhanced governance which may entail changes in business process/model and attract additional costs.	<ul style="list-style-type: none"> Establish robust ESG governance mechanisms and strategy Construct ESG roadmap to develop KPIs for ESG performance Introduce ESG focused employee trainings Track ESG progress against the established KPIs and develop remediation plans against gaps, if any Communicate our ESG performance annually through reports and Company website 	



Strategic risks



Preventive risks



External risks



Emerging risks

S. No.	Identified risk	Description/Potential impact	Mitigation action	Risk categorization
8	Business Continuity Risk	Inability of business resilience framework to reach desired level of effectiveness towards certain/uncertain circumstances can lead to disruption of business operations due to inadequate and delayed response or concentration risks for certain manufacturing sites.	<ul style="list-style-type: none"> In the process of developing a formal business continuity plan and crisis management guidelines Established eight major manufacturing facilities as well as loan licensed partners in India to ensure no disruptions in manufacturing Identification of other geographies for procurement, maintaining safety stocks and entering into long term contracts to reduce dependency on one. For international market, implemented a framework for both regulated and home markets wherein we have the flexibility to interchange/ transfer manufacturing within facilities to mitigate business disruption risks Provide management and employee training and awareness across crisis management/business continuity/emergency response strategy Identified and developed a tracker/ mechanism to capture and communicate lessons learnt from an uncertain event at a particular office/plant to avoid re-occurrence of such event across the Company 	
9	Governance/Control Framework Risks	Gaps in the design or implementation of control framework / review mechanism for the organization may result in lapses in internal controls and possible fraudulent transactions going undetected causing potential financial loss.	<ul style="list-style-type: none"> Identification of key fraud risks along with mitigating controls during IFC testing In the process of identifying controls for automation to reduce manual dependency Implementation of systematic measures including review, checks and balance, methods and procedures enabling us to identify abnormal financial transactions Conduct internal audits Defined Code of Conduct, Whistle Blower Policy, Duration Of Action (DOA) and SOPs along with behavioural guidelines in respect of accountability and authority across the organization, reporting fraud / misconduct, among others 	



Strategic risks



Preventive risks



External risks



Emerging risks

S. No.	Identified risk	Description/Potential impact	Mitigation action	Risk categorization
10	Health and Safety Risks	Non-compliance to health and safety measures by the employees/labours can lead to work floor accidents and fatalities which can result in decreasing employee confidence.	<ul style="list-style-type: none"> Established health and safety best practice and adopted HSE policy Continuous workforce training on the adopted HSE, possible hazards and risks, among others Promotion and encouragement of health and safety measures in ways that resonates with the employees Conduct periodic safety audits by internal and external parties Preparation of monthly safety incidents for management review Integration of JB Pharma's HSE policy adherence in labour contracts Display of appropriate safety standards across site locations 	
11	Succession Planning Risks	Inadequate succession planning for critical positions/roles may impact sustainability of operations.	<ul style="list-style-type: none"> In the process of conducting a succession planning exercise and developing an emergency succession planning for Key Management Personnel On-going assessments performed on key/critical positions/roles which require succession planning Conduct talent mapping exercise to forecast long-term hiring needs and subsequently cultivate organizational support for new roles 	
12	Hedging/Forex related Risks	Unfavourable fluctuations in Forex exposure and inflation in commodities such as API/packaging materials/ fuels can lead to financial losses and impact profitability.	<ul style="list-style-type: none"> Board approved foreign exchange risk management and hedging policy Identification and documentation of detailed action plans such as daily tracking of projected sales/ procurement quantity and forex rates movements for mitigating exchange risks Quarterly basis reporting to Board on Forex Exposures Monthly reporting to senior Management (including CEO) Periodic review of hedging plans and performance by Finance/ Treasury team 	





Integrating diverse perspectives for shared value creation

We value the varying perspective and experience of our external and internal stakeholders, which guide our ESG efforts. Continuously engaging with them is instrumental in curating our sustainability vision.

Stakeholder inclusive materiality assessment

At JB Pharma, we are cognizant of how even our small actions can lead to larger impacts across Environmental, Social and Governance (ESG). In this regard, we conducted a comprehensive materiality

assessment in FY2021-22, as supported by our stakeholders and guided by the GRI standards, to identify and prioritize the key sustainability issues at JB Pharma. However, with the advent of the new GRI Standards 2021, we modified our materiality approach to be impact oriented to gain valuable insights on the effects of our operations, business relationships, and strategies over the economy, people and the planet.



Our three-step approach to ensure stakeholder inclusiveness across processes



More information on this process can be found at JB Pharma Sustainability Report FY2021-22

Materiality approach



Analyse

Gauge a profound understanding of the company's activities, business relationships, sustainability context, laws, regulations as well as the internal and external stakeholders



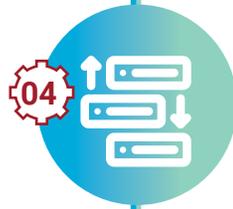
Evaluate

Evaluate significance of identified positive and negative impacts through a risk assessment process. The actual and potential impacts undergo a quantitative and qualitative analysis where the severity and likelihood of the impact is assessed to determine significance



Ascertain

Identify actual and potential impacts on the economy, environment, people (including human rights) across the products, activities (manufacturing, sales, community development) and relationships (suppliers, logistics, distributors). All positive and negative impacts are gathered through a due diligence process which encompasses review of assessments conducted throughout the year, including compliance management systems, EHS audits and feedback mechanisms



Prioritize

The significance of identified impacts are assessed and prioritized. Using threshold set by the leadership team. These impacts are grouped together into diverse material topics



Validate

The prioritized material topics are refined through review and consultation with JB Pharma's senior management

Our Material Topics

Environment

E



- Water management
- Waste management
- Energy and emissions management
- Climate change



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

S

Social



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

G

Governance



Promising Quality With Commitment

We recognize that building a brand which is synonymous with safety and efficacy to customers is essential in winning their trust. Unlocking excellence in production to provide quality medicinal products which are safe, effective and patient-centric is a priority for us.

Saving lives with quality and trust

We are dedicated to upholding the trust instilled in us by millions of people to provide efficient, ethical and safe medicines. Our unwavering commitment to product safety and efficacy is at the core of our existence as we deliver best therapeutic outcomes to positively transform patient's lives. Our pharmacovigilance and quality control team function in tandem to ensure that all products reflect the highest standards of quality and safety aligned with all management protocols. With more than four decades of experience, we are cognizant of the responsibility attached with this legacy and are motivated to continuously augment our efforts in providing innovative, effective, and affordable medicines across the globe. We further continuously monitor and assess all product's safety and risk-benefit profiles throughout their lifecycles. Our research and development, regulatory affairs and quality control teams work in synergy to maintain a responsible product portfolio.



Zero

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

JB Pharma's responsible philosophy is extended to all suppliers as we carry out our procurement in accordance with the US Pharmacopeia (USP) standards. We assure our customers that we only use high quality materials in our products. While procuring substances with potential social or environmental impact, we ensure that all relevant regulations are followed to ensure responsible utilization. JB Pharma has installed robust mechanisms in place for disposing expired drugs in a manner which is safe and in adherence to government protocols. A framework of quarterly

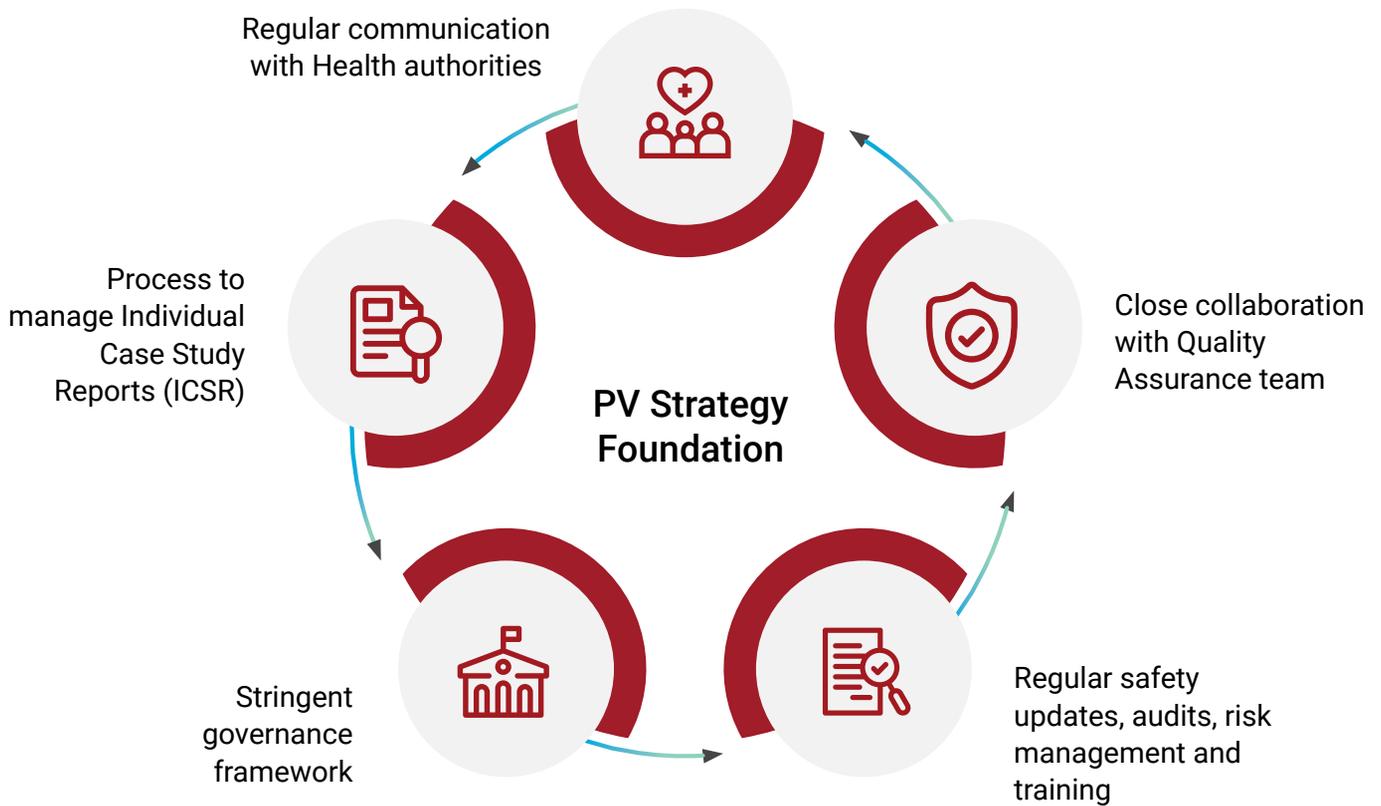
review is established to gauge and analyze the stock of expired drugs which are sent for safe disposal through government-accredited "Destruction Agencies." Awareness on safe disposal, usage, and recycling is communicated by our healthcare professionals and product labels.

Technologically fuelled Pharmacovigilance

As a healthcare provider, we prioritize health and safety of patients across the globe as reflected in our pharmacovigilance policy. The dedicated PV team, led by our Vice President of Global Regulatory Affairs, ensures that JB Pharma's practices conform to the global best practices and trends in the industry. Our stringent and constantly improving governance framework integrates multiple checks and controls to maintain effective management of our PV activities. We at JB Pharma regularly monitor the safety profile of our drugs. Our PV team monitors the current trends in compliance with regulatory guidelines and prepares Risk Management Plans (RMP), periodic safety update reports and signal evaluation to ensure products have favorable risk benefit profile. Such efforts augment our ability to identify potential safety issues, mitigate their impacts and enhance patient experience. Apart from this, our team engages in regular training to augment our customer-serving capabilities.

At JB Pharma, our pharmacovigilance function is supported by a technology backbone, employing best-in-class industry software for data processing and managing the requirements of Regulatory Health Authorities. We focus on ensuring effective monitoring and reporting of adverse events, pertaining to product quality and safety through a robust centralized pharmacovigilance system powered by drug safety database, comprehensive standard operating procedures (SOPs) and Quality Management System (QMS). Such processes enable strict adherence to the norms of various health authorities of geographies in which we operate. For countries where we operate through

distributors, the PV activities are entrusted through applicable Quality Agreements and Safety Data Exchange Agreement. This mechanism provides compliance along with soft operational activities. The strong communication network and governance framework connecting our PV teams across the globe serve as the backbone of our efficient PV management.



Delivering quality products through assurance

Our Quality Manual guides all quality assurance processes and describes the quality policy of the organization. It defines the scope of pharmaceutical quality system including identification of pharmaceutical quality system processes, their sequences, process maps, flow charts and management responsibilities. Key elements of pharmaceutical quality system are inclusive of: process performance and product quality monitoring system, corrective action and preventive action (CAPA) system, change management system, and management review for high quality.



Overview of Quality Assurance Processes



Products are designed to meet various manufacturing standards (GMP, GCP1, GLP1)

Clearly defined managerial responsibilities

Appropriate controls are carried out throughout the supply chain

Pharmaceutical products are sold only after necessary verification

Robust self-inspection procedures

Market complaints are investigated using appropriate CAPA procedures

Production operations are codified to meet GMP requirements

Raw and packaging materials are chosen to meet standards

Final products are verified

Pharmaceutical products are stored appropriately

All deviations are recorded and investigated

Secure system for approving changes to processes

GMP: Good Manufacturing Practice

GLP1: Good Laboratory Practice

GCP1: Good Clinical Practice

Our eight state-of-the-art facilities in India prioritize quality as they produce a wide array of pharmaceutical products and solutions. Being a trusted pharmaceutical company, we employ cutting-edge technology and innovation that helps us deliver quality products. To inculcate the spirit of quality in our people, plants and processes, our globally accredited facilities hold several certifications.

During FY 2022-23, JB pharma's manufacturing facilities cumulatively underwent 39 audits from regulatory authorities spread across 10 countries.

During FY 22-23, our lozenges manufacturing facility at Daman underwent 4 customer audits from leading global MNC players. During the year, it also cleared an EU GMP inspection which further opens the door for the European market.

Certifications held

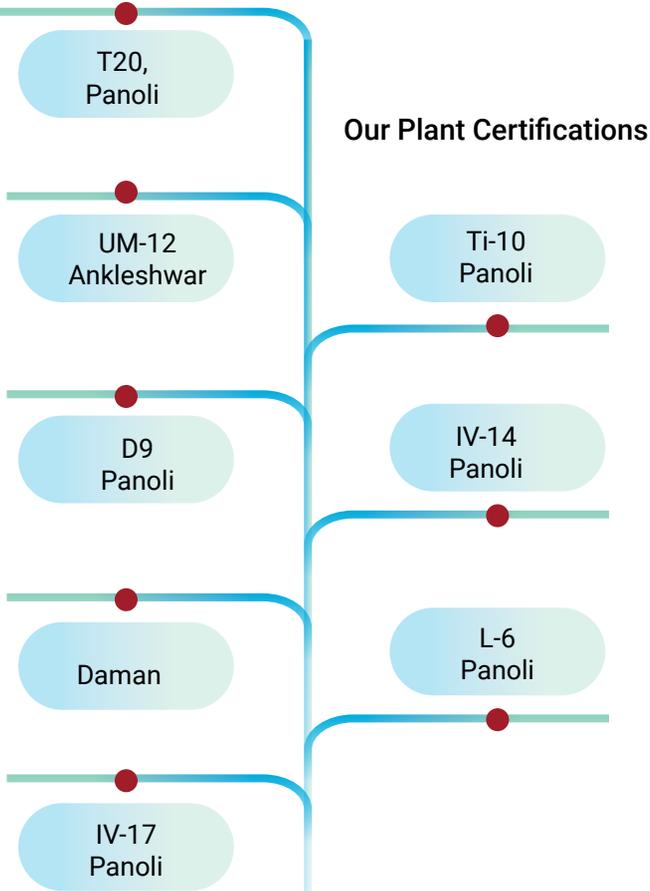
Mandatory

- 01 FDA – India WHO GMP
- 02 FDA – India State GMP
- 03 FDA – India GMP Ayurvedic
- 04 CDSCO, FDA India (Ayurvedic)

Voluntary

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

Our Plant Certifications



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

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

Manufacturing Sites

Redressal mechanisms for Pharmacovigilance

JB Pharma continues to achieve operational excellence with focus on quality. The safety of our products is maintained through our dedicated approach for drug safety-related complaints redressal and myriad of proactive control mechanisms. We capture adverse events through active surveillance and regularly assess benefit/risk profile of pharmaceutical products. In response to patient concerns and feedback, our pharmacovigilance and quality team strategically collaborate together to enhance the quality of our products. In addition to that, multiple checks and controls have been deployed for the efficacious management of PV at a global level.

We have a robust and automated framework that enables us to effectively handle pharmacovigilance - related operations. In case of any untoward events, consumer can contact us through diverse channels, including a dedicated phone line, mail boxes and an email address (pharmavigil@jbpharma.com). All potential safety concerns and adverse events received are individually addressed through our Individual Case Study Reports (ICSRs). ICSRs are received from a myriad of platforms, such as published literature, patient support programmes, market research programmes, clinical studies and



We have a robust and automated framework that enables us to effectively handle pharmacovigilance-related operations. In case of any untoward events, consumer can contact us through diverse channels, including a dedicated phone line, mail boxes and an email address pharmavigil@jbpharma.com

business partners. They are communicated to the respective country's pharmacovigilance office. The ICSRs received further undergo a triage sequence to be appropriately classified as assessment and undergo assessment to review the seriousness of the causality. If no further clarification is required, the case undergoes a thorough quality review check. A final case report is then prepared for submission to the Drug Regulatory Authority.

In addition to the ICSRs, our team updates Patient Information Leaflets to provide our customers with access to up-to-date safety information. The preparation, assessment and submission of aggregate reports to regulatory authorities worldwide is in accordance with the international and national legislation. The creation, assessment and implementation of risk management systems as well as the evaluation of effectiveness of risk minimization measures are conducted for investigational and marketed products.

Ensuring efficient PV Operations

At JB Pharma, we leverage a variety of technological tools to improve the efficiency of our PV operations. These include our dedicated pharmacovigilance email address and phone lines for reporting adverse events. We also utilize an electronic-based drug safety database to strengthen our patient safety practices and compliance with regulatory requirements. All entries in our Drug Safety Database are processed using medicinal coding i.e. MedDRA terminology.

We additionally conduct annual PV training programs globally to ensure that our teams are well equipped to deal with potential safety concerns. These programs are available on our website and help our employees enhance their knowledge of PV practices and the steps involved therein. This increases their vigilance towards identifying and reporting adverse events as well as product quality issues. We believe that these training programs are an integral part of improving our product safety to a level that far exceeds regulatory requirements.



