



JAYANT AGRO-ORGANICS LTD.

Leadership through Innovation

Sustainability Report

2022-23



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About the Report

This is Jayant Agro-Organics Limited's (JAOL) second sustainability report for FY 2022-23. This sustainability report aims to provide information on the relevant disclosures and information that meet the needs of employees, customers, communities, and investors.



Reporting Framework

The report has been prepared under the Global Reporting Initiative (GRI) core and, the principles of BRSR.



Scope and Boundary

The scope of this report includes operations of Jayant Agro-Organics Limited's (Ranoli & Dhanora), Ihsedu Agrochem Private Limited (Palanpur) & Vithal Castor Polyols Private Limited (Jhagadia) as well as the Head office at Mumbai.



Reporting Principles & Approach

The report has been guided by the GRI framework and aligned with the BRSR principles. The report considers the GRI reporting principles of balance, clarity, comparability, reliability, and timeliness of the information. Stakeholder relationships and materiality form the foundation of our reporting process.



Board & Management Assurance

The data provided in the report was internally reviewed, and the Management takes responsibility for the content.



Feedback

In alignment with its commitment to sustainable development, Jayant Agro-Organics Limited will henceforth produce its sustainability report on an annual basis. For your suggestions and feedback, kindly write to us at cs@jayantagro.com

Message From The Chairman



I am pleased to share
with you the Second
Sustainability Report of
for the year 2022-23.

This report showcases our efforts to adopt sustainable practices in our operations and in the castor supply chain, which is a vital source of industrial chemicals and renewable energy. We are committed to delivering quality products and services to our customers, while ensuring strong financial performance and minimizing environmental and social impacts. We are leveraging the opportunities in our sector and addressing the challenges with innovation and collaboration.

Global trends

The versatile nature of castor oil makes it an essential bio-based raw material that is used in various industrial applications and end products. The rise in castor oil applications is seen in the production of cosmetics,

medicine, toiletries, machining oil, refrigeration lubricants, as well as the food industry. With the rise in petroleum prices, castor oil-based products offer an eco-friendly alternative to many petroleum-based products.

Performance

During the year, your company achieved a turnover of ₹1142 crores and a net profit of ₹42.05 crores. The consolidated income from operations and net profit for the year was ₹2,773 crores and ₹49.35 crores respectively. Although the year started on a stable note, the exports for the industry which were at 6.62 Lakhs Metric Tons in 2021-22, stood at 6.06 Lakhs Metric Tons in 2022-23. China, the largest consumer of castor oil, accounting for nearly 45% of India's export of Castor Oil, is yet to return to

its normalcy. Thus, the expectation is that the demand for the balance of the year is likely to be subdued.

The year under review was affected by the Ukraine-Russia conflict, particularly from the second quarter onwards. The disruption of supply of gas from Russia to Europe led to astronomical rise in prices of gas in Europe. The rising global interest rates due to the central banks of several countries to reign the rapidly rising inflation also impacted demand. Together with the destocking due to uncertainty of demand and fear of recession led to a sharp fall in demand.

India on the other hand stands out by the resilience displayed by it both during the COVID and also during the turmoil following the COVID caused by rapidly rising inflation and geo-political instability. It is expected that India will continue to be the largest growing major economy in succession for the coming year. Kudos to the government and the enterprising, hardworking and talented people of our country.

The situation has improved relative to the situation prevailing in the second and the third quarter but the uncertainty remains. The demand is yet to normalize and the confidence may return only after the geopolitical stability is restored and the central banks of the world's policies become growth oriented.

Creating Value for the Customer

Our organization puts customers first, and we work towards a long-term vision of expanding the market and promoting sustainable growth in the consumption and application of castor oil and its derivatives. We have a versatile portfolio that reflects our continuous commitment and focused new product development. Our Research & Development Centre plays an important role in achieving our overall vision. Our R&D expertise has helped us launch new products and enabled us to respond to the dynamically changing market. We aim to cater to all industries, across geographies. Currently, we have more than 80 different products that we sell to over 70 countries across the globe.

Embedding Sustainability in Production

We are integrating sustainability into our business, creating awareness of sustainability, and planning more initiatives across the value chain. This has led to a comprehensive adoption of Sustainable practices across

the organization. Our environmental initiatives focus on sustainable practices and preserving natural resources like Soil, Water, and Air. Aligning with these principles, we have been imparting training to farmers to adopt environment-friendly and sustainable farming practices. The castor oil we produce is an eco-friendly and sustainable raw material as is of bio-origin, non-food and non-feed. We consciously focus on the use of renewable energy for all our operations & our fuel requirements are from renewable sources, having installed windmills and cogeneration plants to reduce our dependence on fossil fuels. These initiatives have helped us greatly in reducing our carbon footprint.

Sustainable Farming Practices in communities

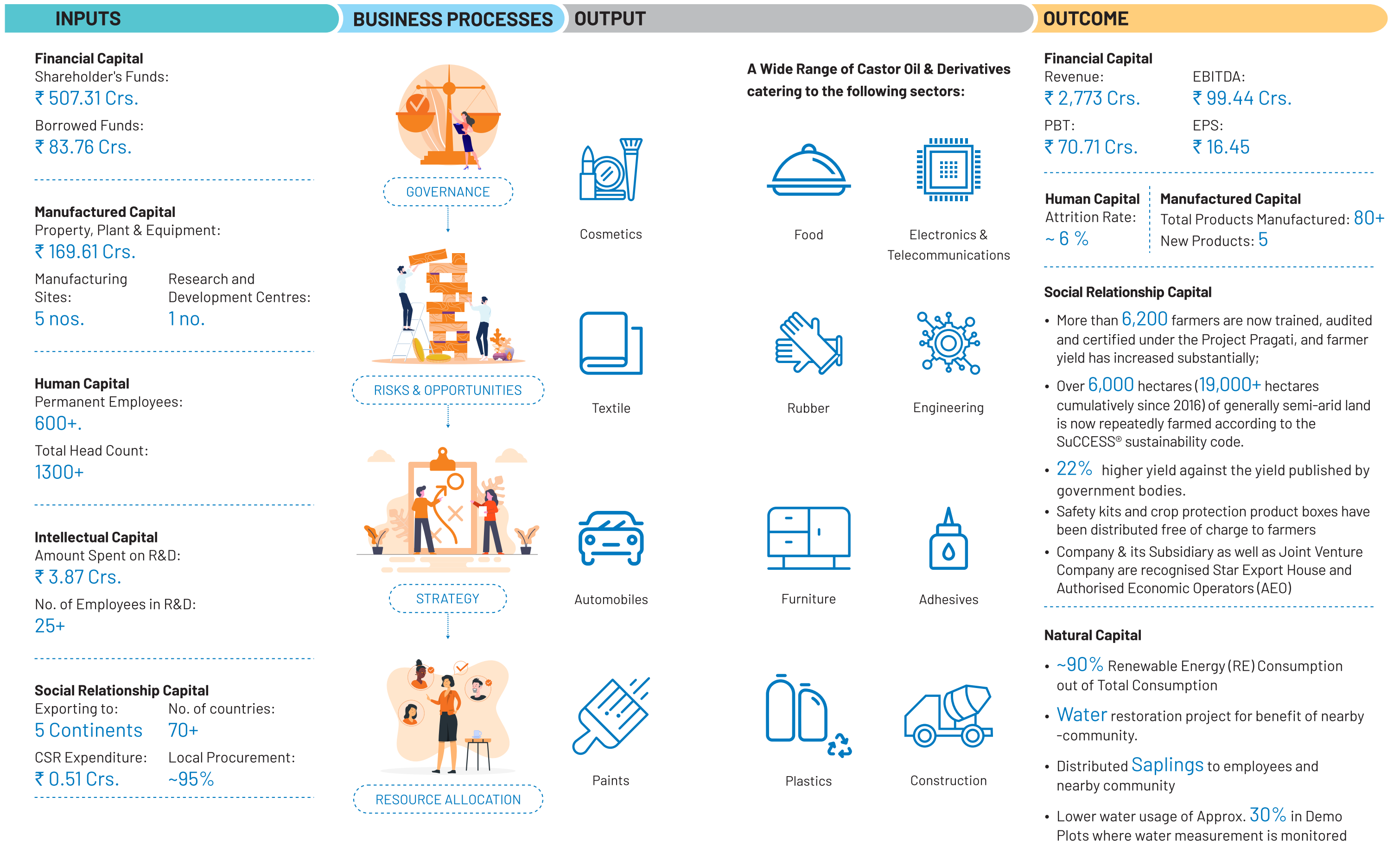
We endeavour to support farmers by providing them access to attractive markets. Our initiatives are focused on building long-term socio-economic self-reliance among the farming community. We are deeply involved in a range of initiatives to enhance sustainability in farming practices and the well-being of farmers and farm workers. Through our project "Pragati" we have empowered over 9000 Indian farmers in their journey to create a framework for sustainable castor bean production. In addition to the "Pragati", we are involved in several other projects focusing on the welfare of farmers, one of them being in association with The Solvent Extractors Association of India (SEA).

