



JAYANT AGRO-ORGANICS LTD.
Leadership through Innovation

Sustainability Report 2021-22



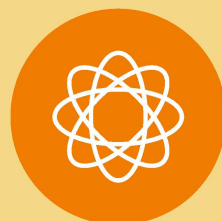


What Drives Us?



Our Vision

To win a niche for ourselves in the areas in which we operate, by providing products and services of superior quality and value which best satisfy the needs of our customers; and in doing so, to bring about prosperity to our organisation, its people, its shareholders, its investors and the country at large.



Our Values

To create an organisation incorporating the values of integrity and dedication; one which progressively evolves with time to meet the challenges of the future.



Our Philosophy

It is our earnest belief that nothing of lasting and enduring value is created overnight. Everything worthwhile today is the result of yesteryears' work and vision and every successful tomorrow requires conceptualisation in the form of ideas and thoughts and crystallisation thereof through efforts to be put in today.

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About The Report

This is Jayant Agro-Organics Limited's (JAOL) first sustainability report for FY 2021-22. 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 (Ranoli & Dhanora), Ihstedu Agrochem Private Limited (Palanpur) & Vithal Castor Polyols Private Limited (Jhagadia) as well as 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 happy to present Jayant Agro-Organics Limited's first Sustainability Report for the reporting year 2021-22. Through this report, we present to our customers and other stakeholders the strides we are making toward sustainable business practices across our operations and the castor supply chain. We are capitalizing on the opportunities in our sector while working towards minimizing and mitigating the environmental and social challenges, to ensure enhanced customer value through a focus on quality and strong financial performance.

Global trends

The global castor oil market reached 6.62 Lakh Mtons volume in 2021. 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, Construction materials, high performance polymers, 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.

Stellar Performance

The year started on a positive note and in a stable business environment resulting in our performance reaching new heights. The consolidated turnover and EBIDTA for the year were Rs.2590 crores and Rs.153.34 crores, respectively, the highest ever in our history.

Creating Value for the Customer

We are a customer-centric organization, with our focus on a robust long-term vision of expanding the market and promoting sustainable growth in the consumption and application of castor oil and its derivatives. Building a versatile portfolio requires continuous commitment and focused new product development. We have a focused Research & Development Centre, which 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. Our vision is to cater to all industries, across geographies. Currently, our product portfolio has more than 80 different products which we are selling 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. It is estimated that these initiatives have resulted in a decrease in our emissions at over 30,000 tCO₂e/annum

Sustainable Farming Practices in communities

We endeavour to support farmers by providing them access to attractive markets. Our CSR 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 the sustainability of farming practices and the well-being of farmers and farm workers. Through our project "Pragati" we have Certified over 7500 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 SuCESS (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 at JAOL will 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

Snapshot of Sustainable Performance (Consolidated)



Financial

₹ 2590 Crores

Total Revenue

₹ 153.34 Crores

EBITDA

₹ 124.28 Crores

PBT

₹ 29.53

EPS



Operational

5

No. of Sites

1

R & D Centre

80+

No. of Products Manufactured

5+

New Products



Environment

About 90%

Renewable Energy (RE)
Consumption of JAOL
& IAPL

~35% lower

Water Conservation
in Demo Plots



Social

₹ 1.26 Crores

CSR Expenditure

5800+

Total Number of SuCCESS
Certified Farmers cultivating
Sustainable Castor Beans

Over 6000+ Hectares

Land under Project Pragati
adopting Sustainable Farming

~3000+ Hours

Man-Hour Training

**100% vaccinated
with both the Doses**

Vaccination of Employees

Less than 6%

Employee Attrition Rate



Governance

55%

Independent Directors

Board Composition

More than 90%

Attendance of Board of
Directors in Meeting

**80% Independent
Directors**

Audit Committee
Composition

100%

Independent Directors

NRC Composition

ICRA A- & A2+

Long Term & Short Term
Credit Rating



Scored 70 Percentile
on overall Sustainability
Initiatives of the Company

rated by **ecovadis**

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. We mainly engaged in the manufacturing and trading of castor oil and its derivatives such as oleo chemicals. Jayant Agro-Organics Limited is an emerging global oleochemical company with leadership in the castor-based speciality chemicals industry. With proven research capabilities, strict adherence to stringent quality controls conforming to International Standards and a flawless record of honouring delivery schedules we are the preferred partner of choice, worldwide, for sourcing castor oil and castor oil derivatives. The Company Exports its products to more than 70 Countries across 5 continents

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.