Technology



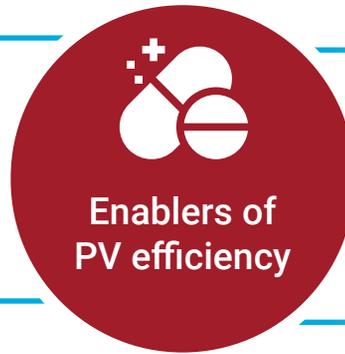
Dedicated PV email address



Phone lines and mail box



Drug Safety Database using MedDRA terminology



Training

Annual training of PV staff



Training modules accessible on our website



Focus on identifying and reporting events



Fight against Counterfeiting



Globally, counterfeit medicines pose a significant risk to public health. With our unwavering commitment to prevent such a global risk, we have established Good Pharmacovigilance Practices (GVP) to ensure effective post marketing surveillance. Our proactive mechanisms with multiple checks and measures for effective surveillance across the supply chain. Through our established systems, we track and trace the implemented mechanisms for products exported in few countries to protect the pharmaceutical supply chain from counterfeiting. Further, we integrate counterfeit topics as part of our overarching pharmacovigilance training for employees to strengthen their understanding in detecting product-related issues.

Achieving quality throughout the supply chain

As one of the fastest-growing pharmaceutical company, our footprint can be found across the breadth and depth of geographies, nationally and internationally. We have expanded our strong supplier presence in over 40+ regulated and semi-regulated markets including Asia, Southeast Asia, Gulf and Middle East, USA, EU, Canada, Australia, New Zealand, Latin and Central America, Africa, South Africa, and Russia-CIS. Our products are available pan India and across the globe due to our comprehensive and robust supplier network all around the world. The expansive supply chain supports us in spearheading our dedication to serving diverse populations and contributing towards their well-being.

Through regular supplier engagements, we ensure constant procurement of raw materials and packaging materials in order to meet the global healthcare needs. As a responsible company, we promote sourcing materials from local vendors to booster economic growth of the local communities.



Ensuring high quality supply

We continuously augment our global procurement practices to enhance agility and drive operational excellence. We have enforced robust systems and processes which prepare and shield us from diverse business disruptions that threaten to weaken our supply chain capability. In this regard, JB Pharma implemented Corporate Quality Assurance (CQA) to assure quality and consistency of Raw/Packaged materials. According to the CQA, all suppliers are assessed prior and post onboarding based on the prescribed parameters. The assurance entails supplier questionnaires, quality checks as well as on-site/virtual audits to evaluate potential and current suppliers' capability to consistently produce/supply products in compliance to the requirements of Good Manufacturing Practices (GMP).

In line with the CQA, we conduct monthly reviews with emphasis on product availability, delivery performance, price trends, inventory analysis, ongoing projects, aspects of supplier spend analysis to determine risks and corresponding corrective actions. Our SOPs are updated, and API

drug suppliers are audited post every 3 years. To catalyze supply chain risk mitigation and retain our competitive power, we identify and track critical suppliers based on certain considerations such as high – volume suppliers, critical component suppliers, and non-substitutable suppliers.



SPOTLIGHT

Reverse Auction: Spearheading transparency across operations

At JB Pharma, our systems and processes continuously evolve to showcase the resolute commitment towards integrating responsible business practices across our value chain. Upholding highest values of governance is a hallmark for JB Pharma. Improving compliance and cascading transparency across the value chain is of utmost importance for us. In this regard, we introduced the concept of Reverse Auction at JB Pharma to revolutionize how we deal with third parties. Reverse Auction is a process wherein the suppliers come online at a pre specified date and time and do a competitive bidding for the materials chosen for reverse auction. As a technologically fueled initiative, an online tool is used for the trading of printed cartons.

This approach has streamlined the end-to end purchase process by eliminating cumbersome and manual activities. Automation of the entire purchase process has bought in a substantial reduction in our procurement costs.

Reverse auction fulfills the twin objectives of commercial benefits through an alternative negotiation technique while also furthering our efforts towards transparency and ensuring efficiency across our processes.

“At JB Pharma, we continuously strive to improve our processes via innovative methods. Reverse auction has given us access to a larger set of vendors while also improving our negotiation power. Since these auctions are conducted online on a real time basis, this has further improved our procurement efficiency, reduced costs and has enhance transparency in the process”



Mr Bhushan Sachdev (Executive Vice President – Supply Chain Management)



Accelerating resilience in data privacy

Businesses now grapple with myriad of regulations and sanctions across the globally integrated economies which necessitate the implementation of a comprehensive cybersecurity governance structure. In 2023, World Economic Forum announced “Widespread cybercrime and cyber insecurity” as the risk with the potential to inflict great extent of reputational, societal and financial damages at the global scale over the next decade. In order to minimize and mitigate this risk, JB Pharma has established robust standard operating procedures, policies and guidelines governing the management of data in compliance.

The privacy and protection of all stakeholder’s data is of paramount importance to us. As an organization with operations spanning several facilities, our multi-layered security architecture is periodically upgraded to ensure the integrity of our data management systems. From the process integrity perspective, we are constantly adopting newer and efficient digital tools which protect our

data from any adverse events. Our IT resilience is overseen by the internal IT team which ensures implementation and maintenance of information security. Our cybersecurity and robust data privacy management initiatives proliferate our efforts in safeguarding information and ensuring its confidentiality, integrity, and availability.

In our quest to ensuring strengthened data protection as well as anytime and anywhere availability, we have deployed an enterprise-level data backup and restore solutions across locations. It covers operational data backup and Business Continuity/Disaster Recovery (BCDR) and includes implementation aspects of data management and data availability for all critical and non-critical applications. Critical applications refer to those which are covered under GMP such as laboratory information systems, quality assurance systems, batch manufacturing records, SAP, Dossier management, among others. Most of the GMP application databases are mirrored at different sites and databases which ensure last minute recovery in case of any disaster. We have catalogued applications such as attendance, payroll, legal, among others as non-critical since their temporary non-availability in case of a disaster do not significantly disrupt operations.

Our key enablers for data management



Data Availability

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



Data Lifecycle Management

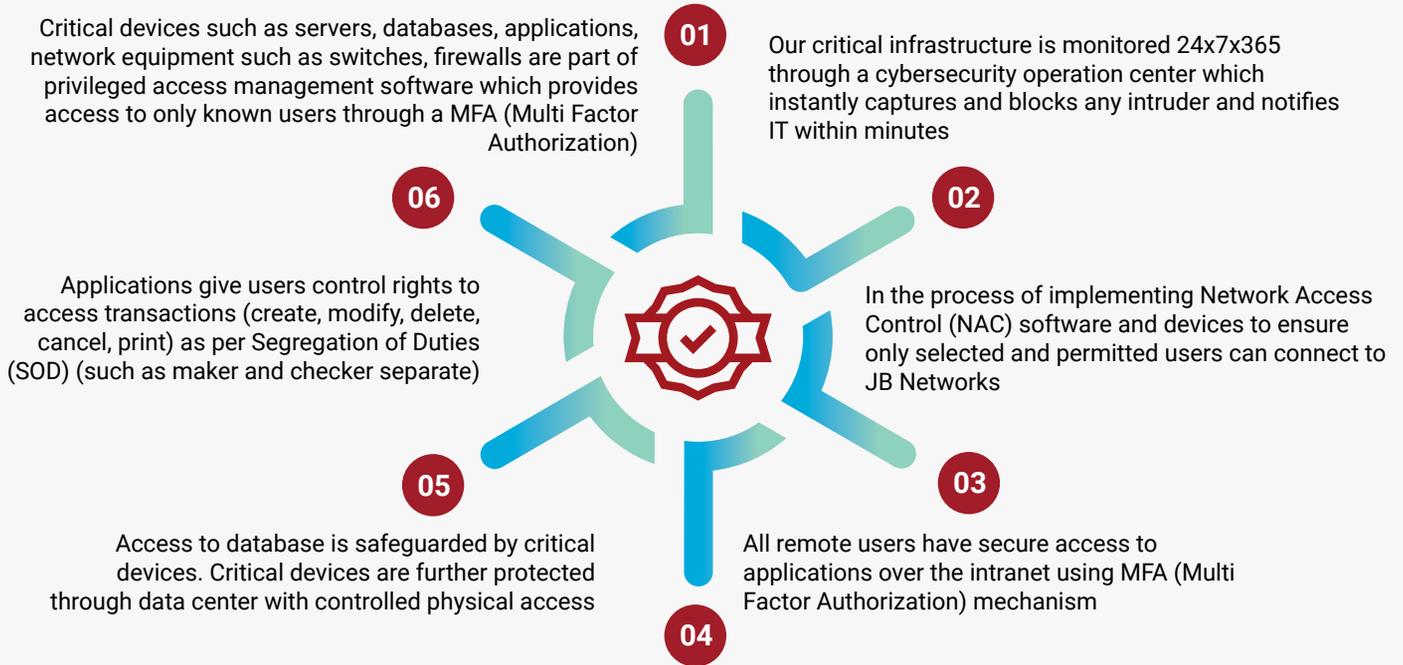
All data pertaining to critical applications system is backed up online, offline and at different places using processes such as mirroring or running a DR.



Information Lifecycle Management

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

Our levers for achieving operational excellence



We continuously leverage our data security levers for safeguarding all data whilst ensuring our processes and procedures are in compliance with all applicable laws. During the reporting period, there were zero instances of customer privacy data breach due to our stringent data management systems.

Security audit

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







Rentless Pursuit to a Greener Planet

Spearheading efficient operations which help ensure reduced environmental footprint. We support building a healthy environment which is critical in improving health outcomes of all people.

Accelerating change for a healthier planet

As a responsible pharmaceutical company, we recognize the symbiotic relationship between a healthy environment and human health. This philosophy forms at the bedrock of all our efforts towards sustainable development. With nature being a shared resource, we make it our responsibility to operate in an ethical and ecological manner. Our critical dependency on the environment, incumbents us to support the government and communities in addressing climate change, propelling sustainable behaviours and mitigating our impacts on the planet.

At JB Pharma, our priority is to embed environmentally conscious mindset to achieve

operational resilience against adverse climate impacts. With the aim to conserve natural resources, prevent pollution and reduce waste, we implemented a dedicated Environment Management Plan (EMP). The EMP guides management across water, air emissions, hazardous/non-hazardous waste along with ensuring effectiveness of control measures, monitoring programmes and worker health and safety.

Headed by the lead EHS Manager, our established Environment Management Cell (EMC) provides oversight on the efficacy of the EMP. The cell is tasked to provide expertise and discharge environmental management responsibilities including statutory compliance, environmental monitoring, pollution prevention, and overseeing safety response, among others.



Our Health Safety and Environment (HSE) management and governance structures are further supported by the HSE policy which propels environment-focused initiatives. The HSE Policy reflects our long-standing vision and mission towards integrating environment protection, safety and cost efficiency into the overall business strategy as we operate in a “Green and Clean” manner.



Sustainable practices through green and clean operations



Fast-tracking fight against climate crisis

Globally, climate change is the single gravest health threat facing humanity with an additional 250,000 deaths projected every year between 2030 and 2050 by World Health Organization. The health of the planet is inextricably linked with human health. This is especially prevalent in reference to climate change, which threatens global health through diminished biodiversity, increased exposure to heat waves, declining food security, prevalence of vector-borne diseases and extreme weather. A warming world continues to further inflict increasing physical, economic and mental burden on businesses, individuals and communities across the globe. In this regard, the potential failure to address this existential global risk is at the top of the ranking in World Economic Forum’s Global Risk Report 2023. The Global Risk Report coupled with

the COP27 considerations, has pushed climate change mitigation and adaption at the top of the agenda for governments and businesses across the world.

According to the World Economic Forum, the pharmaceutical sector is not only responsible for 4.4% of the current global emissions; but is predicted to increase its carbon footprint by three-fold before 2050, if left unchecked. JB Pharma understands the responsibility it shoulders as a leading pharmaceutical company and undertakes concrete strides towards environmental stewardship. With climate change and its many impacts expected to exacerbate harmful diseases, supply chain disruptions, infrastructural damages and threat to business continuity, we stand firmly committed to combat the adverse climate events. As we integrate ESG risks in our overall Enterprise Risk Management (ERM) framework, the Company has further catalogued climate risks to identify impacts and develop mitigation strategies.



More frequent and intense storms could impact supply to buyers overseas in terms of longer delivery time.

Impact on business: Greater working capital requirements, reduced sale frequency, greater need for freight/goods insurance, higher chances of goods getting damaged.



New products/medicines would be required and in greater demand to combat climate change related problems.

Rise in temperatures beyond normal/heat waves or extreme cold temperatures could cause illness to workers and a need to relocate for some causing greater cost to the organization.



- Increased costs in some cases
- Maintaining higher working capital as longer periods of credit
- Increased power costs



- Carbon capture and storage fuel switching
- Use of renewable and lower carbon footprint energy
- Improving energy efficiency
- Flaring, venting, and fugitive emission reduction
- Renewable energy certificates
- Use of carbon offsets

Unleashing Energy and emmision Efficiency

Our unwavering commitment to limiting global warming drives us to continuously reimagine and alter the way we operate. As we envision a greener and more sustainable future for all, reducing emissions and shifting our energy sources are a priority for us. Being an energy extensive industry, pharmaceutical companies face potential adverse impacts in terms of GHG emissions and climate change affecting the environment as well as people.

In order to enhance our energy performance, we have adopted a three-step approach:

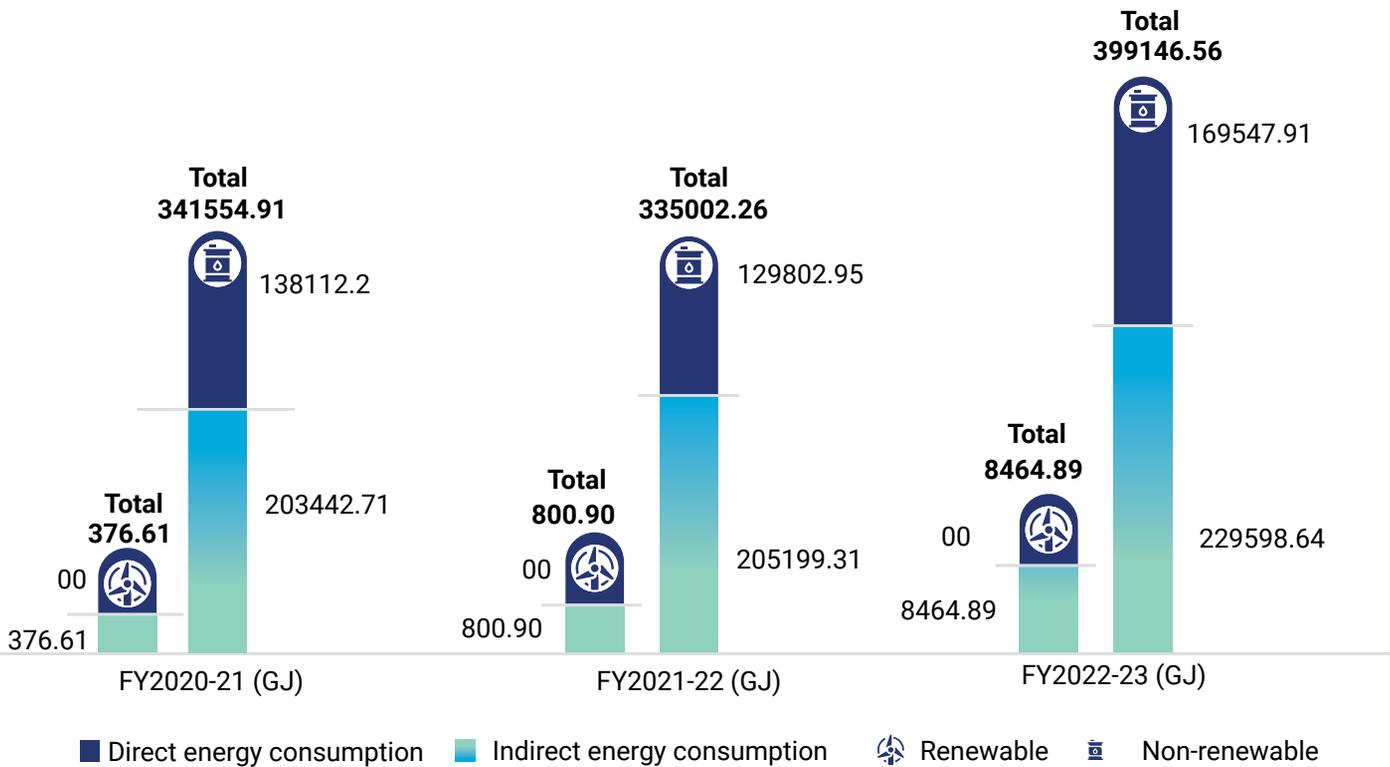


Measure

Measuring our energy requirements is at the stem of monitoring and optimizing all operations as we are guided by the premise, “measurement drives improvement.” Hence, by continuously monitoring its day-to-day operations, we attempt to gain a 360-degree view of our direct and indirect energy usage. We have implemented stringent mechanisms and IT-enabled tools to determine our energy consumption and its effects on the environment.

The primary source of our direct emissions consists of running boilers and other processes, while the indirect emissions emanate from purchased electricity. During the FY22-23, we enhanced our renewable portfolio and sourced energy from solar and wind power. Notably, our energy intensity decreased from 138.5 in the previous year to 129.4 in FY22-23.

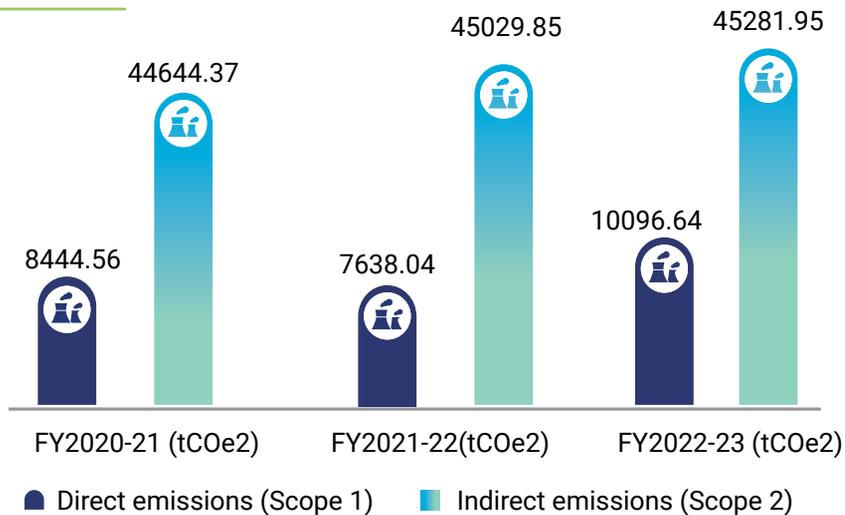
Measure



In order to track our emissions, we regularly perform a comprehensive holistic GHG inventorying process. We monitor our Scope 1 (direct), Scope 2 (indirect) and Scope 3 (Other indirect) emissions in our quest to improve energy efficiency across all operations and business activities. During the financial year, our GHG intensity, inclusive of Scope 1 and Scope 2, reduced to 17.59 than compared to 21.72 in FY2021-22.