We are the first Company in India to be certified according to the SuCCESS (Sustainable Castor Caring for Environmental & Social Standards) framework. All our production sites are the first sites in the industry to be certified. We have started supplying sustainably produced castor oil and our range of castor oil-based products to the global markets.

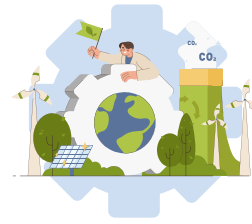
We continue to strive to maintain this rich legacy of performance with incessant effort and dedication. Partnering with organizations and institutions, we will drive our innovation and invest in Research & Development for new products, processes, and applications. We continue to believe in our Founder's philosophy- "As you sow, so you reap".

Abhay V. Udeshi
CHAIRMAN

Our ESG Program FY 2022-2023 (Consolidated)

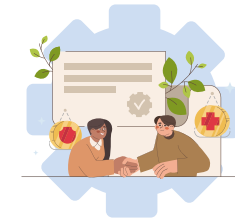


Our ESG Initiatives FY 2022-2023



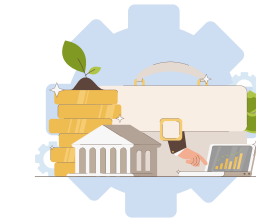
Environment Initiatives

- The Company is manufacturer of Products with potential to substitute Crude Oil based products
- ~90% of Energy requirement is met using Eco Friendly De-Oiled Cake.
- More than 20% of Power requirement is met using renewable source of energy.
- Plantation of Trees and distribution of saplings amongst employees & nearby Community.
- Under the Project Pragati - water consumption is lowered by ~30% where accurate measurement and control is in place.
- Farmers implementing Project Pragati have witnessed efficiencies in resources utilization like Soil, Water and Input materials thereby achieving more crop per drop
- Collection and Disposal of waste through government authorised bodies



Social Initiative

- Zero Tolerance to Child Labour, Forced Labour Gender Discrimination, Racism across all our sites
- Regular Trainings to staff to handle On Job and Off Job situations
- Annual Health camps & check-ups for employees of the Company
- Obligatory Usage of PPE in the production area
- Development of Hybrid Seeds (along with Government Agriculture University) for Farmers to get better Crop
- Setting Up of Demo Farms, providing guidance and trainings at various stages of farming to showcase Good Agricultural Practices and distribution of educational material to Farmers.
- Implementation of SuCESS® Castor Code under the Project Pragati Initiative resulting in higher yields & better realization to farmers.
- Distribution of Safety Storage Boxes to Farmers under the Project Pragati Initiative
- Community Initiatives like, Eranda Scholarship Program under which school competitions for essay writing, art & craft, Sports activities are held to encourage the younger generation
- Initiation of Shri Vithaldas G. Udeshi Castor Innovation Award to promote innovation in the Castor Industry



Governance Initiatives

- Shares publicly listed on Indian Stock Exchanges - BSE Ltd. and National Stock Exchange of India.
- More than 50% of Directors on Board of the Company comprises of Independent Directors.
- Tie-ups with Global Companies across the World for Technical, Strategic and Financial ventures.
- Committees to regulate the business in accordance with the laws.
- Defined Codes, Rules, Policies and Procedures to regulate Internal and External Stakeholders.
- Audited by Internal, External & regulatory auditors.
- Credit Rating of A2+ (Short Term) and A-(Long Term) by ICRA Ltd
- Certified ISO-9001, 14001 & 45001
- Founding Member of Sustainable Castor Association - World's First Association dedicated to sustainability in the Castor Supply Chain.
- 1st Company in India to get SuCESS® Certified
- Rated & Reviewed by Global agencies like Ecovadis (on the Sustainability Initiatives), TFS - Together for Sustainability, CDP - Carbon Disclosure Project

About The Company



Jayant Agro-Organics Limited (JAOL) was incorporated on May 7, 1992, under the Companies Act, of 1956, and has been publicly traded on BSE and NSE. We are headquartered in Mumbai, India. Jayant Agro group manufactures widest range of castor oil-based chemicals and specialty chemicals in the world with a group turnover of over Rs. 25 Billion. The Jayant Agro group is actively working with farmers, providing high quality hybrid seeds and engaged in the best

sustainable practices to supply certified castor oil and various castor oil based oleo-chemicals. It's Research and Development centre is focused on developing new products and applications based on castor oil and its derivatives delivering much more than molecules, converting the molecules to products for markets and turning ideas into solutions. The Group's vision is to provide end to end sustainable solutions across the castor based value chain to its customers. It firmly believes that great solutions are the result of inspiration, hard work, dedication and team work – collaborative efforts to achieve greater synergy and success.

Primarily our products are used as raw materials by industries for producing industrial or consumer goods. Our product application range includes textiles, paints, plastic, rubber, cosmetics, lubricants, electronics, furnishing, food, etc. We offer various grades of Castor Oil including Commercial grade, First Special Grade (FSG), Pale Pressed, etc. Ihsedu Agrochem Pvt. Ltd., a subsidiary of Jayant Agro-Organics Ltd. is a leading manufacturer of various grades of Castor Oil in India.

Vision and Values

Our vision is to win a niche for ourselves in the areas in which we operate, by providing products and services of superior quality and value that best satisfy our customers' needs. In doing so, we aim to bring about prosperity to our organization, our people, shareholders, and the country at large.

- Our value is to create an organization incorporating the principles of integrity and dedication; one which progressively evolves with time to meet the challenges of the future.
- Team effort to build a framework that focuses on a free and collaborative environment that inspires individual talents to greater heights and synchronizes their energies into an integrated team effort, thus helping the business to surge ahead.



- Research and Development to foster research by investing in and employing the latest technologies to explore, develop and exploit new products and processes and plan their applications.



Awards and Recognition

- Awards by Chemexcil
 - a. Award of Excellence to Jayant Agro-Organics Limited for outstanding performance in 2018-19
 - b. Trishul Award to Ihsedu Agrochem Pvt. Ltd for Outstanding Performance in 2017-18.
- Ihsedu Agrochem was awarded as the Highest Processor of Castor Seed Oilcake for year 2019-20 & Second Highest Exporter of Castor Seeds Extractor for year 2021-22 by the by The Solvent Extractors Association of India.

Fair Trade Practices

A significant percentage of the products we manufacture are for export. Fair trade practices are therefore extremely important for us. We make representation to various Government bodies and participate in Trade and Industry Associations to ensure we conform with fair trade practices. The Chairman of the Company is presently the Chairman of the Chemexcil (Basic Chemicals, Cosmetics & Dyes Export Promotion Council) set up by the Ministry of Commerce and Industry, Government of India and has



held position of President of International Castor Oil Association which works towards ensuring fair trade practices in the Castor Industry. He has also served as Vice President of the Solvent Extractors Association of India.

We are a member of the following industry associations.