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.



► Award from US-India Importers Council (USIIC)



► JAOL and IAPL awarded by Quality Circle Forum of India (QCFI)

The management of the Group have been pioneers of the castor oil industry in India with experience of over 70 years in the processing of castor seeds into various industrial and specialty chemicals.

Awards and Recognition

- Silver Rating awarded for scoring 70 percentiles on overall sustainability initiatives of the company rated by Ecovadis
- Gold award for showcasing Strategies to Prevent Workplace Incidents- felicitated by the Quality Circle Forum of India & Director, Industrial Safety and Health, Gujarat State
- Certified according to the SuCCESS (Sustainable Castor Caring for Environmental & Social Standards) Code by an external third-party certification body empanelled by The Sustainable Castor Association.
- Awarded the Large Company category in the Chemicals and Agribusiness sector – felicitated by US-India Importers Council (USIIC)

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 Association to ensure we conform with fair trade practices. The Chairman of the Company has also held the position of Chairman of the International Castor Oil Association and works towards ensuring fair trade practices in the Castor Industry. He serves as Vice Chairman of Chemexil (Basic Chemicals, Cosmetics & Dyes Export Promotion Council set up by the Ministry of Commerce and Industry, Government of India and Vice President of the Solvent Extractors Association of India

We are a member of the following industry associations.

S. 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 (CHEMEXIL)	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 Business Practices in the Castor Industry.

As stated above, the Company has already laid its foundation in the adoption of Sustainability practices covering the castor value chain. This has resulted in the inflow of initial quantities of Sustainable raw materials for the industry. The Company is one of the key contributors to the Sustainability Project and is overseeing the implementation of the program. 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.

GRI 204-1 Proportion of Spending on Local Suppliers

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

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.

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.

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

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

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.

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



Deepak V. Bhimani
Independent Director



Vijay Kumar Bhandari
Independent Director



Mukesh C. Khagram
Independent Director



Sucheta N. Shah
Independent Director



Pankaj Mehta
Independent Director



Vikram V. Udeshi
Chief Financial Officer

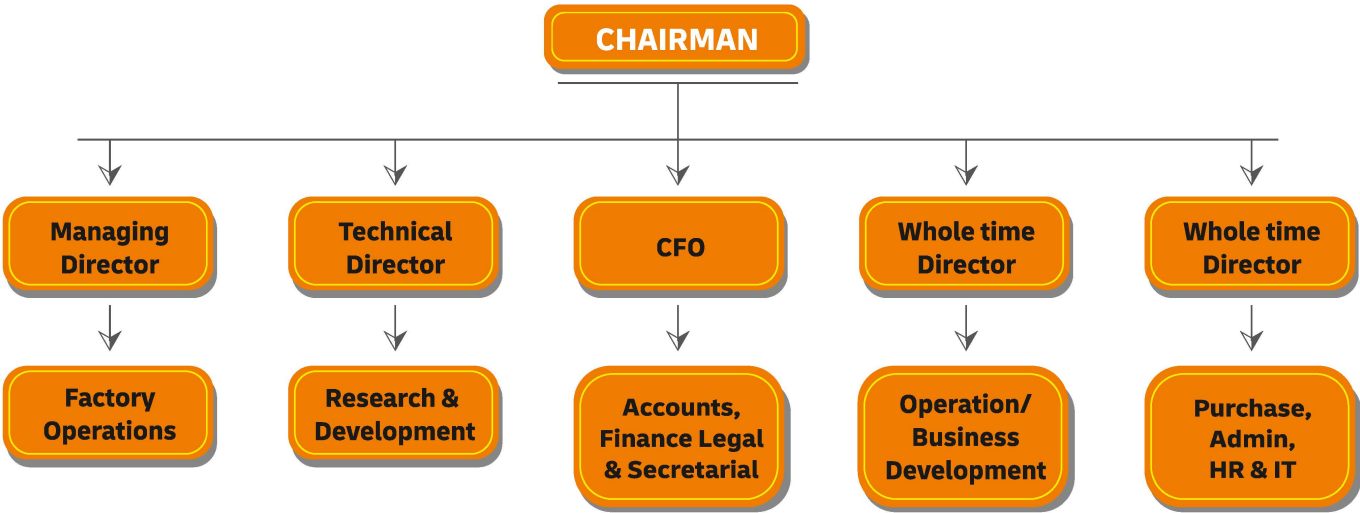


Committees of the Board

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 <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

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 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 Board of Directors on June 30, 2021, approved the constitution of a Risk Management Committee which consists of the following Members:

Mr. Sanjay J Mariwala

Chairman

Mr Abhay V Udeshi

Member

Mr Vikram V Udeshi

Member

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. are very critical topics 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.