Scope of emissions



The energy and emissions figures have undergone changes due to error made in previous reporting period.

Measure

This year, we solidified our commitment to efficaciously monitoring all environmental footprint by tracking our Scope 3 emissions. We initiated the measurement of Scope 3 inventory of nine categories by following the guidance provided by GHG protocol.

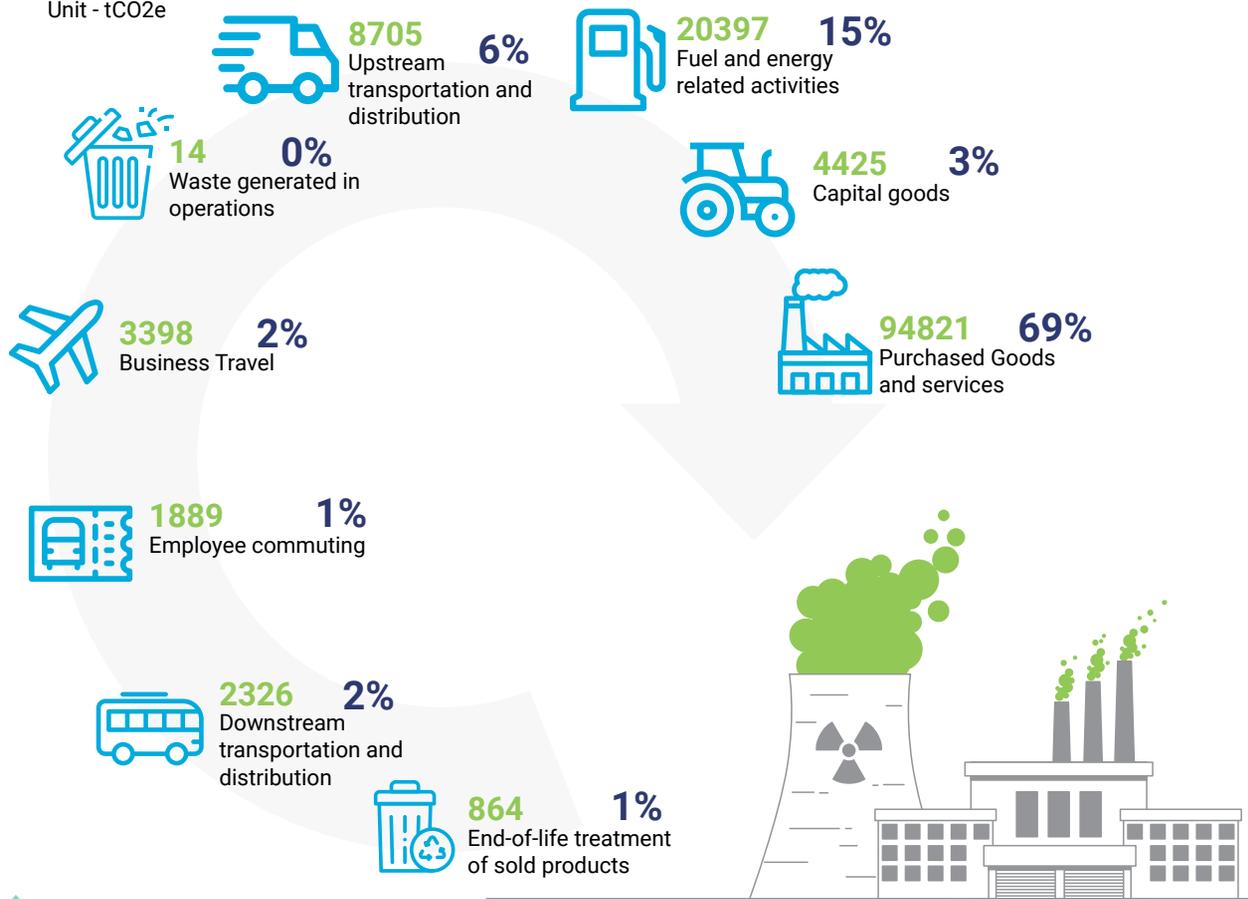


Scope 3 emissions + categories

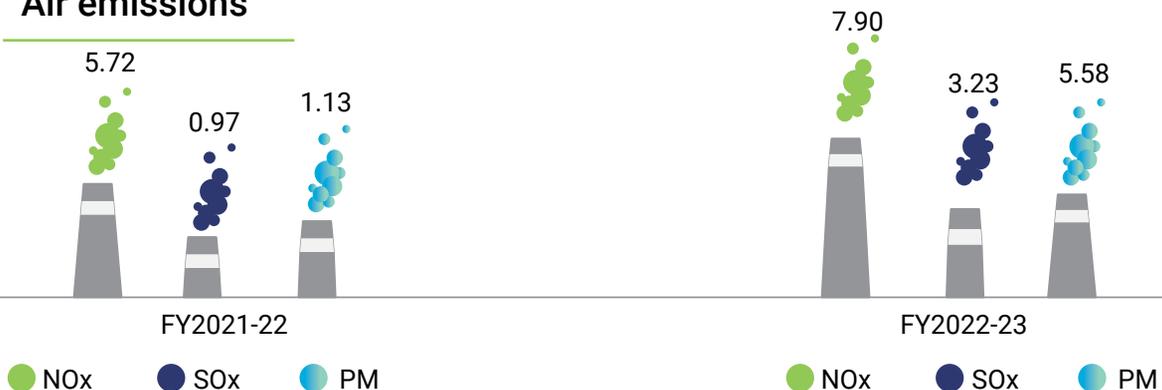
FY2022-23

Unit - tCO2e

Total Scope 3 emissions
136837.62 tCO2e



Air emissions



The air emissions figures have undergone changes due to error made in previous reporting period.

Reduce

At JB Pharma, we believe that the cheapest and greenest energy is that which we do not use. In line with this philosophy, we implemented a wide array of initiatives to improve our energy efficiency and instill a culture of energy conservation. These efforts have resulted in



substantial savings by reducing our fuel and electricity consumption.

Initiative	Outcome	Initiative	Outcome
Replaced DX coils in Air Handling Unit with chilled water coils	Chilled water coils are more efficient, saving electricity, and they do not affect the ozone layer with CFCs	Installed Highly Efficient Heat Pumps for Hot Water Generation	1000 Kg/Hr of steam saved, reducing fuel consumption and improving chiller plant efficiency
100% steam condensate recovery through Steam Operated Pressure Trap	Reduced steam requirement by 345 tons, saving fuel that would otherwise be used to produce the steam	Switched incandescent bulbs with LED lightbulbs	Reduced electricity consumed for lighting by 40%
Replacing old machinery with improved efficiency machines (boilers, chilling plants, AHUs etc.)	Achieving lower electricity and fuel consumption through higher efficiency machines and savings in maintenance costs	Installed variable frequency drive motors in plants as needed	Better control over motor operation, enabling power savings
Installed thyristor base capacitor panels in the power system	Improved power factor through better and reactive power management	Installed air and water pre-heaters, and effi-max systems in boilers	Lower electricity and fuel consumption through higher efficiency machines
Utilization of natural gas in boilers and High-Speed Diesel	Reduce sulphur dioxide and particulate matter emissions	Scrubbing and reusing of hydrogen chloride gas with water and caustic lye	Ensures that emissions do not exceed the pollution standards

Decarbonize

Through a comprehensive decarbonization strategy, we strive towards enabling operations at a reduced cost to the environment. We stand firmly committed promoting and encouraging the use of sustainable, efficient and environmentally friendly technologies and energy sources.

In FY21-22, we had implemented a 200kW rooftop solar energy project at our Daman plant. Over the entire year, this facility generated over 225711 KWh of electricity, resulting in substantial energy, financial and emissions savings. We also installed an express feeder at our plant to ensure uninterrupted access to electricity. The feeder decreased our utilization

of diesel generator sets, helping us further save energy and emissions.

Furthering our decarbonizing agenda, we have undertaken greening projects across our facilities to protect and heal the planet. The project promotes annual tree plantation drives with our employees as well as development and maintenance of the J.B. Mody Garden in Bharuch. This year, we created a dense plantation spread over a 1000 sq. meter hill full of rocks with automated watering system connected to our SBT plant. Such initiatives play a critical role in decarbonizing and purifying our locations whilst contributing to a healthier environment for our employees and local communities.

SPOTLIGHT

Enhancing the renewable portfolio through solar and wind energy



As part of the fight against climate change, JB Pharma adopted a greener approach by sourcing through renewable hybrid power supply. We entered into a medium term (3 years) agreement with PTC India Ltd, for supply of renewable power.

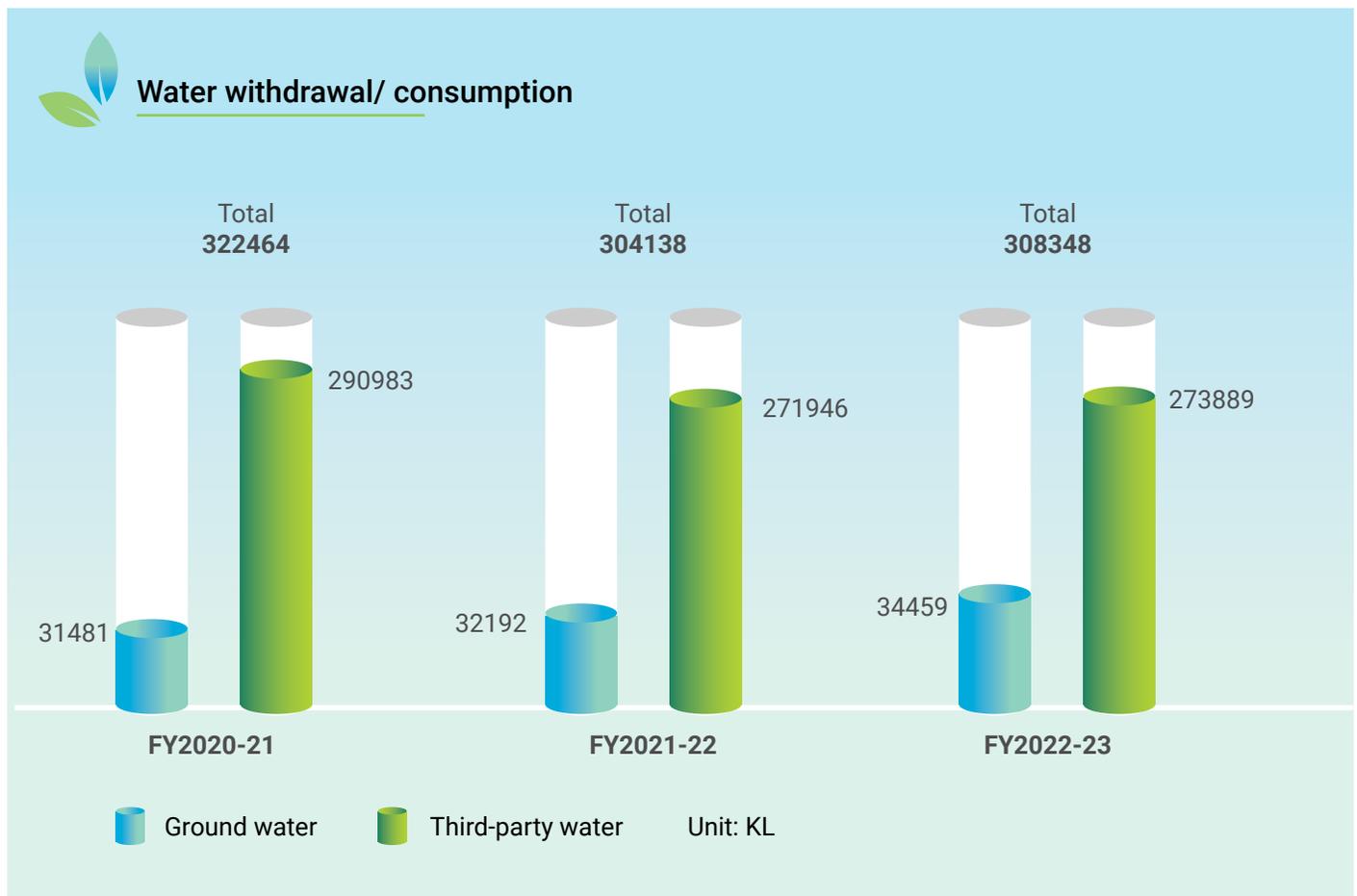
The agreement for hybrid power with PTC is approximately 50% of contract demand (4 MW of Solar and Wind each) of Panoli operation. Out of the total 4 MW (Wind solar hybrid), 2.7 MW wind and 0.63 MW of Solar plant is now delivering power to us. This initiative has the potential to result in annual savings of Rs. 1.2 crores, reduce our carbon footprint and contribute towards our promise of being a responsible corporate citizen.

Every drop counts

India, being a water-stressed nation, is on the verge of nudging towards water scarcity. Overextraction of groundwater, unequal distribution of water resources, and water pollution further exacerbate the challenge of water security. As a pharmaceutical company, we are cognizant of our high dependence on water and the potential devastating consequences of water severity on our operations and ability to deliver vital medications. In this regard, we strive to practice sustainable management of water resources to ensure equitable access of this resource, reduce adverse impact on natural water bodies, and reduce the risk of water stress to build long-term resilience of our communities.



Optimization of water is at the core of our sustainable water resource management. According to the World Resources Institute (WRI) Aqueduct Tool, all our facilities are located in water-stressed areas. In order to optimize our consumption, we adopt strategies including continuous monitoring of our water consumption, installing efficient taps and fixtures, and recycling rejected, or wastewater. We ensure zero discharge across all operations as all our facilities are Zero Liquid Discharge.



To enable water stewardship, we utilize cutting edge technology wherever possible for our waste treatment, including experimental processes to ensure that we manage our waste as effectively as possible. Our initiatives include:



RO Reject Water for Domestic Use

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

01



Effluent Treatment Plant using Membrane Bioreactor

- Installed steam operated pressure traps to capture condensate water
- High temperature of condensate reduced energy input requirement for boilers by INR 13 Lakh
- Using recycled water reduces water drawn for boilers and hot water system by 345 KL

02



Condensate Recovery

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

03

CASE STUDY

Soil Biotechnology (SBT)

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

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

Outcome: The system treats 20 KL of wastewater daily which is used to water plants and for other utility. This reduces our groundwater extraction by approximately 12-15 KL everyday.

Technology in Focus: SBT

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



CASE STUDY

Scaleban Technology

Goal: To reduce our dependence on steam or power.

Technology Employed: RO reject and high TDS water (20000ppm or more) is used in Cooling towers in place of fresh water.

Outcome: Substantial reduction in the use of steam and power achieved. This is due to transitioning from use of Multi Effect Evaporator (MEE) to evaporated high TDS wastewater in cooling tower.

Technology in Focus: Scaleban

- ✓ Sustainable patented technology
- ✓ Substantial saving in Power and steam cost
- ✓ Green House Gases emissions reduction



Waste to wealth

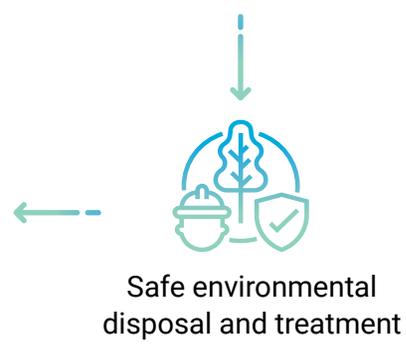
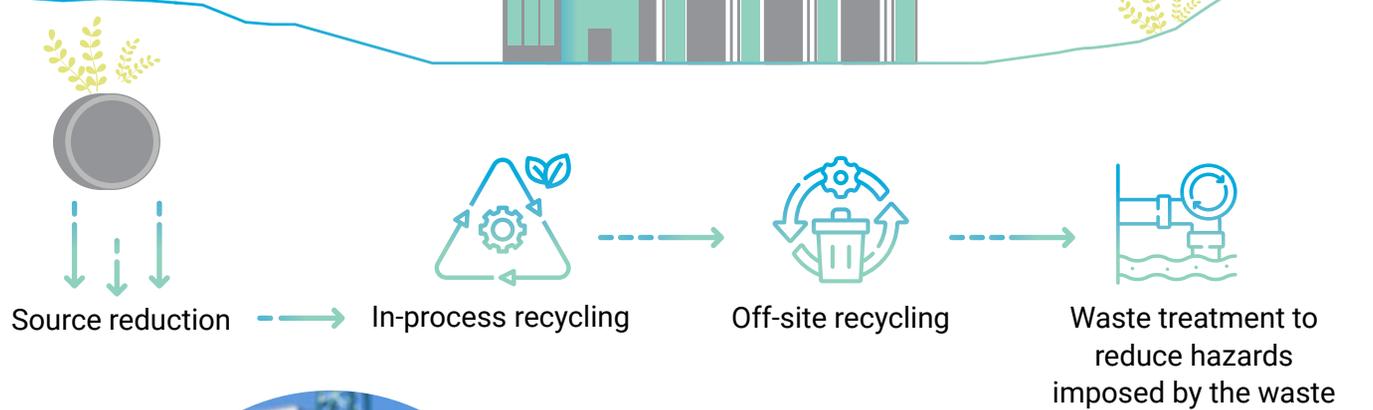
As an environmentally responsible company, we continuously strive to implement waste to wealth techniques in order to reduce waste across the lifecycle of our products. We take great pride in going beyond the regulations and instill proper waste management initiatives in our facilities. Our waste management strategy revolves around waste

reduction planning and management through cost effective, environmentally friendly processes and efficacious resource utilization.

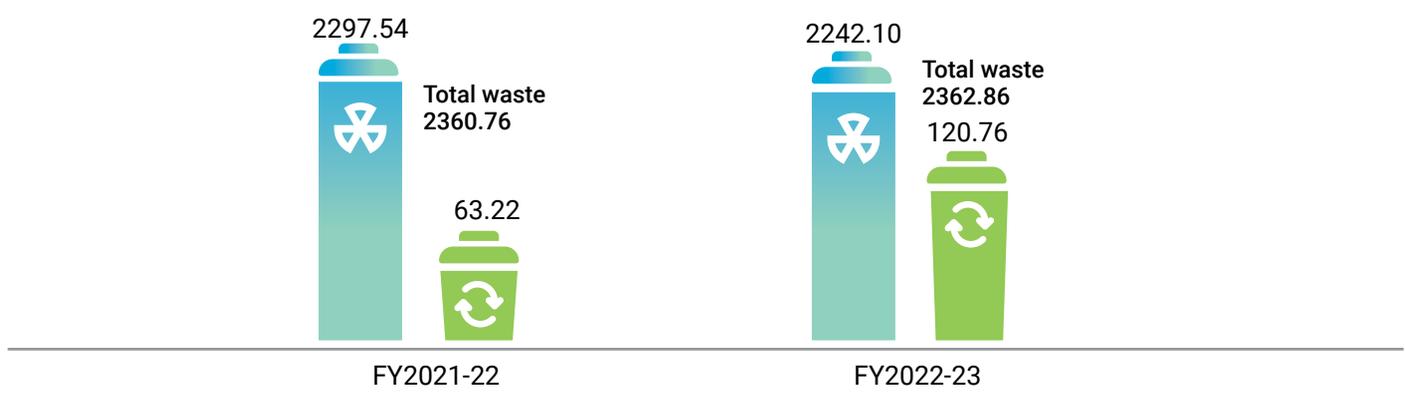
At JB Pharma, we focus on cleaner production processes adopted through:



Our waste reduction programs and practices, extended to include pollution prevention, lay emphasis on elimination of waste and pollutants creation at the source. Waste reduction and pollution prevention are considered as a regular practice through increasing efficiency in raw materials utilization, substitution of substances, elimination of toxic substances and other conservation efforts.