Sr. No.	Name of the Trade and Industry Chambers/ Associations	Reach of Trade and Industry Chambers/ Associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Basic Chemicals, Cosmetics & Dyes Export Promotion Council (Chemexcil)	National
3	The Solvent Extractor's Association of India (SEA)	National
4	Indian Chemical Council (ICC)	National
5	Indian Specialty Chemical Manufacturer's Association (ISCMA)	National
6	Federation of Indian Export Organizations (FIEO)	National
7	International Castor Oil Association (ICOA)	International
8	Sustainable Castor Association (SCA)	International



Sustainable Procurement

To contribute to overall well-being, it is an immediate and emergent need to embed sustainability across the entire value chain. We have initiated 'Project Pragati' to foster Sustainability in the Castor Industry. We are also a Founding Member of the Sustainable Castor Association, which overlooks the implementation of Sustainable Practices in the Castor Industry.

As stated above, the Company has already laid its foundation in the adoption of Sustainability practices

GRI 204-1 in the above section Proportion of Spending on Local Suppliers

The primary raw material, Castor Beans are mainly produced in India and therefore most goods are procured locally.

covering the castor value chain. This has resulted in the inflow of initial quantities of Sustainable raw materials for industry. The Company is one of the key contributors to the Sustainability Project and is overseeing the implementation of the program. The Company's initiative have been Complimented by its sustainability partners – Arkema, BASF & Solidaridad (A Dutch NGO). The first batch of sustainable raw material was available in the current financial year and was the first Company to supply sustainable castor oil to the world. Additionally, we continually work with our vendors and suppliers to reduce the environmental impacts of the raw materials we source. We have developed standard practices for ensuring sustainable development and have included them as one of the selection criteria for our vendors and suppliers. We enter into long-term commitments with our business partners who fulfil their responsibility towards society as well as the environment. We undertake initiatives to improve awareness about legal compliances and enhance process efficiencies to ensure eco-friendly improvements besides packaging/logistics improvements. New and existing suppliers are selected and evaluated based on economic criteria and environmental, social, and corporate governance standards.

Corporate Governance

Corporate Governance is about ensuring that we meet our strategic goals responsibly and transparently while being accountable to our stakeholders. JAOL is committed to maintaining high standards of ethics, corporate governance, honesty, and accountability, aligned with our vision and values, in all aspects of our business. Our business objective is to conduct business operations in such a way as to create value that can be sustained over the long term for customers, stakeholders, employees, and business partners. In addition to complying with regulatory requirements, we endeavour to ensure that high standards of ethics and responsible conduct are met throughout our organization. To ensure compliance of applicable laws and regulations, the Company gets audited by Independent Internal, Statutory and Secretarial Auditors. The report of these auditors are reviewed by the Committees and Board of Directors and appropriate actions are taken on suggestions made under the respective reports

We have a robust framework for corporate governance that lays down policies, procedures and mechanisms



for enhancing leadership for smooth administration and productive collaboration among employees, the value chain, the community, investors, and the Government. A critical element in our approach to Governance is to regularly monitor and review our overall performance.

Creating value for customers means providing useful products and services that customers consider worthy of their time, energy and money. For customers to find value in a product or service, its perceived benefits need to outweigh its cost. Creating value means maximizing benefits within an acceptable price point.



Our Board of Directors

We are spearheaded by a competent, knowledgeable, and committed Board of Directors. The Board provides strategic guidance and independent views to the company's senior management. The Board of Directors

(the Board) is primarily responsible for the oversight of management, JAOL strategy, and business affairs. The Board ensures that appropriate governance mechanisms are in place to monitor the company's performance. This includes progress and continuous improvement efforts concerning economic, environmental, and social performance. The Board has nine members, and the majority of the Directors on the Board are Non-Executive Independent Directors.

The Board of Directors of the Company, either directly or through its committees, assesses various initiatives forming part of the BR performance of the Company every quarter. Our Key Managerial Personnel are as under

During the year the Board of Directors met five times. These meetings were conducted through Video Conference in compliance with applicable government protocols and notifications on the Covid pandemic.

Mr. Abhay V Udeshi

Chairman & Whole-Time Director

Mr. Hemant V Udeshi

Managing Director

Dr. Subhash V Udeshi

Whole-Time Director

Mr. Varun A Udeshi

Whole-Time Director

Mr. Vikram V Udeshi

Chief Financial Officer

Mr. Dinesh M Kapadia

Company Secretary

Board of Directors



Abhay V. Udeshi
Chairman & Whole-time Director



Hemant V. Udeshi
Managing Director



Subhash V. Udeshi
Whole-time Director



Varun A. Udeshi
Whole-time Director



Sanjay J. Mariwala
Independent Director



Vijy Kumar Bhandari
Independent Director



Mukesh C. Khagram
Independent Director



Sucheta N. Shah
Independent Director



Pankaj Mehta
Independent Director



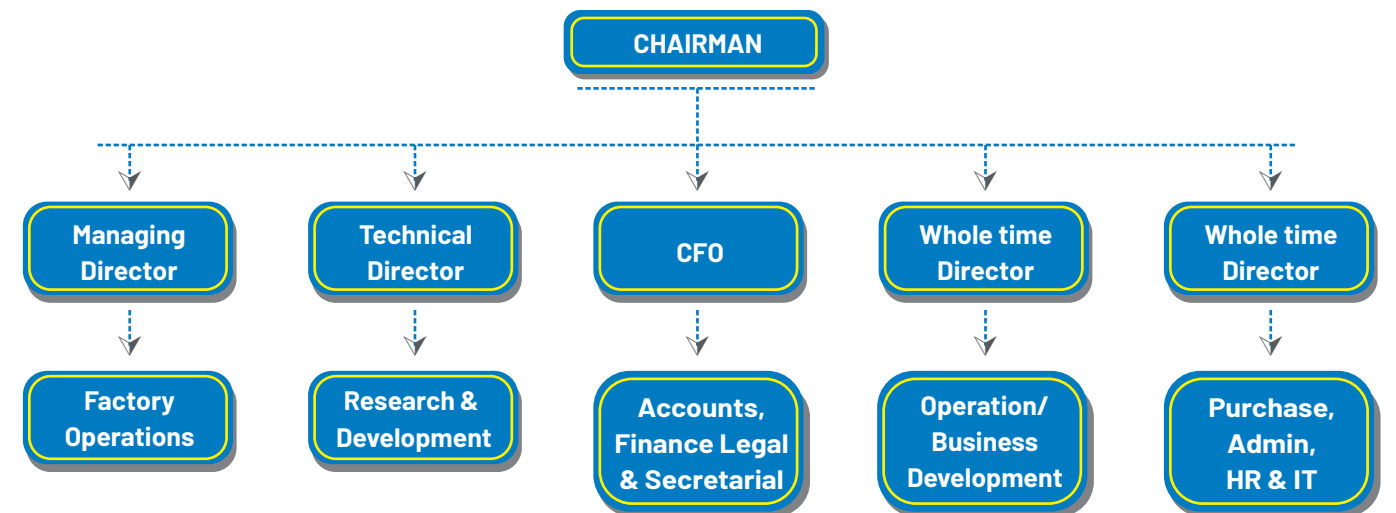
Vikram V. Udeshi
Chief Financial Officer

Committees of the Board

The Board Committees play a vital role in ensuring sound Corporate Governance practices. The Committee is constituted to handle specific activities and ensure the speedy resolution of diverse matters. These are set up under the formal approval of the Board to carry out clearly defined roles that are performed by members of the Board as a part of good governance practice. The Board supervises the execution of its responsibilities by the Committees and is responsible for their action. The minutes of the meetings of all the Committees are placed before the Board for review. To date, the Board has established the following Committees:



Organogram



Grievance Redressal

We have a stipulated grievance mechanism for workers to raise workplace concerns and respond to the community's concerns. We have structured policies and processes to address investor grievances. Wherever there are affected Communities, we establish a grievance mechanism directed to receive and facilitate the resolution of their concerns and grievances.

Ethics and Code of Conduct

We have built trust with our stakeholders by committing to adhere to compliance, disclosure, and responsible and ethical business conduct. Our sustainability approach is based on the principles of transparency and accountability.

We have zero tolerance for corruption and any violation of the principles of fair competition. We have adopted JAOL's Code of Conduct, which details the applicable ethical and responsible business practices for its employees. The HR Policy covers compliance with Human Rights, labour & social standards, anti-discrimination, as well as conflict of interest in addition to protecting the environment while ensuring the health, and safety of our employees. Our whistleblower policy provides a responsive mechanism for employees of the Company and other persons dealing with the Company to report to the Audit Committee.