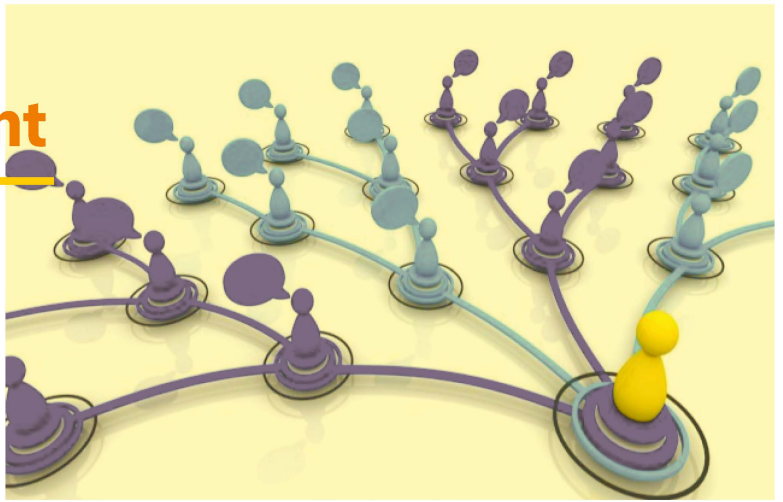
Regulatory Risk

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

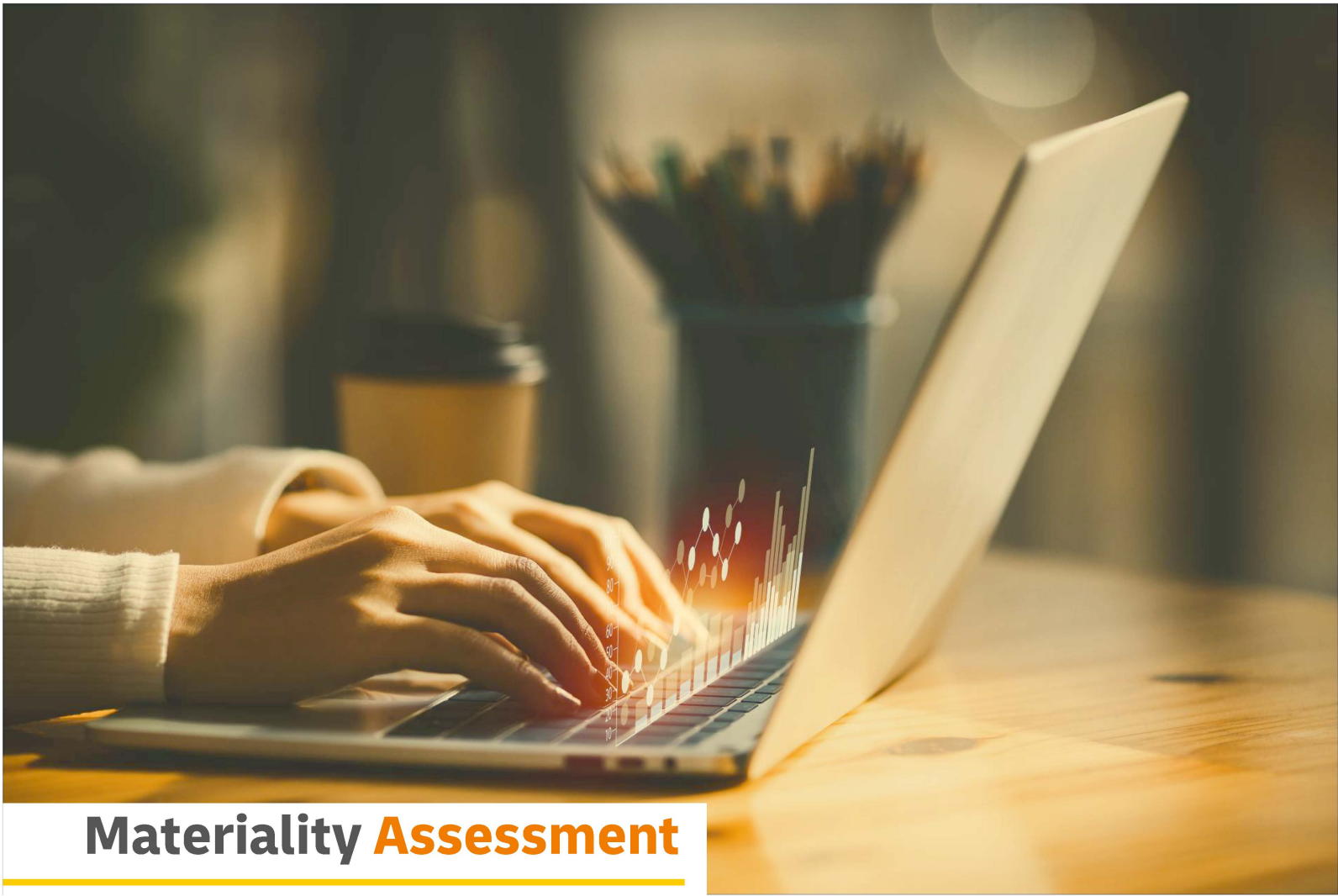
Engagement with our stakeholders helps us understand their explicit and tacit needs to guide our strategy and operational decisions. Inputs from our stakeholders also give us a better insight into the future risks, opportunities, and business outlook for the company.