 **Waste generated**

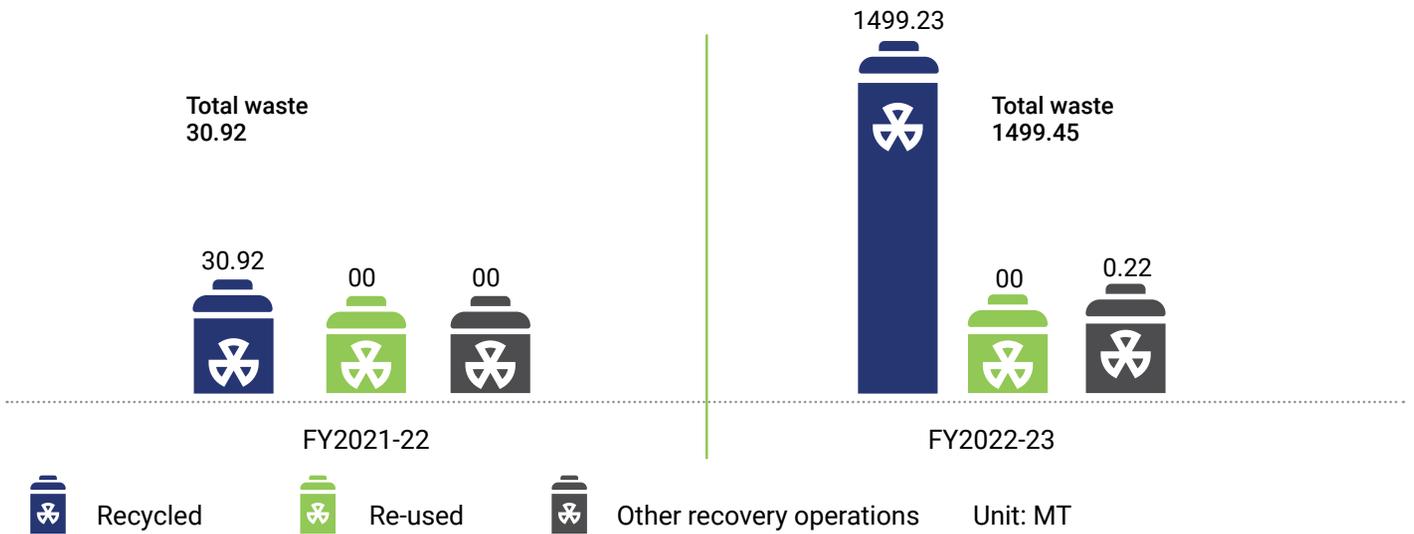


 Hazardous waste  Non-hazardous waste Unit: MT

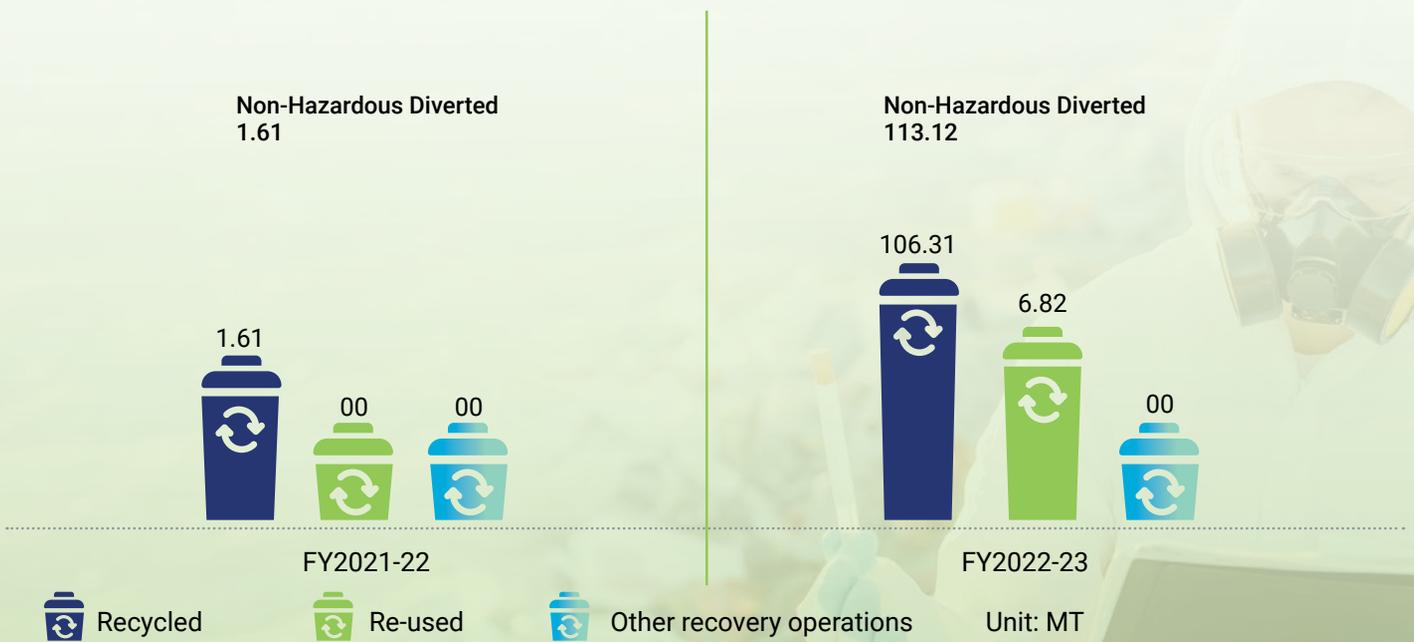


Waste diverted from disposal

Hazardous Waste



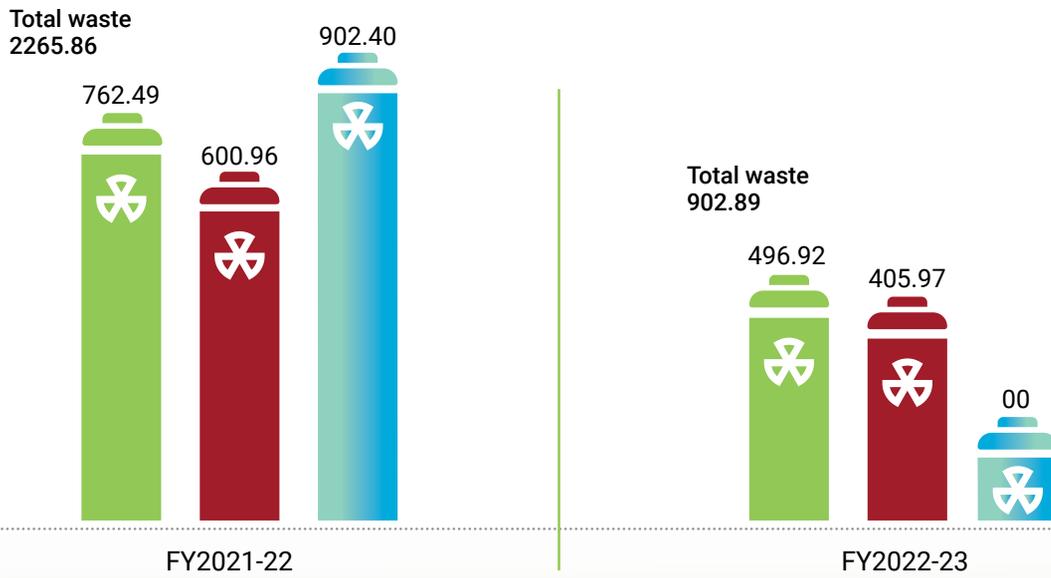
Non-Hazardous Waste





Waste directed to disposal

Hazardous Waste



Incineration



Landfilling



Other disposal operations

Unit: MT



The waste figures have undergone changes due to error made in previous reporting period.

In our quest to continue minimizing our footprint, we have adopted myriad of initiatives to bring about operational changes to propel the agenda of Reduce, Reuse and Recycle across our facilities.

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

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



REDUCE



REUSE

RECYCLE



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

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





Empowering people everywhere

We are committed to making holistic well-being, learning & development, health and safety of our people an organizational priority. Our efforts are towards cultivating a work environment that embraces diversity, fosters equity and drives inclusion.

Strengthening our workforce

At JB Pharma, we believe that our employees are instrumental in driving the organizational growth and success. Their commitment, resilience, expertise, skills and well-being continue to augment our operational and financial performance. Our agile and motivated workforce is at the fulcrum of JB Pharma’s dynamism and ability to generate long-term value for all. We are committed to providing them with a safe, supportive and equitable work environment where our people can flourish and translate sustainability into action. It is the diversity in their perspectives and experiences which strengthen our decision-making, enabling us to

navigate through complex and evolving business landscape. With people at the core of our business, we have adopted a ‘People First’ approach which governs our efforts towards developing and managing our employees. The approach rests on four distinct pillars: growth and development, health and safety, work-life balance and family welfare.

Our people-centric approach to human resources management reflects our dedication to promoting diversity, offering fair compensation, rewards, employee benefits, career advancement, learning and development opportunities, and flexible work schedules. Any significant operational changes are thoroughly discussed and approved at board meetings, and employees are notified 2-3 months in advance.

People First Approach



GROWTH AND DEVELOPMENT

- Skill building & upskilling
- Regular training
- Cross-departmental experience



HEALTH AND SAFETY

- Educating employees
- Equipping plants
- Implementing safety measures



WORK-LIFE BALANCE

- Ensuring employees can pursue interests outside work
- Encouraging creativity, space and time for activities



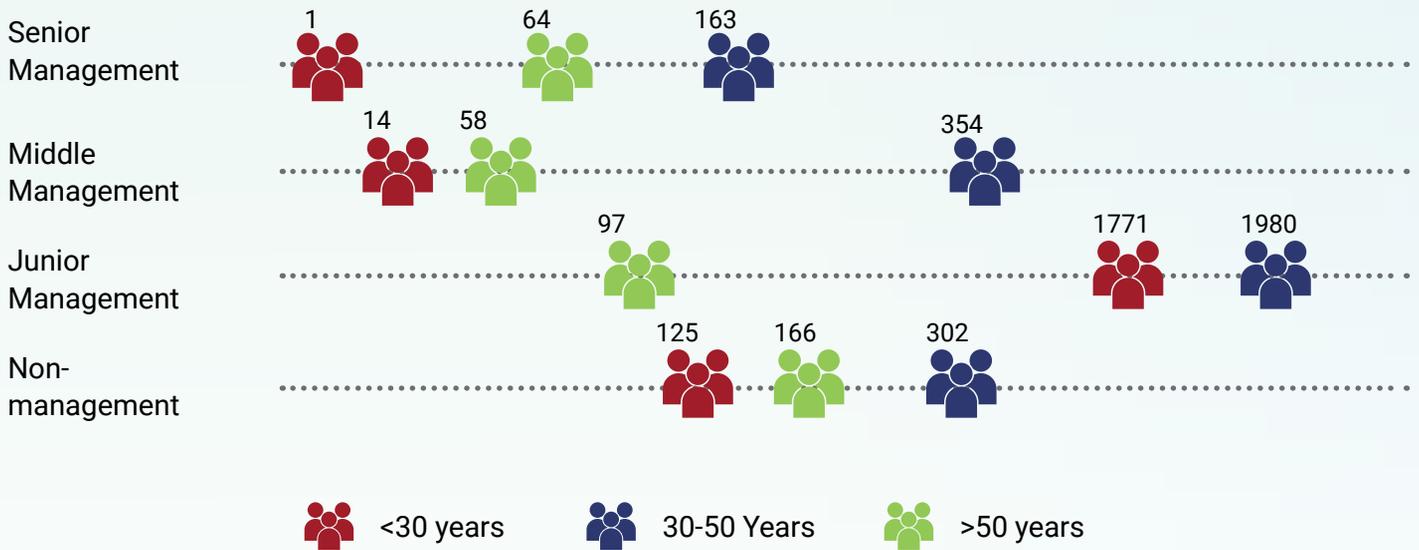
FAMILY WELFARE

- Family Welfare
- Health insurance for family members
- Providing scholarships to children

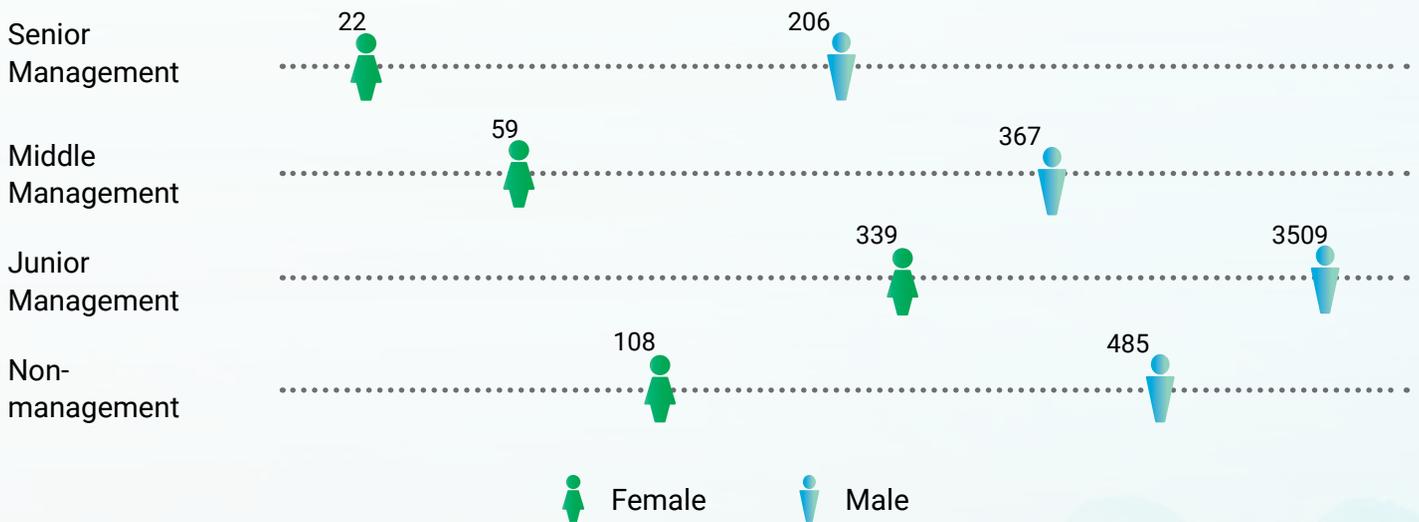
Total Employees and Workers



Employee Composition (Age)



Employee Composition (Gender)



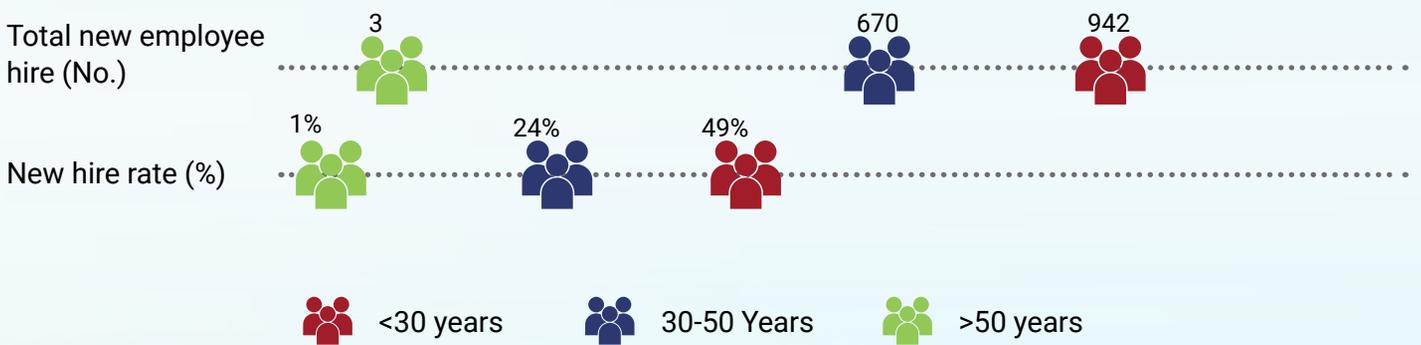
Employee Turnover (Age)



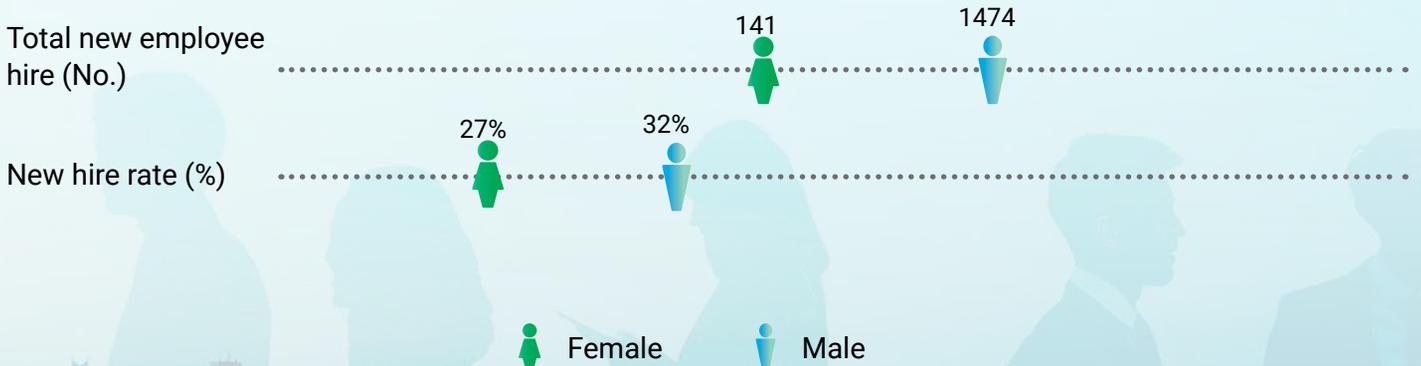
Employee Turnover (Gender)



Employee New Hire (Age)



Employee New Hire (Gender)



Inculcating Diversity, Equity and Inclusion

At JB Pharma, we leverage the inherent strength of our vibrant and unique workforce across educational backgrounds, expertise, caste, gender, geographic origin, religion, family responsibility, age, disability, and socio-economic status. Our people are at the crux of our existence and their varying perspective contribute towards achievement of organizational success while improving health outcomes. We promulgate professional, ethical, tolerant, and respectful work environment where everyone can contribute in a meaningful

way, according to their talents. Our workplace ensures fair treatment, access, opportunity, and advancement which enshrouds a sense of affinity, symbiotic relationships and synergetic growth.