The Board of Directors has laid down the Code of Conduct for all the Board Members and members of the Senior Management. This is available at <https://www.jayantagro.com>.

Whistle Blower Policy

We have a Whistle Blower Policy as a vigil mechanism for the Directors and the employees to report unethical behaviour, fraud, or violation of the code of conduct. The policy provides adequate safeguards against the victimization of Director(s) /employee(s), and also provides for direct access to the Chairman of the Audit Committee. During the year under review, there was no reported instance of whistleblowing.

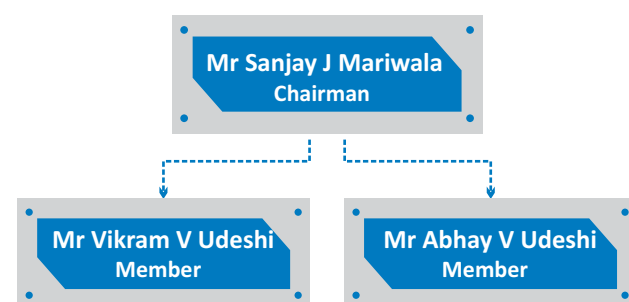


Our Risk Management Process

We recognize that risk is inherent to our business and that effective risk management is critical for the protection and creation of value for stakeholders. We believe that effective risk management is fundamental to good corporate governance. The Company has constituted Risk Management Committee to oversee various risks associated with the organisation and is responsible for giving recommendations to the Board for decision making.

management committee ensures the adequacy and effectiveness of internal control systems including those related to the strengthening of our risk management policies and systems. We manage our material business risks through the implementation and monitoring of various corporate and operational level policies.

The Risk Management Committee consist of the following Members:



Risk Management Framework

We have a robust Risk Management framework to identify and evaluate business risks and opportunities. This framework seeks to create transparency, minimize adverse impacts on the business objectives and enhance the Company's competitive advantage.

The Board of Directors has constituted a Risk Management Committee which is responsible for oversight of risks to the business operations. The risk

We are exposed to risks resulting from commodity prices and foreign exchange rate fluctuation.

Commodity Price & Risk Hedging Activities:

The basic raw material of the Company - Castor Seed is a commodity. It is exposed to the risk of price fluctuation of raw materials as well as finished goods. We manage our Commodity risks through forward booking and inventory management. We have maintained our reputation for quality, product differentiation, and service to mitigate the impact of price risk on finished goods.

Foreign Exchange Risks

Our products are mainly exported, thus Fair Global trade practices become a material issue for us. Nearly 80% of our products, as well as those of our subsidiary, are exported and the management closely monitors the fluctuations in Foreign Exchange. We have set various parameters in place in our policy to address the risks associated with foreign exchange fluctuations.

Regulatory Risk

Frequent and complex regulatory changes can have a significant bearing on our business. We keep track of the changes in the law through various Government / Industrial institutions and trade bodies and take appropriate measures.

Stakeholder Engagement

Stakeholders are those individuals, groups of individuals, or organizations that affect and/or could be affected by our activities, operations, and associated performance.

Managing Stakeholder Relationships

We value the feedback and perspectives of our stakeholders, as they help us shape our strategic direction and operational choices. By listening to our stakeholders, we can gain a deeper understanding of the potential risks, opportunities, and market trends that affect our business performance.

We follow a systematic approach to identify and map our internal and external stakeholders. We maintain regular communication with our investors, employees, customers, suppliers, and business partners throughout the year, to foster strong, trust-based relationships. We collect feedback from our employees through periodic reviews and formal and informal interactions. Our external stakeholders are engaged through specific activities, and we use various engagement mechanisms to reach out to them. We also participate in events organized by trade associations and provide input whenever required. The following illustrates our stakeholder engagement process.



Stakeholders	Mode of Engagement	Frequency	Issues discussed
Shareholders	Annual General Meeting, Emails, and SMS	Quarterly Results	Profitability, Business growth, Compliance. Financial Performance of the Company and other Matters regarding Company Performance
Farmers	In-Person/ Community Meetings, SMS, and Pamphlets	Monthly	Adoption of Good Agricultural Practices, Prohibition of Child & Forced Labor, Safe Storage of Pesticides and Harmful Chemicals, measures to improve the social and economic situation of the farmers, etc.
Employees	In-Person, via Video Meetings and SMS	Ongoing basis	Employment, Diversity, Benefits, Training & Development, Employee Performance
Customers Suppliers and	In-Person / Emails, SMS, etc.	On-going basis	Customer Satisfaction, Cost, Production, feedback. Logistics / Freight (local as well as international), Vendors Measures to adopt Environment, social and economic friendly business solutions, adoption of efficient and better business processes, etc.
Transport & Logistics	In- Person, Community Meetings, Emails, SMS, etc.	Annually	Financial performance of the company and other matters regarding the company's ESG performance
Government Bodies	In-Person, Community Meetings, Email etc.	Ongoing Basis	Matters related to Local as well as Overseas Business requirements & processes. Matters concerning social, economic, environment and measures thereon.



Materiality Assessment



Material Topics are topics that reflect a reporting organization's significant economic, environmental, and social impacts; or that substantively influence the assessments and decisions of stakeholders

Material Topics are topics that reflect a reporting organization's significant economic, environmental, and social impacts; or that substantively influence the assessments and decisions of stakeholders. Our business is guided by the recognition and management of environmental and social issues that are relevant to JAOL and its stakeholders. We monitor and address these ESG aspects to better understand how our operations affect the world around us and how our performance may be influenced by our stakeholders. By doing so, we aim to create long-term value for our investors, customers, and other stakeholders.

Material Topics



Materiality Assessment Process

We follow a structured process to identify our material sustainability priorities. They are reviewed from the perspective of whether they present a risk or an opportunity. We include the needs of the communities from whom we source our raw materials as well as the requirements of our customers across sectors. These inputs together are evaluated from the lens of our company's business strategy and growth plans.

Management Approach

To monitor and ensure focus on our material priorities, we have various policies and specific initiatives which help drive progress and provide leadership oversight. We have described below why these issues are important to us and the actions we are taking on them.

Sustainable Procurement

Implementing sustainability across our value chain has become an immediate and emergent need for us. We have initiated Project Pragati to foster Sustainability in the Castor Industry. We are also a Founding Member of the Sustainable Castor Association, which overlooks the implementation of Sustainable Business Practices in the Castor Industry

Eco-Friendly Products

The environment is a major concern, and the search for green products is likely to intensify in the future. Castor Oil is a natural, organic, renewable, and bio-degradable product that is gaining importance as a green product.

Energy utilization

Energy utilization is a material topic for us because of the energy-intensive nature of our operations. We use de-oiled cakes (a Co-Product from our oil extraction process) for steam generation and have installed windmills to supply clean and green energy. We are moving towards using only clean and green energy in our operations to reduce our dependency on fossil fuels.

Raw Material

Castor Seed is the main raw material for us and it is very critical for our operation. The cultivation of the Castor Crop is dependent on timely cultivation, timely rainfall, and an adequate supply of water. We have taken several steps to ensure the consistent availability of this raw material. We engage with farmers to help them undertake Good Agricultural Practices, undertake training sessions and address queries on various stages of farming. We are also cultivating hybrid seeds to improve the productivity of commercial Castor

Seeds.

Preservation of the Environment

Preserving the Environment and important natural resources like Soil, Water, and Air is a material issue for us. We impart knowledge and training to farmers on preserving soil fertility, using quality inputs, effective water utilization, and overall farming practices. Further, the water utilized in the plant is treated as per statutory norms and discharged through designated



Social

Our workforce is the foundation of our business. We believe that supporting the well-being of our people and promoting a safe and healthy environment is vital for the success of our business.

Attrition Management

Our business is growing steadily and the demand for trained and experienced manpower is more than the supply this makes the risk of attrition significant. We must retain our existing trained workforce and also attract new talent for different operations.

Corporate Governance

The pillars of good corporate governance are transparency, accountability, and security. These are critical in successfully running an organization and forming professional relationships among the stakeholders. We aim to create social responsibility, transparent working culture, protect and promote the interests of our shareholders, develop an efficient organizational structure, and achieve social and economic development through our corporate governance practices.

agencies.