We have identified and mapped our internal and external stakeholders through a structured process. We engage with our

investors, employees, customers, suppliers, and business partners around the year, to maintain healthy, trust-based relationships. We obtain feedback from our employees through periodical reviews and formal and informal interactions. Our external stakeholders are engaged through defined activities, and we reach out to them through various engagement mechanisms. We also participate in events organized by trade associations and contribute by providing input whenever required. An overview of our stakeholder engagement process is described below.

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	In-Person / Emails, SMS, etc.	On-going basis	Customer Satisfaction, Cost, Production, feedback.
Suppliers and Vendors	In-Person / SMS, Emails, etc.	Ongoing basis	Logistics / Freight (local as well as international), 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





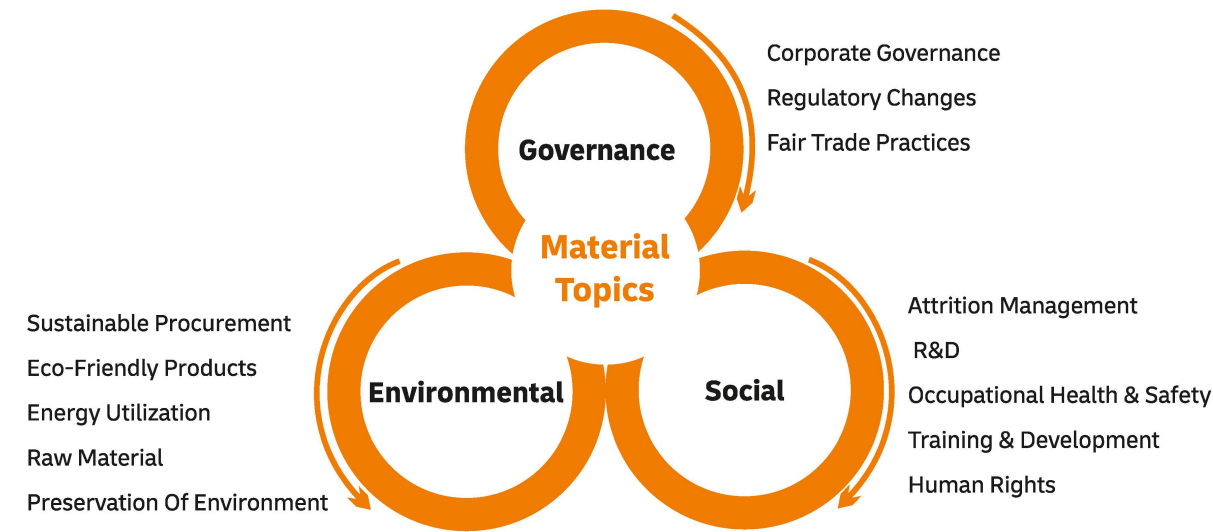
Materiality Assessment

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. We strive to identify and respond to current and emerging environmental and social matters that may have an impact on JAOL's business. These material ESG aspects give us a better understanding of the impact of our activities and how our performance may be impacted by our stakeholders. Effective management of these material issues enables us to drive long-term value for our investors, customers, and other stakeholders.

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 are provided leadership oversight. We have described below why these issues are important to us and the actions we are taking on them.

Environmental

Effective environmental management is integral to the success of JAOL operations, from a strategic planning perspective as well as for on-site day-to-day activities. Our approach to environmental management is based on robust identification, assessment, and management of risks (both threats and opportunities) across all stages of our operational activities.