As we envision an inclusive and respectful world, similar values are mirrored through the culture we cultivate. Our people-centric approach bolsters nurturing an inclusive culture built on trust and respect through a myriad of diversity initiatives. To echo our commitment, we have curated a 'Diversity, Equity and Inclusion' (DE&I) framework which guides our everyday interactions for fostering creativity that triggers new ideas, promote innovation and drive breakthrough performance.



Diversity represents the full spectrum of human differences including multi-faceted backgrounds and experiences



Inclusion refers to the extent to which employees from diverse backgrounds are valued, respected, accepted, and encouraged to fully participate in the organization



Equity recognizes that each person has different circumstances and needs so we ensure fairness in enabling everyone to achieve a comparable quality of life

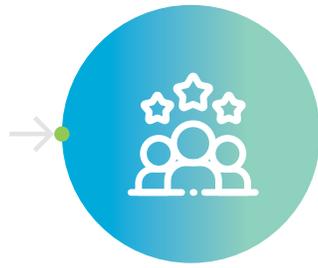


DE&I FRAMEWORK

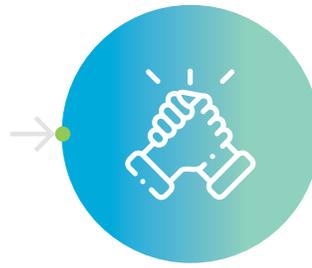
Our 'Diversity, Equity and Inclusion' framework propels our diversity agenda and is underpinned the following defined objectives:



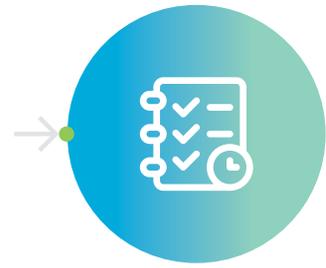
Create a strategic plan that aligns DE&I initiatives with JB Pharma's strategic goals and objectives



Demonstrate leadership commitment and accountability through policy, messaging and behavior that advances DE&I objectives



Cultivate a supportive, welcoming, inclusive environment where employees feel connected to our mission and can work to their full potential



Build a diverse pipeline of qualified applicants to build a high performing workforce

DE&I across the employee life cycle

At the recruitment stage

As JB Pharma operates in an inherently male-skewed industry, special focus is on gender diversity, which is a crucial component for sustainable development. From the offset of recruitment, we demonstrate our commitment to diversity and inclusion with greater focus on bridging the gender gap. Our employment practices mirror our commitment to fostering diversity and inclusion across the Company. Commencing with the hiring stage, both internally and externally, we search for a diverse pool of candidates based on individual qualities. As an inclusive company that continuously strives to seek differences in viewpoints, experience, knowledge and ideas, we do not discriminate any potential candidate on the basis of their gender, age, culture, language, sexual orientation, among others. As we stand firm on our commitment, we have earmarked certain positions exclusively for female employees as we strive to constantly improve the gender ratio in the future . JB Pharma in FY 23 had 191 female employees working in fields usually dominated by their counterparts in the industry as compared to 168 female employees in the previous financial year. These roles mainly comprise of medical representatives and shop floor workers.



14 % increase in the number of female employees working in fields usually dominated by their counterparts in the industry



SPOTLIGHT

Keeping women in the workforce



With the aim of supporting women in reaching their full potential, our plants across Daman and Panoli have adopted women-centric initiatives. These practices are a culmination of people-friendly policies, building a culture of respect and trust. Our 46 years of legacy is built on the foundation of integrity, safety and respect which makes JB Pharma a trusted employer for female workers and their families. We emphasize on results over “seat time” which promote a better work-life balance for female employees. Consequently, we have witnessed strong women representation across critical departments such as Production, Quality Control, Quality Assurance, and EHS across the years.

“It is the moment to express my deep appreciation for the remarkable efforts and initiatives JB has undertaken to promote sustainability and gender equality. From promoting diversity in leadership roles to implementing policies that support work-life balance, JB has shown a genuine commitment to creating equal opportunities for all employees. By providing flexible working arrangements, mentoring programs, and career development initiatives. It is truly inspiring to be part of an organization that not only recognizes the unique perspectives and talents of women but actively strives to create a better and more equitable world.”

Ms. Shalini Shukla
Executive – R & D

Women representation(total permanent employees)



JB Pharma’s conscious efforts have resulted in women-dominated workforce where they are well-represented in our subsidiaries across the globe.

Upward trend in total women headcount across years evidences our women-centric commitments and approach to secure their well-being

Women representation across regions

Regions	Male	Female	Total
Russia and Ukraine	24	60	84
South Africa	15	26	41
Total	39	86	125

During the job

The nexus of our policies, programs, and initiatives ensure that we cultivate an inclusive culture that empowers talent from varying background. Our Board Diversity Policy is a testament of our commitment towards cascading the DEI agenda across the organization. In guidance with the Policy, JB Pharma aims to have an optimum Board composition in terms of diversity of thought, experience, knowledge, perspective, age and gender.

Our efforts are supported by physical and virtual POSH as well as gender sensitization trainings across all our plants and offices. This facilitates conversations which bring together employees at all levels to discuss and learn from experiences of inclusion. Our HR team also regularly trains and communicates with our employees at the plant to encourage collaborative working practices in a diverse environment.

We further embrace and support People with Determination (differently abled persons) by cultivating an accessible environment filled with opportunities for them to excel in their chosen careers. We have implemented disabled-accessible infrastructure including wheelchair provision, ramps, washrooms and lifts across our operations to improve accessibility.



12

People with Determination
across offices and plants



16.7%

Of women in top management positions

14.4%

Of women representation of the total workforce

8.8%

Of women in junior management positions

“At JB Pharma, we encourage and nurture all forms of Diversity. Our endeavours are focused to ensure equal representation of people from all facets of society. This culture is not limited to just our head office but is also inculcated at our manufacturing units. This, coupled with our other initiatives has proved that diversity, equity and inclusion provide real grounds of creativity and efficiency and must remain at the center of our actions”



Mr. Sridhar Bharadwaj
Vice President Human Resources

One of the only company to
conduct diversity training
in the industrial zone of
Ankleshwar, Gujarat



During employee rewards and career progression

The ethos of equity and fairness are weaved across our compensation practices as we treat all our employees equally. Diversity and inclusion is a crucial element since it deepens and broadens our experience and knowledge to better serve our customers. This includes equitable compensation, opportunities for learning, development and advancement as well as benefits. Additionally, we ensure that our performance review is free of any gender bias.

1:1

Our gender agnostic approach led to 1:1 ratio of basic remuneration of women to men during FY 2021-22 and FY 2022-23

WOMEN'S SPEAK



"It's been 4 years I set my foot in this ever growing and dynamic organisation. JB has always made me feel like a family with its inclusive and healthy cross functional culture. The Positive and the People First culture has immensely helped me develop as an individual and also put me in the forefront in contributing towards the various initiatives that are undertaken at JB. JB has always encouraged me to express my views and bring creativity and newness in my work. This organisation has been the epitome of women empowerment and I feel proud to be a part of this ethos. With its various training and development initiatives, it has helped me mould myself and has taught me to be adaptable, passionate and dependable. JB in the true sense is Good People for Good Health!"

Ms. Sheetal Dandekar

Senior General Manager Marketing



"J B Pharma has revolutionizing workplace dynamics by providing every employee with a voice, effortlessly. Here employees are open for all communication channels and to exhibit their individual sentiments, concerns, and ideas. This empowers organizations to address issues proactively, foster inclusivity, and ensure that everyone's opinions are heard, even without explicit solicitation."

Ms. Vyoma Parmar

Senior Executive - Quality Control



"I have been associated with J. B. Chemicals & Pharmaceuticals Limited for the past 16 years and am surrounded by amazing industry professionals who strive for excellence. Everyone is genuinely friendly and wants to help you succeed. I feel proud to be working for a compassionate company that not only wants me to succeed, but gives me the opportunity to grow and make it happen. Thank you for the opportunity."

Ms. Veda Poojari

Deputy Manager International Support Shipping



"We employees feel happy for being respected by our bosses, confident in our job and valued for our expertise. Every employee in our company are accepted for the person who they are which created an easy and inexpensive way to create happy employees."

Ms. Deepti Rathod

Sr Manager-F&D

Safeguarding the well-being of our employees

At JB Pharma, we cultivate, value, and encourage curiosity, collaboration, and creativity from our people. We continuously strive to build supportive environments that inspire optimism and drive innovation. The well-being of our employees is of paramount importance as reflected in our people-centric policies, processes and systems. We foster a sense of belonging and purpose in our employees by offering a range of benefits which promulgate a healthy work life balance.

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

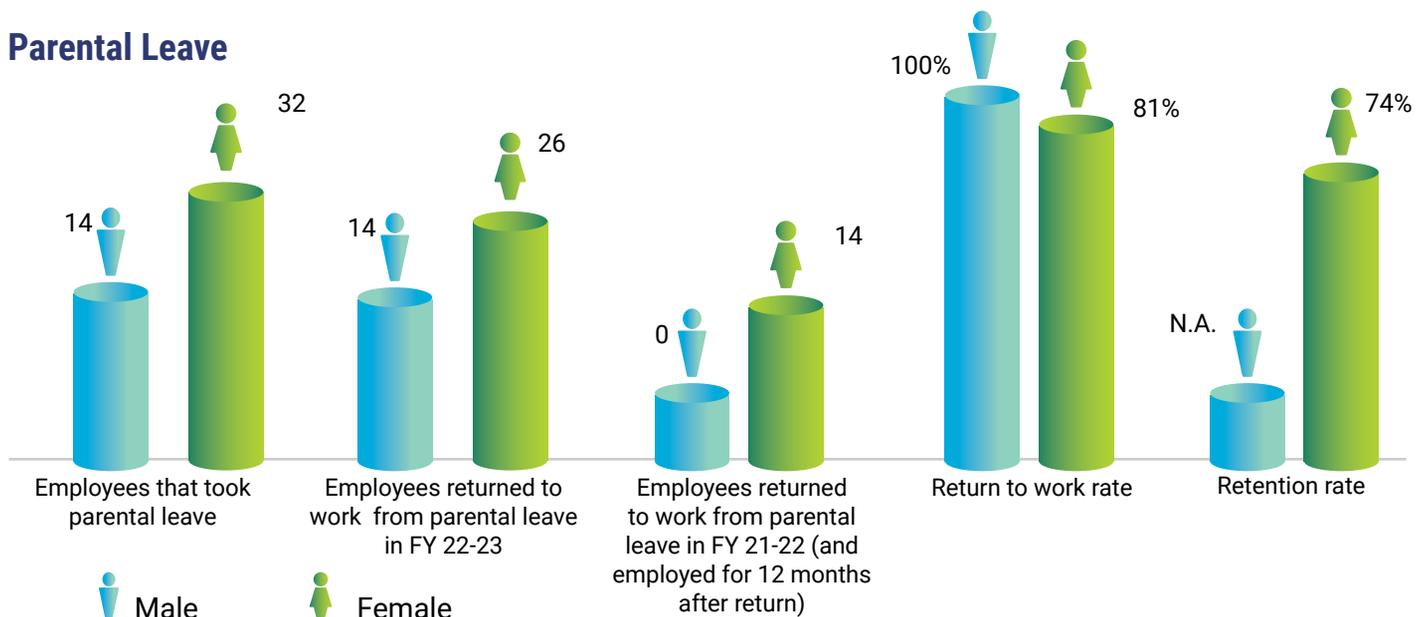
Our Benefits

- 01 Group Mediclaim Policy
- 02 Group Term Life
- 03 Group Personal Accident Policy
- 04 National Pension Scheme
- 05 Voluntary Provident Fund (VPF)

Supporting new parents

Propelling our credo of “Good People for Good Health,” we undertake initiatives which represent our commitment towards caring for our workforce and their families. JB Pharma offers time off work for 100% of employees as they become new parents to ensure their mental and physical well-being. We welcome employees during and post their parental leave by creating an environment that is conducive for them to continue providing care for their children. For our female employees, we facilitate flexible working during their pregnancy period and provide creche facilities across the manufacturing plants.

Parental Leave



SPOTLIGHT

JB Cares - Enhancing Employee Well-being through the Wellness Corner App

Our Thrust Area

At JB Pharma, we are cognizant of how the physical and emotional health of employees has significant influence on their productivity and efficiency. A thriving workforce is at the fulcrum of achieving sustainable growth and organizational success. As a healthcare company, we lay equal importance on the well-being of our employees. This year, we introduced our Wellness Corner App, JB Cares, which focuses on improving employee health and well-being. This initiative strives to create a work environment that supports employees' personal growth and fulfilment by focusing on physical health, mental well-being, and overall holistic development. By investing in our employees' well-being, we aim to foster a workforce that is healthy, motivated, and empowered to thrive both professionally and personally, thereby driving positive social impact and contributing towards SDG 3 (Good Health and Well-being) and SDG 8 (Decent Work and Economic Growth).

Introduction to JB Care

JB Pharma launched "The Wellness Corner App" as part of the Employee Wellness and Assistance Program. This comprehensive mobile application offers a wide range of features to support the well-being of JB Pharma employees and their families.



Positive Impact on People and Planet

-  **24x7 Assistance:** Employees have access to round-the-clock support, ensuring they can seek assistance whenever required.
-  **Confidential Telephonic & Chat Counselling:** Confidential counselling services are provided to address various personal and professional challenges employees may face.
-  **Doctors Consultation:** Employees can consult with over 5,000 doctors across 30+ specialities, facilitating timely medical advice and care. Access to a network of 500+ hospitals further enhances healthcare accessibility.
-  **Access to Discounted Medicines and Health Products:** Through the app, employees can conveniently avail themselves of discounted medicines and health-related products, promoting affordable healthcare.
-  **Monthly Live Online Webinars:** Regular webinars on diverse themes are conducted, providing valuable insights on physical and mental health, nutrition, and overall well-being.
-  **Web & App:** The Wellness Corner app features additional resources such as Wellness TV, Dieticians, guided therapy sessions, and knowledge hubs, ensuring comprehensive support for employees' well-being.

PEOPLE SPEAK



The introduction of the Wellness Corner App has ushered accessible healthcare services, counselling support, and abundant wellness resources, elevating the physical health, mental well-being, and overall quality of life of our workforce. JB Cares extends its support beyond the individual employee, recognizing the significance of a holistic approach to well-being by including four family members, thus fostering a sense of unity and collective flourishing.

Since its inception in FY2022, the Wellness Corner App has garnered resounding success, with an impressive 450 members actively registering and embracing its transformative features. The substantial utilization of 650 counselling sessions exemplifies the profound impact this initiative has had on individuals and their families, underscoring its effectiveness in nurturing a harmonious work-life balance.

In addition to the personal benefits derived from JB Cares, the initiative champions sustainable healthcare practices. By facilitating access to discounted medicines and health products, it promotes affordability and fosters long-term sustainability within the healthcare landscape. Furthermore, the digital nature of the Wellness Corner App contributes to a reduced environmental footprint by minimizing the need for physical resources and paper usage, thus promoting ecologically conscious practices.

“Participating in the eye check-up camp organized by JB Cares was truly an eye-opener for me. It made me realize the importance of maintaining a clear, healthy vision to achieve our organizational vision. I now understand the significance of taking utmost care of my eyes, getting regular check-ups, and using proper eye protection. I have gained valuable knowledge and received expert consultations, enabling me to prioritize my health and well-being.

By focusing on my overall health goals, I have experienced increased energy levels, mindfulness, and a sense of accomplishment. After all, happiness and success start with good health.

JB Cares has not only equipped me with the necessary resources for maintaining my eye health but has also instilled a broader understanding of the importance of overall well-being.”

Mr. Pravin Deotarse
Senior Manager - Portfolio & BD





“ Pleasure to share my personal experience of ‘JB Cares’ initiative. Initiative of ‘JB Cares’ expedited in identifying my ‘hypertension’. One of the leading Cardiologists has prescribed ‘Cilacar - T’ and commented that it’s a very good combination of Cilnidipine and Telmisartan molecules which controls high blood pressure effectively with less/no side effects. I proudly informed to him that I am associated with ‘JB Pharma’ which has rich legacy of developing innovative medicines which are safe, effective and patient-centric. Furthermore, various interactive sessions and webinars by renowned Medical Professional, Fitness Expert & Counselling Psychologist on ‘Hypertension Management’, ‘Physical exercises’, ‘Boosting Immunity naturally’, ‘Stress Management’ etc. have facilitated mindfulness in me, which keeps me energetic, positive and cheerful all the time.

Other ingenious initiatives under the same umbrella of ‘JB Cares’ like ‘Wellness Corner’ for employees & their families and other career developmental & wellness programs for employees viz. ‘Learning Capsules’, ‘Learning Shots’, ‘BE SPOKE’, ‘Wednesday Wellness’, ‘Meditation sessions’, ‘First-Aid Training’, Eye Check-up’ etc. nurtured holistic growth of each one of us. In true sense, JB Pharma is “GOOD PEOPLE for GOOD HEALTH’ !!!”

Ms. Shruti Mhatre
Senior Manager - Human Resource



YOGA DAY



Women-focused initiatives

Wellness webinar

Our monthly wellness webinar emphasis on the importance of health and well-being of our female employees. The wellness program consists of series of sessions where dedicated talks by doctors (gynaecologists) are conducted for spreading awareness regarding ways to augment and maintain a healthy lifestyle and hygiene.



Sneh-samwad

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

Our women-centric intervention is designed to instill sense of belonging among women employees by focusing on their mental, physical and emotional well-being. The program aims at enhancing learning, well-being and safety of women. These sessions translate to increased encouragement and motivation of workforce which enables a culture of trust, collaboration and ownership. In FY 2022-23, we conducted 12 sessions with the participation of 272 women employees across function and locations.

Program objectives:

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



WOMEN'S CORNER

"My experience here at JB Pharma, has been nothing short of exceptional, both in terms of personal and professional growth. From day one, I experienced the sense of camaraderie and teamwork that fostered an environment which allowed me to thrive and excel in my role. The warm and welcoming culture that permeates throughout the organization drives inclusivity and collaboration which are the acknowledged traits of JB Pharma.