Environmental

JAOL operations depend on effective environmental management, both for strategic planning and for on-site daily tasks. We use a robust risk management approach to identify, assess, and manage environmental risks (both threats and opportunities) at all stages of our operational activities.

Product

Rapid technological advancement is leading to new product uses being created or leading to substitution or obsolescence of products. This has a significant bearing on the demand for our products.

Human Rights

Human Rights is a material topic for us and we acknowledge our responsibility to respect and support Human Rights policies and practices across our organization and supply chain.

Occupational Health & Safety

Inculcating a culture of safety across our entire business is an ongoing priority for JAOL. We strive to ensure the health, safety, and general well-being of our employees, workers, and all those involved in our operations. This means we commit to the highest applicable safety standards to enhance safety in field units and prevent workplace-related accidents and illnesses.

Training & Development

We provide training to our workers as well as the supervisors in their respective fields of operation with an emphasis on inculcating safety in the lives of all our employees.

Regulatory Changes

Frequent and Complex regulatory changes can have a bearing on our business. We keep track of the changes in laws through various government / Industrial and trade bodies

Fairtrade Practices

Our products are mainly exported so Fair Global trade practices are a material issue for us. We make representation to various Government bodies and participate in Trade and Industry Associations to ensure fair trade practices.

Our People



Gift Distribution Ceremony



Navratri Celebration at Office



Recreational Activities for Employees



Secret Santa at our office

As an organization, our commitment to practising social prudence stems from the realization that the goal of business activity is not limited to financial profitability but includes wider societal welfare. As part of our corporate philosophy, we aim to address the negative externalities associated with our business processes including social impacts. It includes minimization and mitigation of environmental impacts, addressing social issues, and taking appropriate & inclusive CSR initiatives/ interventions designed to promote the development and prosperity of the communities we impact.

Our people development efforts and initiatives are focused on 4 key focus areas including Attrition Management, Occupational Health & Safety, Training & Education and Human Rights.

Attrition Management

Our workforce is our greatest asset. It is the professional expertise and industrial know-how of our people, coupled with their dedication that drives JAOL to continued excellence in a dynamic environment. Therefore, we invest in talent development and management strategies centred on the recruitment, retention, reward, and rejuvenation of our employees. The sustained success of JAOL is built upon the commitments and contributions of its people. We have been successful in managing employee relations, which continues to be a key to our success.

With the business of the Company growing steadily and the demand for trained and experienced manpower more than the supply, the risk of attrition is significant. We must retain our existing trained workforce and attract new talent for different operations. To improve the performance of the staff at work various refresher training courses are organized to update their knowledge with aspects related to the latest technologies and management ideas.

Engaging with employees helps us to have effective strategies in place, create a better work culture, reduce staff turnover, increase productivity, and build better stakeholder relationships that enhance the company's employer brand value.



Rangoli designed by Employee of the Company

Employee Count

Seniority	2022-2023		2021-2022		2020-2021	
	Male	Female	Male	Female	Male	Female
Permanent	644	19	619	18	604	22
Contractual	678	1	714	2	683	1
Total	1322	20	1,333	20	1,287	23

Employee Turnover

Employee turnover is the key to being on track with our growth plans and ensuring smooth operations and our recruitment strategy helps us attract diverse and qualified employees. We aim to implement inclusive recruitment practices based on age and gender and optimally use the available labour and talent in different regions. This is the key to being on track with our growth plans and ensures smooth operations.

GRI- 401-1 Total Number and Rates of New Employee Hires and Employee Turnover by Age Group, Gender, and Region.

Employee Category	New Hires during the Reporting Period by Age group & Gender (Dhanora)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	1
Officer / Staff	0	4	1	1	0	0
Worker	0	7	0	2	0	0
Total	0	11	1	3	0	1

Employee Category	New Leaving during the Reporting Period by Age group & Gender (Dhanora)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	0	0	0	0	0
Worker	0	0	0	0	0	0
Total	0	0	0	0	0	0

Employee Category	New Hires during the Reporting Period by Age group & Gender (Ranoli)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	2	0	1
Officer / Staff	0	2	0	4	0	0
Worker	0	0	0	0	0	0
Total	0	2	0	6	0	0

Employee Category	New Leaving during the Reporting Period by Age group & Gender (Ranoli)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	0	0	1	0	1
Worker	0	0	0	1	0	2
Total	0	0	0	2	0	3

Employee Category	New Hires during the Reporting Period by Age group & Gender (Palanpur)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	0	0	1	0	0
Worker	0	2	0	3	0	0
Total	0	2	0	4	0	0

Employee Category	New Leaving during the Reporting Period by Age group & Gender (Palanpur)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	0	0	0	0	0
Worker	0	0	0	0	0	2
Total	0	0	0	0	0	2

Employee Category	New Hires during the Reporting Period by Age group & Gender (Jhagadia)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	0	0	4	0	0
Worker	0	1	0	0	0	0
Total	0	1	0	4	0	0

Employee Category	New Leaving during the Reporting Period by Age group & Gender (Jhagadia)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer / Staff	0	2	0	1	0	0
Worker	0	2	0	0	0	0
Total	0	4	0	1	0	0

GRI- 401-2 Benefits Provided to Full-time Employees that are not provided to Temporary or part-time Employees, by Significant Locations of Operation

As an organization, we invest in human resources. The benefits that we offer to our full-time employees are an important factor in retaining them.

Employee Benefits

Employee benefits consist of contributions to the insurance (life as well as medical), incentives, bonuses, ex gratia, provident fund, superannuation fund, gratuity fund, compensated absences, and supplemental pay.

Post-employment benefit plans

Defined Contribution plans
A defined contribution plan is a post-employment benefit plan under which we pay specified contributions to a separate entity. We make specified monthly contributions towards Provident Fund, Superannuation Fund, and Pension Scheme.

Details of measures for the well-being of employees:



Category	% of employees covered by										
	Total (A)	Health Insurance No. (B)	% (B/A)	Accident Insurance No. (C)	% (C/A)	Maternity Benefits No. (D)	% (D/A)	Paternity Benefits No. (E)	% (E/A)	Day Care Facilities No. (F)	% (F/A)
Permanent Employees											
Male	306	303	99.02	285	93.14	0	0	0	0	0	0
Female	19	18	94.74	5	26.32	18	94.74	0	0	0	0
Total	325	321	98.77	290	89.23	18	5.54	0	0	0	0
Other than Permanent Employees											
Male	23	4	17.4	7	30.43	0	0	0	0	0	0
Female	1	0	0.0	0	0.00	0	0	0	0	0	0
Total	24	4	16.7	7	29.17	0	0	0	0	0	0

Category	% of employees covered by										
	Total (A)	Health Insurance No. (B)	% (B/A)	Accident Insurance No. (C)	% (C/A)	Maternity Benefits No. (D)	% (D/A)	Paternity Benefits No. (E)	% (E/A)	Day Care Facilities No. (F)	% (F/A)
Permanent Workers											
Male	338	338	100	338	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	338	338	100	338	0	0	0	0	0	0	0
Other than Permanent Workers											
Male	655	655	100	655	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	655	655	100	655	0	0	0	0	0	0	0

Labor Management Relations

The essence of our labour management relations is to take the views of workers into account when making specific decisions. We believe that timely discussion of significant operational changes and engaging with our employees and their representatives to negotiate and implement these changes can have positive implications for our workers. We do not have collective bargaining agreements in any of our facilities.

GRI 402-1 Minimum Notice Periods Regarding Operational Changes

We provide 15 days' notice to the employees and their elected representatives. We also give 7-15 days' notice for any significant change in our operation. At our Ranoli Site, we provide a notice period 30 days to our worker and staff category and a notice period of 90 days to our manager & above category.

Details of safety-related incidents.