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 waste 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 agencies.

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.

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.

Governance

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.

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 Association to ensure fair trade practices



Our People

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.

Gift Distribution Ceremony



Employee Count

Seniority	2019-2020		2020-2021		2021-2022	
	Male	Female	Male	Female	Male	Female
Permanent	554	15	604	22	619	18
Contractual	490	0	683	1	714	2
Total	1044	15	1,287	23	1,333	20

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	1	0	0
Staff/Officer	1	6	0	0	0	0
Worker	0	6	0	0	0	0
Total	1	12	0	1	0	0

Employee Category	Employees Leaving During the Reporting Period by Age Group and Gender (Dhanora)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	2
Staffer/Officer	1	4	0	2	0	0
Worker	0	2	0	0	0	0
Total	1	6	0	2	0	2

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	0	0	0
Officer	0	0	0	0	0	0
Staff	0	13	0	0	0	0
Worker	0	0	0	0	0	0
Total	0	13	0	0	0	0

Employee Category	Employees Leaving During the Reporting Period by Age Group and Gender (Ranoli)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	1	0	2
Officer	0	0	0	1	0	0
Staff	0	0	0	1	0	0
Worker	0	0	0	0	0	0
Total	0	0	0	3	0	2

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	0	0	0	0	0	0
Staff	0	0	0	0	0	0
Worker	0	0	0	0	0	0
Total	0	0	0	0	0	0

Employee Category	Employees Leaving During the Reporting Period by Age Group and Gender (Palanpur)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	0
Officer	0	0	0	0	0	0
Staff	0	1	0	0	0	0
Worker	0	0	0	0	0	0
Total	0	1	0	0	0	0

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	0	0	0	0	0	0
Staff	0	1	0	4	0	0
Worker	0	0	0	0	0	0
Total	0	1	0	4	0	0

Employee Category	Employees Leaving During the Reporting Period by Age Group and Gender (Jhagadia)					
	< 30		30-50		> 50	
	F	M	F	M	F	M
Manager	0	0	0	0	0	1
Officer	0	0	0	0	0	0
Staff	0	0	0	1	0	0
Worker	0	0	0	0	0	0
Total	0	0	0	1	0	1

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 provident fund, superannuation fund, gratuity fund, compensated absences, and supplemental pay.