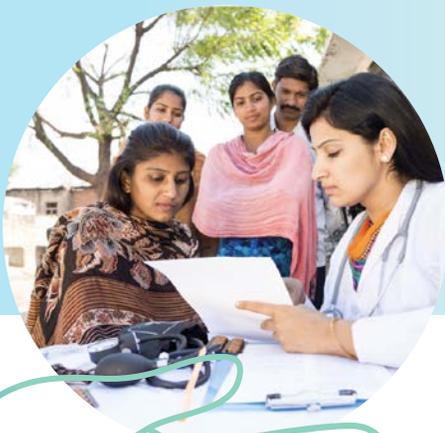
Ms. Urvi Joshi
Asst. Manager – Compliance

"I am with JB family for almost 20 years. I am enjoying my job here as it gives me feeling of my home with good culture, environment and respect. I have learnt many things and gained much knowledge while working here.



Thanks JB !!! Believe in being known as "Good People for Good Health"."

Ms. Neetu Chetankumar Kapadia
Asst. Manager - Admin



"I feel our senior Leadership team has made big transformation change about the employee experience at J B Pharma. I have seen the leadership team created a great place to work by bringing in lot of employee care initiatives where employee feel a great empathy & Homely care. which is why we will always enthusiastically go above and beyond for achieving the organization goals."



Ms. Vani Modi
Manager - Quality Assurance

"Working in JB pharma is great experience. I learned a lot through the various opportunities I have got. By working with this organization has changed my orbit of performance by including the skills like to prepare documents, handling various instruments, communicating with people as working professional."



Ms. Priyanka Dhananjay Patil
Senior Executive - Quality Control

"It feels wonderful to be a part of positive surroundings. I am greatly thankful for the opportunity to work with JB pharma, for continuous support and for helping me to improve capabilities."

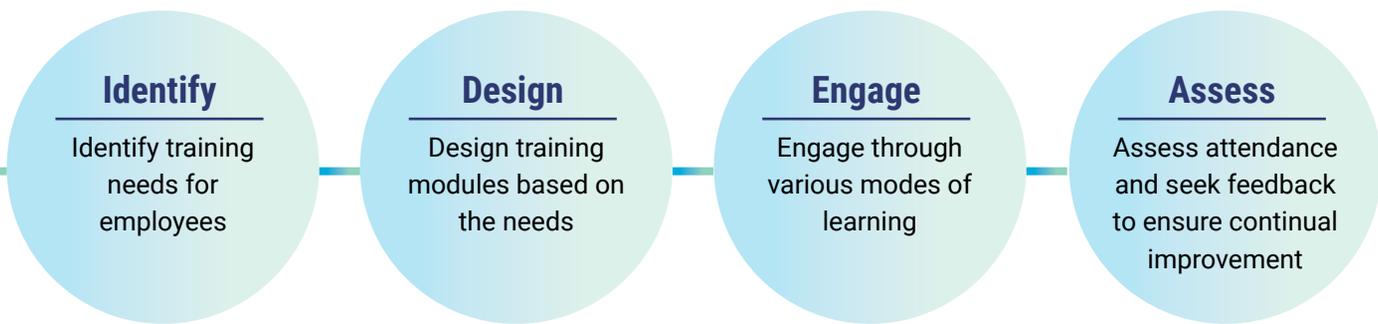


Ms. Ashwini Sandeep Chougule
Executive – Loz Pack

The current volatile, uncertain, complex and ambiguity (VUCA) era reflect the turbulence and challenges that could affect organizations. New skills, approaches and behaviours are a necessity to adapt as well as manage the four VUCA threats. At JB Pharma, we invest significantly on building skillsets for enhancing organizational agility to address VUCA while ensuring holistic development of our employees. Through offering an array of learning and development programs, we provide unique opportunities that build and strengthen

our employees' leadership and professional skills. These programs are a culmination of classroom trainings, E-learning and multi-disciplinary modules as they empower our employees to learn, adapt and succeed in every environment. We have curated a strategic learning approach for our employees, one that caters to all individualistic needs. JB Pharma's training initiative is endorsed by our I.D.E.A framework which stimulates a holistic development environment for employees to attain personal as well as organizational goals.

I.D.E.A Framework for learning



We are committed to the ongoing development of our workforce and strive to implement meaning as well as measurable approach to expand our pipeline of talent. Our development programs are

developed to accelerate growth of all employees across cadres and equip the future leaders with all the necessary skillsets.

Safety and Compliance

- Regulatory compliance training
- POSH training
- Health and safety
- Zero Liquid Discharge operations

Upskilling

- Skill development
 - Ascender Soft Skill Development
- Functional training
 - ACE program
 - Total Rewards Program
- Technical training
 - Aakar
 - Ankur
 - GCP Training
- Improving training programs
 - Train the trainer- Ekalavya

Employee Benefits

- Two programs for enhancing employee understanding on benefits such as Mediclaim and pension
- Understanding variable pay
- Team productivity improvement

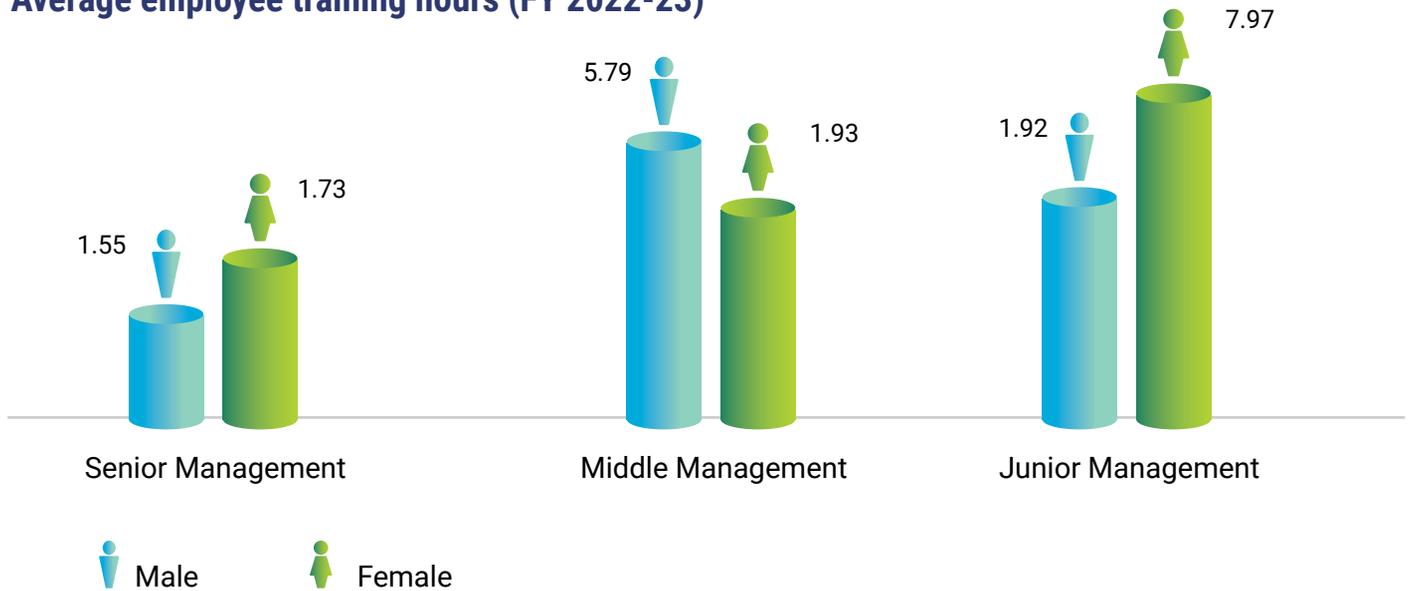


Personal Development

- Leadership development programs
- Ascender Leadership & Performance
- Business ethics
- Goal setting and strategy
- Talent development

Complimentary to our wide array of training programs, we conduct regular performance and career development of 100% of employees across all levels of management. With the aim of building a collegial and conducive environment, our performance appraisal process provides opportunities for the employees to gauge feedback freely and support people to progress their career while improving our organizational efficiency and productivity.

Average employee training hours (FY 2022-23)



Integrating digital tools for augmenting employee training and development



Every member of the sales team is equipped with an iPad with Sales Force Access. This enables managers to track the salespeople's visits to doctors and outstanding complaints.

01



All our new employees utilize HR Connect, a robust process through which they can learn about the company. It covers the company's history, product portfolio and the scope.

02



Our corporate, R&D and field teams utilize instant messaging software to rapidly communicate and disseminate high priority and time-sensitive information across and within teams to support each other.

03



We train our field staff virtually through our PITSTOP program to enhance and refresh their brand knowledge and presentation skills. This program is implemented across the country once a quarter.

04



We perform annual leadership workshops (ACE) for our area managers with a focus on team motivation as well as business and customer management. These workshops are carried out for new and existing area managers.

05



We carry out informational workshops (Capsule/Scientific Programs), as needed, to update medical executives and area managers on the latest medical studies so that they remain aware of the latest scientific literature related to our products.

06



We conduct Book of Knowledge (BOK) programs (a scientific program developed in-house), as needed, to enhance our workforce's scientific knowledge. These are usually performed for entire divisions of the company as needed, depending on the specialty of the therapy.

07



LEARNING TESTIMONIAL

"My association with JB Pharma is of almost two decades now, wherein I started as a Pharmacy Professional Executive to assist in handling and growing business in the global space for JB Pharma. My passion for constant learning and interacting with diverse global professionals on various projects along with all round involvement in various services has helped me handle my current role & main workstream i.e. CDMO, US & South Africa subsidiary direct business. "

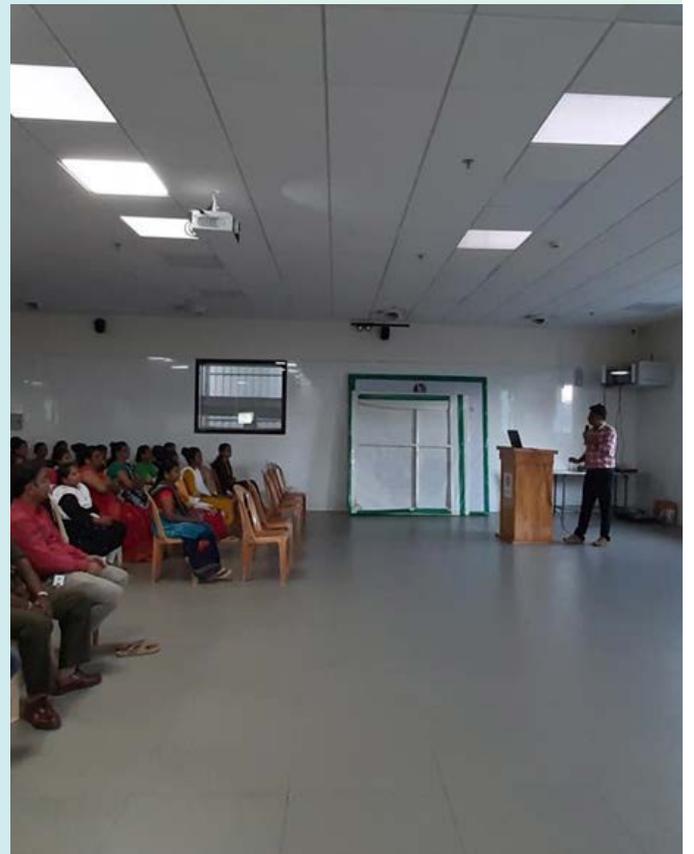


Ms. Tissa Varkey
Assistant Vice President - Global Business

"I am associated with J B Pharma since 8 years. The work culture of company is very positive and giving many opportunities to develop skill. I have joined the organization as chemist in packing material section of quality control department and currently I am working as an executive in GLP section and responsible for qualification of instruments all QMS related work. In this 8-year tenure, I have learned a lot and I am awaiting for opportunities to explore myself."



Ms. Sayali Vinayak Kulkarni
Executive - Quality Control



LEARNING TESTIMONIAL

“For the past 6 years, I have got opportunities to work across the various gamut of HR, which was of interest and made me grow as a true HR professional.



Working at JB Pharma has made me more ambitious and I am now looking for new challenges.”

Ms. Ashwini Thakur
Senior Manager - Human Resource

“J B Pharma beats the employee attraction competition of all other companies by creating a positive work environment – the type of atmosphere that motivates and respects employees, rewards and cultivates their skills, and fosters their growth and professional development”



Ms. Minal Patel
Officer - Quality Control



“I am passionate about my job profile & my current role is very challenging & risk taking; decision making. This is helping me to grab the opportunities & come up with new innovative ideas; developing to grow in my career in long run.”



Ms. Sharda Iyer
Manager - Purchase



Respecting the values of Human Rights

As part of ethics and compliance, we uphold the highest standards of human rights across our operations. We have zero tolerance approach towards any breach of conduct regarding human rights or discrimination. As an outcome, we have strict measures in place to ensure zero discrimination based on caste, religion, disability, gender, sexual orientation, race, color, ancestry, marital status, among others.

We have stringent policies regarding any harassment or prejudice at the workplace and have incorporated various channels for our employees to raise their concerns against any misconduct. Our whistle-blower mechanism provides a platform

for all our employees and other stakeholders to anonymously report on any incidents of violations against human rights.

JB Pharma has constituted an Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 where employees can seek redressal against any non-compliance with respect to human rights. We constantly sensitise our employees and security personnel on active and passive behaviors that may constitute to violation of human rights, by providing them regular training on child labor, forced labor and POSH. In order to solidify our commitment towards safeguarding human rights, we are in the process of developing our Human Rights Statement. Through its aegis, we will continue to operate in line with the principles of International Labour Organization (ILO) and United Nations Global Compact (UNGC).



Zero incidents of discrimination

Zero complaints regarding wages

Zero violations of the rights of indigenous people

Zero complaints raised on the grounds of child and forced labor

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

Investing in our people's safety

JB Pharma has an unwavering focus on the well-being and safety of its employees, contractual workers, patients and the community. Each plant has devised its Environment, Health and Safety (EHS) Policy under the aegis of similar values of safety, trust and reliability. The policy enshrines all the EHS standards and practices followed by us to nurture a safe environment.

With the objective of achieving excellence in EHS, we promote a transparent and positive culture across our business through effective two-way communication between management, employees and contractors as well as on-going contribution towards investment in safety. Underpinned by our safety vision, mission and target, JB Pharma's EHS culture is anchored on continuously improving health, safety and environment (HSE) practices as guided by our health and safety management system.



HSE Vision

Become an organization that neither causes nor provides any opportunity to cause harm or injury to people in general and/or cause any damage to the environment




HSE Mission

Drive HSE vision across the organization by adopting an integrated approach for management with the following focus areas





Our Goals

'Target Zero Harm' approach
"Zero harm to people, zero harm to assets and zero harm to the environment"



Our Health and Safety Management system ensures propulsion of best-in-class health and safety practices in line with global standards through continuous risk identification, assessment and mitigation with active participation of the workforce. In order to control our risks, we focus on safety elements such as hazard identification, defined roles and responsibilities, EHS communication, training, accident/incident investigation and corrective plans, record keeping, performance monitoring and audits. Additionally, we comply with all legal and statutory requirements as prescribed by the local and central government.

100% of JB Pharma units are covered under the system

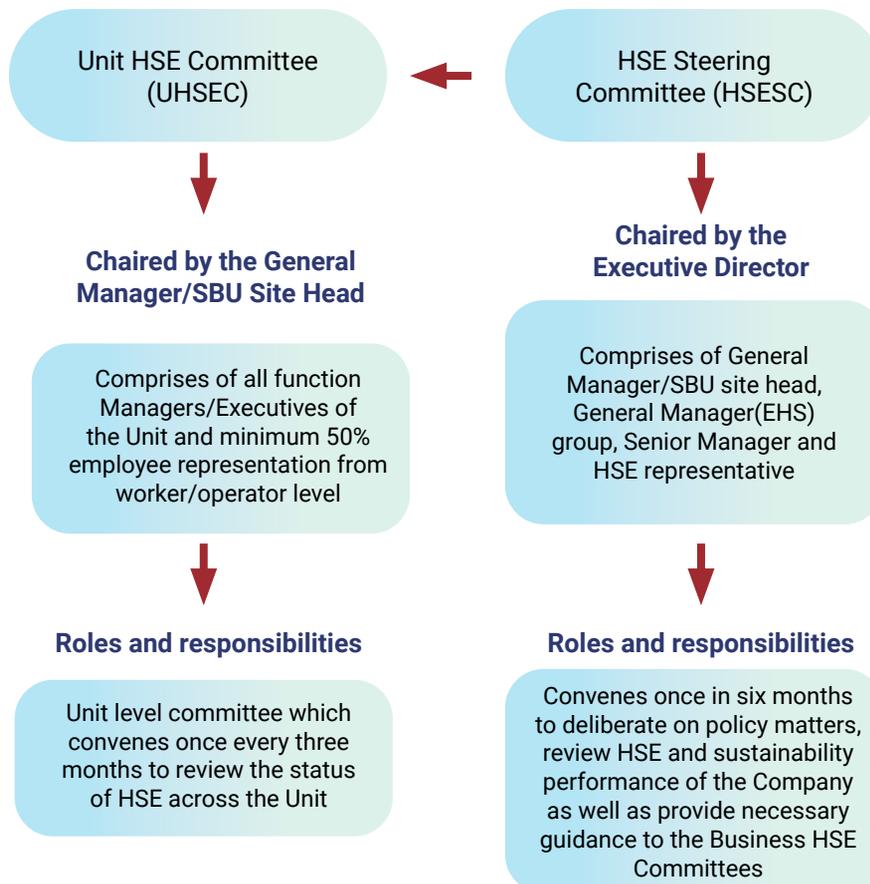


Our EHS management system is devised in accordance with all applicable legal requirements such as Factories Act, Indian Boilers Act, Explosives Act, Dangerous Machines (Regulation) Act, Drugs and Cosmetics Act, Poison Act, among others.

Governance oversight

Our leadership is deeply involved in setting, reviewing and strengthening safety practices across all operations. The Company's shared safety vision encourages the workforce to actively contribute to providing safe and secure working conditions. Our policies and recognized safety

standards coupled with robust governance mechanism are implemented in place to accelerate efforts towards a safer environment and mitigate safety risks. The Company's governance structure defines policies and principles of the defined EHS management system as well as consists of safety committees at different levels who indulge in deliberation, guidance and grievance redressal of all matters pertaining to health and safety.