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employee	0	0
	Workers	0	0
Total Recordable Work-Related Injuries	Employee	0	0
	Workers	0	0
No. of fatalities	Employee	0	0
	Workers	0	0
A High Consequence of Work-Related Injury or Ill-Health (excluding fatalities)	Employee	0	0
	Workers	0	0

The number of complaints made during the year

	FY 2022-23			FY 2021-22		
	Filed During the Year	Pending Resolution at the End of the Year	Remarks	Filed During the Year	Pending Resolution at the End of the Year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

Occupational Health & Safety

Health and safety management system

Our company values the Occupational, Health & Safety (OHS) of our employees as a key factor for our success and growth. We aim to create a safe workplace that prevents injuries and illnesses and eliminates hazards and OHS risks. We have a strong system to track Employee's Health and Safety, supported by a clear OHS policy and processes. A management committee with representatives from both the management and the workers handles the Health and Safety issues of our employees. Safety Officers are assigned at each site to train the employees regularly. The training modules covers various health and safety standards to follow in

case of any safety or work-related hazards. The safety reports are examined and then mitigation plans and controls are implemented to avoid future hazards and risks. The report is presented to the management and the Board Committees of the Company for review.

We carry out an annual awareness campaign on Health and Safety week at all our facilities. We are an export-oriented Company and are assessed by national as well as international agencies on Health Safety and Working conditions at our sites. All factory sites are ISO 9001,14001 and 45001 Certified. We are assessed by International Agencies like Eco Vadis and Together for Sustainability (TFS) and so on.

Training And Education

Safety Drive, Training and demonstrations



We ensure that our employees learn continuously. This is done through a range of solutions, including internal and external learning programs and on-the-job experiences, key amendments, and other internal and external placements.

GRI 404-1 Average hour of training per year per employee (training like Health & Safety, Human Rights given to permanent employees are included in the below table)

Employee Category	Manager	Staff/ Officer	Worker	Total
Dhanora				
Training Hours	230.13	375.22	589.25	1194.6
No of Employees	12	35	76	123
Avg Training hours	19.18	10.7	7.75	9.71
Ranoli				
Training Hours	16	132	248	396
No of Employees	8	66	124	198
Avg Training hours	2	2	2	2
Palanpur				
Training Hours	10	21	108	139
No of Employees	12	36	130	178
Avg Training hours	0.83	0.58	0.83	0.78
Jhagadia				
Training Hours	17	123	131	271
No of Employees	5	17	15	37
Avg Training hours	3.4	7.23	8.73	7.34
Mumbai (H0)				
Training Hours	32	51	0	83
No of Employees	32	47	0	79
Avg Training hours	1	1.08	0	1.05

GRI 404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs

We provide internal training courses to our employees and extend our support for external training / education. We also provide programs for upgrading employee skills and transition assistance programs. Details of Skill upgradation training are as under

Employee Category	Manager	Staff/ Officer	Worker	Total
Dhanora				
Training Hours	12	436.86	280.66	791.47
No of Employees	73.95	35	76	123
Avg Training hours	6.16	12.85	3.69	6.43
Palanpur				
Training Hours	7	16	6	29
No of Employees	12	36	130	178
Avg Training hours	0.58	0.44	0.04	0.16
Jhagadia				
Training Hours	25	61	24	110
No of Employees	5	17	15	37
Avg Training hours	5	3.58	1.6	2.98
Mumbai (H0)				
Training Hours	180	263	0	443
No of Employees	32	47	0	79
Avg Training hours	3.4	7.23	0	5.60

GRI 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

We regularly appraise employee performance as these aids in the professional and personal development of individual employees. The process also contributes to skills management and the development of human capital within the organization. Regular performance and career development reviews enhance employee satisfaction, which in turn correlates with improved organizational performance. 100% of the employees across levels and categories were reviewed in the reporting year.

Human Rights



We acknowledge our responsibility to respect and support human rights. All our employees and contractors are covered by our Human Rights Policy, and we have a robust mechanism in place to prevent human rights violations. Through this, we aim to create an environment that is conducive for the employees to work at their full potential with maximum output. We have a zero-tolerance policy on any form of child labour across the organization and our supply chain.

We promote and implement all necessary policies/procedures/ systems to address relevant

situations at our sites. All our factories are ISO 9001, 14001, and 45001 Certified. We have an internal mechanism in place to redress grievances related to human rights issues. We have established an organizational structure with roles and responsibilities to ensure that there is representation from workers and management to address all types of grievances at the workplace

We have implemented the Prohibition of Sexual Harassment (POSH) Policy to address discrimination and harassment in the workplace. An Internal Complaints Committee is constituted to redress complaints and harassment cases. Additionally, the identity of the complainant is kept confidential throughout the investigation. During the reporting period, there were no cases filed under the Sexual Harassment of Women at Workplace.

Diversity and Equal Opportunity

We are committed to providing equal employment opportunities without any discrimination on age, colour, origin, nationality, disability, religion, race, caste, gender, sex, and sexual orientation. We believe that Diversity and Inclusivity (D&I) in the workplace is an instrument for economic growth, sustainable competitive advantage, and societal progress.

GRI 406-1 Incident of Discrimination and Corrective Actions Taken

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed During the Year	Pending Resolution at the End of the Year	Remarks	Filed During the Year	Pending Resolution at the End of the Year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labor	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	6	0	-

GRI 401-1 Security Personnel Trained in Human Rights Policies or Procedures

We provide training to all our security personnel on the organization's policies and procedures. In the reporting year, 100% of the security personnel received training at our plants.

Total no of Security Personnel	No. of Security Personnel trained in Human Rights		Percentage
	Total No	Avg. Training Hrs	
43	43	28.55	100

*Data is for our plants in Ranoli and Dhanora.



Community Outreach

Corporate Social Responsibility (CSR) is a self-regulating business model that helps a company be socially accountable to its internal and external stakeholders. It helps us to be conscious of the economic, social, and environmental impacts of our activities on the communities around us. We believe that inclusive growth and equitable development are essential to foster sustainable local development and uplift the communities in which we operate. Through socio-economic, health, and environmental initiatives, we have undertaken various community initiatives and projects under our CSR and Community development Programs. This includes training and educating farmers, encouraging them to adopt Good Agricultural Practices, using quality inputs to optimize yield, reduce environmental impact, and providing safety kits and overall community development.



The Board of Directors has formulated a CSR Policy encompassing the Company's philosophy and describes its responsibility as a corporate citizen. The policy constitutes the guidelines and mechanisms for undertaking socially relevant programs for the welfare and sustainable development of the community at large. We have an in-house team that plans, monitors, and governs the corporate social responsibility initiatives/projects of the Company. The CSR Policy is available on the web link www.jayantagro.com



CSR Expenditure

The CSR Committee recommends the annual project-wise budget and expenditure, to the Board for review and approval. We spend 2% of our average net profit (as prescribed by the government) on the implementation of CSR projects and activities. We spent INR 0.51 Crores on CSR activities in FY 2022-23 (on consolidated basis), mainly focusing on community development. The overall expenditure on Community Initiatives was Rs. 1.11 Crores.



GRI 413-1 Operation with Local Community Engagement, Impact Assessments, and Development Programs.

The CSR initiatives we undertake are long-term projects. We conduct need assessment studies before initiating the projects. The outcome and the impact of each project are monitored and measured by the Company at regular intervals.

CSR & Community development Projects Undertaken

The raw material is castor seed, and we strive to purchase it directly from the farmers. Our community development initiatives are therefore focused on the farming community. We aim to undertake activities relating to rural development and providing vocational education for the livelihood of the underprivileged sections of society. We place a special focus on building long-term socio-economic self-reliance among the farming community in the areas where we operate.

Year	Standalone		Consolidated	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Rs. In Crore	0.09	1.26	0.51	1.35

Composition of the CSR Committee.

During the reporting year, the CSR committee met once.