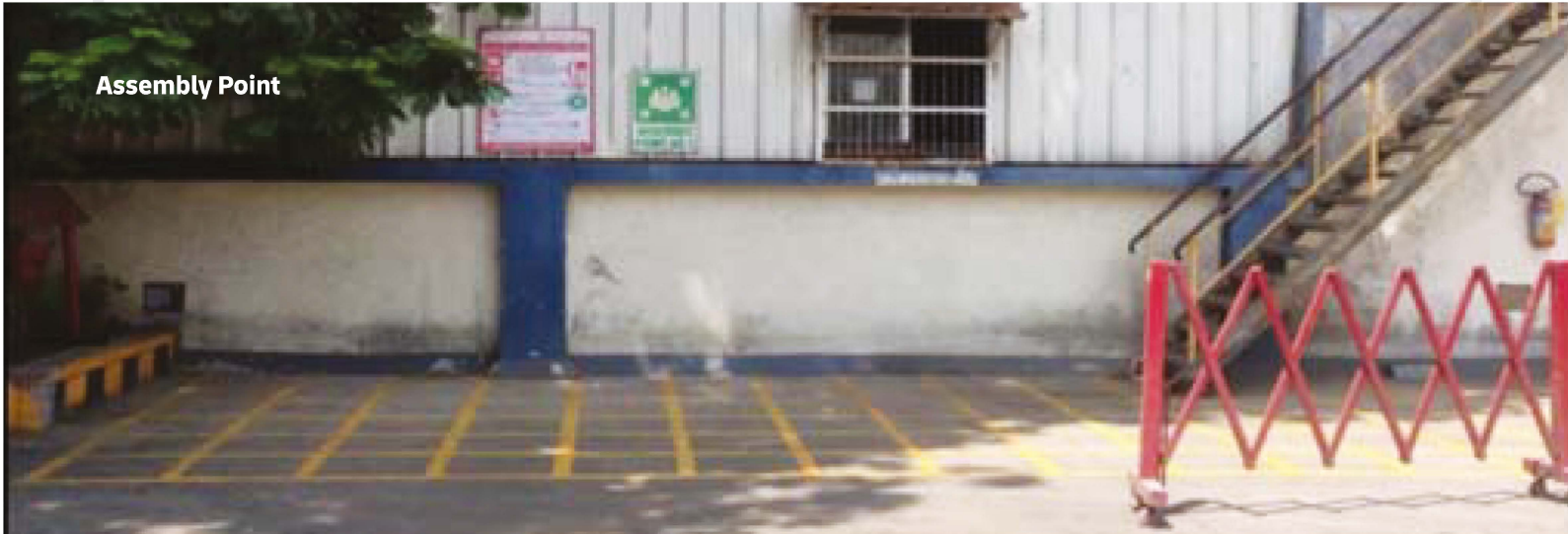
Post-employment benefit plans

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, Gratuity and Pension Scheme.



General Health and Blood Donation Camp at Factory



Assembly Point

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	278	278	100	278	100	0	0	0	0	0	0
Female	18	18	100	18	100	18	100	0	0	18	100
Total	296	296	100	296	100	18	100	0	0	18	6.08
Other than Permanent Employees											
Male	9	0	0	0	0	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	10	0	0	0	0	0	0	0	0	0	0

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	341	341	100	341	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	341	341	100	341	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	703	703	100	703	100	0	0	0	0	0	0
Female	1	0	0	0	0	0	0	0	0	0	0
Total	704	0	0	0	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.

Occupational Health & Safety

Health and safety management system

We take cognizance of the fact that the Occupational, Health & Safety (OHS), and overall physical well-being of our employees are integral to the company's success and growth. We are therefore committed to providing a safe workplace focusing on preventing injuries and illnesses, while continuously striving to eliminate

hazards and reduce OHS risks. We have a robust system to monitor Employee's Health and Safety. This is enhanced by a well-defined Occupational Health and Safety (OHS) policy and supporting processes to ensure the safety and well-being of our employees. A management committee is present to address the Health and Safety related issues of our employees which comprises representatives from the management as well as the workers. Safety Officers are designated at each site for training the employees on a timely basis. The training modules cover various health and safety norms to be observed in the event of any safety or work-related hazards. Such safety reports are analyzed and thereafter mitigation plans, and controls are decided to eliminate future hazards and risks. The report is placed before the management as well as 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 9001:2015, 14001:2015 & 45001:2018 certified.** We are assessed by International Agencies like Eco Vadis and Together for Sustainability (TFS).

Details of safety-related incidents.

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employee	0	
	Workers	0	0
Total Recordable Work-Related Injuries	Employee	0	0
	Workers		
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 2021-22			
	Filed During the Year	Pending Resolution at the End of the Year	Remarks
Working Conditions	0	0	0
Health & Safety	0	0	0
FY 2020-21			
Working Conditions	0	0	0
Health & Safety	0	0	0



Classroom training



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).

Training And Education

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

Employee Category	Manager	Staff/Officer	Worker	Total
Dhanora				
Training Hours	11	272	673	956
No of Employees	12	54	176	242
Avg Training hours	0.92	5.04	3.82	3.95
Ranoli				
Training Hours	71	579	943	1593
No of Employees	7	65	125	197
Avg Training hours	10.14	8.91	7.54	8.09
Palanpur				
Training Hours	60	60	60	180
No of Employees	173	15	198	386
Avg Training hours	0.35	4.00	0.30	0.47
Jhagadia				
Training Hours	7	3	8	18
No of Employees	33	2	38	73
Avg Training hours	0.21	1.50	0.21	0.25

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.

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

There were no incidents of discrimination in the reporting year.

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 in Ranoli and Dhanora.

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



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 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 Website 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 INR1.26 Crore on CSR activities in FY 2021-22, mainly focusing on community development.

FY2021-22



FY2020-21



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
1	Mr. Deepak V Bhimani	Chairman	1 of 1
2	Mr. Abhay V Udeshi	Member	1 of 1
3	Mr. Hemant V Udeshi	Member	1 of 1

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 Projects Undertaken

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.



Projects	Aim	Key outcomes of the Projects	Beneficiary Impacted
"Sustainable Castor Initiative- Pragati"	The aim is to improve the livelihood off 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.	Farmers
Model Farming (tie-up with the University of Gujarat, agronomist, etc.)	To help the farmers undertake Good Agricultural Practices.	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





Financial Performance

Performance Highlights

JAOL's subsidiary IAPL derives revenue from the export of castor oil which was at 547,000 Metric Tons in 2019-20 and stood at 669,000 Metric Tons in 2020- 21. The estimate of the crop has decreased from about 1.96 million tons in 2019-20 to about 1.75 million tons in 2020-21. With an estimated carry of over 400,000 Mt, the supply position is expected to remain comfortable.