Hazard Identification and risk assessment

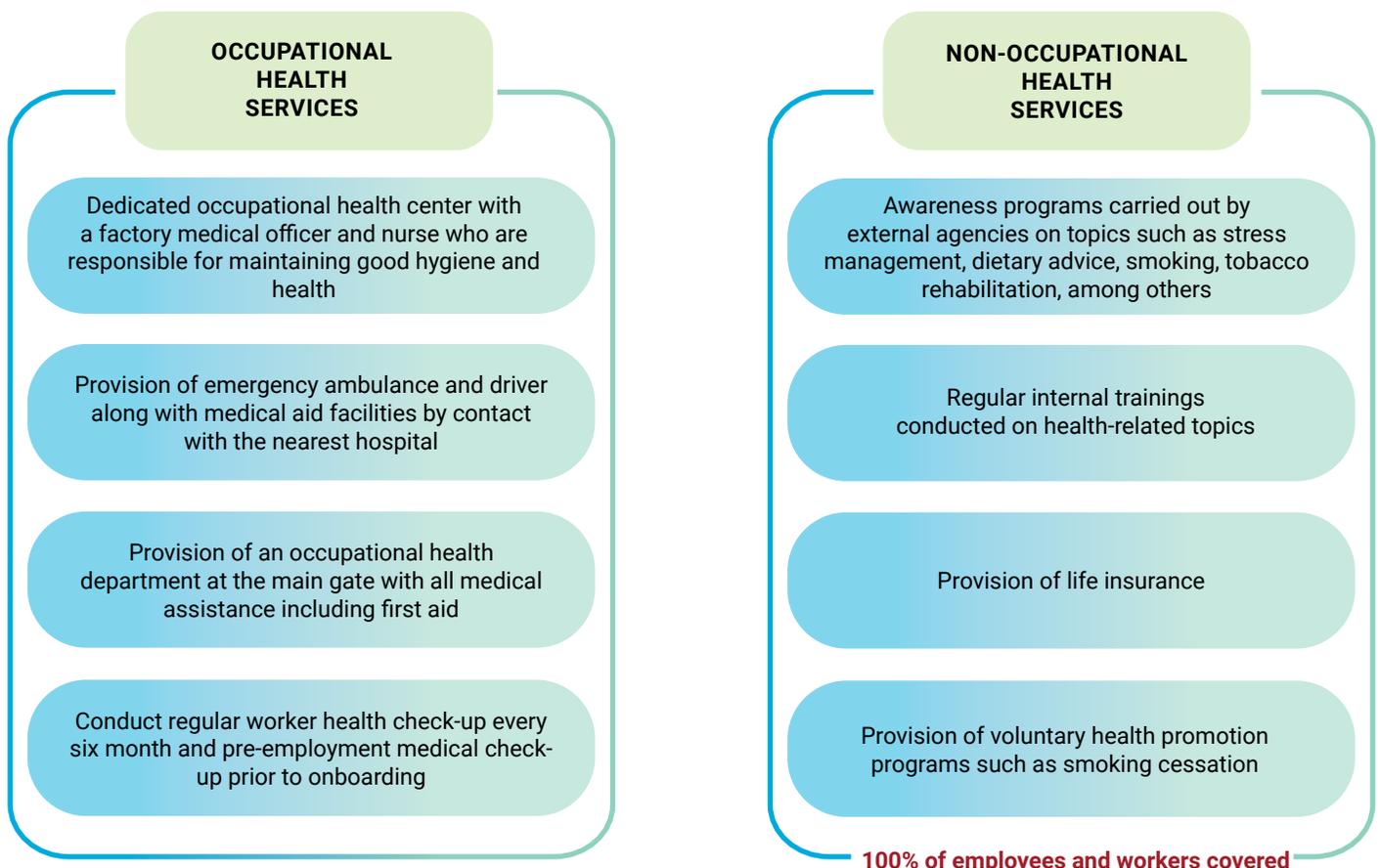
In our quest to uphold highest standard of safety across our facilities, we conduct a job safety analysis in line with work permit system which guides routine and non-routine activities. Work permit systems are responsible for non-routine control process work instruction whereas SOP ensure safe operations.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

At JB Pharma, we foster an open and transparent culture where we encourage our employees to report on unsafe conditions, acts and near miss

incidents and further escalate hazards to safety department and management. We continuously engage in discussions regarding proper safety measures with our safety department and their supervisors. With a safety-oriented mindset, we inculcate the inputs received and strive towards improving our operations to prevent illness/injuries to our workforce.

Extending our support

Being a pharmaceutical company, we understand the value of good health and constantly strive to inculcate similar ethos in our employees. Safeguarding the privacy of our worker's health data is of paramount importance at JB Pharma. All data is only stored by the HR department and is maintained by the factory medical officer. The health records are only accessible to the factory medical officers who provide treatment recommendations based on their evaluations. In case of any deviation, special permission must be granted from the HR head to access health records.



Prioritizing health and safety



Employee engagement

01

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



Training and information

02

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



Health surveillance

03

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



Risk Assessment

04

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



Hierarchy of controls

05

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



Monitoring of exposure

06

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

Our robust safety mechanisms have ensured 0 cases of injuries, ill-health, fatalities, high-consequence injuries or ill-health

Accumulated 4.1 million and 2.9 million of safe man hours for employees and workers

Safeguarding patient health and safety

At JB Pharma, patient health and safety is fundamental to our business. We ensure to abide by our purpose to provide safe and high-quality medicines with a continuous focus on our Product quality, Pharmacovigilance and Eliminate falsified medicines (PPE) strategy:



PRODUCT QUALITY

Manufacturing safe medicines



PHARMACOVIGILANCE

Ensuring to provide safe medicines and identifying possible adverse events to minimize risks to patients



ELIMINATE

Removing falsified medicines, that can pose a serious threat to human health

All our facilities abide by stringent regulations of health authorities to manufacture key products. Additionally, we regularly conduct inspections of our facilities to ensure compliance with all relevant laws and standards. Post inspections, our CQA unit processes complaints with respect to quality of our products. If the quality defects possess an impact on patient safety or lead to adverse effects, our dedicated pharmacovigilance team steps forward and addresses the issue. The team frequently prepares risk management plans, safety update reports and signal evaluations to evaluate and optimize risk management actions for the proper

use of our medicines. Our pharmacovigilance team undergoes yearly training to enhance their expertise and knowledge to identify and report any adverse events reported by our patients. Furthermore, our employees also receive pharmacovigilance training along with mandatory assessment, that focuses on the procedure for reporting adverse effects or special circumstances associated with the use of our products. We ensure that all the new joiners mandatorily complete a training module on adverse event reporting, during their onboarding sessions. These continuing education and training efforts help us to ensure adherence to pharmacovigilance requirements.

We have established a pharmacovigilance contact line on our website to report product-related concerns. In addition, we also have a dedicated pharmacovigilance information piece on our website to help our employees enhance their knowledge about PV. As a responsible organization, we are committed to achieve our goal of affordable healthcare while meeting with the requirements of all our patients. When we launch a new medicinal product, there may be adverse effects associated with that product that might not get detected during clinical trials. Therefore, we continuously monitor our products to understand and incorporate their benefit-risk profiles. The scope of continuous safety monitoring includes the entire life cycle of a product, ranging from development, market launch and commercialization to expiration of the marketing authorization. We ensure that all information on the risks and adverse effects of our medical products is properly documented, tracked and reported to the respective health authorities in accordance with regulatory timelines.

The illicit trade in falsified medicines is a threat to patient safety and an increasingly significant issue for health systems around the world. While ensuring elimination of falsified products, we had no instances of regulatory non-compliance concerning the health and safety impacts of our products. However, we had two incidents of required product recall in our Russian market. In both the cases, matter has been referred to R&D for betterment of the product quality. Till the time of resolution, production of these two products has been ceased.

Enhancing access to healthcare

In India, the healthcare industry landscape presents a spectrum of determinants of access to healthcare. The current context of social inequalities, health crisis of unprecedented scale, and knock-on economic effects will potentially widen the spectrum further, especially in the rural area. The shifting burden of health, financial and geographical calamity coupled with the frequency of extreme weather events further exacerbate the barriers to healthcare. At JB Pharma, we leverage the challenges as well as opportunities presented to us by the dynamic healthcare industry and strive towards translating them into positive health outcomes for all. Currently, the key barriers of access to healthcare are segregated between financial, cognitive and structural. As an organization with integrity and responsible values, we address these determinants through a 3A strategy. The three-pillars of access help us in expanding our reach to the breadth and depth of geographies across the globe.

Spreading awareness

Awareness is crucial for prevention, early detection, targeted therapy and comprehending the process of care. Through myriad of initiatives, we stride towards amplifying health literacy across India. These technologically fuelled initiatives include camps, engagement activities and landing pages aim at promulgating good health among patients in several regional languages.

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



SPOTLIGHT

BP Right Karo Campaign

In India, Hypertension is one of the most prevailing health issues with a high count of patients suffering due to lack of proper care. A survey conducted on 7+ lakhs individuals, aged 15-49 years from across India showed that among those with hypertension:

- 76.1% screened at least once in their life
- Only 44.7% were aware of the disorder
- 13.3% were treated
- and only 7.9% had BP under control

With self-measurement of blood pressures at a rise, it can easily lead to determination of incorrect results. With the advent COVID-19, home BP monitoring has become an even more common occurrence. This is further effecting the accuracy of measurement method leading to wrong reading and sub optimal management of hypertension.

To address this issue, JB Pharma launched the “BP RIGHT KARO” campaign, focusing on awareness, education, detection, and diagnosis. Through simplifying and digitizing information, engaging with doctors, and emphasizing home care, we aim to educate people and support doctors in controlling blood pressure. As part of this initiative, we partook the following actions:

- Patient awareness and education posters were distributed and put up for display at 9000 clinics across India in the vernacular language
- Facilitated BP check-up in 4000 clinics
- Reached out to 5 lakh patients through pharmacists
- Engaged cardiologists from across the country through talk shows to spread awareness

These efforts are a testimony to our unwavering commitment towards nurturing a healthier society.

“Hypertension is a prevalent issue amongst the masses and the incidents have increased post covid. Uncontrolled BP becomes a leading cause of ailments like Myocardial Infarction (Heart attack), Chronic Kidney Diseases and Heart Failure. Our objective with “BP Right Karo” is to spread awareness about correct ways to measure BP at home to ensure early diagnosis and better treatment. We intend to continue such initiatives for the betterment of the society.”



Mr. Vikas Khare
Executive Vice President – VIVA



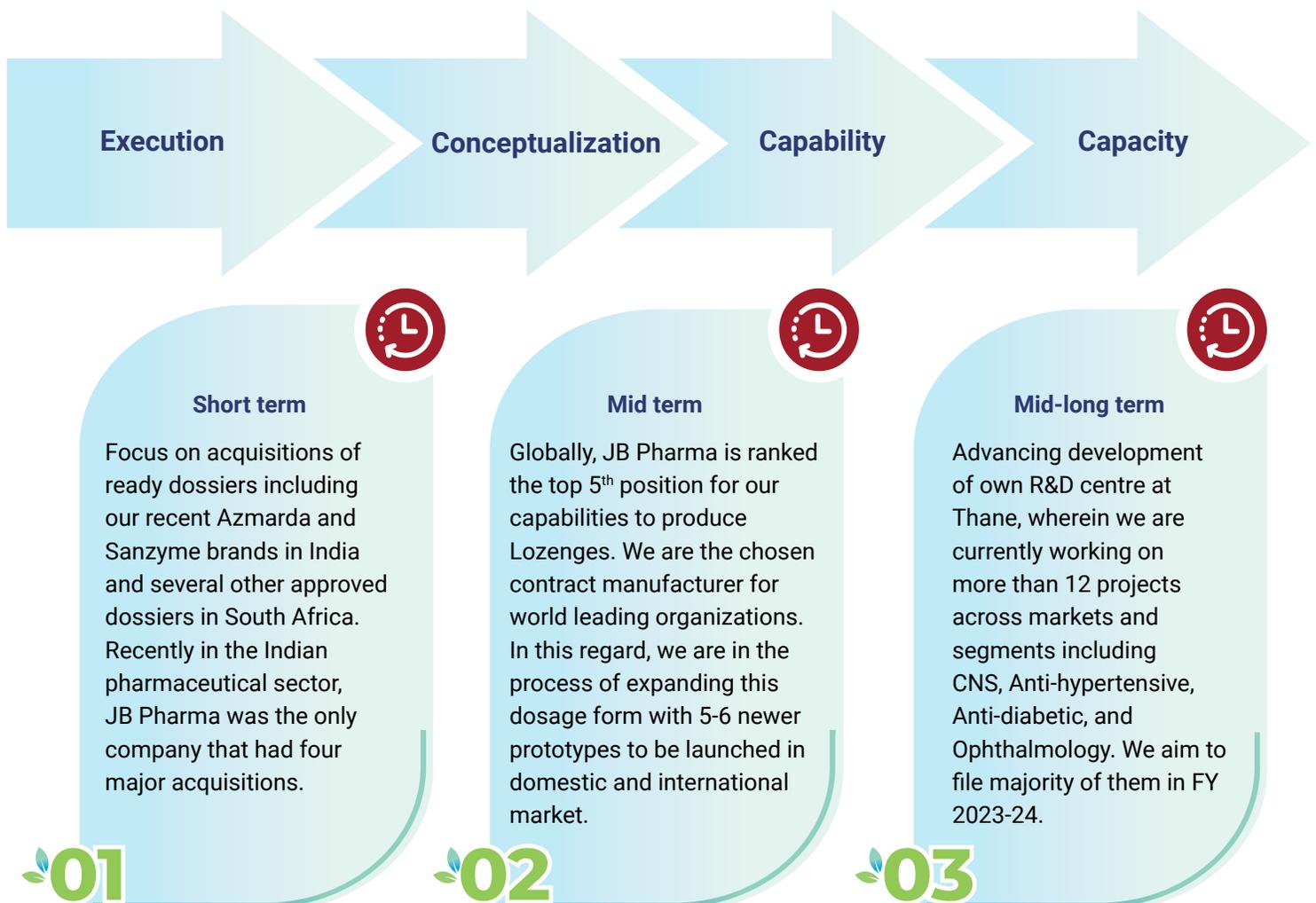
Increasing affordability of products

Leveraging our rich 46 years of legacy in the pharmaceutical industry, we take positive strides towards removing barriers to healthcare. JB Pharma delivers medicines in a sustainable, equitable and affordable manner while maintaining the highest standards of quality. In order to achieve this, we balance our pricing based on proper forecasting, market dynamics and trends. These efforts coupled with strategic supplier and vendor partnerships, including raw material preplanning, negotiations with newer registered manufacturers to mitigate price escalations, help retain competitive pricing of products. The benefits accrued from efficacious plans and processes are relied to our patients for ensuring affordable and equitable access to healthcare. Our key products, Rantac, Metrogyl, Cilacar, and Nocardia, are testimony to our positive contribution to India's healthcare ecosystem for decades.

Ensuring availability of good health

In every society, economic and supply barriers as well as geographic impediments inhibit universal access to high quality evidence-based healthcare. We perennially seek to penetrate in the market with newer organic portfolio to facilitate access to better, reliable, and affordable medicines which solve variety of health issues.

We have crafted short, medium and long-term action areas to aligning ourselves with unmet demands of the target market and our four-assessment parameter.



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



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



Six brands are among the top 300 brands in India



Ranked amongst the top 5 companies globally to manufacture medicated lozenges



SPOTLIGHT

Building HF Clinics for promoting good health

According to WHO statistics, Non-Communicable Diseases (NCDs) account for 53% of the total deaths in India with Cardiovascular Diseases (CVDs) amounting to 24%. Across the nation, heart failure is one the leading cause of hospitalization with 1% of the population being affected annually i.e., 8-10 million cases and death toll estimated to reach a whopping 1.6 lakhs. Due to lack of robust awareness and access, only 25% of the patients are given appropriate medication.

Leveraging our experience in healthcare, JB Pharma is focused on establishing mechanisms for collaboration which ensure availability of proper care to each and every individual across the country. Currently, we have built 390 HF clinics across the country to educate and disseminate awareness on heart failure diseases. Our efforts have transformed the lives of 3,322 patients since the inception of the campaign. A majority of the clinics were instituted in government and private hospitals and have taken positive strides in implementing multitude of clinics.

Our clinics rest on the patient-centric 4-pillar model – Awareness; Education; Diagnosis and Patient Support. These clinics were facilitated

to service the patient/ end users with the following:

- Diagnosis Facilities - NT Pro BNP Test, 2D Echo, Holter, ABPM, HbA1c, DDC
- Patient education material - Understanding Heart Failure; How to live with HF
- Paramedics training - Nurses Training Module certified by AIIMS
- Patient Counselling
- Patient Rehab - Providing resources like diet plans, exercise, lifestyle modification and daily monitoring tools

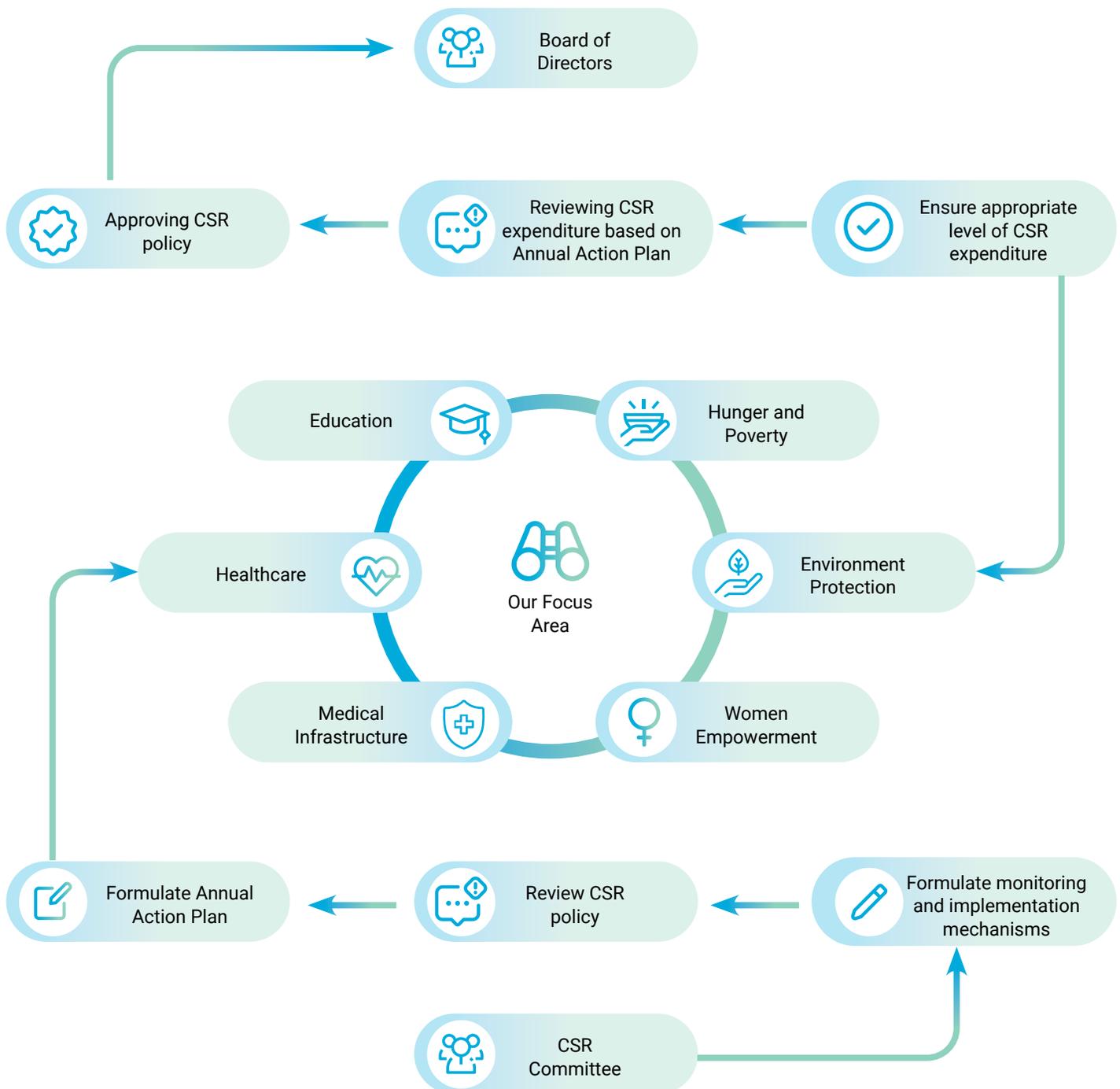


“With our initiative to establish HF Clinics, our efforts will be concentrated on reaching out to as many people as possible to provide them with disease awareness and education, as well as to facilitate quality care, diagnosis, and treatment with our “beyond the pill” solutions.”