Name of director	Designation	No. of CSR Committee Meetings during the year
Mr. Mukesh C. Khagram	Chairman	1 of 1
Mr. Abhay V Udeshi	Member	1 of 1
Mr. Hemant V Udeshi	Member	1 of 1

Projects	Aim	Key outcomes of the Projects	Beneficiary Impacted
"Sustainable Castor Initiative- Pragati"	The aim is to improve the livelihood of farmers and contracted workers by supporting them to optimize yield and reduce environmental impact.	Has led to an increase in the yield of the crop and helped in the upliftment of the Social and Economical standards of the farmers. This has led to intensive farmer engagement and the adoption of Good Agricultural Practices. It has also enabled the farming community to embrace higher social standards with substantial improvements in health, environment, and safety practices within the community.	Farmers
Model Farming (tie-up with the University of Gujarat, agronomist, etc.)	To help the farmers undertake Good Agricultural Practices.		Farmers
Eranda Scholarship Program	It is an education program involving school children of farmers. Various inter-school competitions are held like art, projects, essays, sports etc. In addition to prizes for the winning students, the schools are supported with infrastructure for the benefit of the students.	These competitions also create awareness of climate change and sustainability amongst the students, besides encouraging them for sports and education.	Students

Financial Performance



Performance Highlights

JAOL's subsidiary IAPL derives revenue from the export of castor oil. Export of Castor Oil from India which was at 6.62 Lakhs Metric Tons in 2021-22, stood at 6.06 Lakhs Metric Tons in 2022-23.

The consolidated turnover of the Company has been ₹2,773 Crores as against ₹2,590 Crores as against in the previous year. The EBDITA was ₹98.90 Crores as against ₹153.64 crores in the previous year. The turnover of the derivatives has been ₹1126 Crores as against ₹1074 Crores in the previous year.

We have an Internal Control System, commensurate with the size, scale, and complexity of our operations. The management monitors and evaluates the efficacy and adequacy of the internal control system in the Company, and its compliance with operating systems, accounting procedures, and policies at all locations of the Company. Periodical reports on the same are presented to the Audit Committee.

GRI 201-1 Direct Economic Value Generated and Distributed

(In Rs Lakhs)	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
	Standalone		Consolidated	
Direct Economic Value Generated				
Revenue	1,14,201.06	1,08,907.14	2,77,334.71	2,59,072.51
Direct Economic Value Distributed				
Finance Cost	278.12	294.61	1,333.85	1,571.48
Employee Benefits	3,625.86	3,271.49	5,302.85	4,738.21
Total	3,903.98	3,566.10	6,636.70	6,309.69
Direct Economic Value Retained	1,10,297.08	1,05,341.04	2,70,698.01	2,52,762.82

GRI 201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change

Risk

Castor Seed, which is our raw material, is an agro-product. Timely cultivation of the crop is very critical for our business. In the absence of timely rainfall and an adequate supply of water, there can be an impact on the Castor Crop. This can have financial implications for our business.

Mitigation Measures

We have taken several steps to ensure the availability of the raw material. JAOL, along with Gujarat Agricultural University engages with Farmers to help them undertake Good Agricultural Practices and carry out training sessions with farmers to address their queries on various stages of farming. We also cultivate hybrid seeds to improve the productivity of commercial Castor Seeds. Additionally other measures undertaken by the Company are elaborated in sustainable procurement section of this report

GRI 201-3 Defined Benefit Plan Obligations and Other Retirement Plans Defined benefit plans

The liability in respect of defined benefit plans and other post-employment benefits is spread over the period during which the benefit is expected to be derived from employees' services. Details of retirement benefits.

Benefits	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y
Gratuity	100%	100%	Y
ESI	0	100%	Y
Others - Please Specify	None	-	-

The company has taken insurance cover from the Life Insurance Corporation of India ("LIC") to meet their gratuity obligations

Research And Development

We have a dedicated R&D centre focusing on the development of new applications, processes, and products based on castor oil. We have the only R&D centre which is dedicated to castor. It is recognized by the Department of Scientific & Industrial Research (DSIR) Ministry of Science & Technology, Govt. of India and is ISO 9001 certified. Our R&D activity enables us to fully exploit the benefits of castor oil and forms a backbone for the future development and growth of the company. Our R&D has been responsible for identifying and developing varied applications for castor oil derivatives and for promoting import-substitution products.

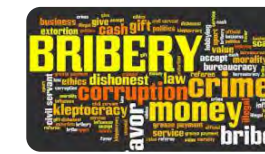
Our products have the potential to replace petroleum-based products. We are also working on developing new bio-polymers & chemical intermediates for use in

lubricants, plastics, fragrances, flavours, pharmaceuticals & other applications. The emphasis has been to replace some of the petroleum-derived products with Green Bio-based alternatives. This indirectly benefits the farmers as demand for the castor seeds grown on the farm increases.

We are hailed as an emerging star in the field of contract research & manufacturing of oleochemicals and undertake research assignments in the field of oleochemicals and their applications. We have sophisticated facilities and qualified manpower to carry out R&D. The R&D focus on the development of new applications, processes, and products based on castor oil and its derivatives. Changes in technology are leading to new product uses being created. Substitution or obsolescence of products due to technological development has an important bearing on the demand for our products.

Anti-Corruption

Bribery and Corruption can be a risk to our brand, reputation, and business growth. JAOL is committed



to fighting corruption in all its forms - both direct and indirect. We have adequate checks and balances in place to ensure that there is no corruption across our business activities and operations. The whistleblower policy helps ensure effective enforcement of anti-corruption practices across the company.

We are committed to maintaining a strong anti-corruption stance and are continuing to make efforts to progress towards zero tolerance. Our organizational culture aims to eliminate corrupt practices within the organization or with external parties, including our value chain. All our operations are assessed for risks of corruption.

The Group has not received any reports of corruption through its reporting channels, including its whistleblower channel in the reporting year. All Group employees are informed about the Group's anti-corruption practices. The Board of Directors is briefed on expected corporate behaviour and the need to maintain a strong anti-corruption mindset in all company dealings upon appointment. During their company induction, all new employees receive an anti-corruption briefing. Cases related to anticorruption can potentially result in penalties, both financial and non-financial, that could have adverse impacts on our business and reputation. We maintain an anti-bribery compliance program and train our employees for such

matters which is in line with our policy of zero tolerance for such incidents. Though we have limited control over our business partners and agents, we may be held liable for their actions. Our policies and procedures and Code of Conduct are, therefore, communicated to our business partners through a General Contract

GRI 205-1 Operation Assessed for Risks Related to Corruption

The Whistle-blower policy applies to the Board of Directors, Management, Employees, and Business Partners of JAOL and its Group Companies. As part of our risk assessment, we monitor activities that may pose a risk of direct or indirect forms of corruption in our business practices across the value chain.

GRI 205-2 Communication and Training about Anti-Corruption Policies and Procedures

We have a zero-tolerance approach to bribery and corruption that is also communicated to all suppliers, contractors, and business partners at the outset of the business relationship with them and as appropriate, thereafter. As part of the prevention, identification, and detection of Anti-bribery and Anti-corruption issues, training is conducted for all employees at the time of induction. Dissemination of this policy for new hires is carried out at the time of induction. The policy is communicated to all employees.

GRI 205-3 Confirmed Incidents of Corruption and Actions Taken

In the reporting year, there were no incidents of bribery and corruption..



Creating Value For Customers



Environmental issues and climate change are pressing challenges that require urgent action. Our company provides green solutions for various industries, using products that are organic, renewable, and biodegradable. We are committed to reducing our environmental impact and promoting sustainability in our operations and products.

Our company is a leader in the speciality chemicals industry based on castor oil. We have an ISO 9001 certification and a high customer orientation. We offer technical support, market analysis, tailored specifications, and prompt after-sales service. We

have a modern infrastructure and a strong R&D focus. Our customers benefit from our innovation and expertise in castor-based products.

Our mission is to create cutting-edge, tailor-made products that satisfy the unique requirements of our clients. We strive to enhance every aspect of performance, such as profitability, decision-making, customer services, human resources capabilities, and investment. Our products mainly serve as raw materials for other industry users. The product packaging contains the user manual and safety instructions in compliance with the Laws/ Guideline issued by the Government.

Our products cater mainly to Industrial Consumers and undergo exhaustive and stringent tests/ verification/ audits and certifications. Additionally, our products undergo quality & process specifications pre- and post-order to meet the specification demanded by our customers.

Customer Complaints

Customer complaints are our top priority. We handle them with agility, transparency, and solutions. We keep the customer updated throughout the complaint resolution process. We aim to resolve customer complaints by engaging, connecting, and delivering the final solution to the customer. We also communicate with the customer through multiple channels such as SMS/Email/WhatsApp, to inform them about the steps taken for the complaint redressal.