The consolidated turnover of the Company has been ₹2,59,072.51 lakhs as against ₹1,64,021.89 Lakhs in the previous year. The EBDITA was ₹ 15364.29 lakhs current year as against ₹ 9,846.28lakhs in the previous year. The turnover of the

derivatives has been ₹10,7431.21Lakhs as against ₹ 65,206.79Lakhs in the previous year.

The EBDITA has increased to ₹11,248.58 lakhs as against ₹5,656.84 lakhs 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 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
	Standalone		Consolidated	
Direct Economic Value Generated				
Revenue	1,08,907.14	67,777.74	2,59,072.51	1,64,021.89
Direct Economic Value Distributed				
Finance Cost	294.61	521.42	1,571.48	1,441.42
Employee Benefits	3,271.49	2844.53	4,738.21	4,098.48
Total	3,566.10	3,365.95	6,309.69	5,539.90
Direct Economic Value Retained	1,05,341.04	64,411.79	2,52,762.82	1,58,481.99

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 carries 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.

GRI 201-3 Defined Benefit Plan Obligations and 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	FY 2021-22			FY 2020-21		
	No. of Employees Covered as a % of Total Employees	No. of Workers Covered as a % of Total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)	No. of Employees Covered as a % of Total Employees	No. of Workers Covered as a % of Total Workers	Deducted and Deposited with the Authority (Y/N/N.A.)
PF	637	637	Yes	626	626	Yes
Gratuity	637	637	Yes	626	626	Yes
ESI	0	100	Yes	-	-	

The company has taken insurance cover from the Life Insurance Corporation of India ("LIC") to meet their gratuity obligations to those employees who are not covered under the gratuity scheme managed by LIC.

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 whistle-blower 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. 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

Eco-Friendly Products

As the environment and climate change become a growing global concern, there is an increasing need and demand for green products. We offer an organic, renewable, and bio-degradable product to meet industrial needs.

We are a certified ISO 9001 company with leadership in the castor-based speciality chemicals industry. We have a very strong customer focus through technical assistance. We provide regular market reports, customized specifications, efficient after-sales service, and state-of-the-art infrastructure. Our customers have gained significantly from our tremendous emphasis on R&D and we have become their single source of all castor-based requirements.

We design and develop innovative, high-quality products to meet specific customer needs. Through this, we aim to improve all areas of performance, including profitability, decision-making, customer services, human resources capabilities, and investment. Our products primarily act as raw materials for other industry users. The user manual and safety instructions are provided in the product packaging as per the prevailing Laws/ Guideline issued by the Government.

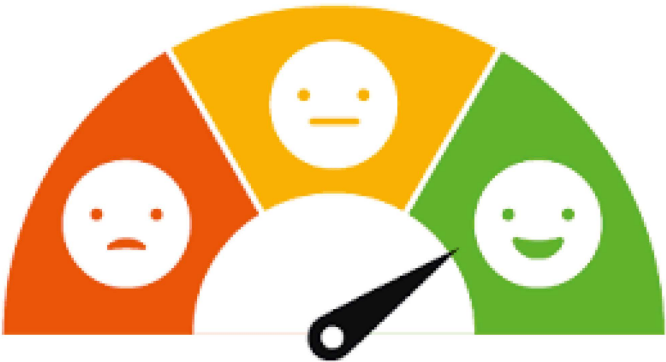
Our products cater mainly to Industrial Consumers and undergo exhaustive and stringent tests/ verification/ audits and certifications. Additionally, our products undergo quality & process specifications pre- and post-order to meet the specification demanded by our customers.

Customer Complaints

We treat customer complaints with utmost importance. We redress any complaints in an agile, transparent, and solution-oriented manner to resolve them efficiently. We ensure that the customer is informed through the entire process of complaint resolution. We focus on resolving customer complaints by engaging with the customer, connecting with the customer, and providing the final resolution to the customer. We also maintain multiple points of communication with the customer through SMS/Email/WhatsApp, to keep the customer informed on the actions taken for the redressal of the complaint.

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 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

Environmental Compliance

We have a robust management process for tracking compliance with applicable environmental regulations as well as new regulations that are expected. We comply with all environmental laws and regulations and constantly review our policies and procedures to better adhere to the letter and spirit of the regulations. In the reporting year, there were no penalties, fines, or show-cause notices for non-compliance with applicable environmental regulations.