Mr. Dilip Singh Rathore
President – India Business

Empowering our communities

At JB Pharma, our commitment is to create a healthier world for all in line with our credo of “Good People for Good Health”. Our belief inspires us to take initiatives and facilitate a positive impact on the society. We have integrated a holistic approach in line with our CSR policy and key thrust areas to create a better and more sustainable world. We ensure to translate our commitment into actions and led to a transformative change in the communities that we serve. This vision acts as a guiding force as we ensure no actual or potential negative impacts across all operations. We further continue to contribute to our communities in the areas of education, healthcare, eradication of malnutrition, hunger and poverty, empowering women and children, and protecting the environment and build deeper partnerships with our stakeholders.



Overview of our CSR activities

HEALTHCARE

- Treating children with clubfoot
- Treating local residents suffering from TB, Leprosy, HIV, and AIDS
- Treating children with Growth Hormone Deficiency (GHD)
- Treating critically ill under-privileged children suffering from congenital heart defects
- Provision of medicines for free treatment of needy patients

Linkage to SDG



Beneficiaries

80 children for treatment, **5000 children** were provided free foot abduction braces.

Heart surgery of **10 children** from BPL families

54 locals received nutritional kit in Daman



EDUCATION

- Mobile Science Labs for schools in rural areas
- Schooling and providing nutrition for children in tribal regions
- Primary education of girls from economically and socially disadvantaged communities.

Linkage to SDG



Beneficiaries

802 girls given the opportunity to study

400 tribal children received education

7522 students received education through mobile science labs



MEDICAL INFRASTRUCTURE

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

Linkage to SDG



Beneficiaries

Strengthened the medical facility in local area of operation

Children of migrant workers were benefitted

100 children of migrant workers received medicines/nutrition for 50 days.



NO HUNGER

- Provision of Mid-day meals to students in public schools
- Distribution of free meals to poor patients/relatives of poor patients admitted in public hospitals

Linkage to SDG



Beneficiaries

6357 children were given meal for 6 months

2,26,817 meals were distributed in public hospitals during FY22-23



Ensuring healthcare

We recognize the fact that people are frequently unable to afford treatments for serious medical conditions they suffer from. Therefore, we decided to act and sponsor the treatment of several communities suffering from multiple illnesses.

CASE STUDY

Sarita is nearly five-year-old from Maharashtra. Her father works as a farmer with an income less than Rs 6,000 a month. Sarita was facing breathing difficulty along with poor weight gain, so the consulting doctor referred her family to Jupiter Hospital in Pune for further treatment.

At the hospital, the reports revealed large Ventricular Septal Defect which requires a surgical closure.

Since her parents had no money to afford the cost of the surgery, the help was provided by our CSR partnership. She was operated successfully and got discharged from the hospital in a stable condition.



Gabrubhai and his wife visited Anushkaa Clinic in the Gandhi Hospital Surendranagar for the treatment of their new-born son, who was identified with clubfoot. At the Gandhi Hospital, they met Dr. Kalpesh and our program executive. They were given a thorough understanding of the clubfoot and what the treatment entailed. They were informed that the child would need to get plaster casts, and tenotomy would also be required.

During tenotomy, the family was worried, but they were reassured which gave them the courage to continue. After tenotomy, their child was given braces, and the family was informed about how to wear them properly.

His parents are grateful that they were able to provide their child with the necessary treatment, and today, their child can live a good life.

Providing education

Education is a fundamental enabler of inclusive and sustainable development. At JB Pharma, we support underprivileged communities to overcome barriers and enable access to education. We also help educational institutes improve their infrastructure and provide resources to elevate student learning experience.

CASE STUDY

Taramani Mandal, a 32 years old strong, dedicated teacher of IIMPACT Girl Child Education Project had always been subjected to insult and derogatory words from friends, family, relatives due to her dark skin. She always wanted to prove everyone that skin colour had nothing to do with her capabilities. Through many struggles and hurdles, she finished her education and started giving tuitions in her village.

In the year 2017, CESR Purulia started the IIMPACT-Girl child Education Program for the regularly irregular girls of 6 to 14 years age group in learning center mode. She often visited learning center-Chipida where she became aware about the learning process GCEP which motivated her to be a learning center teacher. She was appointed as a teacher at the learning

center. The salary that she earned gave her financial independence and financial support to her family. She overcame all barriers, and she wants the same for all her students and the community she works in.



Zero hunger

Hunger is not caused by food shortage alone, but by a combination of natural, social, and political forces. Currently, natural resources that are necessary for human survival like freshwater, soils, and more are dwindling. Poverty and inequality are also two drivers of hunger. At JB Pharma we have taken initiatives to eradicate hunger from the underprivileged communities.

CASE STUDY



Desai Shreya is 15 years old, at Thaltej Prathamik School. Her father is a driver and mother a housewife. Her father is the only earning member in the family, with a very minimum wage. Her family manages to educate her and her siblings. Shreya is a bright student and aspires to become a doctor to serve the nation. Her favorite dish on mid day meal is dal rice. She believes that the food serves at school by Akshaya Patra Foundation is very tasty and nutritious and it has helped her to focus in the classroom and feel energetic.

Shilpa Mishra has been in and out of Cama Hospital for her son's kidney stone treatment. She is the sole breadwinner and works as a maid with a monthly income of ₹ 9,000. Apart from treatment cost, she has to spend money on travelling every day which turns out to be very expensive. Neither can she afford buying food from a restaurant or canteen, so she skipped her meals and that eventually made her weak. Later, she got to know about free meal service in the hospital. Since then, she has been having fresh, hot meals that gives her the energy to sustain for the whole day and also saves her from falling sick.



INDEPENDENT ASSURANCE STATEMENT

Scope and Approach

DNV Business Assurance India Private Limited has been commissioned by the Management of J.B Chemicals and Pharmaceuticals Limited (JB Pharma)(Corporate Identity Number L24390MH1976PLC019380, hereafter referred as 'the Company') to carry out an independent assurance of the qualitative and quantitative disclosures related to sustainability performance in the digital formats of its Corporate Sustainability Report 2022-23 ('the Report') as well as referenced information in its Annual Report, the Company's website and other publicly available documents. The Sustainability Report is prepared by the Company in reference to Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 and its revisions ('GRI Standards'), for the financial year ending 31st March 2023

We performed a limited level of assurance based on our assurance methodology DNV's VeriSustain^{TM1}, which is based on our professional experience, international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised* and the GRI Principles for Defining Report Content and Quality. In doing so, we evaluated the quantitative and qualitative sustainability performance disclosures presented in the Report for the activities undertaken by the Company during the reporting period 1st April 2022 to 31st March 2023. Our assurance engagement was planned and carried out during October 2023 –November 2023.

Responsibilities of the Management of Company and the Assurance Provider

The Management has the sole responsibility for the preparation of the Report and are responsible for all information disclosed in the Report as well as the processes for collecting, analysing and reporting the information presented within the Report and references in the Company's website. The Company is also responsible for the maintenance and integrity of its website containing the sustainability-related disclosures referenced within the Report. In performing this assurance work, our responsibility is to the Management; however, this statement represents our independent opinion and is intended to inform the outcomes of our assurance to the stakeholders of the Company.

We have not provided any other services in 2022-23 to the Company which in our opinion, would have constituted a conflict of interest with this assurance work. Our assurance engagement is based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and free from material misstatements.

Scope, Boundary and Limitations

The reporting scope and boundary encompasses environmental, social and governance performance of JB Pharma are as described in the Report in the sections 'About the Report', 'Annexure of Reporting Boundary' and 'Materiality', and includes economic, environmental and social performance related to 8 manufacturing units in Panoli, Ankleswar and Daman, out of which Active Pharmaceutical Ingredients (API)(1) at Panoli and others are Formulations and Research and Development (R&D) Centre (1) at Thane.

We performed a limited level of assurance based on our assurance methodology VeriSustain^{TM2}. The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance, expenditure towards Corporate Social Responsibility (CSR) activities, and other financial data are based on audited financial statements issued by JB Pharma's statutory auditors which is subject to a separate audit process. We were not involved in the review of financial information within the Report.

Basis of our Opinion

We planned and performed our work to obtain the evidence considered necessary to provide a basis for our opinion for a limited level of assurance based on DNV's VeriSustain. We adopted a risk-based approach, that is, we

¹ The VeriSustain protocol is based on the principles of various assurance standards including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from www.dnv.com

² The VeriSustain protocol is based on the principles of various assurance standards including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from www.dnv.com

concentrated our efforts on the issues of high material relevance to JB Pharma. As part of the process, a multi-disciplinary team of sustainability and assurance specialists reviewed sustainability disclosures related to the Company's operations with the management teams and data owners at the Company's Corporate Office in Mumbai and sample facilities in India. We undertook the following activities:

- Review of the approach to materiality determination and stakeholder engagement, and the outcomes as stated in the Report. We did not have any direct engagement with external stakeholders.
- Reviews of the final versions of the Corporate Sustainability report.
- Verification of the information and claims made in the Report, and assessment of the robustness of the data management system, data accuracy, information flow and controls for the reported disclosures. We examined and reviewed supporting evidence such as documents, data and other information made available by the Company related to the disclosures made in the Report, along with the Company's protocols for how the data was measured, monitored, recorded and reported.
- Review of the management approach disclosures related to identified material topics through interviews with selected senior managers responsible for devising and implementing sustainability strategies. We were free to choose interviewees and interviewed those with overall responsibility to deliver the Company's sustainability objectives.
- Onsite verification at sample Active Pharmaceutical Ingredients (API), Formulation: JB Pharma Operation at Panoli, Ankles war and Daman including review of the processes and systems for preparing and consolidating site-level sustainability data in line with the principles of reliability, accuracy and completeness. We were free to choose sites for conducting assessments on the basis our risk-based approach; and,
- An independent assessment of the Report against the requirements of the GRI 2021 standards.

Opinion and Observations

On the basis of the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the Report's adherence to the GRI Standards 2021 including the GRI 2: General Disclosures, GRI 3: Management Approach and disclosures related to the following GRI Topic-specific Standards which have been identified by the Company to bring out its performance against its prioritised material topics.

- GRI 205: Anti-corruption 2016 – 205-1, 205-2, 205-3
- GRI 206: Anti-competitive behaviour 2016 – 206-1
- GRI 302: Energy 2016 – 302-1, 302-2, 302-3
- GRI 303: Water and Effluents 2018 – 303-3, 303-4, 303-5.
- GRI 305: Emissions 2016 – 305-1, 305-2, 305-3, 305-4, 305-7.
- GRI 306: Effluents and Waste 2020- 306-2, 306-3; 306-4; 306-5
- GRI 401 : Employment 2016- 401-1, 401-2, 401-3
- GRI 403 : Occupational Health and Safety 2018- 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10 ;
- GRI 404 : Training and Education 2016 – 404-1, 404-2, 404-3 ;
- GRI 405 : Diversity and Equal Opportunity 2016 – 405-1, 405-2 ;
- GRI 406 : Non-discrimination 2016- 406-1 ;
- GRI 408 : Child Labour 2016- 408-1 ;
- GRI 409 : Forced or Compulsory Labor 2016- 409-1 ;
- GRI 411 : Incidents of violations involving rights of indigenous peoples 2016-411-1 ;
- GRI 413 : Local Communities 2016- 413-1, 413-2 ;
- GRI 416 : Customer Health and Safety 2016- 416-1, 416-2 ;
- GRI 417 : Marketing and Labelling 2016- 417-1, 417-2 ; 417-3
- GRI 418 : Customer Privacy 2016 – 418-1418

Note: Scope 3 emissions reported as part of GRI 305-3 include emissions due to Capital Goods, purchased goods and services, employee commute, business travel, Upstream transportation and distribution, Downstream transportation and distribution, Fuel and Energy related activities, Waste generated in operations, End of Life treatment of sold products.

Without affecting our assurance opinion, we provide the following observations against the principles of Veri Sustain:

Materiality

The process of determining the issues that is most relevant to an organization and its stakeholders.

The Report brings out the materiality determination and review exercise carried out by JB Pharma to identify key topics which impact the Company and its stakeholders; the exercise included identification of topics based on industry trends, internal targets, and risks. Further, JB Pharma has prioritized material topics for disclosure in the Report based on inputs and requirements from cross-functional internal and external stakeholders while considering the Company's value drivers. The Company has indicated that there is no significant change in material topics from the previous reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the processes for identification, as well as modes and frequencies of engagement with key internal and external stakeholders, that is, employees, suppliers, shareholders and investors, communities and non-governmental organisations (NGOs), senior leadership, regulators and B2B customers. The stakeholder engagement process includes identification of key concerns for significant stakeholder groups through formal and informal mechanisms.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report articulates the Company's responses to the stakeholder engagement processes carried out by the Company, as well as the approaches and performance related to identified material topics through GRI topic-specific Standards. The Company has further linked its material topics to its overall strategies, management approach and goal setting processes, as well as future challenges of the healthcare business.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Responsiveness.

Reliability

The system for maintaining the quality of underlying sustainability disclosures and performance management systems including the accuracy and comparability of information presented in the Report.

The Report brings out the processes that company has established towards capturing and reporting its performance related to its identified material topics considering the requirements related to the principles of Reliability and Accuracy. The majority of data and information verified through our onsite assessments with JB Pharma management teams and data owners at the sites sampled by us as part of our assurance engagement within the boundary of the Report were found to be fairly accurate and reliable. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed for correctness.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Reliability.

Completeness

How much of all the information that has been identified as material to the organisation and its stakeholders is reported.

The Report brings out the Company's sustainability performance related to its prioritized material topics and reporting boundaries for the reporting period through appropriate GRI Topic-specific Standards. The Company is in the process of strengthening its existing systems and processes towards completely bringing out disclosures where information was not available, and this has been explained within the Report as exclusions.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

Neutrality

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report articulates disclosures related to the Company's sustainability performance for prioritized material topics including key risks, opportunities and challenges faced during the reporting period in a neutral tone in terms of the content and presentation, while applying consideration to not unduly influence stakeholders' assessments made based on the reported disclosures.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, 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.

We have complied with the DNV Code of Conduct³ during the assurance engagement and maintain independence where required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. 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.

For DNV Business Assurance India Private Limited

<p>Panda, Tapan Kumar</p> <p>Digitally signed by Panda, Tapan Kumar Date: 2024.01.29 11:26:39 +05'30'</p> <p>Tapan Kumar Panda. Lead Verifier DNV Business Assurance India Private Limited, India</p>	<p>Karthik Ramaswamy</p> <p>Digitally signed by Karthik Ramaswamy Date: 2024.01.29 13:38:15 +05'30'</p> <p>Karthik Ramaswamy. Technical Reviewer DNV Business Assurance India Private Limited, India.</p>
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29th January 2024, Bangalore, India.

DNV Business Assurance India (Private) Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

³ The DNV Code of Conduct is available on request from www.dnv.com

GRI Content Index

JB Chemicals and Pharmaceuticals Limited has reported the information cited in this GRI content index for the period 1 April 2022- 31 March 2023 with reference to the GRI Standards.

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General Disclosures		
GRI 2: General Disclosures 2021	The Organization and It's Reporting Practices	
	2-1 Organizational details	5, 20, 38
	2-2 Entities included in the organization's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	72,73,81
	Activities and Workers	
	2-6 Activities, value chain and other business relationships	20,21,61
	2-7 Employees	85
	2-8 Workers who are not employees	85
	Governance	
	2-9 Governance structure and composition	34-35
	2-10 Nomination and selection of the highest governance body	Annual Report Pg. 49-50
	2-11 Chair of the highest governance body	34
	2-12 Role of the highest governance body in overseeing the management of impacts	36-37
	2-13 Delegation of responsibility for managing impacts	36-37
	2-14 Role of the highest governance body in sustainability reporting	36-37
	2-15 Conflicts of interest	40
	2-18 Evaluation of the performance of the highest governance body	33
	2-19 Remuneration policies	Annual Report Pg. 32
	2-20 Process to determine remuneration	Annual Report Pg. 32
	2-21 Annual total compensation ratio	Annual Report Pg. 36
	Strategy, Policies and Practices	
	2-22 Statement on sustainable development strategy	6-9
	2-23 Policy commitments	39, BRSR Pg. 66
	2-24 Embedding policy commitments	BRSR Pg. 69, 71
	2-25 Processes to remediate negative impacts	BRSR Pg. 67-68
	2-26 Mechanisms for seeking advice and raising concerns	41
	2-27 Compliance with laws and regulations	42
2-28 Membership associations	38	
Stakeholder Engagement		
2-29 Approach to stakeholder engagement	51	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	52
	3-2 List of material topics	53

GRI STANDARD	DISCLOSURE	LOCATION (Page No.)
Business Ethics and Governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	37-38
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	40
	205-2 Communication and training about anti-corruption policies and procedures	40
	205-3 Confirmed incidents of corruption and actions taken	40
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	40
Product Stewardship		
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 51
GRI 417: Marketing and Labelling 2016	GRI 417-1 Requirements for product and service information and labeling	55
	GRI 417-2: Incidents of non-compliance concerning product and service information and labeling	55
	GRI 417-3: Incidents of non-compliance concerning marketing communications	55
Regulatory Compliance		
GRI 3: Material Topics 2021	3-3 Management of material topics	39
Non-GRI	Compliance management	42
Data Privacy and Security		
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 59
GRI 418: Customer Privacy 2016	GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	64
Environment		
Climate Change Impact		
GRI 3: Material Topics 2021	3-3 Management of material topics	39, 67, 68
Non-GRI	Fast-tracking fight against climate crisis	69-70
Energy and Emissions Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	39,67, 68
GRI 302: Energy 2016	302-1 Energy consumption within the organization	72
	302-2 Energy consumption outside of the organization	72
	302-3 Energy intensity	71
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	72
	305-2 Energy indirect (Scope 2) GHG emissions	72
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