Unique situations give rise to unique solutions. During the pandemic, the Company accepted the challenge of managing an unprecedented set of circumstances and explored the possibility of managing customer complaints remotely. This was done via digital conversations both audio and video. The Company also conducts customer surveys on an ongoing basis.

There were no pending consumer complaints during the reporting year.



Environmental Stewardship

Our motto has been 'Nurture Nature and Nature will Nurture you'. We are committed to the protection of the environment and believe in the principle of "Do No Harm". Hence, we try our best to consciously utilize resources and work towards a sustainable future. At Jayant Agro, we believe in achieving economic success while incorporating environmental protection and social responsibility, to contribute toward a better future. Our motto has been "Nurture Nature and Nature will Nurture you". We understand the importance of the environment and are working towards its protection. To achieve these objectives, we use resources more efficiently to minimize emissions, waste, and the impact of the environment on our people.

Our EHS Policy is designed to ensure environmentally responsible practices across our operations and activities with all our factories being ISO 14001:2015 Certified. The key focus areas for environmental protection include environmental compliance, efficient water resources management, responsible waste management, and energy efficiency in our operations. We also focus our efforts on environmentally sustainable procurement practices.



Preservation of Environment



World Environment Day Drive

Environmental Compliance

Our management process ensures that we follow the environmental regulations that apply to our operations and activities, as well as those that are anticipated. We respect and uphold the environmental laws and regulations and regularly update our policies and procedures to align with the intent and purpose of the regulations. In the reporting year, we did not receive any penalties, fines, or show-cause notices for non-compliance with applicable environmental regulations.

Water and Effluents

Water is a precious and scarce resource on our planet. Out of all the water available, only 2.5% is freshwater, and most of it is inaccessible. We need to manage water wisely to ensure its sustainability and avoid negative impacts that may affect us and others. We are responsible for our water use and wastewater production. We aim to reduce our water footprint through water-saving measures and operational practices.

The company has adopted a mechanism to ensure prudent water utilization

Rainwater Harvesting

We have installed Rainwater harvesting facilities in three of our four plants to reduce our dependence on groundwater and freshwater bodies and utilize the ample rainfall received in the locations of our plants. The company has adopted a mechanism to ensure prudent water utilization.

GRI 303-3 Water Withdrawal & GRI 303-5 Water Consumption

Source	Unit	Dhanora	Ranoli	Palanpur	Jhagada
Surface water	M ³	1,76,255	0	8,144	Nil
Groundwater	M ³	Nil	45,177	76,092	Nil
Rainwater collected & stored	M ³	460	Nil	Nil	Nil
Wastewater	M ³	Nil	Nil	19861.7	Use in colling tower
Municipal water	M ³	Nil	Nil	504	GIDC Water Supply supplies

GRI 303-4 Water Discharge

Our company is committed to minimizing the environmental damage caused by the effluent water that we produce as a result of our operations. We adhere to strict standards and procedures to treat all the effluent water from our plants before we release it into public water bodies as authorized by the relevant government agencies. The treated water from Dhanora and Ranoli is discharged into the sea in a safe and responsible manner.

Source	Unit	Dhanora	Ranoli	Palanpur	Jhagada
Quantity of Discharge	M ³	52720	3725	0	0

Energy Utilization



We use the Castor de-oiled Cake – a Co-product that is left behind at the end of the extraction of Castor oil – as a fuel in our burner for steam generation. Our approach toward energy conservation is focused

on reducing our overall energy consumption through various energy conservation and management measures while increasing our utilization of renewable resources. As a step to reduce our dependence on Fuel gas and Furnace Oil, we use the Castor de-oiled Cake that is left behind at the end of the extraction of oil as a source of fuel in our burner for steam generation. Castor de-oiled Cake has a higher calorific value than other fuels like lignite and coal and it is economical for us. We have installed four windmills across the group for supplying clean and green energy. The Company also purchase renewable energy from third party generators. Balance energy used at our sites comes principally from diesel fuel or electricity, which is grid sourced. The Company plans for undertaking projects for sourcing green energy and moving towards clean and green energy and reducing dependency on Fossil Fuels.

GRI 302-1 - Energy Consumption Within the Organization

Fuel Source	Unit	Dhanora	Ranoli	Palanpur
Non-Renewable Energy Sources	Kg	0	0	0
FO	SCM	0	44.806	0
HSD	KL	1.57	13.248	0
Renewable Energy Sources	Kg	2,95,49,340	2,17,84,220	83,20,000

GRI 302-2 Energy Consumption

Indirect Energy Consumption	Unit	Dhanora	Ranoli	Palanpur	Jhagadia
Electricity consumption	KWH	1,57,15,246	64,22,600	1,33,77,844	19,31,254
Heating consumption	KWH	1,87,27,559	68,93,594	11,43,380.12	75,60,096
Steam consumption	KWH	5,43,45,254.96	1,57,334.12	10,85,88,746.66	-

Emissions

GRI 305-7 Nitrogen Oxides (NOX), Sulfur Oxides (SOX), and Other Significant Air Emissions

The emissions from our plants are as follows:

Parameters	Unit	Dhanora	Ranoli	Palanpur
Nox	Kg/D	60.42	135.10	19.73
Sox	Kg/D	87.80	413.59	31.42
Volatile Organic Compounds	Ppm	8.4	-	0
Particulate Matter	Ppm	69.9	-	31.43

GRI 306 - Waste Directed to Disposal

Our waste management strategy is based on the three R's: Reduce, Reuse, and Recycle. We aim to create value from waste by minimizing the amount of waste that goes to landfills. We use systems and procedures that

enable us to reuse used material and recycle excess material in the production process. We comply with legal requirements and use environmentally-sound disposal methods for hazardous waste, while non-hazardous waste is sold to authorized recyclers.

Waste

As an organization, we are aware of the adverse effects of the improper disposal of our waste and have left no stone unturned to ensure that all our discharges and byproducts are disposed of safely. The manufacturing waste is disposed of through authorized/registered channels. The company has installed relevant technology in its state-of-the-art facilities to maximize product usage.

Type of Waste Disposed	Unit	Dhanora	Ranoli	Palanpur
Used Oil*	MT	1.466	0	0.5
Chemical Sludge from wastewater treatment**	MT	53.20	116.73	24.61
Discarded Containers/ Drums/ Barrels /Bag/Liners***	MT	1.35	33.10	21.9

*Sold to registered/ authorized refiner having valid CCA of SPCB & Rule-9 permission under HWM Rule-2016 by use of GPS enable vehicle and xgn (eXtended Green Node) generated manifest.

** Sent to approved authorized TSDF having valid CCA of SPCB by use of GPS enable vehicle and xgn generated Manifest

*** Reuse in Company Premises

Hazardous Waste

Hazardous waste from our plants includes used oil, chemical sludge from the water treatment plant, and empty Drums, barrels, Bags, etc. This waste is handled as per the guidelines laid down under the Hazardous Waste Management Rules.

Non-Hazardous Waste

At our plants waste is recycled and reused wherever possible. Other materials like ferrous scrap waste, wooden waste, E-wastes, and the spent nickel catalyst are sent to registered recyclers. The Boiler Ash that is produced as a byproduct is an excellent source of fertilizer.



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Abbreviations

1	CSR	Corporate Social Responsibility
2	DSIR	Department of Scientific & Industrial Research
3	EHS	Environment Health and Safety
4	ESG	Economic Social Governance
5	EBIDTA	Earnings Before Interest, Taxes, Depreciation & Amortization
6	FSG	First Special Grade
7	GRI	Global Reporting Index
8	JAOL	Jayant Argo Organics Limited
9	OHS	Occupational Health and Safety
10	POSH	Prohibition of Sexual Harassment
11	R&D	Research & Development
12	SuCCESS	Sustainable Castor Caring for Environmental & Social Standards
13	TFS	Together for Sustainability
14	xgn	Extended Green Node



JAYANT AGRO-ORGANICS LTD.

Leadership through Innovation

www.jayantagro.com

701, Tower "A", Peninsula Business Park,
Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Tel: +91-22-4027 1300 | Fax: +91-22-4027 1399

Email: info@jayantagro.com