World Environment Day Drive



Pledge Ceremony



Inauguration Ceremony of EHS bulletin

Water and Effluents

Water is one of the most valuable resources on earth. Only 2.5% of all water in the world is freshwater, and less than 1% of this is accessible. Effective water stewardship is essential to protect this shared resource and avoid negative impacts that may occur within and beyond our operating boundaries. We take full responsibility for our water consumption and effluent generation. We try to keep our water consumption in check through water efficiency measures and operating 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.

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

Source	Unit	Dhanora	Ranoli	Palanpur	Jhagada
Surface water	M ³	1,98,559	0	6,552	Nil
Groundwater	M ³	Nil	53,601	80,840	Nil
Rainwater collected & stored	M ³	300	Nil	Nil	Nil
Wastewater	M ³	Nil	Nil	17,518	Nil
Municipal water supplies	M ³	Nil	Nil	504	Nil

GRI 303-4 Water Discharge

We realize the negative impacts of harmful effluent water discharged into local bodies of water. We follow stringent protocols to ensure the discharge of all the effluent water from our plants is first treated before being released into public water bodies as permitted by authorized government bodies. Water from Dhanori and Ranoli is discharged into the sea after treatment.

Source	Unit	Dhanora	Ranoli	Palanpur	Jhagadia
Quantity of Discharge	M ³	67,462	3,997	0	0

GRI 302-1 - Energy Consumption Within the Organization

Fuel Source	Unit	Dhanora	Ranoli	Palanpur	Jhagadia
Non-Renewable Energy Sources	Kg	0	0	0	0
FO	SCM	0	190	0	0
HSD	KL	1.57	8.86	0	0
Renewable Energy Sources	Kg	3,07,22,150	95,96,424	1,96,50,000	0

Energy Utilization

We use the Castor de-oiled Cake – a waste 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 also planned for purchasing green energy thereby moving towards clean and green energy and working on replacing dependency on Fossil Fuels. We have also installed four windmills across the group for supplying clean and green energy. Currently, the energy used at our sites comes principally from diesel fuel or electricity, which is grid sourced.

GRI 302-2 Energy Consumption Outside of the Organization

Indirect Energy Consumption	Unit	Dhanora	Ranoli	Palanpur	Jhagadia
Electricity consumption	KWH	1,66,32,997	75,66,070	1,41,72,331	13,21,648

GRI 302-3 Energy Intensity

Plant	Unit	Ranoli	Dhanora	Palanpur
Energy Consumption	GJ	230708.35	323002.93	75,827.99
Production	Ton	51319.393	5925	2,84,654.23
Intensity ratio for the energy consumed within the organization	GJ/Ton of Production	4.49	54.51	0.26

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	Jhagadia
NOx	Kg/D	43.86	114.76	15.61	15 PPM
Sox	Kg/D	66.33	424.52	27.3	12 PPM
Volatile Organic Compounds	Ppm	8.5			
Particulate Matter	Ppm	62.29	293.47	24.9	80 mg/Nm3

GRI 306 – Waste Directed to Disposal

We follow the Reduce, Reuse, and Recycle strategy for our waste management to create value from waste. To divert a significant quantum of waste from going to landfills, we have adopted systems and procedures that help repurpose used material and reintroduce excess material into the production process. We follow legally prescribed procedures and apply environmentally-sound disposal techniques for handling hazardous waste whereas 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.

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.

Type of Waste Disposed	Unit	Dhanora	Ranoli	Palanpur	Jhagadia
Used Oil*	MT	3.194	1.927	0.5	3.45
Chemical Sludge from wastewater treatment**	MT	33.895	4.485	42	14.8
Discarded Containers/ Drums/ Barrels /Bag/Liners***	MT	100 Nos.	20.035	2.2	13.72

*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



Non-Hazardous Waste

At our plant in Ranoli, 13.44 MT of paper waste is recycled. 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.

Type of wastes (Ranoli)	Unit	Qty	Disposal method
Paper Waste	Tons	13.44	Sent to Recycler for Recycling
Ferrous and Non-Ferrous scrap waste	Tons	27.16	Sent to Recycler for Recycling
Wooden Waste	Tons	1.66	Recycling
Gunny Bags	Tons	57.776	Reuse
Boiler Ash	Tons	1039.62	Use in agriculture as fertilizer as our fuel is agro-waste.
E-waste	Tons	0.735	Sent to Authorized (Registered) Recycler
Total	Tons	1140.391	

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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



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